

CITY COUNCIL STUDY SESSION AGENDA

SEPTEMBER 3, 2013

SERVICE RESTORATION AND
REVENUE MEASURES

SYNOPSIS

PETE CONSTANT
ASH KALRA
SAM LICCARDO
KANSEN CHU
XAVIER E. CAMPOS

DISTRICT 1
DISTRICT 2
DISTRICT 3
DISTRICT 4
DISTRICT 5

CHUCK REED MAYOR

PIERLUIGI OLIVERIO
MADISON NGUYEN, VICE MAYOR
ROSE HERRERA
DONALD ROCHA
JOHNNY KHAMIS

DISTRICT 6
DISTRICT 7
DISTRICT 8
DISTRICT 9
DISTRICT 10

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● **Call to Order and Roll Call**

1:32 p.m. - Regular Study Session, Council Chambers, City Hall
Absent Council Members: All Present.

1. **Introduction**
2. **Context for Current Service Levels**
3. **Potential Revenue Measures**
4. **City Service Restoration Priorities**
- (a) **The memorandum from Mayor Reed and Council Member Liccardo, dated August 28, 2013, as amended, was approved:**
 - (1) **The City Manager was directed to:**
 - (a) **Present for Council consideration a four-year Police Staffing Restoration Strategy (Strategy) to reach a level of 1,250 officers – a net increase of approximately 200 sworn San José Police Department (SJPD) street-ready officers within that period. The Strategy should consist of:**
 - (1) **Filling all current vacancies.**
 - (2) **Stemming the flow of departures from the Department, by restoring *net* wages by at least 10% within four years.**
 - (3) **Adding 141 new sworn positions from the current budgeted level of 1,109 to 1,250 officers within the four-year period.**
 - (b) **Consider the funding sources presented below as proposed options for reaching that goal and identify the amount of any shortfall that would require a voter-approved revenue measure to address.**
 - (2) **Adopt the following guideline for planning purposes: Assume additional funding will be allocated in a balanced approach toward two goals: (a) restoring services to January 2011 levels and (b) restoring the 10% pay cuts to City employees. Within those goals, the City's top priority for restoring services and restoring pay cuts should be in the Police Department.**

(Action Cont'd.)

- (b) The memorandum from Council Member Rocha, dated August 29, 2013, was approved adding the following direction: Staff to include questions in the upcoming revenue polling that will gauge the community's desire for extending the Library Parcel Tax for fifteen and twenty years instead of the current proposal of ten years, as well as a question that would provide Council a sense of whether the residents would be willing to support two separate revenue measures.
- (c) The memorandum from Council Member Constant, dated August 30, 2013, was approved adding the following direction:
 - (1) The City Manager was directed to present a Police Officer Rehire and Lateral Hiring Incentive Program that would:
 - (a) Provide a Rehire Signing Bonus for any former San José Police Officer who left the SJPD between January 1, 2012 and August 30, 2013 and would like to return to employment with the SJPD.
 - (1) The signing bonus should be substantial, reflecting up to 50% of the savings realized by not putting a new hire through training i.e., police academy, in-house academy and the full field training program.
 - (2) The signing bonus should allow a choice for the rehired officer to accept the bonus immediately upon rehire or defer a portion of the incentive subject to IRS limitations into a City sponsored deferred compensation program.
 - (b) Provide a Lateral Hire signing bonus for any applicant who meets the lateral officer hiring requirements, as indicated above, modified if necessary due to a difference in cost savings.
- (d) Recommendation (3) from the memorandum from Council Members Kalra and Campos, dated August 30, 2013 was approved adding the following direction: Staff to develop a detailed, structured plan for restoring the 10% pay cuts to all City employees.
- (e) The City Attorney was directed to report back to Council with more information and legal analysis regarding: (1) The San Francisco Bond Street and Sidewalk Repair Measure passed by voters in 2011. (2) Options for ongoing annual fees for road maintenance.

(10-1. Noes: Kalra.)

- 5. Open Forum
None presented.

Adjournment

Mayor Reed adjourned the meeting at 4:51 p.m.