

Top BDS Employee Budget Ideas – FY 2019-20

Updated December 7, 2018

Votes	Category	Idea
15	Tools	Update the website.
11	Tools	Ability for customers to obtain decommissioning permits and pay for them online – like trade permits.
10	Fiscal Sustainability	Consider offering voluntary sabbaticals for employees to take unpaid time, to cut costs while providing employees with choice.
10	Fiscal Sustainability	As part of cost-saving measures, consider promoting more flexible schedules and reduced hours for people interested in better work/life balance.
9	Other	Expand 360 evaluation to all staff <ul style="list-style-type: none"> • Infuse equity & accountability into the process • Be consistent & transparent
8	Other	Grow existing Residential Plans Examiners into Commercial Plans Examiners.
8	Tools	Make all historic building records available electronically and put them on Portland Maps.
7	Equity	If we are going to have a more diverse workforce, we need to change the hiring / interview process. It is not about panel bias; it is about scoring and structure. Also, where is the balance between veteran bump and diversity?
6	Equity	Create opportunities for all employees to become familiar with the 5-Year Equity Plan and how it connects to their work.
6	People	In-Service days for training opportunities.
6	Tools	Install computers in the DSC for online application forms, fillable PDF forms. Computers also service Trades counter. <ul style="list-style-type: none"> • Once form is completed, customer is placed in queue for 2nd Screen or Trades counter.
6	Fiscal Sustainability	Work from home / share work spaces to save on rent.
5	Other	Ensure entry-level employees are provided the training and mentorship needed for promotions/job openings.
5	Equity	If equity is so important, why are so many of the equity meetings “on your own time”?
5	Equity	Each division should have a more internalized, specialized focus on how to improve processes. After main equity trainings and learning terms and history, it seems that we are going in circles sometimes.
5	Fiscal Sustainability	If you are going to offer 36-hour work weeks, employees should not be expected to do 40+ hours worth of work in that time.