

2011 Regulatory Relief Day Suggestion Matrix (Updated 4/27/2012)

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1	Performance Bond Release: The City is out of compliance with State law as defined by Senate Bill 1019 (Correa, Chapter 174) that establishes the amount and specific deadlines for the release of performance bonds. State law provides a release of 80% of performance bonds when predetermined work is completed, yet the City limits the release to 75%.	Building Industry Association (BIA)	Discretion exists in the Development Services Department (DSD). DSD determines appropriate retiring bonds on a project by project basis based on applicant request. Per the City Attorney Office (CAO): SB 1019 extended the sunset date for the existing law; it did not add any new requirements. The existing law (Govt. Code sec. 66499.7) does not state that there must be a release of 80% of the performance bonds. It states that when a partial release is requested by the subdivider, he or she may present cost estimates for the remaining work; if the City agrees, the City "shall release all performance security except for security in an amount up to 200 percent of the cost of the remaining work." This partial release is to occur when cost estimate of the remaining work does not exceed 20% of the original security.	1	
5	Revise City imposed CEQA significance thresholds. The City has established thresholds of significance and relies on them in applying CEQA. The City has the ability to review and revise these thresholds to streamline the process and eliminate unnecessary and costly (time and money) review, technical study and overly burdensome mitigation, and yet still achieve CEQA's purpose. A good example of this are thresholds relating to traffic levels of service (LOS). The City can adjust these thresholds so that more projects may proceed without triggering more significant environmental review and mitigation.	BIA	Changes to CEQA thresholds are conducted as new scientific information becomes available. At this time, Development Services Department is looking at revisions to traffic thresholds.	1	

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7	Treat apartment and condominium projects on single lots equally. Apartments on single lots are permitted ministerial review while a condo project on the same single lot requires tentative map waivers that require additional regulatory review adding significant time and costs.	BIA	Comment accepted. DSD is processing regulatory reform amendments to address process and regulations associated with condos. Additionally, DSD is working on a small lot subdivision ordinance to facilitate development of single dwelling unit product type at the same or less density applicable to multi-dwelling unit lots. The state law requires a distinction between apartments and condominiums via a tentative map.CAO: Apartments and condominiums involve different property rights; the sale of a condominium includes the transfer of title that does not take place when renting an apartment. To create separate units for sale, the builder of a condominium project must subdivide in compliance with state law (the Subdivision Map Act). For that reason, there are additional regulatory hurdles that apply to condos and do not apply to apartments.	1	
8	The City must appoint an Ombudsperson to be used as part of a dispute resolution process in order to expedite projects that have become encumbered by excessive regulatory review.	BIA	DSD Ombudsman created in 2011. A dispute resolution process exists at DSD including the ability to request a "second opinion" and a decision from management.	1	

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11	Eliminate automatic 7% escalator in FBA (Facilities Benefit Assessments) fees (i.e., North University FBA)	BIA	Escalator refers to annual inflation rate in a FBA. Rate is based Construction Cost Index and CPI. There is no standard 7% escalator. Rate is determined and included in an FBA when an update occurs. Comment accepted.	1	
14	Impose regulatory restraint and resist the temptation to exceed state mandates. State requirements should be considered the ceiling, not the floor when considering new regulations.	BIA	Per the Office of the Mayor: (1) Reforms are underway to address this suggestion, (2) This suggestion was considered during the 7th Update to the LDC and will be considered throughout the 8th Update review process.	1	
17	Self-Certification for building/engineering plans. The City requires indemnification for all projects and inspections which means project applicants assume all the risk yet are still required to pay for and wait for City inspectors that ultimately bear no responsibility in the project they are reviewing. Self-Certification by project professionals will expedite project processing and construction saving considerable time expense.	BIA	Engineering and landscape self-certification programs exist. Architectural community split on self-certification for architecture. DSD will pursue if additional sectors want a self-certification program.	1	
18	PART 1. Get rid of discretionary overlay zones in the City by updating Community Plans...	Chamber of Commerce	Comment accepted. Will consider during Community Plan Update process.	1	
22	PART 2. ...doing master EIRs...	Chamber of Commerce	Comment accepted. Will consider during Community Plan Update process.	1	
22	PART 4. Pursue CEQA reform - primarily at the State level.	Chamber of Commerce	City Legislative Program, most recently adopted in January, includes pursuit of CEQA reform.	1	
23	Regulatory agencies/advisory bodies should provide consistent information to property and business owners.		Comment accepted.	1	

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24	Sign approval process -what constitutes a permissible sign in San Diego and how signs are approved: There are only a certain number of sign types that are generally used and the City should approve those signs that conform within the general applications within a certain amount of time.		Comment accepted. Process is defined by the municipal code. CAO: Changes to City's sign restrictions require legal review and Municipal Code amendments.	1	
25	The City should have a team of business ombuds positions representing all parties to help businesses all the way through the regulatory process (not just at the beginning).	Business Improvement District (BID)	Ombudsperson created in 2011 to address this issue. Per the Mayor's Office, at this time, no additional staff are necessary to meet demand.	1	
26	Customer service and how City staff answers phones is very important.		Comment accepted.	1	
27	3) Improve vague project descriptions in Public Facilities Financing Plan so it is clear to everyone what is entailed in that project - from the perspective of the clients, vague project descriptions often morph into complex projects with significantly greater costs.		Comment accepted. Will be considered in future updates to Public Facilities Financing Plans.	1	
28	2) Traffic Review Process - Need to update City's Traffic Impact Study Manual as its interpretations may not comply with current CEQA law and the developer is ultimately liable if there is a legal challenge;		DSD is evaluating revisions to traffic thresholds and updates to Traffic Impact Study Manual are being considered.	1	
32	Terminate the San Ysidro Implementation Ordinance - it has not helped the area. Simplify the development and use of vacant lots - find a way to expedite their use. Small property owners would then take action to put those lots in use.		Comment accepted. Is being considered as part of the ongoing San Ysidro Community Plan update process. As part of the CPU the PDO will be rescinded and citywide zoning will be applied.	1	
33	SDG&E's general rate hike will cost the City's businesses and residents millions of dollars - and cause Solar Coalition businesses to lose jobs. Write a resolution opposing SDG&E rate case and send it to the PUC and legislators.	San Diego Solar Coalition	January 19, 2012 CPUC Commissioner Ferron denied SDG&E's request for a "Network Use Charge". City Energy Staff and Mayor's Office will continue to monitor. The City has intervened in and is a party to SDG&E's rate case.	1	

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34	City business permits requiring Vice Department Review should be available on line.	Business Improvement Districts (BIDs)	Comment accepted. Will be considered in ED&S discussions on putting more forms online and considered by city staff in recommending forms to place online. This discussion will take place at the February 27, 2012 ED&S Committee meeting. The Vice Department is working with the Treasurer's Office and other departments on the Business Regulatory Consolidation Project that is intended to, as much as possible, create a one stop shop for city permits and applications.	1	
35	Business owners often want to improve their business but fear it might trigger other code issues with City. Also want easy information about permits and how to obtain them. Restore the Small Business Advocate Position.	Morena Business District	Small Business Advocate position is now the Small Business Ombudsperson in DSD. Much information regarding permits is online, and for further information contact Ombudsperson. Comment regarding code compliance accepted.	1	
37	1) Look at the City of Los Angeles policies for permitting mobile truck units - code compliance issue; 2) Treat small businesses as you would big businesses - level the playing field; 3) Look at smart regulation and not "no regulation" - big businesses like WalMart on Palm Avenue have an unenforceable CUP, while small businesses do not.	Neighborhood Market Association	Comment accepted. Los Angeles codes will be considered in any mobile food truck regulations. Businesses are not treated differently based upon size. Code suggestion referred to Neighborhood Code Compliance.	1	
39	There should be more inclusion or an increase of stakeholder input in the development stage of regulations and ordinances. Encourage the use of the business improvement districts to do this.	Discover PB - Business Improvement District	Comment accepted. The City solicits input from stakeholders and when appropriate creates stakeholder groups. In the case a stakeholder group is not created, Council Committee hearings serve the purpose of providing input to regulations prior to their hearings by Council.	1	
40	Some regulations are burdensome to small businesses - but caution against throwing out all regulations where there are no rewards for those businesses who follow the rules.		Comment accepted.	1	

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42	CEQA category exemptions is a good example of regulatory relief offer by the State - applies to a wider range of infill redevelopment projects because these projects are inherently sustainable, smart and have a lower carbon footprint than "green field" projects. Advance training and cross-training of staff on these regulatory relaxations at the State level would be helpful. Looking at the existing Categorical Exemptions that might be applied to a wider range of San Diego Projects is a potential outcome. The City currently requires technical studies and analyses that may be more legally defensible using Categorical Exemptions instead - for less money and faster permit issuance.	Southeastern Economic Development Corporation	Comment accepted. Categorical Exemptions are used as allowable under the law.	1	
43	Zoning Code: Remove the entire special character designation for multi-family in the Southeastern District.		Comment accepted. Will be considered in City planning efforts and Community Plan Update.	1	
47	1) Reduce parking ratios to make it less costly to build affordable housing units; 2) Make the fee deferral program permanent - currently being extended; 3) Make the project approval process more "time certain."	Building Owners and Managers Association (BOMA) and the National Association of Industrial and Office Properties (NAIOP)	Affordable housing parking regulations have been heard by the LU&H Committee and will be heard by the Planning Commission and the City Council in the near future. City staff agrees with making fee deferral permanent. Additional information needed on "time certain" process. CAO: Implementation will require legal review and may require environmental review.	1	
51	San Diego Restaurant Association (SDRA) requests to work with DSD regarding Food Establishment wastewater discharge program. Restaurants are required to install a grease traps or grease interceptor tanks in the ground to prevent grease from entering the wastewater system; however, some food service establishments don't need them (i.e., only sell pre-packaged foods or just want to have an espresso machine), yet are often required to install them by DSD/PUD when submitting their plans to the City. Grease traps cost anywhere between \$30,000 and \$150,000 - so this is a significant problem.	San Diego Restaurant Association	DSD staff has met with the Restaurant Association and are working to address their request.	1	

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10	Expand fee deferrals to include sewer and water fees.	BIA	ED&S Committee should refer to Wastewater Department staff for follow-up. City Attorney analysis will be required if a decision is made to pursue such a policy.	2	Almis Udryns and Public Utilities District
13	Overhaul Project Reimbursement Agreements. Agreements take too long, impose unworkable restrictions and requirements and ignore the necessary sequencing of development which discourages developers from building public improvements.	BIA	Appropriate for ED&S Committee in the long term. Review of this issue is currently underway by staff. CAO: Implementation of proposed changes may require amendments to Council Policies, the Municipal Code, and Administrative Regulations.	2	DSD and Tom Tomlinson - Working with Chair
27	4) Rework the criteria for being a member of the Community Planning Groups to ensure more diversity of viewpoint; and		Council Policies 600-05 & 600-24 govern planning groups. Administrative Guidelines were updated April 2010 with stakeholder input. Specific recommendations for changes are needed to address this request. Refer issue to the Community Planners Committee for consideration.	2	
38	Better data needed to support business organizations: Revamp outdated City business tax system so when businesses apply and pay their business taxes, their information (e-mail and mailing address) is updated on a regular basis so that current/accurate information can be made available to community business districts. This way they can better communicate with the businesses in their districts.	North Park Main Street	Comment accepted. Refer to City Treasurer's staff. A related discussion will take place at the February 27, 2012 ED&S Meeting.	2	Ricardo Ramos - Presented 2-27-12 /04-30-12
41	Allow "Letter of Agency" form to be submitted online. This form must be submitted twice a year and provides the Police Department with authorization to access business property through the back of the building or from the rooftop for security purposes. The form is available on the PD's website and can be filled online, but then must be printed and returned to the City.	Ocean Beach Business District	Comment accepted. Staff will follow up. A related discussion will take place at the February 27, 2012 ED&S Meeting.	2	Victoria Joes - Response TBD
50	Look into the picnic shelter project in the Linda Vista area. This CIP project was approved for \$153,000 in 2004 with grants and other funds. Another \$50,000 was identified to make a total of \$203,000 available for this project. To date, \$75,643 has been spent without a formal bid being accepted. Speaker was recently told the project now needs \$100,000 of additional CDBG funds.		Refer to Engineering and Capital Projects staff.	2	
58	Business owner's nursery on land leased from the City was closed due to new permit requirements and regulations - he elected to close and move his business resulting in lost jobs and lost revenue for the City. He believes other jurisdictions' process is quicker and easier. The City needs a paradigm shift and needs to find ways to make a projects go through in lieu of finding ways to hinder projects/businesses.		Refer to Neighborhood Code Compliance staff for follow-up to ED&S Committee.	2	Robert Vacchi - Available 04-30-12

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30	Do not require small community festivals to have fenced in beer gardens - too expensive. Instead allow them to use their security to check identification, issue wrist bands and help people enjoy festivals responsibly.	San Diego Pride	The fenced-in beer garden condition is a condition that is both acceptable to the State's ABC and addresses the public safety requirements for special events that serve alcohol. Other alternatives may exist, such as added security, and may involve increased cost to the event host, and would need ABC approval. Appropriate for PS&NS Committee.	3	
31	Review City's street level sign ordinances. In downtown Marina district, A-frame street level signs (announcing where businesses are located) are not allowed - which is a problem for small businesses.		Appropriate for LU&H Committee consideration. Item should be referred to the Mayor's Office. Street level signs are allowed with a Public Right-of-Way Permit. CAO: Changes to City's sign restrictions require legal review and Municipal Code amendments.	3	

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3	Revise park standards and allow for the use of equivalencies in urban development. As the City moves to vertical development in established communities the vacant land needed to satisfy traditional suburban park requirements is unavailable, therefore equivalency standards (such as upgrading existing facilities) must be established.	BIA	The City's General Plan Recreation Element currently provides for the use of equivalencies. If that is not adequate more information is needed from the stakeholder.	4	
9	Create a "Little Hoover Commission" with strong private sector involvement to do the same thing that was done at the State level.	BIA	More information is required from stakeholder regarding suggestion. A meeting with stakeholder is suggested for clarification.	4	
12	Provide more accountability for developer deposit accounts.	BIA	More information is required from stakeholder regarding suggestion. Specific recommendations are required.	4	
15	Require any potential legislation to include a cost impact/benefit analysis on the business sector being regulated.	BIA	More information is required from stakeholder regarding suggestion. A meeting with stakeholder is suggested for clarification.	4	
20	Fix and freeze local regulations that have cost impact on businesses or residents for 36 months to establish a stable regulatory foundation that can jump-start community and economic investment. Because regulatory uncertainty causes people to choose other locations for their business.	Chamber of Commerce & Economic Development Corporation	More information is required from stakeholder regarding suggestion. A meeting with stakeholder is suggested for clarification.	4	
21	Develop Master Plan overlays for accelerated permit approval for similar uses. Look at SANDAG's regional 2050 transportation map; take that plan and overlay uses, approve those uses, make those permits ministerial rather than discretionary so they can be approved quickly. Knocking time off the development process saves money, provides certainty and enables a business to generate income faster.	Chamber of Commerce & Economic Development Corporation	More information is required from stakeholder regarding suggestion. A meeting with stakeholder is suggested for clarification. CAO: Note that shifting from discretionary to ministerial permitting presents CEQA compliance issues, would require significant environmental review, and may require Community Plan and LDC amendments.	4	

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22	PART 3. ... and giving communities the certainty that they will have the infrastructure in their communities to be able to handle the growth.	Chamber of Commerce	More information is required from stakeholder regarding suggestion. A meeting with stakeholder is suggested for clarification on how this can be achieved. CIP Streamlining effort has been to Council Committee and will be coming to full City Council. Increased transparency and web resource for infrastructure projects are included in this effort.	4	
27	1) Limit Assessment Letter comments to only those that could not have been known when the earlier assessment letter was issued - missed items result in unnecessary delays and applicant frustration over what they perceive as "late hits";	Chamber of Commerce	Specific project information is necessary. Staff will follow up with Chamber to determine if there are specific policy recommendations.	4	
27	2) Limit the number of screen check EIRs to two or three;		More information is required from stakeholder regarding suggestion. A meeting with stakeholder is suggested for clarification on how this can be achieved.	4	
29	Alternative solutions to Point of Sale energy efficiency mandates, green building and sustainable development programs: Approve energy efficiency through voluntary incentives in lieu of individual building mandates; commercially reasonable approaches that advance market and smart growth principals of protecting private property rights and maintaining real estate affordability and availability. Point of sale is an inefficient trigger mechanism for implementing any public policy - voluntary energy efficiency incentive programs are more effective.	San Diego Association of Realtors	Voluntary incentive programs currently exist. Mayor's Office will meet with SDAR to determine specific regulatory changes, if any, that could be proposed.	4	
44	Review Code Enforcement Department's enforcement practices in the Grantville area - they are being unreasonable.		Specific case information necessary to follow up on request.	4	

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6	Permit qualified third party review of project applications. There should be an option for developers to select private sector processing of project applications. Cities, such as Santee and Carlsbad, are already using firms like Esgil to provide plan check services that are more timely and less expensive.	BIA	Plan check functions currently conducted by DSD staff. Third party review may trigger meet & confer. The City does not have data to support a change at this time.	5	
19	The recycling industry is full of small businesses that create jobs, reduce greenhouse gases and divert waste from our landfills. County APCD (Air Pollution Control District) recently interpreted a regulation related to how portable recycling equipment is permitted in a way that adversely impacts local recycling businesses and jeopardizes recycling efforts. Interpretation means that recyclers will no longer be able to get a State permit for their essential portable recycling equipment and will instead be required to obtain a local permit at approximately 10 times the expense. This interpretation will take some effective recycling equipment out of use and reduce the incentive to divert waste from our landfills. Please contact County Board of Supervisors or ACPD and request that the interpretation not be changed.	Recycling Business Coalition	City will be evaluating local requirements for recycling facilities in the 8th Code Update. The APCD issue is not within the purview of the City. Suggestion could be submitted to the County of San Diego. Office of the IBA will follow-up to clarify this suggestion with the stakeholder.	5	
27	5) allow developers to pay DIF fees upon sale of units/property.		Idea was already considered when a policy to defer fees to Certificate of Occupancy was adopted for DIF and FBA fees. CAO Comment: City would have no reasonable means of enforcement if payment of fees were deferred to sale of the property.	5	

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28	3) City staff and City Attorney should work closely with project applicants and look at other jurisdictions' processes and best practices that make the process clear, predictable, and defensible.		Comment accepted.	5	
45	City staff should be penalized for being inefficient and rewarded for being efficient. All business fees and licenses should be reduced during the recession.		City has disciplinary policies and procedures. Incentive based pay not appropriate at this time. Information will be referred to the Mayor's Office for consideration as user fees are updated. Also, see Council Policy 100-05, "User Fee Policy," adopted in 2009.	5	
46	1) Reward employees who find ways to save money in the permitting process and 2) Consider establishing a Multicultural Business Chamber.		Incentive based pay not appropriate. Multi-cultural Chamber would be a private non-profit not city sponsored.	5	
49	Review horse boarding permit process and associated costs in the Tijuana River Valley.		DSD staff met with property owner. Coastal Zone regulations prohibit use contemplated by owner.	5	
52	Projects take too long to get through the City's process (i.e., constructing an ADA ramp). Simple things take too long such as getting copies of plans/documents; process review often changes midway, etc. Need consistent feedback from City project review staff, consistent review processes, checklists and timelines that businesses can follow and rely on.		Comment accepted.	5	

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53	At a small business advisory meeting in January the old Amnesty Program was brought up. The program would help realtors and homeowners with health and safety issues of homes that were sold in the heated market without a lot of inspection. People rashly bought homes with problems that were unknown and are living with houses worth less. An Amnesty Program might get property owners interested in improving their properties without having to fear being asked to fix pre-existing conditions as part of the permit process.		Comment accepted. Neighborhood Code focuses on compliance and can use their discretion. If pre-existing violations of the building code exist, state law requires that the building meet state health and safety requirements. In the prior amnesty program the double permit fee was waived. A double permit fee is no longer required.	5	
55	Incentivize jobs and regulatory relief and reform for products that are in demand (rental property - multi-family housing, affordable housing, shelters for homeless).		Comment accepted.	5	
56	Speaker volunteered to be a liaison between the City and Chargers to build a new multi-purpose stadium facility that will benefit the whole community.		Comment accepted.	5	
57	Incentivize change in the bureaucracy; require staff to interact more with their customers. Institute stakeholder meetings and require staff to be accountable by reporting back to the City Council.	Food & Beverage Association of San Diego	The Strong-Mayor form of government provides for City staff to report to the Mayor, not the City Council. Per the Mayor's Office, staff does solicit input from stakeholders and when appropriate creates stakeholder groups.	5	

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28	1) Implement a Building Code alternate process - consider alternatives that meet the intent of the Code (City Form 513 is too cumbersome);	Shopping Mall Developer	Building code alternate currently exists. Specific suggestions from commenter needed to evaluate if revisions to Preliminary Review Form 513 are necessary.	1 and 4	
2	Reduce parking requirements to reflect urban development and help affordable housing projects. Recent report on affordable housing needs concludes the City's current parking standard results in excessive parking requirements. ALSO: Consider a return to a "by right" tandem parking option which allows for back to back parking design rather than side by side and does not affect the number of parking spaces.	BIA	Affordable Housing Parking regulations have been heard by the Land Use and Housing (LU&H) Committee and will be heard by the Planning Commission and the City Council in the near future. Tandem parking is allowable at DSD discretion and 8th Code update will address future Tandem parking issues. Also, tandem is allowed by right in certain geographic areas and via various incentive programs. This issue could be addressed by community plan area. CAO: A change in the City's regulations may require an LDC amendment and environmental review.	1 and 4	
4	Revise the Severe Fire Hazard Maps. The map, while intended for use in wildland/urban interface areas, have become broad and overreaching. It requires projects to build to higher fire standards in built out urban areas such as Mission Hills. In Mission Hills, complying with the requirements of these zones can increase construction costs by \$6,000 per unit.	BIA	DSD presented at 1/30/12 Economic Development and Strategies (ED&S) Committee that Fire Hazard maps will be updated by 2014. 8th Code Update will expand Fire Chief authority for alternative compliance. Building Code Update package will address any state code changes.	1 and 4	
48	1) The City's sign ordinance needs to be reviewed in the downtown areas of commerce; 2) Allow businesses to improve damaged curbs in front of their storefront; 3) Improve Historical Resource review process.	Downtown San Diego Partnership	(1) Related to Suggestion 31, see comment above. CAO: Any proposal to amend the sign ordinance to reduce its restrictions will require legal analysis. (2) This suggestion would trigger "meet and confer." (3) More information is required from stakeholder regarding suggestion. A meeting with stakeholder is suggested for clarification on how this can be achieved.	1 and 4	

Status as of 4/27/12: FOR CATEGORY #2 ONLY.
See Comments from Mayoral Staff Regarding Staff/Department Responsible and Timeline for Follow-Up

2011 Regulatory Relief Day Suggestion Matrix (Updated 4/27/2012)

Category Key: (1) Review of suggestion is currently underway/suggestion is being implemented. (2) Item should be referred to department for follow-up to ED&S Committee. (3) Item should be referred for follow-up to a different Council Committee. (4) More information is required from stakeholder. A meeting with stakeholder is suggested for clarification. (5) Item is not appropriate for follow-up for reasons indicated in Matrix.

Suggestion Number	Regulatory Relief Day Suggestion	Stakeholder Source:	Working Group Comment(s)	Category No.	Follow-Up
54	1) Hold employees accountable for job performance; 2) Provide City budget online - read-only and real-time, then you wouldn't need costly auditors; and 3) Zoning change amnesty for single family homes and apartments.		Comment accepted. Proposed budget documents are available online; audits are required for issuing bonds and meeting other financial/regulatory requirements. More information needed from the stakeholder on suggestions for zoning change amnesty and job performance accountability.	1 and 4	
16	Establish a sunset clause on new regulations. The Council should determine whether public benefit continues to justify the cost of compliance. The cost-benefit analysis should be reviewed in determining whether to extend or sunset the regulation.	BIA	Council Policy Working Group is undertaking a wholesale review of Council Policies. Comment should be forwarded to Working Group and the Rules Committee to consider the inclusion of policy provisions addressing sunset provisions and cost/benefit analyses for new regulations. Alternatively, the Council could consider these issues on a case by case basis when adopting new regulations.	3 and 5	
18	Establish service performance criteria. Development Services and other departments that control the development process should have performance evaluations. Public and private companies self evaluate annually, quarterly and in some venues, daily, so the City departments should establish performance criteria as well. The private sector can't move any faster than the public sector allows.	BIA	More information is required regarding the specific performance measures sought by stakeholder. A meeting with stakeholder is suggested for clarification. Department performance measures are provided in the budget document. On January 3, 2012 the IBA released IBA Report 12-08 recommending that the City Council may wish to include additional measures in its annual budget priorities memos.	4 and 5	
36	Encourage job sharing for older experienced workers.		This suggestion is not part of regulatory relief, therefore taking a position is not appropriate at this time.	n/a	

Status as of 4/27/12: FOR CATEGORY #2 ONLY.
See Comments from Mayoral Staff Regarding Staff/Department Responsible and Timeline for Follow-Up