

## IBA First Quarter Report on Policy Issues Requiring Attention in FY 2015

	<i>Policy Issue</i>	<i>Status</i>
1	Reviewing Mayor's plans for continuing the Managed Competition program or pursuing alternative efficiency studies	Huron Consulting Group has been providing consulting services to the City for the development of a process which will be negotiated with recognized employee organizations. It is anticipated that the managed competition process changes will be initiated in the first quarter of calendar year 2015.
2	Implementing Mayor's quarterly City service performance reports and user-friendly dashboard	Performance & Analytics is currently working with Executive Management to update the City operations' strategic plan which contains goals, objectives, and performance measures. This effort is expected to be completed in time for the release of the Proposed FY 2016 budget, with the creation of branch tactical plans and updates to department tactical plans to follow. Concurrently, Performance & Analytics is conducting a top-to-bottom review of citywide performance measures in order to streamline them and ensure that they align with the updated strategic plan. The streamlined citywide measures will be housed, tracked, and reported on a user-friendly dashboard accessible from the City web site. It is anticipated that the development of the dashboard will occur in tandem with efforts to overhaul the City's web site, as well as with the launch of the Open Data portal.
3	Implementing recommendations to improve and accelerate City hiring processes	Personnel provided an timeframe estimate of 9 months for the implementation of the Online Hiring Center pilot program (at the Sept 23, 2014 Council meeting). Additionally, other process improvements were reported during the Sept 23 Council meeting. Quarterly updates are planned for the B&GE Committee.
4	Continue implementing Purchasing and Contracting efficiencies including identification of SAP system requirements and training to correct underutilization (Huron Report)	Municipal code changes recently approved by Council for: departmental award threshold, contract dollar threshold for Council approval, Council pre-approval of contracts during budget process, e-signatures, and expanded utilization of cooperative procurements.
5	Assessing needs and costs of reinstating a citywide SAP training program	Department of IT is utilizing current resources to expand SAP training on a citywide basis with live classroom training, workshops, step-by-step instructions, training guides, and videos, among others.
6	Adopting Mayor and Council FY 2015 Statement of Budgetary Principles	FY 2015 Statement of Budgetary principles was adopted by City council on July 21, 2014; and was subsequently signed by the Mayor on July 25, 2014.
7	Completing FY 2016 comprehensive user fee analysis and Park & Recreation Department fee update on a timely basis to ensure readiness for FY 2016 implementation	The Park and Recreation Department is developing draft of P&R user fees analysis for consideration by stakeholders. The Department anticipates proposed fee adjustments to be reviewed by the City Council in FY 2015 ready for implementation for FY 2016 Adopted Budget.
8	Addressing solutions to affordable housing fee	The City Council adopted an ordinance on October 6, 2014, increasing housing impact fees to 1990 high levels by January 2017. Additional funding will be necessary to meet all the City's affordable housing needs, as is discussed in IBA Report # 14-43.
9	Updating City's Budget Policy to address new policies and practices implemented since November 2010	Updated City Budget Policy heard by Budget and Government Efficiency Committee on November 19, 2014 and forwarded to City Council for approval.
10	Implementing improvements to Real Estate Services Department recommended in Huron Report	A new director for Real Estate Assets was hired in September, and is working on addressing issues identified in the Huron Report, including improving lines of communication between READ and other City Departments.
11	Addressing role of Civic San Diego	Civic San Diego and other City departments are forming a working group to examine the bylaws and responsibilities of other redevelopment successor agencies. Civic San Diego has also issued an RFP for a consultant in the development of a public-private investment fund and in expanding Civic's planning and permitting capability to targeted areas outside of downtown.

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12	Discussing timing of potential Charter Review process	On November 19, 2014, the Committee on Economic Development and Intergovernmental Relations unanimously moved working group recommendations for the creation of a Special Issues Committee on Charter Review and that this be forwarded to the Council with a recommendation for approval. As recommended, the Committee would be comprised of four voting Councilmembers, a Committee Consultant, and staff assistance from the following offices: Mayor, City Attorney, IBA, City Clerk and Office of the Director of Legislative Affairs. The Committee is proposed for an 18-month term beginning in January of 2015 and ending in June of 2016. Although funds were not budgeted for this purpose in the FY 2015 Budget, the working group recommended the Special Issues Committee on Charter Review be provided funding for a Committee Consultant. This would require approximately \$66,000 of funding being allocated mid-year and approximately \$132,000 being budgeted in the Council Administration Department for FY 2016.
13	Continuing to focus on City's Economic Development activities and finalize Economic Development Strategy	On June 24, 2014, the City Council approved Resolution # 309088 accepting the Economic Development Strategy 2014-2016 (EDS). On November 19, 2014, the Committee on Economic Development and Intergovernmental Relations received an update from staff regarding 1) the status of the finalized EDS and 2) requested modifications to Council Policy #900-12 and other City regulations intended to help Economic Development staff better effectuate EDS goals. Staff indicated the final version of the EDS would be posted on the City's website by December 31, 2014. Although a few EDS objectives/activities have been implemented, proposed modifications to Council policies and other City regulations are still under development by Economic Development staff. It is anticipated that the Committee Chair will request staff provide additional EDS implementation status updates in the next few months.
14	Completing Police Sworn Officer salary survey on a timely basis to continue to address recruitment and retention	The completed survey was released by the Mayor, SDPD and POA on Nov 6, 2014.
15	Undertaking Citywide salary survey	The RFP is tentatively set to be put out to bid in Dec 2014/Jan 2015, and the target completion date for the consultant to deliver the compiled survey results is Oct 2015.
16	Continuing to explore solutions to homelessness	Council requested (on Oct 7, 2014) a programmatic study regarding possible locations for a permanent indoor shelter to be presented to PS&LN early 2015 and full Council by Apr 1, 2015. On Sept 30, 2014 the Housing Commission was authorized to move forward with enhancements to the Homeless Management Information System so that housing and service providers are better able to coordinate resources. The San Diego Housing Commission recently announced the Housing First San Diego program. Program is three-year plan to move as many as 1,500 homeless from living on the street to utilizing multiple housing projects/programs.
17	Completing streets, facilities, sidewalks, park assets and public utilities condition assessments on a timely basis to identify magnitude of deferred capital funding needs	Status of current and planned condition assessments for City owned assets are discussed in greater detail in the IBA review of the FY2016-2020 Five-Year Financial Outlook. Some results are expected to be provided in January 2015 as part of the multi-year CIP.
18	Including in FY 2015 final budget performance measures for Capital Improvement Projects "on time and on budget"	Performance measure not included in the FY 2015 Adopted Budget document.
19	Continuing to monitor SAP EAM Project to ensure that General Fund departments' participation is adequately funded	Status of EAM is discussed in greater detail in the IBA review of the FY2016-2020 Five-Year Financial Outlook.
20	Discussing potential new resources for comprehensively addressing storm water requirements and other deferred capital and infrastructure needs including the possibility of a voter-approved bond program	On November 14, 2014, IBA Report #14-43 was issued to discuss revenue options that could be considered as a means of addressing the City's significant and growing list of infrastructure needs. The report was to have been presented at the Smart Growth and Land Use Committee in November but was redirected to the Infrastructure Committee for discussion in January 2015.
21	Completing cost of service study needed to consider increases to City's storm drain fee to support new storm water requirements	The Transportation & Storm Water Department has started work on a Cost of Service Study, and anticipates its completion in FY 2016.