



City of San Diego

# **SAN DIEGO WORKS**

**CITY COUNCIL MEETING — ITEM 613**

**AUGUST 7, 2014**



## Background

- **In June 2014,**
  - Huron Consulting Group
    - Reported to Council on its Competitive Initiatives Analysis
    - Recommended adding employee gain-sharing to complement other efficiency and competitiveness initiatives
  - Mayor announced creation of San Diego Works



## **Administrative Regulation and Agreements**

- **Administrative Regulation 95.93**
  - Created new AR to implement San Diego Works
  - Conducted coalition bargaining with all six recognized employee organizations
- **Agreements**
  - Reached agreement with all six recognized employee organizations
  - Seek Council approval of the six agreements



## San Diego Works Purpose

**Purpose:** San Diego Works is a pilot program to encourage collaboration within and between City departments and promote group ideas that generate savings and identify efficiencies and process improvements for the Fiscal Year 2016 budget.



## Timing

- **For FY 2016 budget,**
  - Proposals accepted from 8/15/14 through 11/15/14
  - Employees may request up to 5 hour release time to prepare proposals
  - Award payments made in 1<sup>st</sup> quarter FY 2016
- **For longer term ideas, same as above but**
  - May make two award payments depending on
    - Implementation duration
    - Ability to include in FY 2017-2021 five year outlook



## Administration

- **Performance and Analytics Department administers**
  - Logs, reviews, and follows-up on proposals
  - Validates savings calculations
  - Convenes San Diego Works Review Committee to confirm recommendations, if necessary
  - Ensures inclusion of successful proposals in FY2016 budget
  - Follows through on making awards



## Award Sources and Allocations

Award Source	Award allocation
10% of idea's budgetary savings	paid to employees: maximum \$5,000 per employee and \$100,000 per group
10% of idea's budgetary savings	fund a pool used to pay for ideas that don't generate readily quantifiable savings
30% of idea's budgetary savings	go back to department for implementation expense and/or enhanced services
remainder	reinvested into neighborhood or other City services

Top Award: an additional one-time award to the single proposal team that offers the highest average annual savings above \$1M





# Schedule

[illegible]





**City of San Diego**

**Questions?**