

# COMMUNITY BUDGET ALLIANCE

*The Community Budget Alliance advocates for budgets that equitably invest public dollars—prioritizing funding to the areas with the most need. We believe that the City can and must simultaneously provide vital services and programs, invest in high quality infrastructure and use public dollars to support good jobs. We envision a San Diego where the budgets and budget processes are transparent, accessible and give communities decision-making power while ensuring government responsibility and accountability.*

## FY 2020 BUDGET AND POLICY PRIORITIES

### **SECTION 1: RECLAIMING THE PUBLIC SECTOR**

#### ***Regional Economic Development through Investment in San Diego's Local Workforce***

#### ***BACKGROUND & SOCIAL EQUITY CHALLENGES***

The City should be a driver of economic development through its own hiring and recruiting of City workers. City jobs provide good wages, benefits, and a pathway to the middle class. However, rather than invest in municipal departments which can provide these middle-class jobs, too often the City chooses to contract out core City services. Furthermore, private contractors are not held accountable to their service population in the same ways that City employees are. Our communities deserve quality and accountability when it comes to the City services they rely on, and the use of their public dollars.

#### ***PROPOSED BUDGET & POLICY SOLUTIONS***

- **(1A) Increase staffing in Parks and Recreation, Transportation and Storm Water, Fleet Operations and Public Utilities departments. *The specific positions being requested in each department are listed in Appendix A.***
- **(1B) Work with the City to streamline and expand the City's hiring and recruiting processes.**
  - **Prioritize hiring and recruitment efforts for the 250 budgeted vacant positions *listed in Attachment A.***
  - **The City should also ensure that the recruitment pool is diversified to target neighborhoods in the City with higher rates of underemployment and unemployment.**

**Cost estimate: \$1,475,000**

These departments provide some of the core services that City residents rely on every day. Employees of the Parks and Recreation Department provide foundational support for our massive local tourism industry, and for local youth who rely on the provision of safe, free public spaces. In a region with one of the highest pedestrian death rates, which in the past 5 years has lost over \$11 million taxpayer dollars to injury lawsuits from damaged sidewalks, employees of the Transportation and Storm Water Department ensure the safety and reliability of our streets. Employees of the Fleet Operations Department provide critical services to all other vehicle-driven service departments, ensuring the preservation of our City's fire and environmental safety. The health and well-being of our community is supported by employees of the Public Utilities Department, who ensure the provision of reliable water utility services. The City needs to be a bigger driving force of regional economic development through more efficient hiring and recruitment of workers that provide core services to our community.

→ **(1C) Expand the City’s Vendor Registration process, and increase transparency about City contracts with private vendors.**

- **Collect additional fields of information from registered vendors on the PlanetBids Vendor Portal. *The specific fields being requested are listed in Appendix B.***
- **Hire additional staff to the Purchasing & Contracting Department’s Equal Opportunity Contracting (EOC) program, to ensure the collection and analysis of this information.**
- **Present an annual report with an analysis of City contractors’ ownership, workforces, and previous/existing contracts with the City.**

**Cost estimate: Unknown**

As public dollars are increasingly diverted to private companies, the public has not been adequately informed about who is receiving these funds. The City’s current online documentation system, which provides minimal information about contracts, is insufficient and does not fulfill the City’s obligation to ensure public access to this information. The practice of requiring transparency needs to be institutionalized through the City’s vendor registration and contract compliance processes, which provide an existing framework to build upon for the collection of ownership and workforce data. There is a need for an assessment of this information, starting with a disparity study to assess City contractors. Through the establishment of a process to collect this information, the City can regularly assess its contractors in a cost-efficient way, make a sustainable investment in good jobs, and institutionalize transparency.

→ **(1D) Support the HireSD initiative.**

**Cost estimate: No fiscal impact**

The HireSD initiative provides an opportunity to create pipelines for construction careers, in partnership with union apprenticeship programs. This initiative includes the establishment of a Local Hire Program, adoption of the State of California’s “skilled and trained” workforce provisions, and the application of prevailing wage to City expenditures in the budget, including public works projects administered by City departments.

- **Local Hire Program** - By creating a pathway for residents in high-poverty zip codes to access high-paying jobs, the City would be leveraging its ability as a municipal government to ensure that we are providing opportunities for those with the most need.
- **Skilled and Trained Workforce** - State requirements in certain programs can be adapted locally to hire workers with the requisite training and experience to deliver high-quality projects in our neighborhoods.
- **Prevailing Wage** – This wage rate, which is currently applicable to public works projects, needs to be expanded to cover workers on housing projects funded by the City.

**SECTION 2: SUSTAINABLE AND EQUITABLE LAND USE**

***Mobility, Affordability, and Accessibility for All***

***BACKGROUND & SOCIAL EQUITY CHALLENGES***

In San Diego, people are feeling the strong and growing impacts of land use and planning decisions that do not prioritize the needs of individuals who live and work in the region, especially in regards to housing and transit. While individuals and families struggle to make ends meet, the region’s transit system remains inefficient and inaccessible.

## PROPOSED BUDGET & POLICY SOLUTIONS

### → (2A) Add 2 FTEs to the Office of Sustainability:

- 1 FTE Sustainability Grant Writer
- 1 FTE Transportation Justice Coordinator

**Cost estimate: \$200,000**

Untapped grant funds are available from numerous sources at the state level. A new staff position will provide the City with the resources and capacity to access existing, available revenue. Potential funding for Green Zones community development, clean freight, and other similar programs is available through Transformative Climate Community funding, the Greenhouse Gas Reduction Fund and the VW Settlement fund, among other sources. These grants can supplement City funding for community development and clean freight projects, which are especially needed in the City's most disadvantaged communities.

Equitable implementation of the City's Climate Action Plan requires a dedicated focus on transportation justice in the region. The Transportation Justice Coordinator will ensure that all efforts to reduce transportation related emissions in the City centers the voices of environmental justice communities and truly benefits those most impacted first. In order to reach the goals of the Climate Action Plan, the City must focus on transportation justice rather than business as usual tactics. This position will help lead the Department of Sustainability towards a more equitable implementation of the Climate Action Plan.

### → (2B) Hire a Director of Mobility in the Mayor's Office.

**Cost estimate: \$200,000**

Our City needs a Director of Mobility who is empowered to take bold action to shift mobility patterns across the City. The responsibility of this person would include coordinating short- and long-term Climate Action Plan (CAP) transit and mobility goals among City departments and with other regional bodies whose decision-making impacts mobility in the City. We recommend this position be modeled after Janette Sadik-Khan's role as Transportation Commissioner under Mayor Bloomberg in New York City.

### → (2C) Create a Mobility Department with a Mobility Equity framework.

- Hire a Mobility Department Director and reallocate key existing staff resources to this new department.

**Cost estimate: \$250,000**

There is a need to establish a Mobility Department whose mission is to envision, build, operate, and maintain a transportation system that provides safe, equitable, efficient, and sustainable access and mobility for residents. The responsibilities of this department would include representing and advocating for transportation and accessibility on the City's behalf through communication and collaboration with SANDAG, MTS, state and federal agencies, the Port of San Diego, and advocacy groups who work on transit, environmental justice, connectivity, and mobility. The Department should also work to ensure new mobility infrastructure is coupled with anti-displacement measures. The creation of a Mobility Department would require hiring one Mobility Department Director and transferring key staff from Transportation and Storm Water, Public Works, the Planning Department, and any other key staff from applicable departments. We recommend the City of San Diego model the Mobility Department after Oakland's newly formed Department of Transportation (OakDOT).

→ **(2D) Complete the Transportation Master Plan within 6 months, to develop a roadmap to meet the City's Climate Action Plan mode share targets.**

**Cost estimate: No additional cost**

A Transportation Master Plan was first promised in 2016, in the City's Climate Action Plan Funding & Implementation Report for FY 2017.<sup>1</sup> Our understanding is that the development of this plan has been contracted out, but progress on this action has stalled. The City needs to follow through on its original commitment and ensure the creation of a Transportation Master Plan that meets the following requirements:

- Identify the needed density, policies, and projects needed to achieve commute mode share of 18% biking, 7% walking, and 25% transit in Transit Priority Areas by 2035.
- Assess jobs that would be created through implementation of the plan.
- Establish meaningful community engagement, including feedback from transit-riders, bike commuters, pedestrians, and Environmental Justice community members in every stage of plan development.
- Integrate the MTS 2020 Revenue Measure and SANDAG's 2019 Regional Transportation Plan Update.

## **SECTION 3: YOUTH INVESTMENT**

### ***Investing in Youth and the Future of San Diego***

#### ***BACKGROUND & SOCIAL EQUITY CHALLENGES***

In San Diego, youth age 24 and below make up a significant percentage of the City's population (31%).<sup>2</sup> As a result, the development and enrichment opportunities these youth receive can directly impact the future of our region in many ways. City parks in our neighborhoods, as some of the only public spaces dedicated to youth and families, need to be renovated and maintained. Critical services like affordable transit options, early care, education, health and wellness programs, youth workforce development, violence prevention, arts and after school programs, are not being adequately provided or supported by the City of San Diego.

#### ***PROPOSED BUDGET & POLICY SOLUTIONS***

→ **(3A) Fund complete renovations of Emerald Hills Community Park.**

**Cost estimate: Unknown**

The Emerald Hills Community Park is one of the few outdoor public spaces in District 4, and is a gathering place for youth, families and the neighboring community. Community members have been advocating for renovations to the park for over 20 years. This park was built over 50 years ago, and has had no significant upgrades since that time.

We would like the City to fund a complete redesign and renovation of the park, including a new tiny tot lot, gazebo, and new playground equipment (slides, connected equipment that enhances learning, and foam playground flooring instead of sand). This park also needs new toilets, drinking fountains, tables, and the installation of bags to pick up dog waste.

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<sup>1</sup> [https://www.sandiego.gov/sites/default/files/fy17\\_cap\\_funding\\_implementation\\_memo\\_may\\_2\\_2016\\_final\\_2.pdf](https://www.sandiego.gov/sites/default/files/fy17_cap_funding_implementation_memo_may_2_2016_final_2.pdf)

<sup>2</sup> 2017 American Community Survey (ACS) 1 - Year Estimates

- **(3B) Support the creation of the Free Youth Transit pass program, for youth from middle school through community college (age 24).**

**Cost estimate: No fiscal impact on the City of San Diego (\$9 - \$11 million per year from MTS budget)**

A free transit pass program for youth, the Youth Opportunity Pass (YOP) program, is required to alleviate the excessive cost of transit on low income families who already struggle to make ends meet. In a high cost region like San Diego, access to affordable and reliable transportation determines whether youth have access to education, jobs and opportunities for upward mobility.

- **(3C) Support the creation of a City youth fund, San Diego Youth Fund (SDYF) to support youth-specific programs. The programs should prioritize youth from low-income and economically disadvantaged communities.**

**Cost estimate: Redirection of existing revenue.**

Critical services for youth are not properly funded or supported by the City of San Diego. Many of the City's existing programs are only available to youth after they have already had contact with the juvenile justice system or are incarcerated. Youth should have access to the support they need in education, out-of-school programs, arts, health, and wellness at an early age, as enrichment opportunities that are proactive instead of reactive.

## **SECTION 4: COMMUNITY EMPOWERMENT AND ECONOMIC SUSTAINABILITY**

### ***Uplifting and Actively Engaging our Communities***

#### ***BACKGROUND & SOCIAL EQUITY CHALLENGES***

Community Planning Groups (CPGs), boards, and commissions are some of the only ways that residents are able to provide input into the land use, planning, and policy decisions that impact their daily lives and well-being. By continuing to allow practices that prevent working class people and communities of color from engaging in important decision-making, the City is complicit in discouraging community engagement and limiting representation in local CPGs, boards and commissions. All members of our communities, including workers and tenants, deserve pathways for their voices and concerns to be heard.

#### ***PROPOSED BUDGET & POLICY SOLUTIONS***

- **(4A) Fund the provision of simultaneous interpretation services and translated materials at the following community planning group meetings: Barrio Logan, City Heights, Chollas Valley, Logan Heights and San Ysidro.**

**Cost estimate: Unknown**

All residents are entitled access to decision-making at their local CPGs. However, non-English speakers cannot engage in these community conversations and decisions. The City should provide translated materials and simultaneous interpretation services at the following CPG meetings: Barrio Logan, City Heights, Chollas Valley, Logan Heights and San Ysidro. These communities have been identified by the CBA, and based on their resident populations (significant percentages of these communities speak a language other than English as a primary language).

→ **(4B) Increase the accessibility of boards, commissions, and CPGs in the City.**

- Remove the use of credit and background checks for applicants to all City boards, commissions and community planning groups.
- Ensure that any interview for a City board and/or commission can be scheduled at a time that accommodates working schedules (including before/after regular work hours).
- Ensure that all board and commission meeting times can be changed to accommodate working schedules (including before/after regular work hours).
- Allow non-citizens to serve on boards, commissions and CPGs.

**Cost estimate: Unknown**

The use of credit and background checks and the scheduling of interviews and meetings during regular work hours, are barriers for low-income communities and communities of color to participation and service in boards, commissions and CPGs.

→ **(4C) Change the appointment processes in certain key boards and commissions to require appointment by the City Council, rather than the Mayor:**

- Civic San Diego Board of Directors
- Convention Center Corporation, Inc. Board of Directors
- Housing Commission
- Planning Commission
- Port District, San Diego Unified (Board of Commissioners)
- San Diego County Regional Airport Authority, Board of Directors
- Water Authority Board
- Community Review Board on Police Practices
- Citizens Advisory Board On Police/Community Relations

**Cost estimate: Unknown**

→ **(4D) Create an Office of Labor Standards and Enforcement (OLSE).**

- Restructure existing City departments that investigate contractors, employers and workplace violations into a new Office of Labor Standards and Enforcement.
- The departments and personnel that should be restructured under a new OLSE should include, but not be limited to: Living Wage Office, Minimum Wage & Earned Sick Days (MWESD) Office, Prevailing Wage investigators, and the Equal Opportunity Contracting (EOC) Program.
- Hire additional staff to proactively investigate minimum wage, sick days and retaliation violations.
  - 1 FTE Field Investigator (modeled after the State Labor Commissioner's Bureau of Field Enforcement (BOFE))
  - 1 FTE Auditor
  - 1 FTE Lawyer

**Cost estimate: Unknown**

Wage theft is a major problem that affects workers in every industry, but most workers are hesitant to come forward due to fear of retaliation and a lack of understanding their rights under the law. Proactive investigations are necessary to ensure we reach and protect the most vulnerable workers in our City. Oftentimes, employers who commit minimum wage violations are also simultaneously committing living wage or prevailing wage violations. For this reason, existing investigators should be consolidated in one office, to allow for streamlined and coordinated investigations of multiple violations, and more effective protection of our City workforce.

- **(4E) Create an Office of Tenants Protection.**
- All existing Housing Code Enforcement Officers should be reassigned to this new office.
  - All personnel in this new office should receive training in tenant protection and prevention of retaliation.
  - Hire 3 additional Code Enforcement Officers, focused on substandard housing in the following neighborhoods: Barrio Logan, Sherman Heights, and City Heights.
  - This office should provide regular “Know Your Rights” clinics to tenants, in multiple languages.
- **(4F) Create and fully fund a “Tenants Right to Counsel” program, modeled after the RTCNYC program in New York City.**

**Cost estimate: Unknown**

Many residents in low-income communities are living in unlivable conditions with mold, infestations, and do not know their rights or where to turn for help. The City’s code enforcement must ensure existing housing is livable and safe, and tenants are protected from unjust evictions and displacement. The City should establish an Office of Tenants Protection that provides “Know Your Rights” clinics, connects renters living in substandard conditions with Code Enforcement Officers who are trained to protect tenants, and provide a “Tenants Right to Counsel” program for people facing eviction. By providing legal assistance to low-income renters facing eviction, the City can help stabilize households and address the issue of rising homelessness.

- **(4G) Strengthen the City’s Just Cause Eviction “Tenants Right to Know Policy”**
- The policy should go into effect 30 days after renting a unit.
  - Landlords should provide relocation costs equivalent to first and last month’s rent, when a tenant is evicted through no fault of their own.

**Cost estimate: Unknown**

## REVENUE SOURCES

Officials often cite lack of funding as the reason many community needs in lower income and environmentally overburdened neighborhoods remain unaddressed for decades despite the negative health and safety implications of these unfilled obligations. We have identified sources of funding which should be earmarked for use in addressing the highest priority needs of overburdened neighborhoods. Since these sources do not represent the totality of revenue needed to fund our infrastructure and service needs, the City should be proactively searching for other long-term funding mechanisms and revenue sources.

### ***Cannabis Tax Revenue***

Utilize new cannabis tax revenues to support positive youth development services in underserved communities, who have been disproportionately impacted by the war on drugs. Such services could include early care, education, health and wellness programs, youth workforce development, youth paid internships, violence prevention, arts, writing, music, and after school programs.

### ***2020 MTS Ballot Measure***

The Youth Opportunity Pass (YOP) program, can be funded through the 2020 ballot measure that MTS is currently proposing. A community seat should be created on the ballot committee, so community voices are fairly reflected in this ballot process.

### ***CDBG Funds***

Infrastructure and Capital Improvement Projects such as the Emerald Hills Park renovations can be funded through Community Development Block Grant funding. The City is currently in the process of creating the new 5 Year Consolidated Plan. The park renovations can be included and funded through the 5 year plan.

Respectfully,

**Community Budget Alliance**

- Alliance of Californians for Community Empowerment (ACCE)
- American Civil Liberties Union of San Diego and Imperial Counties (ACLU SD)
- American Federation of State, County and Municipal Employees Local 127 (AFSCME Local 127)
- Alliance San Diego
- Climate Action Campaign (CAC)
- Center on Policy Initiatives (CPI)
- Emerald Hills Town Council
- Environmental Health Coalition (EHC)
- Employee Rights Center (ERC)
- Interfaith Worker Justice San Diego (IWJ-SD)
- Mid-City CAN
- San Diego Building & Construction Trades Council
- SanDiego350
- United Domestic Workers of America/AFSCME Local 3930 (UDW)



## Appendix A: Request for Increased Staffing in City Departments

City Department	Position Personnel Area Name	Position Job Name	Approximate Cost <sup>3</sup>
<b>Parks and Recreation</b>	Parks and Recreation - Metro Parks	Grounds Maintenance Worker I	\$59,894.40
<b>Parks and Recreation</b>	Parks and Recreation - Metro Parks	Grounds Maintenance Worker I	\$59,894.40
<b>Parks and Recreation</b>	Parks and Recreation - Metro Parks	Grounds Maintenance Worker I	\$59,894.40
<b>Parks and Recreation</b>	Parks and Recreation - Metro Parks	Grounds Maintenance Worker I	\$59,894.40
<b>Parks and Recreation</b>	Parks and Recreation - Metro Parks	Grounds Maintenance Worker I	\$59,894.40
<b>Transportation and Stormwater</b>	Streets	Utility Worker I	\$63,974.40
<b>Transportation and Stormwater</b>	Streets	Utility Worker I	\$63,974.40
<b>Transportation and Stormwater</b>	Streets	Utility Worker I	\$63,974.40
<b>Transportation and Stormwater</b>	Streets	Utility Worker I	\$63,974.40
<b>Transportation and Stormwater</b>	Streets	Laborer	\$61,240.80
<b>Transportation and Stormwater</b>	Streets	Laborer	\$61,240.80
<b>Fleet Services</b>	Fleet Services	Fleet Technician	\$98,287.20
<b>Fleet Services</b>	Fleet Services	Fleet Technician	\$98,287.20
<b>Fleet Services</b>	Fleet Services	Fleet Technician	\$98,287.20
<b>Public Utilities</b>	PU Water Construct Maintenance	Laborer	\$61,240.80
<b>Public Utilities</b>	PU Water Construct Maintenance	Laborer	\$61,240.80
<b>Public Utilities</b>	PU Water Construct Maintenance	Laborer	\$61,240.80
<b>Public Utilities</b>	PU Water Construct Maintenance	Laborer	\$61,240.80
<b>Public Utilities</b>	PU Water Construct Maintenance	Water Systems Technician I	\$63,974.40
<b>Public Utilities</b>	PU Water Construct Maintenance	Water Systems Technician I	\$63,974.40
<b>Public Utilities</b>	PU Water Construct Maintenance	Water Systems Technician I	\$63,974.40
<b>Public Utilities</b>	PU Water Construct Maintenance	Water Systems Technician I	\$63,974.40

<sup>3</sup> Approximate cost includes the total personnel cost, including salary and benefits.

## Appendix B: Additional Requirements for City Vendor Registration Process

The City should collect the following fields of information from all registered vendors in the City, with active contracts. The following information should be required reporting for all contractors, and each of their subcontractors:

### Ownership

- # of Owners (define owners?)
- Gender of owner(s)
- Race/ethnicity of owner(s)
- Veteran status of owner(s)
- Disability status of owner(s)
- Annual salary of owner(s)
- Total annual income of owner(s)
- Owner(s)' city of primary residence
- Owner(s)' county of primary residence

### Workforce

- Total # of employees
- Breakdown of number and % of employees by:
  - Gender
  - Race/ethnicity
  - Veteran Status
  - Disability Status
  - Residence within City of San Diego
  - Residence within County of San Diego
  - Residence outside of City of San Diego
  - Residence outside of County of San Diego
  - Salary/Wage rate
- Breakdown of number and % of employees within each salary range, by:
  - Gender
  - Race/ethnicity
  - Veteran Status
  - Disability Status
  - Residence within City of San Diego
  - Residence within County of San Diego
  - Residence outside of City of San Diego
  - Residence outside of County of San Diego

*\*Salary ranges should be provided at least in increments of \$10,000, starting from lowest employee salary and ending with highest salary AND/OR every hourly rate should be provided, starting with lowest hourly rate and ending with highest hourly rate)*

- (If applicable) Breakdown of number and % of apprentices by:
  - Gender
  - Race/ethnicity
  - Veteran Status
  - Disability Status
  - Residence within City of San Diego
  - Residence within County of San Diego
  - Residence outside of City of San Diego
  - Residence outside of County of San Diego
  - Salary/Wage rate