



MAYOR KEVIN L. FAULCONER
CITY OF SAN DIEGO

FOR IMMEDIATE RELEASE
Tuesday, August 5, 2014

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NEWS RELEASE

Faulconer, Labor Leaders Announce Deal to Start Mayor's "San Diego Works" Initiative

*Pilot Program Rewards City Workers for Ideas that Save Money,
Increase Productivity*

San Diego, CA – Today Mayor Kevin L. Faulconer and representatives from the City's recognized employee organizations announced an agreement on *San Diego Works*, a key mayoral initiative that rewards City employees for ideas that generate budgetary savings and efficiencies that benefit San Diego taxpayers.

"San Diegans deserve a government that works for them. This initiative brings City employees together to come up with ideas that will result in more of our tax dollars spent on improving our communities," Faulconer said. **"I'm looking forward to creative and effective proposals that improve customer service and free up money that can be used for neighborhood improvements like new streetlights, freshly paved roads and increased public safety."**

Joining Mayor Faulconer were representatives from the City's six recognized employee organizations: Municipal Employees Association; San Diego Police Officers Association; Firefighters Local 145; AFSCME Local 127; Deputy City Attorneys Association; and Teamsters Local 911.

The *San Diego Works* pilot program brings the entrepreneurial spirit of the private sector to government by giving employees incentives for providing new and bold ideas that streamline bureaucracy and reduce red tape.

City employees are encouraged to collaborate within and between departments to create group ideas that generate savings and identify efficiencies for the Fiscal Year 2016 budget and beyond. Mayor Faulconer announced the proposal in June.

"This is a different way of doing business at City Hall. We can accomplish so much more when we work together to harness the power of good ideas for the benefit of San Diegans,"

Faulconer said. **“We reached agreement with the labor organizations very quickly, which is a testament to the commitment of our City employees to making San Diego better.”**

The City Council is expected to ratify the agreement on Thursday, August 7.

“Mayor Faulconer took a thoughtful approach and collaborated with us to create a program that will deliver results. San Diego Works is an innovative way to engage employees and work together with them to provide excellent service to San Diego residents,” said Michael Zucchet, General Manager of the San Diego Municipal Employees Association.

“The San Diego Police Officers Association is proud to team with Mayor Faulconer and our fellow city employees to implement San Diego Works. By rewarding employees who propose ideas to improve efficiency, we're working to create a culture that fosters innovation and entrepreneurship within our government,” said Brian Marvel, President of the San Diego Police Officers Association. **“Our police officers are constantly striving to find new ways to improve their ability to keep our public safe, and it's reassuring to know that their efforts will now receive additional rewards. We look forward to working together in the future to bring San Diego forward.”**

Employee rewards depend on how much in savings their proposals are expected to generate. An employee and their team get to share in 10 percent of the savings anticipated from their idea – up to \$100,000 for the team to share equally among its participants and up to a maximum of \$5,000 per person. Ideas that are not expected to generate any savings but enhance customer service are eligible for an award of at least \$50.

Additionally, Mayor Faulconer is offering a “Top Award” for the successful proposal with the highest average annual savings over \$1 million. The qualifying team will receive another \$100,000 to share amongst its participants and up to \$5,000 per individual.

All City employees are encouraged to participate in the program. Directors and some employees not represented by labor groups are not eligible to receive a cash award, but they are encouraged to contribute to proposals and will receive non-monetary recognition for participation.

The City’s new Performance and Analytics Department, created in Mayor Faulconer’s Fiscal Year 2015 budget, will oversee implementation of *San Diego Works*.

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