



## Memorandum

**TO:** HONORABLE MAYOR AND  
CITY COUNCIL

**FROM:** Councilmember  
Donald Rocha

**SUBJECT:** MEASURE B CHANGES

**DATE:** August 4, 2014

Approved

*Dom Rocha*

Date

*8-4-14*

*PH*

### ANALYSIS

Whether we admit it or not, I think most of us probably appreciate that the reforms in front of us today are woefully inadequate. Our management of Measure B was bad enough to begin with, but refusing to fix it when we have the chance is even worse. I proposed a comprehensive fix to Measure B all the way back in March soon after we received the court ruling. The ensuing months should have provided ample opportunity for settlement discussions, but the Council has done nothing but drag its feet, to the point that we may not even be able to complete our meet and confer obligations in time for even the inadequate changes we are attempting to make.

As an illustration of how we're not dealing with the problem, consider for a moment the proposal to allow former employees who have left the City to return into the first tier. The fact that we're taking this step at all amounts to an admission that the second tier is not competitive—otherwise, why would we be bringing back the first tier, which we have said many times is fiscally unsustainable? Despite admitting the problem, however, we're not actually solving it. We may make the City more competitive among the limited pool of potential employees who used to work at the City, but recruiting from that pool alone is not going to solve the problem. Even if some small fraction of our former employees are interested in returning we will still need to recruit people who have never worked here to fill all of our positions, yet we're doing nothing to make the second tier more competitive to that pool of potential employees. Instead of bringing back a first tier which has been said to be unsustainable for a tiny fraction of our recruiting pool, we should develop a minimally competitive but still sustainable second tier for everyone.

I also want to reemphasize that just because recruitment and retention problems in our Police Department have received the most publicity, there are also severe problems on the Federated side. Consider for a moment our recent executive recruitment efforts: the large majority of departments are now run by recently-hired first-time department heads. Our difficulty in recruiting experienced talent from outside the organization should give great concern for the long term sustainability of the organization.

Sadly, I'm not surprised we've let this opportunity to tackle the problem slip our grasp. The flaws with Measure B were obvious before we even put it on the ballot, but the

Council wouldn't listen. After two years of a deteriorating organization the flaws are even more obvious, but we still do nothing, all the while giving lectures about how "labor-backed majorities" will mismanage our finances. Unfortunately this Council doesn't need any help making questionable decisions all on its own. Excesses may have occurred during past administrations, but equal excesses have occurred during this one—they're just on the opposite extreme of the ideological spectrum.