

Description

In Fiscal Year 2025, the Sustainability and Mobility Department was dissolved and various programs were transferred to multiple departments, including the Engineering and Capital Projects Department, General Services Department, City Planning Department, and Transportation Department.

The vision is:

A sustainable city with opportunity and access for people in every community

The mission is:

Leading San Diego to address climate change through equitable, accessible, and innovative solutions to improve quality of life today and for future generations

Goals and Objectives

Goal 1: Engage City Departments, residents, and businesses to implement solutions to reach Sustainability, Mobility, and Accessibility goals

- Showcase the city as a leader regionally, nationally, and internationally
- Provide reporting, analytics, and support to city departments to identify opportunities for increased energy savings and cost reductions
- Engage with local CBOs, non-profits, and other engagement organizations to proactively engage of San Diegans in the implementation of the CAP
- Increase training to consultants and staff throughout the City on accessibility needs and opportunities
- Increase City employee commute options in line with the Climate Action Plan

Goal 2: Implement Sustainability and Mobility through an equity lens to respond to structural challenges by prioritizing actions in communities of concern

- Demonstrate positive impacts, both quantitative and qualitative, from sustainability projects in historically underserved communities
- Ensure City programs, services, infrastructure, and activities are accessible to all
- Maintain and updated the Climate Equity Index and utilize the data as appropriate for sustainability and mobility solutions
- Prioritize community engagement in COCs using organizing and feedback methods that resonate with those communities

Goal 3: Collaborate with local, state, and federal partners to implement department-wide strategies and plans to improve quality of life

- Maximize all funding and financing opportunities to accelerate implementation
- Coordinate curb space and mobility options to promote sustainability in the City's CAP
- Continually assess our current infrastructure, policies, technology and other resources to ensure the efficient and effective use of funding to deliver on the Department mission
- Coordinate with the appropriate local, state, and federal offices on transit & mobility programs, data, and projects to reduce transportation-related emissions

Goal 4: Transparency and accountability in implementation and reporting of Sustainability, Energy, Mobility and Accessibility goals and targets

- Update CAP to reflect new technologies, data, market transformations, and business advancements
- Ensure City maintains its trajectory toward its 2030 and 2035 GHG reduction targets for mobile source emissions

Budget Equity Impact Statement

Equity Highlights

Examples from the current fiscal year.

- Launched a robust rebate program for energy efficiency and electrification retrofits in low-income communities with \$1.18m in grant funding from the Department of Energy.
- Rolled out the ADA (Americans with Disabilities Act) component of the Get it Done application.
- Close collaboration with CBOs (Community-Based Organizations) which resulted in more inclusive public engagement and more community voices (and therefore more definition and number of mobility projects and programs) in the focus areas of the Mobility Master Plan (2nd Draft released Oct 2024).

Budget Equity Lens Summary

Ongoing Operations

Is there an opportunity to adjust the department's ongoing operations to mitigate the impacts of existing or potential disparities?

Yes

Reduction of ongoing consultant expenses (for CAP (Climate Action Plan) implementation, etc) will result in an increased burden on staff capacity. Reduction of membership, continuing education, planning, and professional development dollars will result in diminished capacity to support staff growth and retention. Reduction of outreach and public education support will result in less community engagement and awareness of ongoing City initiatives.

Budget Adjustment(s)

Do the requests impact existing or potential disparities?

Yes

Overall reduction/elimination of staff positions will create a burden on remaining staff that will certainly create a strain on time, resources, and the ability to provide existing service levels. Reduction of annual consultant expenses (for decarbonization, mobility planning, ZEV (Zero-emission Vehicle) program development, etc.) will slow implementation of these programs and projects significantly. Internal staff will be overburdened with the new workload and potentially unable to maintain current service levels.

Department Summary

	FY2024	FY2025	FY2026	FY2025-2026
	Actual	Budget	Adopted	Change
FTE Positions (Budgeted)	62.80	64.80	0.00	(64.80)
Personnel Expenditures	\$ 10,256,539	\$ 11,723,075	\$ -	\$ (11,723,075)
Non-Personnel Expenditures	3,459,493	7,932,781	-	(7,932,781)
Total Department Expenditures	\$ 13,716,032	\$ 19,655,856	\$ -	\$ (19,655,856)
Total Department Revenue	\$ 19,715,941	\$ 9,904,327	\$ -	\$ (9,904,327)

General Fund

Department Expenditures

	FY2024	FY2025	FY2026	FY2025-2026
	Actual	Budget	Adopted	Change
Administrative Services	\$ 403,664	\$ 423,091	\$ -	\$ (423,091)
Climate Action	1,374,356	1,684,247	-	(1,684,247)
Energy	222,441	191,603	-	(191,603)
Mobility	5,184,553	5,528,583	-	(5,528,583)
Total	\$ 7,185,014	\$ 7,827,524	\$ -	\$ (7,827,524)

Department Personnel

	FY2024	FY2025	FY2026	FY2025-2026
	Budget	Budget	Adopted	Change
Administrative Services	3.00	1.50	0.00	(1.50)
Climate Action	9.23	10.23	0.00	(10.23)
Energy		1.00	0.00	(1.00)
Mobility	20.86	21.86	0.00	(21.86)
Total	33.09	34.59	0.00	(34.59)

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Salary and Benefit Adjustments Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	0.00 \$	541,205 \$	-
Sustainability and Mobility Department Restructure Transfer of non-personnel expenditures and revenue from the Sustainability and Mobility Department to the General Services Department.	0.00	(15,000)	(58,090)
Reduction of Non-Personnel Expenditures Reduction of supplies, memberships, and travel expenditures.	0.00	(21,645)	-

Significant Budget Adjustments

Significant Budget Adjustments	FTE	Expenditures	Revenue
Non-Discretionary Adjustment Adjustment to expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	(55,992)	-
Building Decarbonization Reduction Reduction of consultant support for decarbonization policies and programs.	0.00	(112,125)	-
Non-Standard Hour Personnel Funding Funding allocated according to a zero-based annual review of hourly funding requirements.	(3.09)	(135,771)	-
Support for Information Technology Adjustment to expenditure allocations according to an annual review of information technology funding requirements.	0.00	(193,904)	-
Restructure of ADA Compliance and Accessibility Transfer of 1.00 Program Manager and 1.00 Project Assistant associated to the ADA Compliance and Accessibility Program from the Sustainability and Mobility Department to the Engineering and Capital Projects Department.	(2.00)	(534,607)	-
Mobility Programs Reduction Reduction of consultant-support for mobility planning efforts and programs.	0.00	(562,418)	-
Reduction of Program Support Reduction of 5.50 FTE positions associated with supporting the Climate Equity Fund, American with Disabilities Act Compliance, parking districts, and Public Electric Vehicle Charging Program.	(5.50)	(974,223)	-
Sustainability and Mobility Department Restructure Transfer of 5.00 FTE positions, non-personnel expenditures, and revenue from the Sustainability and Mobility Department to the Transportation Department.	(5.00)	(1,265,378)	(293,445)
Sustainability and Mobility Department Restructure Transfer of 19.00 FTE positions, associated non-personnel expenditures, and revenue from the Sustainability and Mobility Department to the City Planning Department.	(19.00)	(4,497,666)	(826,555)
One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2025.	0.00	-	(109,047)
Termination of the Shared Mobility Device Program Reduction of fees and program revenues from the Shared Mobility Device (SMD) program due to the termination of citywide SMD permitting.	0.00	-	(560,000)

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Total	(34.59)	\$ (7,827,524)	\$ (1,847,137)

Expenditures by Category

, and a second	-	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
PERSONNEL					
Personnel Cost	\$	3,817,159	\$ 4,488,088	\$ -	\$ (4,488,088)
Fringe Benefits		1,802,577	2,000,267	-	(2,000,267)
PERSONNEL SUBTOTAL		5,619,736	6,488,355	-	(6,488,355)
NON-PERSONNEL					
Supplies	\$	5,607	\$ 3,100	\$ -	\$ (3,100)
Contracts & Services		1,303,109	1,109,663	-	(1,109,663)
External Contracts & Services		1,251,395	1,042,673	-	(1,042,673)
Internal Contracts & Services		51,714	66,990	-	(66,990)
Information Technology		252,369	224,904	-	(224,904)
Energy and Utilities		3,178	-	-	-
Other		1,014	1,502	-	(1,502)
NON-PERSONNEL SUBTOTAL		1,565,278	1,339,169	-	(1,339,169)
Total	\$	7,185,014	\$ 7,827,524	\$ -	\$ (7,827,524)

Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Adopted		FY2025-2026 Change
Charges for Services	\$ 1,123,866	\$ 1,232,137	\$ - \$;	(1,232,137)
Fines Forfeitures and Penalties	-	50,000	-		(50,000)
Licenses and Permits	134,509	510,000	-		(510,000)
Rev from Federal Agencies	18,591	-	-		-
Rev from Other Agencies	30,088	55,000	-		(55,000)
Total	\$ 1,307,054	\$ 1,847,137	\$ - \$;	(1,847,137)

Personnel Expenditures

Job		FY2024	FY2025	FY2026			
Number	Job Title / Wages	Budget	Budget	Adopted	Sala	ry Range	Total
FTE, Salarie	es, and Wages						
20000024	Administrative Aide 2	1.00	1.00	0.00	\$ 67,180 -	80,983	\$ -
20000116	Assistant Engineer-Traffic	3.00	3.00	0.00	100,224 -	120,710	-
20000167	Associate Engineer-Traffic	3.00	3.00	0.00	115,403 -	139,317	-
20000119	Associate Management	2.00	2.00	0.00	85,285 -	103,085	-
	Analyst						
20000162	Associate Planner	1.00	2.00	0.00	93,825 -	113,371	-
20000303	Community Development	1.00	1.00	0.00	103,325 -	125,187	-
	Specialist 4						
20001168	Deputy Director	2.00	2.00	0.00	78,886 -	290,057	-
21000433	Geographic Info Systems	1.00	1.00	0.00	95,463 -	115,381	-
	Analyst 3						
90001073	Management Intern -	3.09	3.09	0.00	38,548 -	49,686	-
	Hourly						

Personnel Expenditures

Job		FY2024	FY2025	FY2026		
Number	Job Title / Wages	Budget	Budget	Adopted	Salary Range	Total
20000172	Payroll Specialist 1	0.00	0.50	0.00	54,818 - 65,979	-
20001234	Program Coordinator	2.00	2.00	0.00	36,364 - 218,225	-
20001222	Program Manager	5.00	5.00	0.00	78,886 - 290,057	-
20000760	Project Assistant	1.00	1.00	0.00	96,372 - 116,116	-
20000763	Project Officer 2	1.00	1.00	0.00	127,936 - 154,642	-
20000918	Senior Planner	3.00	3.00	0.00	108,064 - 130,669	-
20000926	Senior Traffic Engineer	4.00	4.00	0.00	132,962 - 160,742	-
FTE, Salarie	es, and Wages Subtotal	33.09	34.59	0.00		\$ -

	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
Fringe Benefits			· ·	<u> </u>
Employee Offset Savings	\$ 13,743	\$ 15,888	\$ - \$	(15,888)
Flexible Benefits	354,725	401,605	-	(401,605)
Long-Term Disability	14,435	14,984	-	(14,984)
Medicare	55,660	64,457	-	(64,457)
Other Post-Employment Benefits	124,992	126,209	-	(126,209)
Retiree Medical Trust	6,882	8,116	-	(8,116)
Retirement 401 Plan	27,299	32,477	-	(32,477)
Retirement ADC	1,076,046	1,187,301	-	(1,187,301)
Retirement DROP	3,930	4,324	-	(4,324)
Risk Management Administration	36,977	42,273	-	(42,273)
Supplemental Pension Savings Plan	60,593	69,562	-	(69,562)
Unemployment Insurance	3,956	4,263	-	(4,263)
Workers' Compensation	23,340	28,808	-	(28,808)
Fringe Benefits Subtotal	\$ 1,802,577	\$ 2,000,267	\$ - \$	(2,000,267)
Total Personnel Expenditures			\$ -	

Climate Equity Fund*

Department Expenditures

	FY2024	FY2025	FY2026	FY2025-2026
	Actual	Budget	Adopted	Change
Administrative Services	\$ 5,834 \$	- \$	- \$	-
Total	\$ 5.834 \$	- \$	- \$	-

^{*}Beginning in Fiscal Year 2026, the Climate Equity Fund was restructured from the Sustainability and Mobility Department to City Planning. The Revenue and Expense Statement has been moved to the City Planning Department budget page.

Significant Budget Adjustments

	FTE	Expenditures	Revenue
One-Time Additions and Annualizations	0.00 \$	- \$	(1,500,000)
Adjustment to reflect one-time revenues and			
expenditures, and the annualization of revenues and			
expenditures, implemented in Fiscal Year 2025.			
Total	0.00 \$	- \$	(1,500,000)

Expenditures by Category

	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
NON-PERSONNEL				
Contracts & Services	\$ 5,834 \$	- \$	- \$	-
Internal Contracts & Services	5,834	-	-	-
NON-PERSONNEL SUBTOTAL	5,834	-	-	
Total	\$ 5.834 \$	- \$	- \$	-

Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
Other Local Taxes	\$ 1,500,000	\$ 1,500,000	\$ -	\$ (1,500,000)
Rev from Money and Prop	543,934	-	-	-
Transfers In	8,455,766	-	-	<u>-</u>
Total	\$ 10,499,700	\$ 1,500,000	\$ -	\$ (1,500,000)

Energy Conservation Program Fund*

Department Expenditures

	FY2024	FY2025	FY2026	FY2025-2026
	Actual	Budget	Adopted	Change
Administrative Services	\$ 1,891,474 \$	1,782,033 \$	- \$	(1,782,033)
Climate Action	227,068	309,343	-	(309,343)
Energy	3,788,848	6,034,155	-	(6,034,155)
Total	\$ 5.907.390 \$	8.125.531 \$	- \$	(8.125.531)

Department Personnel

	FY2024 Budget	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
Administrative Services	9.00	8.50	0.00	(8.50)
Climate Action	0.00	2.00	0.00	(2.00)
Energy	20.71	19.71	0.00	(19.71)
Total	29.71	30.21	0.00	(30.21)

^{*}Beginning in Fiscal Year 2026, the Energy Conservation Fund was restructured from the Sustainability and Mobility Department to the General Services Department. The Revenue and Expense Statement has been moved to the General Services Department budget page.

ignificant Budget Adjustments	FTE	Expenditures	Revenue
Salary and Benefit Adjustments Adjustments to reflect savings resulting from vacant positions for any period of the fiscal year, retirement contributions, retiree health contributions, and labor negotiations.	0.00 \$	•	-
eduction of Non-Personnel Expenditures eduction of supplies, memberships, and travel xpenditures.	0.00	(87,000)	-
don-Discretionary Adjustment djustment to expenditure allocations that are etermined outside of the department's direct control. hese allocations are generally based on prior year xpenditure trends and examples of these include tilities, insurance, and rent.	0.00	(162,201)	-
Ion-Standard Hour Personnel Funding unding allocated according to a zero-based annual eview of hourly funding requirements.	(3.71)	(163,013)	-
upport for Information Technology djustment to expenditure allocations according to an nnual review of information technology funding equirements.	0.00	(180,347)	-
rocure America Shared Savings eduction of non-personnel expenditures associated to rocure America to align to projected payments for Fiscal ear 2026.	0.00	(236,000)	-
eduction of Fiscal Administration Support eduction of 1.50 FTE positions associated to support for ne fiscal administration and the energy building nanagement system.	(1.50)	(298,123)	-
ustainability and Mobility Department Restructure ransfer of 1.00 Program Coordinator and 1.00 Senior flanagement Analyst from the Sustainability and Mobility repartment/Energy Conservation Program Fund to the ity Planning Department.	(2.00)	(338,675)	-
Reduction of Personnel Expenditures Reduction of 1.00 Department Director and 1.00 Associate Management Analyst that support the Energy Conservation Program Fund.	(2.00)	(435,068)	-
One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2025.	0.00	-	(81,391)

Significant Budget Adjustments

	FTE	Expenditures	Revenue
Sustainability and Mobility Department Restructure	(21.00)	(6,902,025)	(6,475,799)
Transfer of 21.00 FTE positions, associated non-personnel			
expenditures, and associated revenue from the			
Sustainability and Mobility Department, Energy			
Conservation Program Fund to the General Services			
Department.			
Total	(30.21) \$	(8,125,531) \$	(6,557,190)

Expenditures by Category

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		FY2024	FY2025	FY2026	FY2025-2026
		Actual	Budget	Adopted	Change
PERSONNEL					
Personnel Cost	\$	3,143,737	\$ 3,650,298	\$ - \$	\$ (3,650,298)
Fringe Benefits		1,493,066	1,584,422	-	(1,584,422)
PERSONNEL SUBTOTAL		4,636,803	5,234,720	-	(5,234,720)
NON-PERSONNEL					
Supplies	\$	5,142	\$ 4,352	\$ - 4	\$ (4,352)
Contracts & Services		971,253	2,594,512	-	(2,594,512)
External Contracts & Services		739,556	2,385,686	-	(2,385,686)
Internal Contracts & Services		231,697	208,826	-	(208,826)
Information Technology		285,808	280,347	-	(280,347)
Energy and Utilities		4,583	7,600	-	(7,600)
Other		3,800	4,000	-	(4,000)
NON-PERSONNEL SUBTOTAL		1,270,587	2,890,811	-	(2,890,811)
Total	\$	5,907,390	\$ 8,125,531	\$ - \$	\$ (8,125,531)

Revenues by Category

	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
Charges for Services	\$ 5,452,665	\$ 6,557,190	\$ -	\$ (6,557,190)
Other Revenue	446	-	-	-
Rev from Money and Prop	89,355	-	-	-
Total	\$ 5,542,467	\$ 6,557,190	\$ -	\$ (6,557,190)

Personnel Expenditures

Job		FY2024	FY2025	FY2026				
Number	Job Title / Wages	Budget	Budget	Proposed		Sala	ry Range	Total
FTE, Salarie	es, and Wages							
20000024	Administrative Aide 2	1.00	1.00	0.00	\$ 67,	180 -	80,983	\$ -
20000070	Assistant Engineer-Civil	1.00	1.00	0.00	100,	224 -	120,710	-
20000143	Associate Engineer-Civil	2.00	2.00	0.00	115,	403 -	139,317	-
20000119	Associate Management	3.00	3.00	0.00	85,	285 -	103,085	-
	Analyst							
20001101	Department Director	1.00	1.00	0.00	98,	302 -	372,372	-
20001168	Deputy Director	1.00	1.00	0.00	78,	386 -	290,057	-
20000924	Executive Assistant	1.00	1.00	0.00	67,	398 -	81,551	-

Personnel Expenditures

lob		FV2024	EV202E	FV2026			
Job		FY2024	FY2025	FY2026			
Number	Job Title / Wages	Budget	Budget	Proposed	Sala	ry Range	Total
20000293	Information Systems	1.00	1.00	0.00	95,463 -	115,381	-
	Analyst 3						
90001073	Management Intern	3.71	3.71	0.00	38,548 -	49,686	-
20000172	Payroll Specialist 1	0.00	0.50	0.00	54,818 -	65,979	-
20001234	Program Coordinator	3.00	3.00	0.00	36,364 -	218,225	-
20001222	Program Manager	3.00	3.00	0.00	78,886 -	290,057	-
20000763	Project Officer 2	1.00	1.00	0.00	127,936 -	154,642	-
20000885	Senior Civil Engineer	3.00	3.00	0.00	132,962 -	160,742	-
20000015	Senior Management	4.00	4.00	0.00	93,628 -	113,219	-
	Analyst						
20000970	Supervising Management	1.00	1.00	0.00	100,377 -	121,605	-
	Analyst						
FTE, Salarie	es, and Wages Subtotal	29.71	30.21	0.00		9	-

	FY2024 Actual	FY2025 Budget	FY2026 Adopted	FY2025-2026 Change
Fringe Benefits			•	
Employee Offset Savings	\$ 8,583	\$ 8,876	\$ - 9	\$ (8,876)
Flexible Benefits	319,788	350,924	-	(350,924)
Long-Term Disability	12,180	12,413	-	(12,413)
Medicare	46,355	52,000	-	(52,000)
Other Post-Employment Benefits	109,168	105,519	-	(105,519)
Retiree Medical Trust	5,538	6,354	-	(6,354)
Retirement 401 Plan	16,943	20,438	-	(20,438)
Retirement ADC	810,335	855,458	-	(855,458)
Retirement DROP	4,794	5,519	-	(5,519)
Risk Management Administration	32,364	35,343	-	(35,343)
Supplemental Pension Savings Plan	92,125	102,036	-	(102,036)
Unemployment Insurance	3,348	3,532	-	(3,532)
Workers' Compensation	31,547	26,010	-	(26,010)
Fringe Benefits Subtotal	\$ 1,493,066	\$ 1,584,422	\$ - \$	\$ (1,584,422)
Total Personnel Expenditures			\$ -	

Energy Independence Fund*

Department Expenditures

	FY2024	FY2025	FY2026	FY2025-2026
	Actual	Budget	Adopted	Change
Administrative Services	\$ -	\$ 3,202,801	\$ -	\$ (3,202,801)
Energy	617,794	500,000	-	(500,000)
Total	\$ 617,794	\$ 3,702,801	\$ -	\$ (3,702,801)

^{*}Beginning in Fiscal Year 2026, the Energy Independence Fund was restructured from the Sustainability and Mobility Department to the General Services Department. The Revenue and Expense Statement has been moved to the General Services Department budget page.

Significant Budget Adjustments

	FTE	Expenditures	Revenue
One-Time Additions and Annualizations Adjustment to reflect one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2025.	0.00 \$	(3,702,801) \$	2,244,359
Sustainability and Mobility Department Restructure Transfer of revenue from the Sustainability and Mobility	0.00	-	(2,244,359)
Department to the General Services Department. Total	0.00 \$	(3,702,801) \$	-

Expenditures by Category

	FY2024	FY2025	FY2026	FY2025-2026
	Actual	Budget	Adopted	Change
NON-PERSONNEL				
Contracts & Services	\$ 617,794 \$	500,000 \$	- \$	(500,000)
External Contracts & Services	617,794	500,000	-	(500,000)
Transfers Out	-	3,202,801	-	(3,202,801)
NON-PERSONNEL SUBTOTAL	617,794	3,702,801	-	(3,702,801)
Total	\$ 617,794 \$	3,702,801 \$	- \$	(3,702,801)

Revenues by Category

	FY2024	FY2025	FY2026	FY2025-2026
	Actual	Budget	Adopted	Change
Other Local Taxes	\$ 2,241,960	\$ -	\$ -	\$ -
Rev from Money and Prop	124,760	-	-	-
Total	\$ 2,366,720	\$	\$	\$ -