



Adopted Budget
Fiscal Year
2020



Page Intentionally Left Blank

General Fund Expenditures

The Fiscal Year 2020 Adopted Budget for General Fund expenditures is \$1.59 billion, which represents an increase of \$130.8 million or 9.0 percent from the Fiscal Year 2019 Adopted Budget. **Table 1** represents the expenditure change in the General Fund from Fiscal Year 2018 to Fiscal Year 2020.

Table 1: General Fund Expenditure Summary Fiscal Years 2018 - 2020

	FY 2018 Actuals	FY 2019 Adopted Budget	FY 2020 Adopted Budget
Total General Fund Budget	1,418,216,257	1,459,227,163	1,589,984,689
Percent Change from Previous Year		2.9%	9.0%

Table 2: Fiscal Year 2020 General Fund Expenditures (in millions)

Expenditure Category	FY2018 Actuals	FY2019 Adopted Budget	FY2020 Adopted Budget	FY2019-2020 Change	Percent Change
PERSONNEL					
Personnel Cost	\$ 551.9	\$ 589.1	\$ 645.1	56.0	9.5%
Fringe Benefits	441.2	438.0	466.8	28.8	6.6%
PERSONNEL SUBTOTAL	993.1	1,027.1	1,111.9	84.8	8.3%
NON-PERSONNEL					
Supplies	\$ 33.5	\$ 30.2	\$ 27.3	(2.9)	(9.7%)
Contracts	232.5	240.7	246.9	6.3	2.6%
Information Technology	28.9	32.0	39.1	7.1	22.2%
Energy and Utilities	47.0	49.3	51.5	2.2	4.5%
Other	5.1	5.2	5.3	0.1	2.7%
Transfers Out	62.9	63.1	86.1	23.0	36.5%
Capital Expenditures	1.9	2.1	1.7	(0.4)	(19.4%)
Debt	13.3	9.6	20.1	10.5	109.6%
NON-PERSONNEL SUBTOTAL	425.2	432.1	478.1	45.9	10.6%
Total	\$ 1,418.2	\$ 1,459.2	\$ 1,590.0	130.8	9.0%

Personnel Cost

The General Fund Fiscal Year 2020 Adopted Budget includes a total of \$645.1 million for personnel cost, which reflects a net increase of \$56.0 million or 9.5 percent from the Fiscal Year 2019 Adopted Budget. This increase is primarily due to terms of the current Memoranda of Understanding (MOU) with the City's six Recognized Employee Organizations (REOs). The current MOUs between the City and the Municipal Employees Association (MEA), International Association of Firefighters (Local 145), American Federation of State, County, and Municipal Employees (Local 127), and Teamsters (Local 911) provide for a 3.3 percent general salary increase on July 1, 2019. The MOU between the City and Deputy City Attorneys Association (DCAA) provides for a general salary increase of 8.5 percent for all Deputy City Attorneys (DCA) I and II, 7.5

General Fund Expenditures

percent for DCAs III, IV, V and Senior Deputy positions on July 1, 2019. The Fiscal Year 2020 Adopted Budget includes \$11.8 million for the negotiated salary increases with these five REOs. Additionally, the City reached an agreement with the San Diego Police Officers Association (POA) on October 18, 2017 which provides that POA members receive a 7.3 percent general salary increase effective July 1, 2019 and 5.0 percent general salary increase effective January 1, 2020. Furthermore, on July 1, 2019 POA members who have 20 or more years of sworn service will receive an additional 5.0 percent salary increase. The Fiscal Year 2020 Adopted Budget includes \$20.7 million in increased salaries for members of POA. In addition to the agreed upon salary increases in the current MOUs between the City and its six REOs, this increase is due to the following adjustments:

- \$12.9 million increase in salaries of which \$5.0 million is associated with the projected compensation to employees in-lieu of the use of annual leave, \$4.8 million is associated with the addition of positions in the Fire-Rescue Department for the Fire Suppression Relief Pool (offset by associated reductions in overtime and is included in variance mentioned below) and operational support; the remaining increase in salaries is due to additions in the General Fund to address key operational requirements, and wage increases associated with reclassifications and annual employee pay adjustments;
- \$6.0 million increase in overtime in Public Safety departments to align with current service levels, offset by reductions in overtime for the Fire Suppression Relief Pool;
- \$984,895 million for special salary adjustments to select job classifications that were approved by the City Council in Fiscal Year 2019;
- \$855,425 related to a settlement resulting in the integration of Civic San Diego’s planning and permitting, and parking programs functions into the City’s Smart & Sustainable Communities Branch;
- \$533,255 in infrastructure premium pay for engineering services; and
- \$571,866 for anticipated special salary adjustments to select job classifications that were approved by the City Council in April 2019.

The General Fund Fiscal Year 2020 Adopted Budget includes a total of 7,727.86 FTE positions, which reflects a net increase of 113.74 or 1.5 percent from the Fiscal Year 2019 Adopted Budget. While overall FTE positions are increasing, there are some departments and programs reducing positions. **Table 3** provides a summary of the change in the number of budgeted positions in the General Fund over the last three fiscal years.

Table 3: General Fund FTE Position Summary Fiscal Years 2018 – 2020

	FY 2018 Adopted Budget	FY 2019 Adopted Budget	FY 2020 Adopted Budget
Total General Fund Budget FTE Positions	7,527.43	7,614.12	7,727.86
Percent Change from Previous Year		1.2%	1.5%

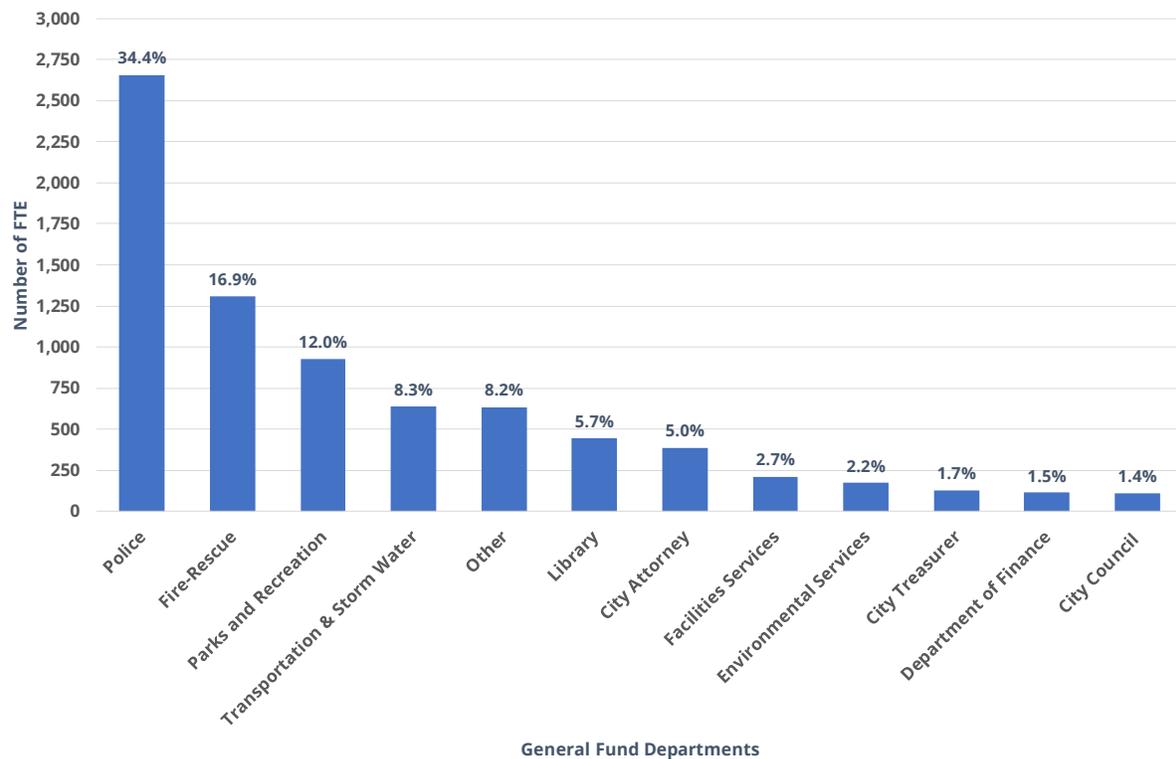
The General Fund Fiscal Year 2020 Adopted Budget includes the addition of 153.37 FTE positions based on changes within job classifications. The increase is primarily due to the addition of positions for staffing in the Fire-Rescue department associated with the department’s Fire Suppression Relief Pool, two additional Fire Academies, dedicated Bomb Squad Technicians and

General Fund Expenditures

Unmanned Aerial System Pilots, helicopter mechanics for helicopter maintenance, and operational support. Also, positions were added in the Parks & Recreation Department to support the maintenance and operations of new and existing park facilities, the Office of the City Treasurer for the administration of the Short Term Residential Occupancy Tax Compliance Program, and in the Smart & Sustainable Communities Branch to coordinate the planning, permitting, and parking district functions for the downtown area. Additionally, the Fiscal Year 2020 Adopted Budget includes the addition of 7.96 FTE positions due to reorganizations from non-general funds. Offsetting these additions are reductions of 47.59 FTE positions within job classifications. These position changes are described in detail later in this section and by Department in Volume II of this budget document. In total, General Fund positions in the Fiscal Year 2020 Adopted Budget increased by a net 113.74 FTE positions or 1.5 percent from the Fiscal Year 2019 Adopted Budget. Further details on position changes in the General Fund are reflected in Attachment A - Fiscal Year 2020 Changes in Full-time Equivalent (FTE) Positions in the Appendix.

Figure 1 summarizes the Fiscal Year 2020 Adopted General Fund FTE positions by department. Only those departments with over 100.00 FTE budgeted positions are displayed. All other General Fund departments are combined under the Other category. Details on the budgeted FTE positions in the General Fund are included in the Financial Summary and Schedules section of this Volume.

Figure 1: Fiscal Year 2020 Adopted General Fund FTE Positions by Department



Note: The Other category includes: City Auditor, City Clerk, Communications, Debt Management, Development Services, Economic Development, Ethics Commission, Government Affairs, Human Resources, Infrastructure/Public Works, Internal Operations, Neighborhood Services, Office of Boards & Commissions, Office of Homeland Security, Office of the Assistant COO, Office of the Chief Financial Officer, Office of the Chief Operating Officer, Office of the IBA, Office of the Mayor, Performance & Analytics, Personnel, Planning, Purchasing & Contracting, Real Estate Assets, Smart & Sustainable Communities, and Sustainability.

General Fund Expenditures

As displayed in **Figure 1**, the Police Department and the Fire-Rescue Department account for 3,962.66 FTE positions or 51.3 percent of the total budgeted positions in the General Fund for Fiscal Year 2020.

Fringe Benefits

The General Fund Fiscal Year 2020 Adopted Budget includes fringe benefit expenditures totaling \$466.8 million, which reflects an increase of \$28.8 million or 6.6 percent from the Fiscal Year 2019 Adopted Budget. This net increase is primarily due to adjustments in the following fringe benefits:

- \$26.0 million increase in Retirement Actuarially Determined Contribution (ADC) due to a decrease in the discount rate from 6.75 percent to 6.50 percent, and liability experience loss, driven largely by salary increases for POA members, which increased the ADC by \$17.5 million;
- \$6.8 million increase in Workers' Compensation primarily due to the one-time usage of excess workers' compensation reserves in Fiscal Year 2019 and increased operating costs of the program in Fiscal Year 2020; and
- \$2.7 million increase in Supplemental Pension Savings Plan due to the increase in employee participation in the plan. This increase is primarily due to the assumption that vacant and new positions being added to the budget will be filled by employees in the Interim Defined Contribution Retirement Plan.

Offsetting these increases is a reduction of \$9.5 million in flexible benefit allotments primarily for sworn police officers who have eight or more years of service as outlined in the agreement between the City and POA. These POA flexible benefit reductions were offset by salary increases per the current MOU.

Table 4 shows the change in fringe benefits in the General Fund from the Fiscal Year 2019 Adopted Budget by fringe type.

Table 4: Fiscal Year 2020 General Fund Fringe Benefits by Fringe Type

Fringe Type	FY 2018 Actual	FY 2019 Adopted Budget	FY 2020 Adopted Budget	FY 2019–FY 2020 Change	Percent Change
Fixed					
Long-Term Disability	\$ 102	\$ -	\$ -	\$ -	0.0%
Other Post-Employment Benefits	41,438,075	41,653,791	42,294,990	641,199	1.5%
Retirement ADC ¹	238,357,696	238,922,952	264,834,113	25,911,161	10.8%
Risk Management Administration	6,822,842	7,162,260	8,320,868	1,158,608	16.2%
Unemployment Insurance	818,562	807,572	808,322	750	0.1%
Workers' Compensation	23,385,593	19,707,040	26,479,946	6,772,906	34.4%
Fixed Subtotal	310,822,870	308,253,615	342,738,239	34,484,624	11.2%
Variable					
Employee Offset Savings	\$ 6,190,933	\$ 6,031,194	\$ 6,246,093	\$ 214,899	3.6%
Flexible Benefits	94,184,671	94,141,584	84,679,251	(9,462,333)	(10.1%)
Medicare	8,383,327	7,053,666	8,088,040	1,034,374	14.7%

General Fund Expenditures

Fringe Type	FY 2018 Actual	FY 2019 Adopted Budget	FY 2020 Adopted Budget	FY 2019–FY 2020 Change	Percent Change
Retiree Medical Trust	825,175	860,576	900,749	40,173	4.7%
Retirement 401 Plan	216,501	219,777	226,990	7,213	3.3%
Retirement DROP	1,726,607	1,860,675	1,733,416	(127,259)	(6.8%)
Supplemental Pension Savings Plan	18,834,252	19,564,786	22,220,150	2,655,364	13.6%
Variable Subtotal	130,361,466	129,732,258	124,094,689	(5,637,569)	(4.3%)
Fringe Benefits	\$ 441,184,337	\$ 437,985,873	\$ 466,832,928	\$ 28,847,055	6.6%

¹ Based on actuarial valuation prepared for SDCERS by Cheiron as of June 30, 2018

For a detailed discussion on fringe benefits, refer to the Citywide Budget Overview section of this Volume.

Supplies

The Supplies category includes costs for office supplies, books, tools, uniforms, safety supplies, and building and electrical materials and other operational supplies. The Supplies category for the Fiscal Year 2020 Adopted Budget totals \$27.3 million, a decrease of \$2.9 million or 9.7 percent from the Fiscal Year 2019 Adopted Budget. This net decrease is primarily attributed to the reduction of \$3.0 million for the one-time transfer of material budget for repair and maintenance of sidewalks, street lights, signage and traffic signals from the Transportation and Storm Water Department to the Infrastructure Fund.

Contracts

The Contracts category includes the cost of legal fees, insurance, refuse disposal fees, fleet vehicle usage and assignment fees, rent expenses, and other contractual expenses. The Contracts category for the Fiscal Year 2020 Adopted Budget totals \$246.9 million, an increase of \$6.3 million or 2.6 percent from the Fiscal Year 2019 Adopted Budget. This increase is primarily due to the following adjustments:

- \$3.3 million in the Transportation and Storm Water Department for brush management and abatement services in the public right-of-way, mobility related services and support, and private property graffiti abatement;
- \$3.1 million in the Purchasing and Contracting Department related to the animal services contract with the San Diego Humane Society and a Disparity Study;
- \$2.7 million in the Environmental Services Department for the expansion of Clean SD. For additional information on the Clean SD expansion please refer to the Citywide Budget Overview Section of this Volume;
- \$2.4 million in the Citywide Program Expenditures Department associated with Citywide Elections, Bridge Shelters, a consultant for energy franchise agreement negotiations, and SANDAG Member Agency assessments;
- \$2.0 million in the Fire-Rescue Department for helicopter general maintenance plans and fuel costs, helicopter pilot training, diversity training and firefighter wellness services; and
- \$1.2 million in the Parks and Recreation Department for brush management and abatement services and support for new and existing park facilities.

General Fund Expenditures

This amount is offset by the following reductions:

- \$3.0 million in the Transportation and Storm Water Department associated with channel maintenance and storm water support;
- \$2.6 million in the Citywide Program Expenditures Department for public liability insurance premiums;
- \$900,000 in the Environmental Services Department associated with a \$3 per ton tipping fee discount to City forces for loads disposed of at the Miramar Landfill;
- \$899,200 in the Department of Information Technology related to General Fund PC replacements;
- \$600,000 in the Real Estate Assets Department associated with a settlement related to the Mission Bay RV Park; and
- \$410,667 in the Economic Development Department for the Safe Parking Program which will be supported by State of California Homeless Emergency Aid Program (HEAP) funding.

Information Technology

The Information Technology category includes costs related to hardware and software maintenance, help desk support, and other information technology (IT) services. The Information Technology category for the Fiscal Year 2020 Adopted Budget totals \$39.1 million, an increase of \$7.1 million or 22.2 percent from the Fiscal Year 2019 Adopted Budget. This increase is primarily due to the following additions:

- \$4.2 million in all departments related to citywide information technology services such as cybersecurity, desktop, network, and application support; and
- \$3.0 million in IT expenditures in the following departments:
 - \$1.1 million in the Office of the City Treasurer for maintenance and support related to the Parking Administration System which was previously budgeted in the Contracts category, a solution for compliance related to the Short Term Residential Occupancy program, and support and enhancements for Payment Card Industry (PCI) compliance;
 - \$1.0 million in the Police Department primarily related to the second year of a phased purchase plan for ruggedized laptops;
 - \$472,501 in IT expenditures in various General Fund Departments associated with the Get It Done expansion, and hardware replacement; and
 - \$421,053 in the Transportation and Storm Water Department primarily due to interface software and support related to the Get It Done expansion.

Energy and Utilities

The Energy and Utilities category includes the costs of electricity, fuel, gas, and other related expenditures. The Energy and Utilities category for the Fiscal Year 2020 Adopted Budget totals \$51.5 million, an increase of \$2.2 million or 4.5 percent from the Fiscal Year 2019 Adopted Budget. This net increase is primarily due to anticipated rate and consumption increases in electric services.

General Fund Expenditures

Other

The Other category includes miscellaneous expenditures that do not fall under one of the other expenditure categories. The Fiscal Year 2020 Adopted Budget for the Other category totals \$5.3 million, an increase of \$142,581 or 2.7 percent from the Fiscal Year 2019 Adopted Budget. This net increase is primarily due to the addition of \$400,000 in the Police Department for the Lateral and Recruitment Incentive Programs, which is offset by reductions of \$236,387 for the payment related to the Supplemental Cost of Living Adjustment (COLA) for retirees.

Transfers Out

The Transfers Out category includes transfers of funding between City funds, including the allocation of funds to City reserves and transfers of funding for annual debt service payments for outstanding bonds. The Transfers Out category for the Fiscal Year 2020 Adopted Budget totals \$86.1 million, an increase of \$23.0 million or 36.5 percent from the Fiscal Year 2019 Adopted Budget.

This increase is primarily due to the following adjustments:

- \$24.1 million related to the contribution to the Infrastructure Fund per Charter Section 77.1, including \$2.9 million to reconcile the Fiscal Year 2018 adjustment with actual activity;
- \$11.9 million for the General Fund Contribution to the General Fund Reserve to achieve the Fiscal Year 2020 target of 15.5 percent;
- \$5.6 million for the one-time transfer to the Capital Improvements Program for the following projects: \$2.7 million for park and library facilities, \$1.8 million for storm drain linings, \$1.1 for Vision Zero and Phase 3 of the Downtown Mobility Plan;
- \$4.3 million to replenish the Pension Payment Stabilization Reserve;
- \$3.9 million in one-time funding to support the Commission for Arts & Culture annual allocation; and
- \$1.6 million for the contribution to the Mission Bay Park and Regional Park Improvement Fund per City Charter Section 55.2.

This amount is partially offset by the following reductions:

- \$26.9 million for the removal of one-time expenditures budgeted in Fiscal Year 2019 primarily for contributions to the Infrastructure Fund, General Fund Reserve and the Public Liability Reserve;
- \$2.5 million related to the General Fund deferred capital bond debt service expenditures; and
- \$500,000 in the Transportation and Storm Water Department for a decrease in the transfer to the Trench Cut/Excavation Fee Fund related to street damage fees.

Capital Expenditures

The Capital Expenditures category for the Fiscal Year 2020 Adopted Budget totals \$1.7 million, a decrease of \$409,700 or 19.4 percent from the Fiscal Year 2019 Adopted Budget. This net decrease is primarily related to the removal of one-time expenditures budgeted in Fiscal Year 2019 in the Environmental Services Department for Clean SD vehicle and equipment purchases and for vessel replacement in the Lifeguard Operations Division in the Fire-Rescue Department.

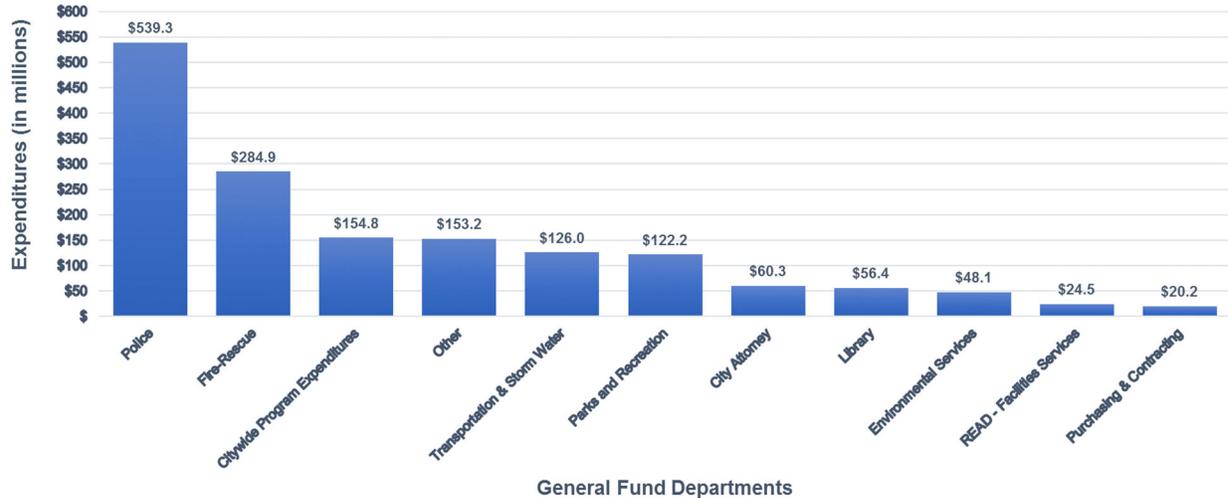
General Fund Expenditures

Debt

The Debt category for the Fiscal Year 2020 Adopted Budget totals \$20.1 million, an increase of \$10.5 or 109.6 percent from the Fiscal Year 2019 Adopted Budget. This net increase is primarily due to the addition of \$10.0 million in the Citywide Program Expenditures Department related to the recategorization of expenditures from the Transfers Out category to the Debt category for the City building lease-to-own agreements of 101 Ash Street and Civic Center Plaza.

Figure 2 summarizes the Fiscal Year 2020 Adopted General Fund budgeted expenses by department. The ten largest General Fund expenditure budgets by department are displayed individually. All other General Fund departments are combined in the Other category. For a complete review of expenditures by department in the General Fund, refer to the Financial Summary and Schedules section of this Volume.

Figure 2: Fiscal Year 2020 Adopted General Fund Expenditures by Department (in millions)



Note: The Other category includes: City Auditor, City Clerk, City Council, City Treasurer, Communications, Debt Management, Department of Finance, Department of Information Technology, Development Services, Economic Development, Ethics Commission, Government Affairs, Human Resources, Infrastructure/Public Works, Internal Operations, Neighborhood Services, Office of Boards and Commissions, Office of Homeland Security, Office of the Assistant COO, Office of the Chief Financial Officer, Office of the Chief Operating Officer, Office of the IBA, Office of the Mayor, Performance & Analytics, Personnel, Planning, Public Utilities, Real Estate Assets, Smart & Sustainable Communities, and Sustainability.

General Fund Expenditures

Significant Budget Adjustments

The following is a summary of critical strategic expenditures and budget reduction proposals included in the Fiscal Year 2020 Adopted Budget. After incorporating all adjustments, the Fiscal Year 2020 Adopted Budget adheres to the City's Budget Policy, maintaining a structurally balanced budget, where ongoing expenditures are supported by ongoing revenues.

Critical Strategic Expenditures

City Attorney

Deputy City Attorneys Association Potential MOU Adjustment

This adjustment includes the addition of \$1.5 million in personnel expenditures associated with salary adjustments for Deputy City Attorneys Association (DCAA) members. This adjustment reflects the funding related to the Memoranda of Understanding (MOU) with DCAA that was approved by the City Council.

Supplemental Positions

This adjustment includes the addition of 9.25 FTE positions and expenditures of \$1.3 million in the Office of the City Attorney associated with the addition of supplemental positions that were filled but had not been budgeted. This adjustment is being offset by the Department's vacancy factor and is expected to have a net zero budgetary impact to the General Fund.

Assistant City Attorney – Administration Division

This adjustment includes the addition of 1.00 Assistant City Attorney and expenditures of \$230,979 in the Administration Division to support day-to-day operations by providing oversight for the Office's administrative functions.

City Council

Community Projects, Programs, and Services

This adjustment includes the addition of \$1.5 million of one-time non-personnel expenditures related to anticipated Community Projects, Programs, and Services (CPPS) funds. The funding level for each City Council office was determined based on the projected savings from the Fiscal Year 2019 Council Districts' budgets as detailed in the Third-Quarter Report. These funds may be expended by each Council office for any government purpose or community benefit in accordance with Council Policy 100-06.

City Council Administration

This adjustment includes the addition of 1.00 Program Manager and 1.00 Program Coordinator in the Council Administration for the coordination and management of government affairs and public communications-related activities.

City Treasurer

Short Term Residential Occupancy Tax Compliance Program

This adjustment includes the addition of 5.00 FTE positions and expenditures of \$604,514 in the Office of the City Treasurer related to the administration of the Short Term Residential Occupancy Tax Compliance program in accordance with the current Municipal Code and is anticipated to generate approximately \$2.4 million in additional revenue due to enhanced compliance activities.

General Fund Expenditures

Citywide Program Expenditures

Transfer to Infrastructure Fund

This adjustment includes the addition of \$24.1 million in one-time non-personnel expenditures for the transfer to the Infrastructure Fund per City Charter Section 77.1. This contribution includes \$21.2 million for Fiscal Year 2020 and \$2.9 million to align the budgeted contribution for Fiscal Year 2018 with actual activity.

General Fund Reserve

This adjustment includes the addition of \$11.9 million in one-time non-personnel expenditures related to the contribution to the General Fund Reserve. This contribution includes \$8.6 million to maintain the Fiscal Year 2019 policy target of 15.25 percent and an additional \$3.3 million to achieve the policy target level of 15.5 percent for Fiscal Year 2020.

Transfer to the Capital Improvements Program (CIP) Budget

This adjustment includes the addition of \$5.6 million in one-time non-personnel expenditures for a transfer to the Capital Improvements Program (CIP) Budget for the following projects: \$1.8 million for Storm Drain Pipe re-lining; \$750,000 for citywide Vision Zero projects; \$500,000 for Trolley Barn Park; \$500,000 for the Ocean Beach Library; \$400,000 for Beyer Park; \$400,000 for the Emerald Park General Development Plan Amendment; \$300,000 for the City Heights Pool; \$300,000 for the preliminary design phase of the Mobility Plan; \$250,000 for Chicano Park Museum improvements; \$250,000 for the Oak Park Library Feasibility Study; and \$100,000 for North Kellogg Comfort Station repairs.

Pension Payment Stabilization Reserve

This adjustment includes the addition of \$4.3 million in one-time non-personnel expenditures for the planned replenishment of the Pension Payment Stabilization Reserve Fund over the course of five fiscal years. This is the second year of this plan to achieve the City Council's Reserve Policy target level.

Commission for Arts and Culture Allocation

This adjustment includes the addition of \$3.9 million in one-time non-personnel expenditures for a transfer to the Transient Occupancy Tax (TOT) Fund for the Commission for Arts and Culture Allocation in support of Arts, Culture, and Community Festivals programming.

Franchise Agreement Consultant

This adjustment includes the addition of \$1.0 million in one-time non-personnel expenditures for professional services to prepare for and advise the City during the evaluation and negotiation of the gas and electric franchise agreement. San Diego Gas and Electric (SDG&E) currently operates under a 50-year City franchise agreement that is set to expire by January 2021. SDG&E is the largest franchise by revenue in the City, representing \$68.1 million in annual operating revenue and \$65.2 million in annual revenue for undergrounding of utility lines.

Pay in Lieu

This adjustment includes the addition of \$1.0 million in citywide personnel expenditures associated with projected compensation to employees in-lieu of the use of annual leave.

General Fund Expenditures

Companion Unit Fee Waiver Program

This adjustment includes the addition of \$800,000 in one-time non-personnel expenditures for the Companion Unit Fee Waiver Program. This addition is a transfer to the Public Utilities funds to cover the cost of the waived water and sewer capacity fees related to the construction of new companion units.

Citywide Elections

This adjustment includes the addition of \$429,664 in non-personnel expenditures for anticipated citywide elections for Mayor, City Attorney, Council Districts 1, 3, 5, 7, 9, four measures, and two petitions.

Bridge Shelters

This adjustment includes the addition of \$304,385 in non-personnel expenditures for operational supplies and services at three Bridge Shelter locations. For additional information about Homeless Programs and Services, please refer to the Citywide Budget Overview section of this Volume.

Replacement of Delinquent Accounts System

This adjustment includes the addition of \$258,000 in one-time transfer to the Capital Improvements Program in support of the replacement of the Debt Collection System in the Office of the City Treasurer.

San Diego Association of Governments (SANDAG) Member Agency Assessment

This adjustment includes the addition of \$234,817 in non-personnel expenditures related to a consumer price index increase in the member agency assessments charged by SANDAG.

Zuniga Jetty Shoal Patrol

This adjustment includes the addition of \$200,000 in non-personnel expenditures in the Citywide Program Expenditures Department related to the enforcement, monitoring, towing, and abatement of vessels at the Zuniga Jetty Shoal.

Communications

Public Records Administration Program Support

This adjustment includes the addition of 1.00 Program Coordinator and expenditures of \$136,362 to support the Public Record Administration Program and the increase of related requests. This addition will enhance the City's compliance with the California Public Records Act.

Vision Zero Education

This adjustment includes the addition of \$100,000 in one-time non-personnel expenditures for Vision Zero Education, including social media promotions and outreach to support the City's goal of zero traffic related fatalities and severe injuries by 2025. Revenue from the regulation of shared dockless mobility devices will be used to support these efforts.

Department of Finance

Internal Controls Support

This adjustment includes the addition of 1.00 supplemental Finance Analyst 2 and expenditures of \$90,450 in the Department of Finance to maintain citywide internal controls support for City departments.

General Fund Expenditures

Reclassification of Positions

This adjustment includes the addition of 1.00 Principal Accountant, 3.00 Program Coordinators, and 1.00 Information Systems Analyst 3 and the reduction of 1.00 Deputy Director, 1.00 Finance Analyst 4, 2.00 Finance Analyst 3s, and 1.00 Executive Assistant for a net reduction of \$2,739 in expenditures to better align the position classifications with the operations of the newly merged Department of Finance.

Economic Development

San Diego Housing Commission Homelessness Initiatives Support

This adjustment includes the addition of \$420,106 in non-personnel expenditures for contractual services associated with the oversight and delivery of programs and services for individuals experiencing homelessness.

Assistant Deputy Director

This adjustment includes the addition of 1.00 Assistant Deputy Director and \$165,918 in expenditures with associated revenue to support the Community Development and Promise Zone Divisions in the Economic Development Department. This position will be fully reimbursed by Community Block Development Grant and Successor Agency funding sources.

Development Services

Code Compliance Officers

This adjustment includes the addition of 2.00 Code Compliance Officers and total expenditures of \$147,839 in the Development Services Department to support operations.

Environmental Services

Clean SD Expansion

This adjustment includes the addition of 3.00 FTE positions and one-time expenditures of \$2.9 million in the Environmental Services Department to expand the Clean SD program. For additional information about Clean SD, please refer to the Citywide Budget Overview section of this Volume.

Compressed Natural Gas (CNG) Fueling Station

This adjustment includes the addition of \$210,000 in non-personnel expenditures in the Environmental Services Department associated with a maintenance contract for the CNG Fueling Station. This addition will support the conversion of the refuse and recycling trucks fleet from diesel to CNG fuel and provide fueling for approximately 125 CNG trucks.

Mission Beach Summer Trash Collection

This adjustment includes the addition of \$70,000 in one-time non-personnel expenditures and associated revenue in the Environmental Services Department for waste collection in Mission Beach during the summer months. This addition will increase waste collection services from one collection to two collections per week.

Collections Program Administrative Support

This adjustment includes the addition of 0.60 Associate Management Analyst and expenditures of \$50,209 to support the bi-weekly residential recycling and yard waste collection programs.

General Fund Expenditures

Ethics Commission

Program Manager – Education and Training Programs

This adjustment includes the addition of 1.00 Program Manager and expenditures of \$154,734 to support education and training programs. The 0.50 FTE position and expenditures of \$77,367 are annualized in Fiscal Year 2020 to reflect a projected start date of January 2020.

Fire-Rescue

Fire-Rescue Zero-Based Overtime Budget

This adjustment includes the addition of \$6.1 million in overtime expenditures to the zero-based overtime budget included in the Fiscal Year 2019 Adopted Budget. This increase in overtime maintains current service levels and includes a 3.3 percent general salary increase and fiscal impacts associated with the Local 145 MOU provision which provides that non-productive hours taken during a 28-day, 212 hour cycle be counted as hours worked towards Fair Labor Standards Act (FLSA) overtime.

Fire-Rescue Staffing Model and Relief Pool

This adjustment includes the addition of 46.00 FTE positions and net expenditures of \$696,637 in the Fire-Rescue Department to support the constant staffing model through the establishment of the Fire Suppression Relief Pool (Relief Pool). The Relief Pool is intended to be a unit that provides full-time staffing to cover shifts for sworn personnel that are on annual leave, compensatory leave, discretionary leave or other leave, or holiday.

As part of the establishment of the Relief Pool the following adjustments have been included in the Fiscal Year 2020 Adopted Budget:

- Addition of 37.00 FTE positions and personnel expenditures of \$4.4 million to create permanent, full-time positions for the Relief Pool to be filled by fire suppression staff dedicated to backfilling existing positions with straight time pay. This addition is offset by an expected reduction of \$4.7 million in overtime personnel expenditures due to existing positions no longer covering those shifts with overtime pay;
- Addition of \$1.4 million in expenditures for two additional fire academies for a total of three fire academies in the Fiscal Year 2020 Adopted Budget. The two additional academies are designed to achieve and maintain minimum constant staffing levels and provide fire suppression personnel for the Relief Pool; and
- Addition of 9.00 FTE positions and \$1.1 million for the permanent, full-time administration of fire academies to replace the current method of using existing positions to support instruction through overtime pay. The expected result of this action is a corresponding decrease in overtime personnel expenditures of \$1.6 million.

New Helicopter Maintenance

This adjustment includes the addition of \$820,000 in non-personnel expenditures in the Fire-Rescue Department associated with general maintenance plans and increased fuel costs for the new Sikorsky helicopter.

General Fund Expenditures

Bomb Squad Unit

This adjustment includes the addition of 6.00 FTE positions and expenditures of \$773,258 for dedicated Bomb Squad Technicians and Unmanned Aerial System Pilots to ensure adequate coverage without placing a unit out-of-service. This addition is partially offset by a reduction of \$392,314 in overtime personnel expenditures associated with the current method of backfilling positions.

Firefighter Wellness Contract

This adjustment includes the addition of \$503,500 in non-personnel expenditures in the Fire-Rescue Department associated with a contractual increase for firefighter wellness program services. This adjustment includes \$300,000 in one-time expenditures for contractual enhancements.

Lifeguard Services Support - Boating Safety Unit and La Jolla Cove/Children's Pool

This adjustment includes the addition of 4.00 Lifeguard 3s and expenditures of \$431,914 to support the Boating Safety Unit and La Jolla Cove/Children's Pool.

Helicopter Pilot Training

This adjustment includes the addition of \$334,652 in ongoing non-personnel expenditures and \$185,400 in one-time non-personnel expenditures associated with required flight trainings for Helicopter Pilot positions.

Advanced Lifeguard Academy

This adjustment includes the addition of 2.88 Lifeguard 1-Hourly positions and \$242,490 in one-time expenditures in the Fire-Rescue Department for an Advanced Lifeguard Academy to support advanced training in disciplines that include law enforcement, cliff rescue, and swift water rescue.

Fire Prevention Inspectors - Marijuana Processing Facilities (MPF) and Combustible, Explosive, and Dangerous Materials (CEDMAT) Inspections Program

This adjustment includes the addition of 2.00 Fire Prevention Inspector 2s and expenditures of \$270,201 with associated revenue in the Fire-Rescue Department. These positions will inspect new Marijuana Processing Facilities (MPF) and assist the Combustible, Explosive, and Dangerous Materials (CEDMAT) Program.

Fire Prevention Inspectors – High-Rise Program

This adjustment includes the addition of 2.00 Fire Prevention Inspector 2s and expenditures of \$270,201 with associated revenue in the Fire-Rescue Department. These positions will assist with the inspection of high-rise buildings which require annual inspections.

Helicopter Mechanics

This adjustment includes the addition of 2.00 Helicopter Mechanics and expenditures of \$165,519 in the Fire-Rescue Department offset by reduced contractual services for helicopter maintenance which will decrease by \$260,000. This adjustment is expected to be a net decrease of \$94,481 in related budgeted expenditures.

Emergency Command and Data Center (ECDC) Expansion

This adjustment includes the addition of \$160,000 in one-time non-personnel expenditures in the Fire-Rescue Department associated with the expansion of additional emergency dispatch workstations and improvements needed at the ECDC.

General Fund Expenditures

Fire Battalion Chief – San Diego Urban Area All Hazard Incident Management Team

This adjustment includes the addition of 1.00 Fire Battalion Chief and expenditures of \$152,941 with associated revenue in the Fire-Rescue Department to manage and oversee the administrative functions of the San Diego Urban All Hazard Incident Management Team (SDUA IMT) funded by the Urban Area Securities Initiative (UASI) grant.

Diversity Training

This adjustment includes the addition of \$150,000 in one-time non-personnel expenditures for a consultant to design and facilitate a workplace diversity training program to be implemented department wide with a focus on gender inclusion, internal communications and an equitable selection process.

Citygate Consulting Services

This adjustment includes the addition of \$138,000 in one-time non-personnel expenditures and \$80,751 in revenue in the Fire-Rescue Department for Citygate consulting services associated with the multi-agency Emergency Command & Data Center (ECDC) facility condition assessment.

Fire Prevention Inspector – Technical Services Program

This adjustment includes the addition of 1.00 Fire Prevention Inspector 2 and \$135,100 in expenditures with associated revenue in the Fire-Rescue Department. This position will review plans and conduct field inspections to improve the Department's review and inspection response times for construction projects and meet State mandates.

Fire Prevention Inspector – New Facilities Construction Liaison

This adjustment includes the addition of 1.00 Fire Prevention Inspector 2 and expenditures of \$135,100 with associated revenue in the Fire-Rescue Department to support an increase in inspections and plan reviews of construction projects.

Fire-Rescue Payroll Support

This adjustment includes the addition of 2.00 Payroll Specialists and expenditures of \$128,352 in the Fire-Rescue Department to support the complex payroll needs of the Department.

Government Affairs

Program Manager – Immigrant Affairs

This adjustment includes the addition of 1.00 Program Manager and expenditures of \$143,547 in the Government Affairs Department to manage immigrant affairs policies and programs. This position will work with immigrant and refugee communities, intergovernmental agencies, and service providers to recommend policies and programs that facilitate successful integration of immigrants and refugees into the civic, economic, and cultural life of the City.

Operational Expenditures

This adjustment includes the addition of \$30,000 in non-personnel expenditures in the Government Affairs Department for travel related expenditures critical to the operations of the Department. The Department was created in Fiscal Year 2019 and the increase is to align budget with the current year trend.

General Fund Expenditures

Human Resources

Program Managers – Citywide Human Resource Support

This adjustment includes the addition of 2.00 supplemental Program Managers and expenditures of \$295,215 in the Human Resources Department required to support critical labor and employment issues.

Program Managers – PUD Support

This adjustment includes the addition of 2.00 Program Managers and expenditures of \$295,215 with associated revenue in the Human Resources Department. This adjustment will increase human resources support for the Public Utilities Department.

Employee Assistance Program (EAP) Expansion

This adjustment includes the addition of \$250,000 in non-personnel expenditures associated with the expansion of Employee Assistance Program services to include employees, immediate family members and members of their households.

Program Coordinator – Child Care Services

This adjustment includes the addition of 1.00 Child Care Program Coordinator and expenditures of \$116,620. The coordinator will update City Council Policy 300-12: Child Care and the City's 1995 Child Care Work Plan, and pursue ways to increase the accessibility of child care facilities and services for City employees and the City of San Diego.

Program Coordinator – Employee Assistance Program

This adjustment includes the addition of 1.00 Program Coordinator and expenditures of \$116,620 in the Human Resources Department to support the Employee Assistance Program. This addition is offset with the reduction of 1.00 Employee Assistance Counselor and expenditures of \$93,419.

Library

New Library Branch Support

This adjustment includes the addition of \$345,333 in non-personnel expenditures in the Library Department to provide branch library support at the Mission Hills/Hillcrest Branch Library and the San Ysidro Branch Library. This addition will provide funding for ongoing operations of the new libraries.

Library Programming

This adjustment includes the addition of \$300,000 in non-personnel expenditures in the Library Department to support additional programming, \$200,000 of which is one-time funding.

Library Technology Upgrades

This adjustment includes the addition of \$200,000 in one-time non-personnel expenditures in the Library Department to support technology upgrades.

Mission Hills/Hillcrest Library Parking Services

This adjustment includes the addition of \$50,000 in non-personnel expenditures and \$78,468 in associated revenue in the Library Department to support parking garage operations of the new Mission Hills/Hillcrest Branch Library.

General Fund Expenditures

Neighborhood Services Branch

Positions for Homeless Services Coordination

This adjustment includes the addition of 1.00 Associate Management Analyst, 1.00 limited Associate Management Analyst, 1.00 limited Senior Management Analyst, and expenditures of \$275,552 with \$160,929 in associated revenue in the Neighborhood Services branch. These positions will assist in the management of Homeless Emergency Aid Program (HEAP) grant funds and citywide homelessness initiatives and are critical to maintaining operations and providing strategic oversight of homelessness programs. It is anticipated that approximately 75 percent of the cost of the limited positions, and 25 percent of the permanent position will be reimbursed by the HEAP grant.

Homeless Administration Support

This adjustment includes the addition of \$10,500 in non-personnel expenditures in the Neighborhood Services Branch including office supplies, training and travel, and transportation allowance to support the coordination of homeless services.

Office of Boards and Commissions

Outside Legal Counsel

This adjustment includes the addition of \$25,000 in non-personnel expenditures in the Office of Boards and Commissions associated with a contract for outside legal support for the Community Review Board on Police Practices (CRB).

Office of Homeland Security

Program Coordinator

This adjustment includes the addition of 1.00 Program Coordinator and \$130,372 in expenditures with associated revenue in the Office of Homeland Security Division. This position will coordinate and provide expertise for the development and review of City emergency plans and policies in support of City and regional policies.

Associate Management Analyst

This adjustment includes the addition of 1.00 Associate Management Analyst and \$97,162 in expenditures with associated revenue in the Office of Homeland Security Division. This position will assist with the development and review of City emergency plans and policies in support of City and regional policies.

Management Intern

This adjustment includes the addition of 1.28 Management Interns-Hourly and \$35,524 in expenditures with associated revenue in the Office of Homeland Security Division. These hourly positions will provide support to all areas within the Division including assistance with emergency procedures, manuals, training and curriculum development.

Office of Homeland Security Division Restructure – Program Manager

This adjustment includes the repurpose of 1.00 Executive Director to 1.00 Program Manager in the Office of Homeland Security Division associated with the organizational structural change to align with the Police Department and the overarching public safety goals of the City. This adjustment is expected to have a net budget reduction impact of \$82,085.

General Fund Expenditures

Office of the Assistant COO

Assistant Chief Operating Officer

This adjustment includes the addition of 1.00 Assistant Chief Operating Officer and expenditures of \$465,930 in the Office of the Assistant Chief Operating Officer and will oversee the operations of Neighborhood Services, Smart and Sustainable Communities, and Internal Operations Branch Departments.

Parks and Recreation

Citywide Park Maintenance – Parks

This adjustment includes the addition of 1.00 Equipment Operator 1, 2.00 Utility Worker 1s, 1.00 Equipment Technician 1, 1.67 Ground Maintenance Worker 2s, 2.00 Light Equipment Operators, 0.50 Recreation Specialist, 1.00 Tree Trimmer and 1.00 Pesticide Applicator and \$1.6 million in total expenditures, including \$761,350 in one-time non-personnel expenditures, and \$1,000 in associated revenue in the Parks and Recreation Department to support the expansion, maintenance, and operations of the following new joint use facilities and parks: Audubon Elementary, East Fortuna Staging Area Field Station, Longfellow Elementary, MacDowell Middle School, and North Park Mini Park.

Brush Management and Abatement

This adjustment includes the addition of \$626,000 in non-personnel expenditures in the Parks and Recreation Department to restore brush management services to Fiscal Year 2019 service levels. This addition will increase the frequency of brush abatement activity to high priority Open Space areas citywide and result in 509 acres of brush abatement annually.

Park Rangers – Chollas Lake and Downtown

This adjustment includes the addition of 2.00 Park Rangers and expenditures of \$136,692 in the Parks and Recreation Department to support activities to the Downtown and Chollas Lake areas.

Performance and Analytics

Mobility Program Coordinator and Get It Done Enhancements

This adjustment includes the addition of 1.00 Program Coordinator and expenditures of \$499,856 in the Performance and Analytics Department to support development of new applications related to mobility devices to integrate scooter enforcement reporting and data into Get It Done and facilitate mobility data coordination. The additions include associated revenue from the regulation of shared dockless mobility devices.

Pay Equity Study

This adjustment includes the addition of \$250,000 in one-time non-personnel expenditures in the Performance and Analytics Department to perform a citywide pay equity study which will analyze qualitative and quantitative data on compensation. This addition is expected to identify any pay disparities that may exist based on either gender, race, or ethnicity and will include recommendations to remedy inequities.

General Fund Expenditures

Planning

Long-Range Planning Support

This adjustment includes the addition of 1.00 Senior Traffic Engineer, 1.00 Associate Planner, and expenditures of \$237,028 with associated revenue in the Planning Department to support additional work programs such as the Transit Priority Area Non-Residential study, community plan updates and various feasibility studies, and is associated with an increase to the General Plan Maintenance Fee.

Civic Engagement and Community Outreach

This adjustment includes the addition of 1.00 Program Manager and expenditures of \$151,634 with associated revenue to develop and manage a new Civic Engagement and Community Outreach program. This program is intended to proactively engage and educate residents ahead of several long-range planning initiatives and is associated with an increase to the General Plan Maintenance Fee.

Community Planning Group Translation Services

This adjustment includes the addition of \$50,000 in non-personnel expenditures in the Planning Department for translation services for Community Planning Groups.

Police

Police Zero-Based Overtime Budget

This adjustment includes the addition of \$5.5 million in overtime expenditures to the zero-based overtime budget prepared for the Fiscal Year 2019 Adopted Budget. This increase in overtime maintains current service levels and accounts for approved salary increases to POA members, 5.0 percent salary increase to POA members with 20 years of sworn service, and adjustments to extension of shift overtime.

Clean SD Expansion

This adjustment includes the addition of \$3.5 million in overtime personnel expenditures in the Police Department to expand the Clean SD program. For additional information about Clean SD, please refer to the Citywide Budget Overview section of this Volume.

Neighborhood Policing Division - Overtime

This adjustment includes the addition of \$447,050 in one-time personnel overtime in the Police Department to support the newly centralized Neighborhood Policing Division to address community impact strategies and quality of life issues. It should be noted that \$3.9 million is also budgeted in the Seized Assets Fund to support Neighborhood Policing Division overtime.

San Diego Police Plaza Facility

This adjustment includes the addition of \$408,139 in non-personnel expenditures in the Police Department for maintenance of the San Diego Police Plaza Facility. This facility currently houses the Neighborhood Policing Division and will be renovated for several divisions/units.

General Fund Expenditures

Lateral and Recruitment Incentive Programs

This adjustment includes the addition of \$400,000 in one-time non-personnel expenditures in the Police Department to support the Lateral and Recruitment Incentive Programs approved by Council in December 2018 (R-312149). The Lateral Police Officer 2 Incentive Program provides an incentive to join the department to applicants who qualify as a Police Officer 2 and are hired after the start of the program. The Police Officer Recruitment Incentive Program is available to active, sworn police personnel who recruit applicants for classifications of Police Recruit, Police Officer 1, or Police Officer 2.

Provisional Sworn Positions

This adjustment includes the addition of provisional 1.15 Police Officer 2s, 1.73 Police Detectives, and \$316,190 in expenditures in the Police Department. These sworn positions will provide additional support for the following units: Homeless Outreach Team, Sex Crimes, Domestic Violence, Backgrounds, and Collision Investigation Bureau.

Supplemental Civilian Positions – Crime Lab and Information Services Units

This adjustment includes the addition of 3.00 FTE supplemental civilian positions and \$293,674 in expenditures in the Police Department. These civilian positions will provide additional support in the Crime Lab and Information Services Units.

Promotional Examination Process Support

This adjustment includes the addition of \$270,200 in one-time non-personnel expenditures in the Police Department for the bi-annual promotional examination process for Police Officer III, Detective, Sergeant and Lieutenant ranks that is overseen by the Personnel Department.

Police Officer Homebuyer Down-Payment Assistance Pilot

This adjustment includes the addition of \$250,000 in one-time non-personnel expenditures in the Police Department for a Police Officer Homebuyer Down Payment Assistance Pilot program that will provide down-payment assistance in the form of a subordinated loan to qualified SDPD police officers, who are also first-time homebuyers, purchasing a residence within the City limits. This pilot is intended to provide an additional incentive to police officers to join the Department and assist in the retention of police officers.

Dockless Mobility Enforcement

This adjustment includes the addition of \$150,000 in one-time non-personnel expenditures in the Police Department for the creation of a dockless mobility enforcement program. This addition will be used to match a state grant to reduce dockless mobility violations to improve safety for all roadway users, and is expected to be supported by revenue from the regulation of shared dockless mobility devices.

Supplemental Civilian Positions – Communications and Internal Affairs Sections

This adjustment includes the addition of 0.50 Word Processing Operator, 0.50 Police Lead Dispatcher and expenditures of \$70,655 in the Police Department. These positions have been increased from half-time to full-time and will maintain current service levels in the Communications and Internal Affairs sections.

General Fund Expenditures

Office of Homeland Security Division Restructure – Police Captain

This adjustment includes the repurpose of 1.00 Police Lieutenant to 1.00 Police Captain and expenditures of \$29,512 in the Police Department to support the Office of Homeland Security Division organizational change which is intended to position homeland security services within the overarching public safety goals of the City.

Public Utilities

Wastewater Disposal Services

This adjustment includes the addition of \$150,000 in non-personnel expenditures in the Public Utilities Department for wastewater disposal services of portable toilets and holding tanks at nine lakes.

Purchasing and Contracting

Animal Control and Services Program

This adjustment includes the addition of \$2.2 million in one-time non-personnel expenditures in the Purchasing and Contracting Department. This funding is to support the City's contractual agreement with the San Diego Humane Society for start-up costs for animal services, which include animal sheltering, adoptions, medical or veterinary care, and animal control.

Disparity Study

This adjustment includes the addition of \$1.0 million in one-time non-personnel expenditures and \$800,000 in associated revenue in the Purchasing & Contracting Department to perform a citywide disparity study. A disparity study is a report that analyzes qualitative and quantitative data on businesses within a defined market area, within the context of applicable governing laws and regulations and the purchasing program of the agency that commissions the report. This analysis is done with the intent of identifying whether any gaps exist in an agency's contracting with traditionally underrepresented groups and includes recommendations on how to remedy those gaps.

Program Coordinator – Core Procurement

The adjustment includes the addition of 1.00 Program Coordinator, offset by the reduction of 1.00 Principal Procurement Specialist and expenditures of \$26,609 in the Procurement Division of the Purchasing & Contracting Department to better align the position classifications with the operations of the Department.

Real Estate Assets

Relocation to 101 Ash Street

This adjustment includes the addition of \$689,152 in one-time non-personnel expenditures for the relocation of various General Fund departments into the 101 Ash Street building.

Central Plant Maintenance

This adjustment includes the addition of \$180,786 in non-personnel expenditures in the Real Estate Assets Department. This addition is the General Fund's contribution for maintenance of the central power plant which provides power, air conditioning and heating for multiple buildings located in the Civic Center concourse.

General Fund Expenditures

Supervising Property Agent for Real Estate Leasing and Disposition

This adjustment includes the addition of 1.00 Supervising Property Agent and expenditures of \$98,801 with offsetting revenue in the Real Estate Assets Department associated with the demand for creative utilization and increase disposition of City real estate assets.

Property Agent

This adjustment includes the addition of 1.00 Property Agent and \$90,011 in expenditures in the Real Estate Assets Department. This position will support the leasing of property to telecommunications carriers to meet federal mandated requirements.

Stadium Sales Negotiation Contract

This adjustment includes the addition of \$60,450 in one-time non-personnel expenditures associated with the contract for stadium sales negotiations. This addition represents the General Fund portion of this contract, and with a corresponding adjustment in the Water Utility Operating Fund, represents total expenditures of \$97,500 in Fiscal Year 2020 for this contract.

Real Estate Assets – Facilities Services Division

Facilities Services Division Restructure

This adjustment includes the addition of 1.00 Information Systems Analyst 2, the repurpose of 1.00 Deputy Director to 1.00 Assistant Director and 1.00 Clerical Assistant 2 to 1.00 Payroll Specialist 2 and expenditures of \$135,474 to support the transfer of the Facilities Services Division from the Public Works Department to the Real Estate Assets Department. This addition is expected to provide the required administrative, managerial, and technical support for day-to-day operations of the Facilities Services Division and, with the Airports Division, will report to the repurposed Assistant Director.

Smart and Sustainable Communities Branch

Downtown Planning, Permitting and Parking

This adjustment includes the addition of 9.00 FTE positions and expenditures of \$1.6 million with offsetting revenue in the Smart and Sustainable Communities Branch for the absorption of downtown planning and permitting, and parking programs functions from Civic San Diego. This addition to City operations will be supported by the General Plan Maintenance Fund, parking district revenue, and permitting and planning fee revenues.

Sustainability

Climate Resiliency Plan

This adjustment includes the addition of \$300,000 in one-time non-personnel expenditures in the Sustainability Department for professional services to support the Climate Resiliency Plan.

Climate Action Plan Reporting and Monitoring

This adjustment includes the addition of \$100,000 in one-time non-personnel expenditures in the Sustainability Department for professional services to support the reporting, monitoring, and expansion of additional metrics for the Climate Action Plan.

General Fund Expenditures

Transportation & Storm Water

Brush Management and Abatement

This adjustment includes the addition of \$1.3 million in non-personnel expenditures, of which \$350,000 is one-time, in the Transportation and Storm Water Department for brush management and abatement in the public right-of-way. This addition is expected to dedicate \$200,000 in funding to high priority cases referred by the Fire Marshall, with the remaining \$1.1 million to be used for 300 locations citywide.

RWQCB Penalty and Supplemental Environmental Projects

This adjustment includes the addition of \$501,411 in one-time non-personnel expenditures and \$491,383 in associated revenue associated with a Regional Water Quality Control Board (RWQCB) penalty and Supplemental Environmental Projects (SEPs). The SEPs scheduled to take place in Fiscal Year 2020 will be partially reimbursed by the Development Services and Public Works Departments.

Enterprise Asset Management and Get It Done Support

This adjustment includes the addition of 1.00 Principal Utility Supervisor, 1.00 Dispatcher, and expenditures of \$361,664 in the Transportation and Storm Water Department to support Enterprise Asset Management (EAM) and Get It Done related requests to schedule mobility related repairs and service work and will be supported by revenue from the regulation of shared dockless mobility devices.

Private Property Graffiti Abatement

This adjustment includes the addition of \$300,000 in one-time non-personnel expenditures related to contractual services for private property graffiti abatement services.

Mobility Action Plan

This adjustment includes the addition of \$250,000 in one-time non-personnel expenditures related to contractual services for the development of a citywide Mobility Action Plan. The Mobility Action Plan will serve as guidance for planning, prioritization, implementation and operation of future transportation projects. This addition is expected to support Vision Zero and will be supported by revenue from the regulation of shared dockless mobility devices.

Street Corral Painting and Dedicated Bus Lane Pilot

This adjustment includes the addition of \$250,000 in one-time non-personnel expenditures of which \$150,000 is for street corral painting for scooters and \$100,000 is to pilot a dedicated bus lane on El Cajon Boulevard (Park Boulevard to Fairmont Avenue), and will be supported by revenue from the regulation of shared dockless mobility devices.

Mobility Monitoring

This adjustment includes the addition of \$225,000 in the Transportation and Storm Water Department for mobility monitoring services.

Horticulturist

This adjustment includes the addition of 1.00 Horticulturist and expenditures of \$95,743 in the Transportation and Storm Water Department to oversee ongoing tree maintenance and planning in support of the City's Climate Action Plan goal to plant 2,000 trees.

General Fund Expenditures

Budget Reduction Proposals

In order to balance the General Fund, a total of \$13.8 million of ongoing operating expenditure reductions were included in the Fiscal Year 2020 Adopted Budget.

City Treasurer

Senior Clerk and Cannabis Business Tax Audit Contract

This adjustment includes the reduction of 1.00 Senior Clerk/Typist and \$140,791 in expenditures in the Office of the City Treasurer associated with Cannabis Business Tax contractual audit services. The reduction of non-personnel expenditures will require the department to rotate audits on an annual audit plan while the functions performed by the position have been absorbed by existing staff.

Communications

Reduction of Senior Public Information Officer

This adjustment includes the reduction of 1.00 Senior Public Information Officer and \$96,546 in expenditures in the Public Information section in the Communications Department.

Debt Management

Reduction of Miscellaneous Supplies and Services

This adjustment includes the reduction of \$5,000 in non-personnel expenditures in the Debt Management Department for miscellaneous supplies and services critical to the operations of the Department.

Department of Finance

Reduction in Annual Budget Development Support

This adjustment includes the reduction of 1.00 Finance Analyst 2 and expenditures of \$105,347 in the Department of Finance (DoF). The reduction reflects the department wide support for various annual budget development activities and is not expected to impact current service levels due to anticipated efficiencies and additional staff resources resulting from the newly merged DoF. As part of these efficiencies, DoF will forgo the written and visual presentations of the City Agency Budgets to focus on the technical review and analysis of the components of each respective budget. The corresponding budget narratives and programmatic budgetary detail changes will continue to be communicated through direct reporting by Agency staff.

Department of Information Technology

Reduction of General Fund Personal Computer (PC) Replacement

This adjustment includes the reduction of \$899,200 in non-personnel expenditures in the Department of Information Technology associated with the General Fund PC Replacement Program transitioning to a lease purchase program which extends the cost of PCs over the useful life of the equipment.

General Fund Expenditures

Development Services

Reduction of Code Enforcement Staff

This adjustment includes the reduction of 2.00 Combination Inspector 2s, 1.00 Zoning Investigator 2 and expenditures of \$264,658 in the Development Services Department. These positions perform building inspections for one and two-family residential structures. The reduction of these positions will not impact current service levels as the positions have remained vacant and do not affect high priority services including imminent health and safety hazards, and significant code violations.

Economic Development

Safe Parking Program

This adjustment includes the reduction of \$410,667 in non-personnel expenditures in the Economic Development Department associated with the Safe Parking Program. Beginning in Fiscal Year 2020, the expenditures for this program will be supported by State of California Homeless Emergency Aid Program (HEAP) funding, as authorized by City Council Resolution R-312127.

Reduction of Economic Development Program Support

This adjustment includes the reduction of \$82,833 in non-personnel expenditures in the Economic Development Department associated with a 3 percent reduction in funding for the following programs and agencies: CONNECT2Careers, San Diego Regional Economic Development Corporation, and the San Diego Housing Commission.

Environmental Services

Tipping Fee Reduction

This adjustment includes the reduction of \$900,000 in non-personnel expenditures in the Environmental Services Department associated with the continuation of the \$3 per ton tipping fee discount to City forces for loads disposed at the Miramar Landfill.

Reduction of Asbestos and Lead Program Inspector

This adjustment includes the reduction of 1.00 Asbestos and Lead Program Inspector and expenditures of \$150,092 in expenditures in the Environmental Services Department. This reduction is not expected to impact current service levels.

Miscellaneous Supplies and Services

This adjustment includes the reduction of \$115,519 in non-personnel expenditures in the Environmental Services Department associated with various supplies and contractual services. This reduction is expected to have a minimal impact to current service levels.

Reduction of Assistant Engineer-Mechanical

This adjustment includes the reduction of 0.60 Assistant Engineer-Mechanical and \$92,820 in expenditures in the Environmental Services Department associated with fleet management activities in the Collection Services Division. This reduction is expected to require the Fleet Operations Department to assume additional fleet management activities.

General Fund Expenditures

Reduction of Senior Code Compliance Supervisor

This adjustment includes the reduction of 1.00 Senior Code Compliance Supervisor and expenditures of \$75,447 in the Environmental Services Department associated with solid waste code enforcement activities. This reduction is expected to have a minimal impact to current service levels and existing duties will be transferred to current supervisory staff.

Reduction of Utility Worker 2

This adjustment includes the reduction of 1.00 Utility Worker 2 and expenditures of \$63,424 in expenditures in the Environmental Services Department, which is expected to reduce the number of rover crews available and slow response time for litter removal requests.

Professional Technical Services

This adjustment includes the reduction of \$50,000 in non-personnel expenditures in the Environmental Services Department for repair services at the Environmental Services Operations Station (ESOS). This reduction is not expected to impact current service levels.

Security Services

This adjustment includes the reduction of \$45,000 in non-personnel expenditures in the Environmental Services Department related to security services not anticipated to be needed at the ESOS.

Overtime Expenditures

This adjustment includes the reduction of \$10,034 in overtime personnel expenditures in the Environmental Services Department. This reduction is not expected to impact service levels.

Fire-Rescue

Paramedic School Participants

This adjustment includes the reduction of \$802,700 in personnel expenditures in the Fire-Rescue Department associated with a reduction in the number of participants in Fire-Rescue's paramedic school. This adjustment is expected to lengthen the time required for the Fire-Rescue Department to receive accreditation as a licensed paramedic school and may delay hiring and maintaining licensed paramedics in Emergency Operations.

Reduction of EMS Fire Captain/Paramedic

This adjustment includes the reduction of 1.00 Fire Captain and \$325,341 in expenditures in the Emergency Medical Services Division of the Fire-Rescue Department. This reduction will require current duties to be absorbed by existing staff.

Emergency Medical Services Continuing Education

This adjustment includes the reduction of \$231,959 in overtime personnel expenditures in the Fire-Rescue Department associated with instructor and student expenses for the Emergency Medical Services continuing paramedic education program. There are no anticipated service level impacts as training will be provided through an online training solution.

Human Resources

Program Manager - Employee Assistance Program

This adjustment includes the reduction of 1.00 Employee Assistance Program Manager and \$100,274 in expenditures in the Human Resources Department. This position coordinates the

General Fund Expenditures

Employee Assistance Program and is not expected to impact current service levels.

Infrastructure/Public Works

Reduction of Miscellaneous Professional Services

This adjustment includes the reduction of \$112,949 in non-personnel expenditures in the Infrastructure/Public Works Branch Department related to contractual services associated with Phase 1 of the Enterprise Asset Management (EAM) implementation project that has now concluded.

Internal Operations

Reduction of Miscellaneous Supplies and Services

This adjustment includes the reduction of \$850 in the Internal Operations Branch Department related to miscellaneous supplies and services. This reduction is not expected to impact service levels.

Library

Reduction of Miscellaneous Supplies and Services

This adjustment includes the reduction of \$128,360 in non-personnel expenditures in the Library Department associated with transportation costs, office supplies, and other miscellaneous services. This reduction will delay maintenance and repairs for equipment and materials system-wide. This reduction will also reduce landscaping services and tree trimming services currently provided at Central and Branch libraries.

Neighborhood Services

Corporate Partnership and Development Program

This adjustment includes the reduction of 1.00 Program Manager, 1.00 Associate Management Analyst and \$218,856 in expenditures related to the Corporate Partnership and Development Program. These positions coordinate and support City municipal marketing partnership programs.

Office of Boards and Commissions

Reduction of Miscellaneous Supplies and Services

This adjustment includes the reduction of \$41,127 in non-personnel expenditures in the Office of Boards and Commissions associated with miscellaneous supplies and services for the following programs and commissions: Office of ADA Compliance and Accessibility, Community Review Board on Police Practices, Human Relations Commission, and Commission on Gang Prevention and Intervention.

Office of the Assistant COO

Reduction of Miscellaneous Supplies and Services

This adjustment includes the reduction of \$4,051 in non-personnel expenditures in the Office of the Assistant Chief Operating Officer associated with historical savings for miscellaneous supplies and services. This reduction is not expected to impact service levels.

General Fund Expenditures

Office of the Chief Financial Officer

Professional Contractual Services

This adjustment includes the reduction of \$18,215 in non-personnel expenditures in the Office of the Chief Financial Officer associated with historical savings for professional contractual services. This reduction is not expected to impact service levels.

Office of the Chief Operating Officer

Reduction of Miscellaneous Supplies and Services

This adjustment includes the reduction of \$10,250 in non-personnel expenditures in the Office of the Chief Operating Officer associated with historical savings for miscellaneous supplies and services. This reduction is not expected to impact service levels.

Office of Homeland Security

Reduction of Supervising Management Analyst

This adjustment includes the reduction of 1.00 Supervising Management Analyst and \$116,619 in expenditures with associated revenue of \$41,777 in the Office of Homeland Security Division related to operational efficiencies and streamlining efforts.

Office of the Mayor

Reduction of Personnel Expenditures

This adjustment includes the reduction of \$80,652 in personnel expenditures in the Office of the Mayor related to anticipated salary adjustments to unclassified staff in Fiscal Year 2020.

Reduction of Non-Personnel Expenditures

This adjustment includes the reduction of \$32,000 in non-personnel expenditures in the Office of the Mayor related to office supplies, parking stamps, travel, and print shop services.

Parks and Recreation

Reduction of Aquatic Technician

Reduction of 1.00 Aquatics Technician 1 and total expenditures of \$119,258 in the Developed Regional Parks and Open Space Division of the Parks and Recreation Department. This reduction is expected to reduce response times related to fountain repairs and similar maintenance citywide.

Performance and Analytics

Reduction to Get It Done and Open Data Enhancements

This adjustment includes the reduction of \$117,000 in non-personnel expenditures in the Performance & Analytics Department associated with service enhancements to Get It Done, Open Data, and the Resident Satisfaction Survey.

Planning

Contractual Services - Citywide Planning

This adjustment includes the reduction of \$297,219 in non-personnel expenditures in the Planning Department associated with contractual services for the coordination of citywide planning efforts. This reduction is not expected to impact service levels.

General Fund Expenditures

Police

Reduction of Patrol Staffing Backfill Overtime

This adjustment includes a reduction of \$2.3 million in overtime personnel expenditures in the Police Department for patrol staffing backfill. The reduction in patrol staffing backfill requires patrol commands to continue efforts to assist each other with staffing needs. Patrol supervisors will proactively evaluate minimum staffing levels compared to available patrol officers and temporarily reassign staff to fill shortages, when possible, to minimize the need to backfill officers on overtime.

Reduction of Civilian Positions

This adjustment includes a reduction of 8.75 FTE and \$618,273 in expenditures in the Police Department. The positions include: 2.00 Cal-ID Technicians and 0.75 Word Processing Operator in Records; 1.00 Clerical Assistant 2, 1.00 Police Service Officer 2, and 3.00 Police Investigative Service Officer 2s in the Patrol Operations Unit; and 1.00 Word Processing Operator in Communications. This ongoing reduction in civilian positions will affect the department's staffing goals, but is not expected to impact current service levels since the positions are currently vacant.

Reduction of Special Weapons and Tactics (SWAT) Training on Overtime

This adjustment includes the reduction of \$450,000 in overtime personnel expenditures in the Police Department for SWAT training. The reduction in funding will require officers, who are assigned to provide additional support to the dedicated SWAT unit, to train during regular working hours, which will reduce their availability to perform regularly assigned duties.

Reduction of Miscellaneous Contractual Services

This adjustment includes the reduction of \$221,711 in non-personnel expenditures in the Police Department associated with contractual services, including travel and training, print shop, and other miscellaneous services which will result in a reduction of available resources for departmental operational needs.

Reduction of Miscellaneous Supplies

This adjustment includes the reduction of \$78,510 in non-personnel expenditures in the Police Department associated with ammunition and miscellaneous office supplies. This reduction limits available ammunition for SWAT training and available resources for department operational needs.

Public Utilities

City Reservoirs – Reduced Hours for Public Use

This adjustment includes the reduction of \$78,195 in non-personnel expenditures in the Public Utilities Department associated with the closure of City reservoirs by one additional day a month. The Department will work to implement this reduction in a way that minimizes the impacts to recreational users of City reservoirs and that ensures reservoirs are open during higher use periods.

General Fund Expenditures

Real Estate Assets

Reduction of Property Agent

This adjustment includes the reduction of 1.00 Property Agent and \$103,062 in expenditures in the Real Estate Assets Department. This position examines property to be acquired, sold, appraised or leased; and negotiates the acquisition of rights-of-way and agreements for the purchase, use, sale, or exchange of real property and property rights. The work performed by this position will be absorbed by existing staff and will extend response times related to property acquisitions.

Reduction of Associate Management Analyst

This adjustment includes the reduction of 1.00 Associate Management Analyst and \$83,681 in expenditures in the Real Estate Assets Department associated with the tracking of City-owned land inventory. The work performed by this position will be absorbed by existing staff, which may impact the tracking of City-owned land inventory.

Real Estate Assets – Facilities Services Division

Facilities Maintenance

This adjustment includes the reduction of 10.00 FTE positions and expenditures of \$775,739 in the Real Estate Assets – Facilities Services Division. This reduction is expected to require the division to reallocate existing staff to maintain core facilities and limit the division's ability to perform preventative maintenance, including infrastructure preservation, tenant Improvements, ADA compliance work, and maintenance efforts at SDCCU Stadium.

Maintenance Supplies

This adjustment includes a reduction of \$14,225 in non-personnel expenditures in the Real Estate Assets – Facilities Services Division associated with miscellaneous maintenance supplies for sustainability efforts, preventative maintenance and component replacements.

Smart and Sustainable Communities

Reduction of Miscellaneous Supplies and Services

This adjustment includes a reduction of \$11,140 in non-personnel expenditures in the Smart and Sustainable Communities Branch associated with historical savings for miscellaneous supplies and services. This reduction is not expected to impact service levels.

Transportation and Storm Water

Storm Water Channel Maintenance

This adjustment includes the reduction of \$1.0 million in non-personnel expenditures in the Transportation and Storm Water Department associated with technical and engineering consultant support for storm water channel maintenance. This reduction will result in a decrease in the number of storm water channels maintained from six to four per year.

Storm Water Habitat Mitigation Credits

This adjustment includes the reduction of \$495,000 in non-personnel expenditures in the Transportation and Storm Water Department associated with mandated habitat mitigation and restoration expenditures as channel maintenance is completed. This reduction will reduce funding to purchase habitat mitigation credits when they become available.

General Fund Expenditures

Storm Water Compliance Monitoring

This adjustment includes the reduction of \$310,000 of non-personnel expenditures in the Transportation and Storm Water Department for proactive storm water compliance monitoring studies and investigations.

Street Sweeping

This adjustment includes the reduction of \$150,000 in overtime and non-personnel expenditures in the Transportation and Storm Water Department due to efficiencies in the street sweeping program.

Storm Water Policy Consultant

This adjustment includes the reduction of \$150,000 in non-personnel expenditures in the Transportation and Storm Water Department associated with storm water policy consultant services. The reduction will reduce consultant support to analyze and comment on proposed updates to federal and State proposed regulations and rules.

One-Time Resources and Uses

The Fiscal Year 2020 Adopted Budget includes \$59.4 million in one-time resources as displayed in **Table 5**.

Table 5: Fiscal Year 2020 One-Time Resources

One-Time Resources	Amount
Use of Excess Equity	\$ 40,758,191
TOT Excess Fund Balance	10,900,000
Transfer of Excess Long-Term Disability Reserves	4,833,310
Reimbursement for Disparity Study from Engineering & Capital Projects Fund	800,000
Use Fund Balances from Non-General Funds	641,652
Reimbursement for Supplemental Environmental Projects - RWQCB	491,383
Redevelopment Property Trust Fund (RPTTF) Distributions	328,440
Facility Franchise Agreement Revenue	290,000
Reimbursement for Debt Management services from Public Utilities Department	137,981
Office of Homeland Security Department revenue for zero based positions	111,699
Reimbursement for Fire-Rescue Citygate Consulting Services	80,751
Reimbursement for Mission Bay Summer Trash Collection from TOT Revenue	70,000
Otay Mesa Enhanced Infrastructure Financing District (EIFD) Reimbursements	1,500
One-Time Resources Total	\$ 59,444,907

This compares to approximately \$60.1 million in one-time uses as displayed in **Table 6**. The information shown in the following table reflects that there are \$676,928 more in one-time uses than one-time resources being utilized. In keeping with the City's Budget Policy and best practices in governmental budgeting; ongoing expenditures are supported by ongoing revenues.

Table 6: Fiscal Year 2020 One-Time Uses

One-Time Uses	Amount
Transfer to the Infrastructure Fund (Charter Section 77.1)	\$ 24,073,271
Contribution to General Fund Reserve - FY2019 Reserve Target of 15.25%	8,600,000
Clean SD Expansion	6,450,018
Transfer to the Capital Budget (<i>see Significant Budget Adjustments section</i>)	5,550,000

General Fund Expenditures

One-Time Uses	Amount
Transfer to Replenish the Pension Payment Stabilization Reserve	4,334,238
Commission for Arts & Culture Funding	3,949,600
Contribution to General Fund Reserve - FY2020 Reserve Target of 15.50%	3,300,000
Animal Control and Services Program	2,174,519
Community Projects, Programs, and Services (CPPS) Funds	1,491,803
Consultant for Energy Franchise Agreement Negotiations	1,000,000
Disparity Study	1,000,000
Fire Rescue Staffing Model and Relief Pool - Supplies for Two (2) Fire Academies	862,648
Companion Unit Fee Waiver Program	800,000
Various Information Technology Expenditures	787,802
New Parks and Recreation Facilities	761,350
Relocation to 101 Ash Street Building	689,152
RWQCB Penalty and Supplemental Environmental Projects	501,411
Neighborhood Policing Overtime	447,050
Citywide Election Costs	429,664
Lateral and Recruitment Incentive Programs	400,000
Library Programming and Technology Upgrades	400,000
Brush Management and Abatement	350,000
Mobility: Enterprise Asset Management and Get it Done Support	350,000
Climate Action Resiliency Plan	300,000
Fire-Rescue Wellness Program	300,000
Private Property Graffiti Abatement	300,000
Police Promotional Examinations	270,200
Mobility: Mobility Action Plan	250,000
Pay Equity Study	250,000
Police Officer Homebuyer Down Payment Assistance Pilot	250,000
Mobility: Street Corral Painting and Dedicated Bus Lane Pilot	250,000
Mobility: Mobility Monitoring	225,000
Fire-Rescue Helicopter Pilot Training	185,400
Emergency Command and Data Center (ECDC) Expansion	160,000
Mobility: Dockless Mobility Enforcement	150,000
Diversity Training	150,000
Citygate Consulting Services for ECDC	138,000
Advanced Lifeguard Academy	113,350
Consulting Support for Climate Action Plan (CAP)	100,000
Tree Trimming	100,000
Mobility: Vision Zero Education	100,000
Mission Beach Trash Collection	70,000
Real Estate Consultant for Sale of San Diego County Credit Union (SDCCU) Stadium	60,450
Supplies for Police Supplemental Civilian Positions	6,060
Supplies for Homeless Coordination Positions in Neighborhood Services	3,600
Supplies for Fire-Rescue Fire Company Inspection Program (FCIP)	2,160
Use of Excess Workers' Compensation Reserves for Expenditure Rate Relief	(1,190,000)
Use of Excess Long-Term Disability (LTD) Reserves for Expenditure Rate Relief	(2,029,713)
Use of Capital Outlay Fund for Deferred Capital Bond Debt Service	(2,500,000)

General Fund Expenditures

One-Time Uses	Amount
Use of Excess Public Liability Reserves for Expenditure Rate Relief	(2,600,000)
Use of Infrastructure Funds for Right of Way Maintenance	(3,995,198)
One-Time Uses Total	\$ 60,121,835



Page Intentionally Left Blank