

IN THE CITY COUNCIL OF THE CITY OF SAN LEANDRO

RESOLUTION NO. 2022-

RESOLUTION OF THE CITY OF SAN LEANDRO CITY COUNCIL TO APPROVE AND AUTHORIZE THE CITY MANAGER TO EXECUTE A CONSULTING SERVICES AGREEMENT WITH VIRTUE THROUGH MARCH 31, 2023 FOR A TOTAL NOT TO EXCEED AMOUNT OF \$135,125.00

WHEREAS, on November 21, 2022, the City Council authorized the City Manager to enter into a one-month agreement for \$135,125 between the City of San Leandro and Virtue, to provide Q widget software services; and

WHEREAS, the San Leandro Police Department, and the City, are committed to the 30x30 Initiative to increase the number of women officers to 30% by the year 2030 and increasing women leaders at all levels of the Department; and

WHEREAS, the San Leandro Police Department will hold a promotional process for Police Sergeant in the first quarter of 2023; and

WHEREAS, research suggests an applicant's name, appearance, or voice can unconsciously influence how a rater grades them on an exercise; and

WHEREAS, the Department desires to mitigate any potential bias in the promotional process by audio recording applicants' responses to situational exercise questions; and

WHEREAS, the Department wishes to use Virtue's one-of-a-kind software widget—Q—to convert applicants' recorded answers to sergeant promotional situational exercise questions to non-binary, identically sounding applicants; and

WHEREAS, when applicants sound identical it removes potential rater bias since raters will only have the substance of the applicants' responses to grade and not be unconsciously influenced by appearance, voice, or accent; and

WHEREAS, the San Leandro Police Department is a pioneer in policing and believes its partnership with Virtue to incorporate Q in this groundbreaking pilot will contribute to that legacy; and

WHEREAS, this Council action would reallocate \$135,125.00. Since the reallocated funds would be exclusively derived from salary savings from the previously adopted FY 2022-2023 budget, no additional appropriations would be required. (Account number 010-21-002-5120); and

WHEREAS, the City Manager recommends approval of said agreement.

NOW, THEREFORE, the City of San Leandro City Council does **RESOLVE** as follows:

That said agreement is approved and execution by the City Manager is hereby authorized.

Introduced by Councilmember _____ and passed and adopted this 21st day of November 2022, by the following vote:

Members of the Council:

AYES:

NOES:

ABSENT:

ATTEST: _____
Kelly B. Clancy, Acting City Clerk

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