FY22 Departmental Budget Presentation
BOS Budget and Appropriations Committee

June 14, 2021

Gayathri Thaikkendiyil,
Deputy Director & Chief Operating Officer
# Snapshot of Funding

## Overview of Proposed Budget

<table>
<thead>
<tr>
<th>ETH Budget</th>
<th>FY21</th>
<th>FY22</th>
<th>FY23</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Budget</td>
<td>$4,724,515</td>
<td>$6,551,078</td>
<td>$7,011,341</td>
</tr>
<tr>
<td>Election Campaign Fund Contribution</td>
<td>$0</td>
<td>$0</td>
<td>$446,860</td>
</tr>
<tr>
<td>Authorized Positions</td>
<td>25</td>
<td>33</td>
<td>33</td>
</tr>
<tr>
<td>Budgeted FTEs*</td>
<td>22.78</td>
<td>30.5**</td>
<td>32.33</td>
</tr>
</tbody>
</table>

* Includes reductions in Salary and Fringe due to attrition savings
** Includes eight new positions at 0.77 FTE for initial year budgeted

## Distribution of Operating Budget

<table>
<thead>
<tr>
<th>ETH Budget</th>
<th>FY21 (%)</th>
<th>FY22 (%)</th>
<th>FY23 (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries &amp; Fringe</td>
<td>86%</td>
<td>86.6%</td>
<td>88.1%</td>
</tr>
<tr>
<td>Non-Personnel Services</td>
<td>4.7%</td>
<td>4.2%</td>
<td>3.8%</td>
</tr>
<tr>
<td>Materials &amp; Supplies</td>
<td>0.5%</td>
<td>0.9%</td>
<td>0.3%</td>
</tr>
<tr>
<td>Services of Other Depts.</td>
<td>8.8%</td>
<td>8.3%</td>
<td>7.8%</td>
</tr>
</tbody>
</table>
Initiated and completed FY21 Hiring Plan as departmental priority by filling five staff positions across all divisions in April 2021

23 of 25 authorized positions filled

Two vacancies that occurred in FY21 are currently in recruitment
Key Priorities for FY22 and FY23

Commission’s core priorities

- strong laws, well implemented, with timely and effective oversight to strengthen the impact of core Commission programs

- heightened awareness of the laws, including through broadly accessible public disclosure that promotes meaningful public engagement

- service excellence through continuous improvement, transparency, and accountability for our work

- Recommendations in the August 2020 Performance Audit of the Ethics Commission conducted by the Budget and Legislative Analyst at the request of BOS

- Recommendations in the Public Integrity Review Preliminary Assessments issued by the Controller’s Office
Ethics@Work

Goal over three-year project period
Develop and conduct targeted, practical Ethics trainings for City officials, employees, and contractors based on an assessment of their specific training needs and that addresses key areas of risk specific to the nature of their duties

New Funding Requested
- Four Training Specialists
- Staff equipment and software

✓ Fully funded in the Mayor’s Proposed Budget

<table>
<thead>
<tr>
<th>FY22</th>
<th>FY23</th>
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<tr>
<td>+$594k</td>
<td>+$768k</td>
</tr>
</tbody>
</table>
New Investigative Resources

**Goal over three-year project period**
Reduce case resolution times by 40% and increase the number, proportion, and severity of cases investigated

**New Funding Requested**
- Three Investigators
- Staff equipment and software
- Funds to develop an online case management system

✔ *Fully funded in the Mayor’s Proposed Budget*
Program Performance Reporting

Goal over three-year project period
Develop and implement standardized methods to track and regularly report to the public on the performance of the department’s core functions

New Funding Requested
- One Program Performance and Reporting Analyst
- Staff equipment and software

✓ Fully funded in the Mayor’s Proposed Budget

FY22
+$143k

FY23
+$185k
Additional Focus Areas in FY22

- Hiring, staff development and retention, and training
- Meaningful public disclosure
- Electronic filing of Form 700 for designated employees
- Racial Equity Action Plan
- Innovation through automation of business processes