



# City Councilmember Scott Sherman

*District 7*

**FOR IMMEDIATE RELEASE**

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## **City Management Needs More Flexibility to Discipline Poor Performance; Reward Good Employees**

*San Diego* – Today in Audit Committee, the City Auditor released a thorough analysis of the City of San Diego’s Human Capital Management. The study analyzed a variety of areas including employee recruitment, development, retention, compensation, and satisfaction.

One troubling trend found in the report was the inability of management to discipline poor job performance and to reward good employees. In fact, 65% of rank and file employees agreed with managers’ concern.

Councilmember Scott Sherman noted that burdensome restrictions from collective bargaining agreements has handcuffed management. These restrictions have resulted in turnover being the highest among best performing staff.

“When incentives and discipline are considered the top concerns by both management and employees, there is a problem,” said Councilmember Sherman. “Restrictive measures put in place through collective bargaining has handcuffed our city’s management and has resulted in our best employees leaving for other opportunities. This needs to stop.”

Sherman urged staff to correct these issues in the next round of collective bargaining and give management more flexibility to reward good employees and discipline bad ones.

To review the full report, please click [here](#).

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