



DRAFT BUDGET

MAYOR TODD GLORIA

VOLUME 1 General Fund Expenditures



HOUSING | PROTECT & ENRICH | INFRASTRUCTURE | SUSTAINABILITY | PROSPERITY

General Fund Expenditures

General Fund Expenditures

The Fiscal Year 2026 Draft Budget for General Fund expenditures is \$2.15 billion, representing a decrease of \$12.3 million, or 0.6 percent, from the Fiscal Year 2025 Adopted Budget. **Table 1 - General Fund Expenditure Summary Fiscal Years 2024 - 2026** represents the change in General Fund expenditures from Fiscal Year 2024 to Fiscal Year 2026. Similarly, **Table 2 - Fiscal Year 2026 General Fund Expenditures** displays the change in General Fund Expenditures from Fiscal Year 2024 to Fiscal Year 2026 by expenditure category.

Table 1 - General Fund Expenditure Summary Fiscal Years 2024 - 2026

	FY 2024 Actual	FY 2025 Adopted Budget	FY 2026 Draft Budget
Total General Fund Budget	2,054,683,680	2,160,943,165	2,148,613,701
Percent Change from Previous Year		5.2%	0.6%

Table 2 - Fiscal Year 2026 General Fund Expenditures (in millions)

Expenditure Category	FY 2024 Actual	FY 2025 Budget	FY 2026 Draft	FY 2025-2026 Change	Percent Change
PERSONNEL					
Personnel Cost	\$ 879.7	\$ 925.7	\$ 954.0	\$ 28.3	3.1%
Fringe Benefits	539.4	577.5	599.8	22.2	3.8%
PERSONNEL SUBTOTAL	1,419.1	1,503.2	1,553.7	50.5	3.4%
NON-PERSONNEL					
Supplies	\$ 45.3	\$ 31.5	\$ 37.3	\$ 5.8	18.3%
Contracts & Services	365.7	387.6	339.3	(48.3)	(12.5%)
<i>External Contracts & Services</i>	241.3	258.3	244.7	(13.6)	(5.3%)
<i>Internal Contracts & Services</i>	124.3	129.3	94.6	(34.7)	(26.8%)
Information Technology	54.0	59.2	56.1	(3.1)	(5.2%)
Energy and Utilities	63.1	70.9	64.6	(6.3)	(8.9%)
Other	4.0	6.6	6.0	(0.7)	(10.0%)
Transfers Out	89.7	93.0	79.9	(13.1)	(14.1%)
Capital Expenditures	5.3	1.2	0.9	(0.4)	(29.9%)
Debt	8.5	7.7	10.9	3.2	41.5%
NON-PERSONNEL SUBTOTAL	635.6	657.7	594.9	(62.9)	(9.6%)
Total	\$ 2,054.7	\$ 2,160.9	\$ 2,148.6	\$ (12.3)	(0.6%)

Table 3 - General Fund FTE Position Summary Fiscal Years 2024 – 2026 shows the change in the number of budgeted positions in the General Fund over the last three years.

General Fund Expenditures

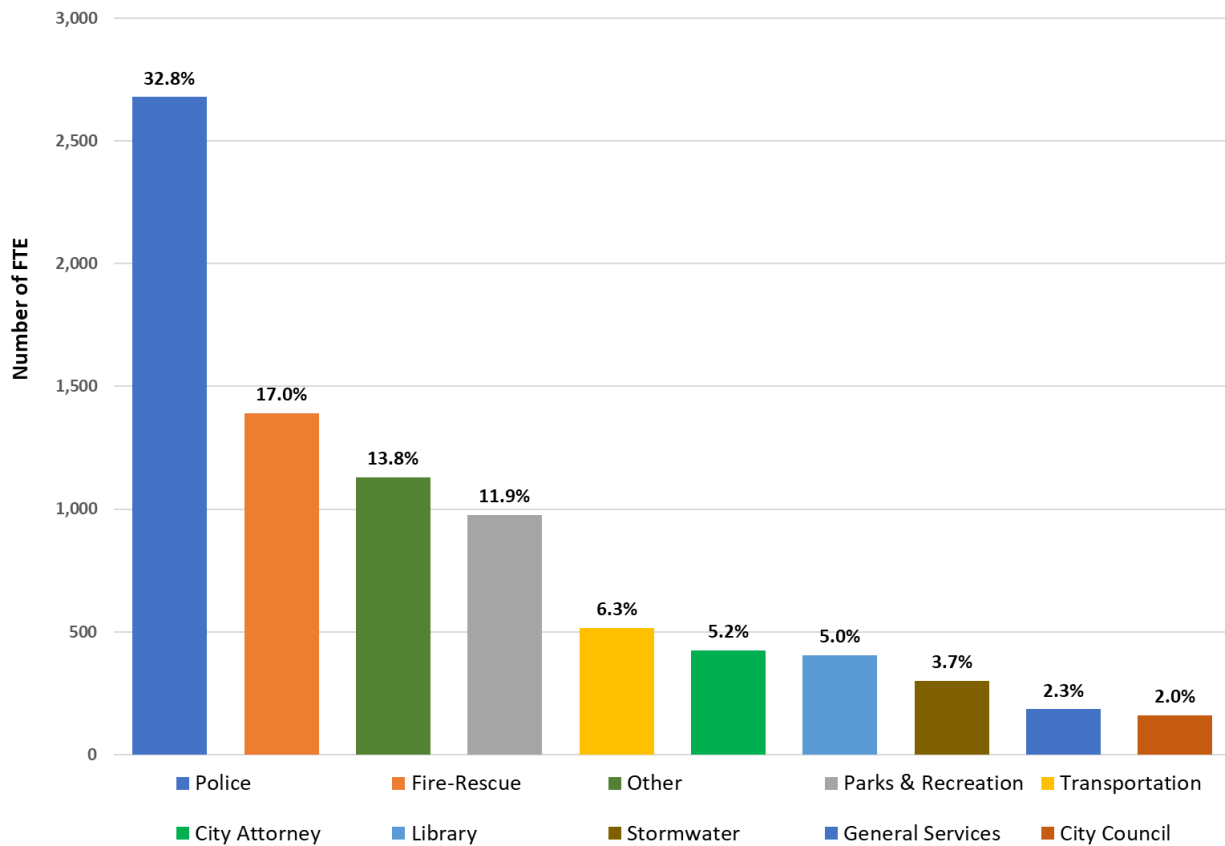
Table 3 - General Fund FTE Position Summary Fiscal Years 2024 – 2026

	FY 2024 Adopted Budget	FY 2025 Adopted Budget	FY 2026 Draft Budget
Total General Fund Budget FTE Positions	8,512.99	8,733.16	8,165.10
Percent Change from Previous Year		2.6%	-6.5%

Further details on position changes in the General Fund are reflected in **Attachment A - Fiscal Year 2026 Changes in Full-time Equivalent (FTE) Positions** in the Appendix.

Figure 1 – Fiscal Year 2026 General Fund FTE Positions by Department summarizes the Fiscal Year 2026 General Fund FTE positions by department. Only the top nine departments with the most budgeted positions are displayed. All other General Fund departments are combined under the Other category. Details on the budgeted FTE positions in the General Fund are included in the Financial Summary and Schedules section of this Volume.

Figure 1: Fiscal Year 2026 General Fund FTE Positions by Department



Note: The Other category includes: City Auditor, City Clerk, City Planning, City Treasurer, Communications, Compliance, Department of Finance, Department of Information Technology, Development Services, Economic Development, Environmental Services, Ethics Commission, Homelessness Strategies & Solutions, Human Resources, Office of Emergency Services, Office of the Commission on Police Practices, Office of the IBA, Office of the Mayor, Performance & Analytics, Personnel, and Purchasing & Contracting.

As displayed in **Figure 1 – Fiscal Year 2026 Draft General Fund FTE Positions by Department** above, the Police and Fire-Rescue Departments account for approximately 49.8 percent of the total budgeted positions in the General Fund for Fiscal Year 2026.

General Fund Expenditures

The General Fund Fiscal Year 2026 Draft Budget includes a total of 8,165.10 FTE positions, which reflects a net decrease of 568.06 FTE positions, or 6.5 percent, from the Fiscal Year 2025 Adopted Budget. The decrease in positions is primarily due to the following reductions:

- 198.74 FTE positions in the Environmental Services Department due to the transfer to the Solid Waste Management Fund associated with Measure B.
- 122.23 FTE positions in the Parks and Recreation Department associated with the following: reduced recreation center hours at all sites to 40 hours from 60 or 45 hours per week; closing portable restrooms and comfort stations throughout the parks system; maintenance and supervision of parks and joint-use sites, rec centers, and community, regional, neighborhood, and dog parks; maintenance and operations of Balboa Park; and administrative support.
- 77.10 FTE positions in the Library Department associated with reduced library hours including: the elimination of Sunday and Monday service hours at branch libraries and the Central Library.
- 74.73 FTE positions in various departments citywide primarily associated with the grant-funded Employ and Empower Internship Program as a result of less grant funding available in Fiscal Year 2026.
- 19.00 FTE positions in the Fire-Rescue Department associated with the following: Bomb Squad cross staffing, Engine 80 in Downtown/East Village, Fast Response Squad in San Pasqual Valley, and Fire Captains that support the Community Resources Program and staffing unit.
- 13.00 FTE positions in the Police Department associated with the following: logistical support, the consolidation of the Northwestern Division, lieutenants in Patrol operations, and detectives in Gangs and Vice Operations.
- 13.68 FTE positions in various departments associated with department restructures including the consolidation of the Mayor's Office and the Sustainability and Mobility Department.
- 12.00 FTE positions in the Development Services Department associated with zoning enforcement and the Building & Land use Enforcement Division.
- 11.00 FTE positions in the Human Resources Department associated with the following: employee relations and engagement, labor relations, people & organizational development, people analytics, total compensation program, and talent acquisition.
- 8.00 FTE positions in the Office of the City Treasurer associated with various programs including: STRO Licensing, TOT Administration, revenue compliance and collections, parking administration, treasury systems, and business tax administration.
- 7.12 FTE positions in the Office of the City Clerk associated with the discontinuation of the Archives Access and Preservation Program and scaling back passport services operations to cost recovery levels.
- 6.00 FTE positions in the Personnel Department associated with medical and background checks, recruitment, and administrative support.

These decreases are offset with the addition of 23.22 FTE positions in various departments primarily including: 11.50 FTE positions in the Parks and Recreation Department to support new park facilities, 3.50 FTE reimbursable positions in the Office of the City Attorney to support the Gun Violence Response Unit and the regional Firearm Relinquishment Task Force, 3.00 FTE positions in the Fire-Rescue Department to support the Advanced Lifeguard Academy, 2.00 FTE positions in the City Treasurer to support TOT and lease audits, 1.22 FTE positions in the Environmental Services Department associated to the abatement of homeless encampments and to support trainings, 1.00 Finance Analyst 4 in the Department of Finance to support the Successor Agency, and 1.00 Assistant Director in the Purchasing & Contracting Department to support policy optimization and implementation .

General Fund Expenditures

Personnel Cost

The General Fund Fiscal Year 2026 Draft Budget includes a total of \$954.0 million in Personnel Cost, which reflects a net increase of \$28.3 million, or 3.1 percent, from the Fiscal Year 2025 Adopted Budget. This increase is primarily due to the terms of the current Memoranda of Understanding (MOU) with the City's six Recognized Employee Organizations (REOs) as well as recommended general salary increases for unrepresented and unclassified employees. The current MOUs between the City and the Deputy City Attorneys Association of San Diego (DCAA); Municipal Employees Association (MEA); International Association of Firefighters (Local 145), the Police Officers Association (POA), Teamsters (Local 911) and American Federation of State, County, and Municipal Employees (AFSCME Local 127) provided for various general salary increases effective on July 1, 2025, and January 1, 2026. In addition to the agreed upon salary increases in the current MOUs, the following adjustments also contributed to the increase:

- \$19.7 million decrease in personnel costs primarily associated with the Environmental Services Department restructure that moves multiple positions from the General Fund to the Solid Waste Management Fund.
- \$7.7 million decrease in budgeted personnel expenditure savings, which is an estimated amount of personnel savings by department that is attributed to vacancies, attrition, leaves of absence, and delays in the creation and filling of positions. Budgeted personnel expenditure savings is budgeted as a negative amount; therefore, the decrease of \$7.7 million results in a net increase in the Personnel Cost budget.
- \$6.5 million decrease primarily associated with budget reductions in Independent Departments.
- \$6.1 million decrease in the Parks and Recreation Department primarily associated with reducing hours at recreation centers to 45 hours per week, park maintenance, and restroom closures.
- \$5.0 million decrease primarily associated with the Fiscal Year 2025 Mid-Year budget reductions proposed by the Mayor.
- \$4.5 million decrease in the Library Department primarily associated with reducing Sunday and Monday library hours and Do Your Homework at the Library Program.
- \$5.0 million increase in overtime associated with negotiated increases, current year trends, and are offset with Police Department overtime reductions.
- \$2.9 million decrease in Hourly Wages in various city departments primarily due to a decrease in state grants that support the Employ and Empower Program.
- \$2.1 million decrease in the Police Department associated to reducing the logistics captain, gangs and vice operations detectives, patrol operations lieutenants, and consolidating the Northwestern Division.
- \$1.9 million decrease in the Fire-Rescue Department associated to reductions of Fast Response Squads, reinstating the cross staffing of the Bomb Squad Unit cross, and positions that support staffing and community resources.
- \$1.1 million decrease in the Development Services Department associated to position reductions in zoning and code enforcement.
- \$4.7 million increase in add-on pays (e.g., Bilingual Pay, Emergency Medical Technician Pay, Paramedic Pay) as a result of changes in the negotiated rates, the impacts that the negotiated salary increases have on variable add-on pays, and changes in the number of employees anticipated to receive these specialty pays.
- \$900,000 increase in vacation pay in-lieu of annual leave based on employee elections for calendar year 2025.

General Fund Expenditures

Fringe Benefits

The Fiscal Year 2026 Draft Budget for the General Fund includes fringe benefit expenditures totaling \$599.8 million, which reflects a net increase of \$22.2 million, or 3.8 percent, from the Fiscal Year 2025 Adopted Budget. This net increase is primarily due to adjustments in the following fringe benefits:

- \$20.4 million increase in the City's Retirement ADC payment primarily due to a liability experience loss largely driven by salary increases that exceeded actuarial assumptions. Additionally, the SDCERS Board adopted additional contributions to fund the plan for the City's missed normal costs and estimated shortfall due to non-police employees who were hired on or after July 20, 2012, and terminated employment prior to July 10, 2021, and who opted into SDCERS as a deferred member or were since rehired. Partially offsetting those increases were decreases due to an investment experience gain resulting from investment returns exceeding assumptions, and a change in the proportionate distribution of City employees between the General Fund and non-General Funds resulting from position adds, reductions and reorganizations.
- \$4.7 million increase in Workers' Compensation associated with revised projected claims due to changes in staffing levels and medical treatment costs.
- \$1.4 million increase in Risk Management Administration as a result of the restructure of the benefits consulting services, salary and benefit increases for employees, and 14.00 FTE position additions in the Risk Management Administration Fund to support the Public Liability Program.
- \$1.2 million increase in Long-Term Disability primarily due to the anticipated increase in operating costs based on the average growth over the past three fiscal years.

These increases are partially offset by the following:

- \$3.6 million decrease in Flexible Benefits primarily due to position reductions and changes in the coverage level/credit tier of employees.
- \$2.0 million decrease in Other Post Employment Benefits associated with the change in funding strategy that has the City's contributions decrease by 2.0 percent year-over-year, and the relative allocation of employees between the General Fund and non-General Funds.
- \$1.3 million decrease in the Supplemental Pension Savings Plan due to the decrease in employee participation in the plan.

For a detailed discussion of fringe benefits, refer to the Citywide Budget Overview section of this Volume. **Table 4 – Fiscal Year 2026 General Fund Fringe Benefits by Fringe Type** shows the change in fringe benefits in the General Fund from Fiscal Year 2024 to the Fiscal Year 2026 Draft Budget, by fringe benefit type.

Table 4 - Fiscal Year 2026 General Fund Fringe Benefits by Fringe Type

Fringe Type	FY 2024 Actual	FY 2025 Adopted Budget	FY 2026 Draft Budget	FY 2025 – FY 2026 Change	Percent Change
Fixed					
Long-Term Disability	\$ 2,900,834	\$ 2,774,037	\$ 4,022,060	\$ 1,248,023	45.0%
Other Post-Employment Benefits	33,295,846	32,215,512	30,190,147	(2,025,365)	(6.3%)
Retirement ADC	325,253,369	357,152,222	377,522,773	20,370,551	5.7%
Risk Management Administration	9,906,907	10,790,423	12,199,544	1,409,121	13.1%
Unemployment Insurance	802,228	789,695	753,707	(35,988)	(4.6%)

General Fund Expenditures

Table 4 - Fiscal Year 2026 General Fund Fringe Benefits by Fringe Type

Fringe Type	FY 2024 Actual	FY 2025 Adopted Budget	FY 2026 Draft Budget	FY 2025 - FY 2026 Change	Percent Change
Workers' Compensation	33,566,829	32,955,006	37,622,661	4,667,655	14.2%
Fixed Subtotal	405,726,013	436,676,895	462,310,892	25,633,997	5.9%
Variable					
Employee Offset Savings	\$ 6,138,680	\$ 5,716,117	\$ 5,715,487	\$ (630)	0.0%
Flexible Benefits	98,338,115	104,633,967	100,997,947	(3,636,020)	(3.5%)
Medicare	12,795,532	13,381,103	13,956,380	575,277	4.3%
Retiree Medical Trust	1,310,526	1,404,440	2,244,989	840,549	59.8%
Retirement 401 Plan	2,515,518	2,882,210	3,032,115	149,905	5.2%
Retirement DROP	1,828,389	1,932,362	1,860,440	(71,922)	(3.7%)
Supplemental Pension Savings Plan	10,707,488	10,918,973	9,653,507	(1,265,466)	(11.6%)
Variable Subtotal	133,634,246	140,869,172	137,460,865	(3,408,307)	(2.4%)
Fringe Benefits Total	\$ 539,360,259	\$ 577,546,067	\$ 599,771,757	\$ 22,225,690	3.8%

Supplies

The Supplies category includes costs for office supplies, books, tools, uniforms, safety supplies, and building and electrical materials, among others. The Supplies category for the Fiscal Year 2026 Draft Budget totals \$37.3 million, which is an increase of \$5.8. million, or 18.3 percent, from the Fiscal Year 2025 Adopted Budget. The increase is associated with the following adjustments:

- \$5.9 million increase in the Transportation Department primarily due to supplies for roadways, signage maintenance, streetlights, traffic signals, and sidewalks that were previously supported as a one-time commitment by the Infrastructure Fund in Fiscal Year 2025.
- \$1.4 million increase in the General Services Department - Facilities Services Division of supplies for electrical, HVAC, plumbing, carpentry, roofing, painting, and plastering that was previously supported as a one-time commitment by the Infrastructure Fund in Fiscal Year 2025.

These increases are offset by a decrease of \$1.4 million in the Parks and Recreation Department associated with reductions related to restroom closures, fire ring removals, tree maintenance, trail repair and irrigation, and ground maintenance.

General Fund Expenditures

Contracts & Services

The Contracts & Services category is broken down into two categories, External Contracts & Services, and Internal Contracts & Services, which distinguishes between types of contracts and provides a clearer presentation of discretionary and non-discretionary contractual expenditures. External Contracts & Services are expenditures that are paid to an outside agency, consultant, or contractor. Internal Contracts & Services are expenditures that support internal, or enterprise services provided by departments in one fund to departments in another fund. Examples of External Contracts and Services include outside legal counsel, the operation of homeless shelters, insurance, rent expenses, and consulting services. Examples of Internal Contracts and Services include refuse disposal fees, fleet vehicle usage and assignment fees, and reimbursements to a department that provides services to a different department in another fund. The Contracts and Services category for the Fiscal Year 2026 Draft Budget totals \$339.3 million, which is a decrease of \$48.3 million, or 12.5 percent, from the Fiscal Year 2025 Adopted Budget. This decrease includes the following significant adjustments:

A net decrease of \$34.7 million in Internal Contracts & Services associated with the following:

- \$26.0 million decrease in refuse disposal fees primarily due to the transfer from the General Fund to the Solid Waste Management Fund associated with Measure B.
- \$12.3 million decrease in equipment usage and assignment fees related to the transfer of vehicles from the General Fund to the Solid Waste Management Fund associated with Measure B.

The decrease is offset with an increase associated with the following adjustments:

- \$2.9 million increase for the administration of information technology services citywide.
- \$1.8 million increase in City Services Billed primarily due to an increase in reimbursements for inspections performed in the Right-of-Way (ROW) for utility permits issued to San Diego Gas and Electric in Citywide Program Expenditures which is partially offset with a decrease in reimbursements to the Public Utilities Enterprise funds associated with Lakes Program.
- \$1.5 million increase in IT ERP Support and Services Transfer associated with salary increases and the use of fund balances in Fiscal Year 2025 for IT internal Service Funds.
- \$604,512 decrease in Interfund Environmental Services associated with the use of fund balance in the Energy Conservation Fund.

A net decrease of \$13.6 million in External Contracts & Services primarily associated with the following:

- \$35.0 million reduction in external contracts & services primarily associated to the following:
 - \$9.1 million decrease in the Citywide Program Expenditures Department primarily associated with citywide elections which anticipates one ballot measure in the June 2026 Primary Election as opposed to six ballot measures that were assumed in Fiscal Year 2025, rent, and the elimination of consulting for the commercial paper program.
 - \$9.5 million decrease in the Homelessness Strategies and Solutions Department primarily due to Caltrans Outreach Program, use of alternative funding sources for Continued Shelter Operations, the reconfiguration of Homelessness Response Center, and the County no longer funding the Rosecrans Shelter Operations.
 - \$6.5 million decrease in the Parks and Recreation Department primarily associated with the San Diego Humane Society animal services contract, security services throughout the parks system and joint use sites, portable restroom and comfort station closures, and maintenance of landscape, trees, irrigation systems, and trails.
 - \$5.6 million decrease in the Stormwater Department primarily due to a reduction of services including wetland mitigation support, maintenance activities, drainage master plans, water quality monitoring, regulatory reporting, equipment rental, and public education.
 - \$1.1 million reduction in the Library Department primarily associated to security services,

General Fund Expenditures

- maintenance and janitorial services associated with a reduction in hours at branch libraries and the central library.
- \$736,688 decrease in the Sustainability and Mobility Department associated to consultant services for the following programs: building decarbonization, mobility, and zero emissions vehicle planning.
- \$21.4 million increase in external contracts & services primarily associated to the following:
 - \$5.5 million increase associated with the reinstatement of one-time reductions that took place in Fiscal Year 2025.
 - \$4.8 million increase in the Homelessness Strategies and Solutions Department primarily due to the Housing Instability Prevention Program, portable restrooms, and operations at the Day Center.
 - \$3.0 million in the Economic Development Department associated to the Eviction Prevention Program.
 - \$3.0 million in the Parks and Recreation Department primarily associated with the Security services and to support implementation of paid parking in Balboa Park Parking.
 - \$1.1 million in the Citywide Program Expenditures Department primarily to support public liability claims.
 - \$1.0 million in the Environmental Services Department associated to the administration by a non-profit for the rate assistance program for Measure B.
 - \$955,261 in the Fire-Rescue Department primarily associated with the restoration of wellness services.
 - \$832,321 in the Library Department primarily associated to contractual increases for security services.
 - \$456,872 in the Police Department to support Prosecution and Law Enforcement Assisted Diversion Services program which is fully reimbursable.
 - \$347,118 in the Human Resources Department to support labor negotiation services.

Information Technology

The Information Technology (IT) category includes the costs related to hardware and software maintenance, help desk support, and other IT services. The IT category for the Fiscal Year 2026 Draft Budget totals \$56.1 million, which is a decrease of \$3.1 million, or 5.2 percent, from the Fiscal Year 2025 Adopted Budget. This decrease is primarily associated with a reduction in professional IT services, reduction in planned PC replacements, implementation of a tiered approach to allocating license costs across departments, an audit and cleanup of PC counts across General Fund departments, and reduced need for IT application services in General Fund departments.

Energy and Utilities

The Energy and Utilities category includes the costs of electricity, fuel, gas, and other related expenditures. The Energy and Utilities category for the Fiscal Year 2026 Draft Budget totals \$64.6 million, which is a decrease of \$6.3 million, or 8.9 percent, from the Fiscal Year 2025 Adopted Budget. This decrease is primarily due to the following:

- \$4.0 million decrease in gas services associated with a significant decrease in the commodity portion of the gas rate following the restoration of two major gas lines that were previously down and the restructure of refuse packers and the compressed natural gas they consume from the General Fund to the Solid Waste Management Fund associated with Measure B.
- \$3.4 million decrease in fuel and renewable diesel primarily due to the decrease in the cost of fuel and a transfer of vehicles and associated consumption from the General Fund to the Solid Waste Management Fund associated with Measure B.
- \$732,546 decrease in electric services across various departments associated with savings as a result of the Procure America contract and office space consolidations.

General Fund Expenditures

- \$1.2 million increase in water services associated with a 5% passthrough increase that is effective in April 2025, and an anticipated decrease in potable water usage.

Other

The Other category includes miscellaneous expenditures that do not fall under one of the other expenditure categories, examples include: preservation of benefits, miscellaneous taxes, and transportation allowance. The Fiscal Year 2026 Draft Budget for the Other category totals \$6.0 million, which is a decrease of \$659,406, or 10.0 percent, from the Fiscal Year 2025 Adopted Budget. The decrease is primarily due to the removal of a \$694,000 one-time increase in the Economic Development Department for the Business Cooperation Program Rebate.

Transfers Out

The Transfers Out category includes transfers between City funds, including the transfer of funding for annual debt service payments for outstanding bonds. The Transfers Out category for the Fiscal Year 2026 Draft Budget totals \$79.9 million, which is a decrease of \$13.1 million, or 14.1 percent, from the Fiscal Year 2025 Adopted Budget. This net decrease is primarily due to the following:

- \$11.9 million decrease in Citywide Program Expenditures associated with not making an Infrastructure Fund contribution as a result of a decrease in sales tax and waiving the contribution to the Climate Equity Fund.
- \$2.5 million decrease in Homelessness Strategies and Solutions Department associated with the removal of a one-time increase in Fiscal Year 2025 for a safe parking site at H Barracks.
- \$2.0 million increase in the Environmental Services Department associated with a Measure B Lifeline Rate Assistance Program for eligible residents.

Capital Expenditures

The Capital Expenditures category for the Fiscal Year 2026 Draft Budget totals \$857,179, which is a decrease of \$366,321, or 29.9 percent, from the Fiscal Year 2025 Adopted Budget. This net decrease is primarily related to the following:

- \$238,250 reduction in the Parks and Recreation Department for municipal pool repairs.
- \$100,000 reduction in the Performance and Analytics Department associated with the reservation of the 3-1-1 dial code as part of the Customer Service Experience Strategy.

Debt

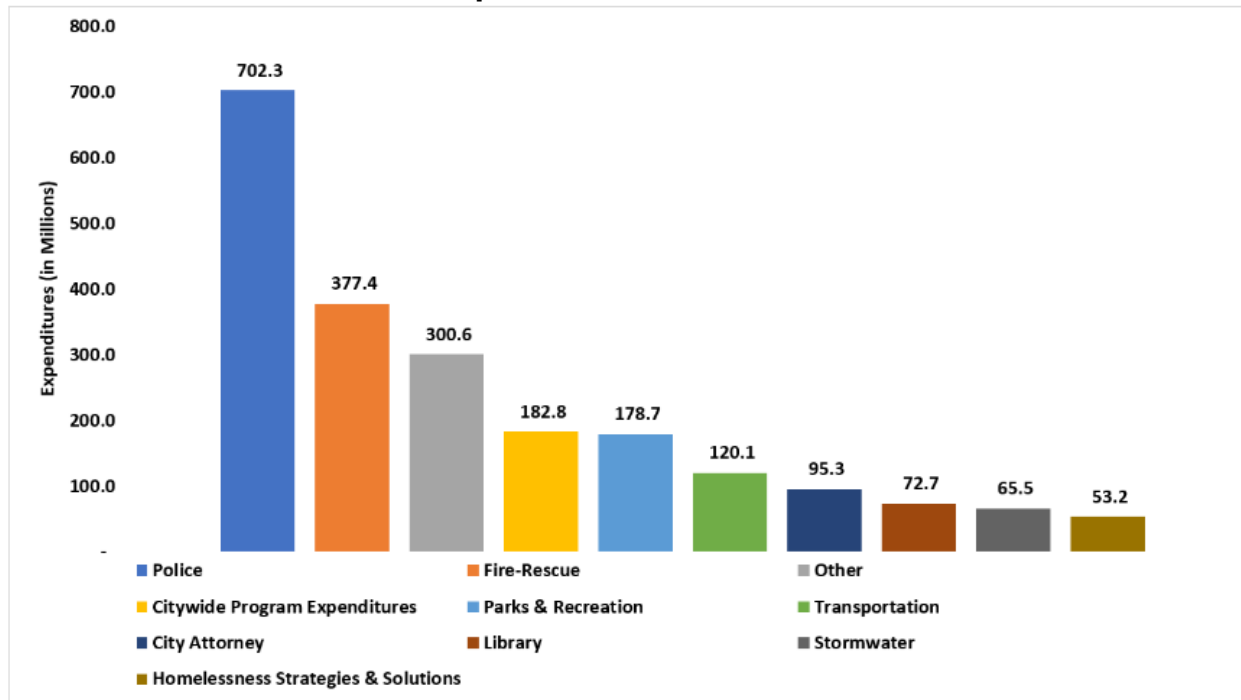
The Debt category for the Fiscal Year 2026 Draft Budget totals \$10.9 million, which is an increase of \$3.2 million, or 41.5 percent, from the Fiscal Year 2025 Adopted Budget. The debt category includes long-term debt service on liabilities such as bonds, loans, and capital lease obligations. The increase in budget is primarily associated with increases in principal and interest due to the acquisition of helicopters in the Police and Fire-Rescue Departments.

General Fund Expenditures

General Fund Departments

Figure 2 - Fiscal Year 2026 Draft General Fund Expenditures by Department summarizes budgeted expenditures by department in the General Fund for Fiscal Year 2026. The nine largest General Fund expenditure budgets, by department, are displayed below. All other General Fund departments are combined in the Other category. For a complete review of expenditures by department in the General Fund, refer to the Financial Summary and Schedules section of this Volume.

Figure 2: Fiscal Year 2026 Draft Budget General Fund Expenditures by Department (in millions)



Note: The Other category includes: City Auditor, City Clerk, City Council, City Planning, City Treasurer, Communications, Compliance, Council Administration, Department of Finance, Department of Information Technology, Development Services, Economic Development, Environmental Services, Ethics Commission, General Services, Human Resources, Office of Emergency Services, Office of the Commission on Police Practices, Office of the IBA, Office of the Mayor, Performance & Analytics, Personnel, Public Utilities, Purchasing & Contracting.

Significant Budget Adjustments

The following is a summary of critical expenditure adjustments. After incorporating these expenditure adjustments, the Fiscal Year 2026 Draft Budget remains balanced.

Administrative Support

Assistant Director

This adjustment includes the addition of 1.00 Assistant Director and total expenditures of \$298,146 in the Purchasing and Contracting Department to oversee the Public Works Contracting Division, Goods & Services Procurement Division, and Central Stores, allowing the Department Director to focus on strategic planning. The Assistant Director will also serve as a backup, aiding in succession planning.

General Fund Expenditures

Labor Negotiations

This adjustment includes the addition of non-personnel expenditures of \$347,118 in the Human Resources Department to support external labor negotiation services including but not limited to expert services for labor contract negotiations, reopeners, and other meet-and-confer obligations under the Meyers-Milias-Brown Act.

Revenue Audit Support

This adjustment includes the addition of 2.00 Accountant 2 positions and total expenditures of \$253,218 in the Office of the City Treasurer to support audits due to the increase in Transient Occupancy Tax and leases.

SDGE Biannual Independent Audit

This adjustment includes the addition of one-time non-personnel expenditures of \$114,000 in the General Services Department to conduct a biannual independent performance audit of SDG&E to comply with the terms of the gas and electric franchise.

Successor Agency Support

This adjustment includes the addition 1.00 Finance Analyst 4 and total expenditures of \$126,609, with offsetting revenue, to oversee the accounting and financial transactions of all Successor Agency funds. The position would work closely with the Successor Agency and Economic Development Department to ensure the accuracy of the Recognized Obligation Payment Schedule, payment tracker, Senate Bill 341 Report, financial statements, and other related transactions.

Climate Action Plan

Tree Planting

This adjustment includes the one-time addition of \$209,018 in non-personnel expenditures in the Transportation Department to support compliance with the Air Pollution Control District settlement requirements, which includes planting 200 new trees, new tree planting locations, and community outreach. These activities prioritize communities with higher-than-average air pollution levels within the City's Climate Equity Index for Communities of Concern.

Homelessness and Housing

Day Center Operations

This adjustment includes the addition of \$527,774 in non-personnel expenditures in the Homelessness Strategies and Solutions Department to support operations at the Day Center, which includes various services such as restrooms, laundry, mail, and electronic communications.

Eviction Prevention Program (EPP)

This adjustment includes the addition of \$3.0 million in one-time non-personnel expenditures for a transfer to the San Diego Housing Commission to help renters with low income in the City of San Diego who are facing eviction for not paying their rent.

Portable Restrooms

This adjustment includes the addition of \$750,000 in non-personnel expenditures in the Homelessness Strategies and Solutions Department to support portable restroom access throughout downtown areas highly impacted by encampments, as requested by the County of San Diego.

Rental Assistance

This adjustment includes the addition of \$3.5 million in non-personnel expenditures in the Homelessness Strategies and Solutions Department to provide rental assistance for individuals at risk of homelessness.

General Fund Expenditures

Independent Departments

Digital Evidence Management System

This adjustment includes the addition of \$101,686 in non-personnel expenditures in the Office of the City Attorney to support the Criminal Division's Digital Evidence Management System that is essential for processing evidence with outside agencies and complying with State-mandated race-blind charging requirements that became effective January 1, 2025.

Gun Violence Response Unit

This adjustment includes the addition of 2.00 Deputy City Attorneys, 1.00 Senior City Attorney Investigator, and 1.00 Office Support Specialist and total expenditures and offsetting revenue of \$908,484 in the Office of the City Attorney to support the Gun Violence Response Unit and the new Firearm Relinquishment Task Force. The unit will represent the Police Department in court for gun violence restraining order petitions, providing training, and attend community meetings.

Livable Neighborhoods

Balboa Park Paid Parking

This adjustment includes \$1.4 million in one-time and ongoing non-personnel expenditures in the Parks and Recreation Department to support implementation of paid parking in Balboa Park Parking for services including but not limited to a parking services vendor, electric and micro-mobility vehicles, expanded tram hours and security personnel and equipment.

Comprehensive User Fee Study

This adjustment includes \$216,000 in non-personnel expenditures in the Parks and Recreation Department for a consultant to conduct a comprehensive user fee study for over 300 user fees in the fee schedule and make recommendations for any changes.

New Parks and Recreation Facilities

This adjustment includes the addition of 11.50 FTE positions, total expenditures of \$1.3 million, and \$67,137 in revenue in the Parks and Recreation Department to:

- Operate new parks and recreation facilities citywide, including Eastbourne Neighborhood Park, East Village Green, and Federal Blvd Pocket Park.
- Support operations for joint-use facilities including Pacific Beach Elementary expansion and the new Rowan Elementary facility.

Public Safety

Advanced Lifeguard Academy

This adjustment includes the addition of 3.00 FTE positions and total expenditures of \$409,088 in the Fire-Rescue Department for an advanced bi-annual Lifeguard Academy, which provides essential training in law enforcement, cliff rescue, and water rescue.

Wellness Services

This adjustment includes the restoration of non-personnel expenditures of \$941,610 in the Fire-Rescue Department associated with the Wellness Program, which includes annual exams for fire and lifeguard personnel and helps detect illness, prevents injuries, and prevents potential increases in workers' compensation costs.

Waste and Recycling

Clean SD

This adjustment includes the addition of 1.00 Program Manager and total expenditures of \$237,634 in the Environmental Services Department to support managing homeless encampment abatements, enforcing waste codes, and coordinating with various organizations. The Program Manager tracks program efforts,

General Fund Expenditures

reports key statistics, and develops policies for enforcement and abatement, including new initiatives like the Enhanced Hot Spot Program and Sidewalk Resets.

Lifeline Rate Assistance Program

This adjustment includes the addition of \$3.0 million in non-personnel expenditures in the Environmental Services Department to implement the Lifeline Rate Assistance Program. Of this amount \$1.0 million will support a non-profit to administer the program and \$2.0 million will directly support eligible customers. This program aims to reduce the financial impact on approximately five percent of property owners eligible for financial assistance towards the new refuse collection services fees.

Significant Budget Reductions

The following is a summary of significant budget reductions proposed in the Fiscal Year 2026 Draft Budget. These budget reductions total \$111.9 million and include a reduction of 310.13 FTE positions, the most significant items are discussed below.

Citywide Reductions

Debt Service on Projected Bond Issuance

This adjustment includes the reduction of \$7.8 million in non-personnel expenditures due to the timing of the bond issuance payment for Fiscal Year 2026; only one of the two semiannual payments will be budgeted.

Preservation of Benefits

This adjustment includes the reduction of \$275,000 for the preservation of benefits in the Citywide Program Expenditures Department. This request will result in a budget of \$925,000, which is the estimated annual expenditures related to compliance with Internal Revenue Service requirements to maintain the preservation of retiree benefits of San Diego City Employees' Retirement System plan members.

Reduction of Refuse Disposal Fees

This adjustment includes the one-time reduction of \$800,000 in refuse disposal fees due to a one-time discount for City forces and based on 38,095 tons from General Fund Departments.

Rent Savings

This adjustment includes the reduction of \$1.2 million in non-personnel expenditures associated with office consolidation and relocation to City-owned space.

Right-of-Way Permits

This adjustment includes the reduction of \$555,390 in non-personnel expenditures associated with reimbursements to the Engineering and Capital Projects Department for inspections performed in the right-of-way for utility permits performed in Fiscal Year 2024.

Waive Climate Equity Fund Transfer

This adjustment includes waiving the minimum annual allocation to the Climate Equity Fund (CEF)—which is \$6.6 million and represents ten percent of the total estimated annual General Fund revenue received from the gas and electric franchise fees. For additional information, see the Climate Equity Fund section of the Citywide Budget Overview.

City Attorney

Reduction of Personnel Expenditures

This adjustment includes the reduction of \$4.4 million in personnel expenditures in the Office of the City Attorney to meet the reduction target. The implementation of this reduction will be determined by the Office of the City Attorney.

General Fund Expenditures

City Auditor

Reduction of Operational Expenditures

This adjustment includes the reduction of \$287,457 in expenditures in the Office of the City Auditor associated with vacancies, travel, office equipment, supplies, and other non-essential services.

City Clerk

Reduction of Personnel Expenditures

This adjustment includes the reduction of 7.00 FTE positions and 0.12 Legislative Recorder 2- Hourly for total expenditures of \$807,016 in the Office of the City Clerk due to discontinuing the Archives Access and Preservation Program and scaling back Passport Services to cost-recovery levels. This includes halting archival tours, exhibits, community partnerships, passport walk-in services, pop-up events, and limiting passport services appointments.

City Planning

City Planning Work Program

This adjustment includes a reduction of 5.00 FTE and total expenditures of \$1.5 million in the City Planning Department, associated with the City Planning Work Program.

City Treasurer

Reduction of Lobby Security

This adjustment includes the reduction of \$33,205 in security services contract in the Office of the City Treasurer associated with decreased lobby hours for walk-in service for business-related taxes and licenses, though limited appointments will remain available. The lobby hours will be decreased overall by 16 hours per week.

Reduction of Parking Citation Noticing

This adjustment includes the reduction of \$108,770 in printing and postage expenditures in the Office of the City Treasurer resulting from an operational change of issuing only one unpaid parking citation notice, instead of two notices. If the citation remains unpaid, it will be referred to the Delinquent Accounts program, where a DMV lien and additional collection fees and interest will be assessed.

Reduction of Positions

This adjustment includes a reduction of 8.00 FTE positions and total expenditures of \$855,438 in the Office of the City Treasurer that support various divisions and programs:

- 1.00 Public Information Clerk position in the Business Tax Program
- 1.00 Public Information Clerk position in the Revenue Collections, Parking Administration Program
- 1.00 Administrative Aide 2 position in the Financial Operations, Revenue Compliance Program
- 1.00 Collection Investigator Supervisor
- 1.00 Administrative Aide 2 position in the Financial Operations, Revenue Compliance Program
- 1.00 Information Systems Analyst 3 in the Treasury Systems Division
- 1.00 Account Clerk position in the Revenue Collection Division
- 1.00 Administrative Aide 2 position in STRO licensing and TOT administration

Commission on Police Practices

Reduction of Professional Services

This adjustment includes the reduction of \$155,000 in non-personnel expenditures in the Commission on Police Practices associated with reduced dependency on outside professional services consultants and legal services.

General Fund Expenditures

Communications

Reduction of Public Information Officers

This adjustment includes the reduction of 2.00 Supervising Public Information Officers and 1.00 Public Information Officer for a total expenditure reduction amount of \$440,838. These positions are responsible for educating and engaging the public and City employees, effectively delivering accurate and consistent messages regarding City initiatives, programs, events, and services in coordination with City departments and the Mayor's Office.

Compliance

Occupational Safety and Health Positions

This adjustment includes the reduction of 4.00 FTE positions and total expenditures of \$516,605 in the Compliance Department associated with the Occupational Safety and Health Team that provides departments a central resource on safety standards and regulations, safety plans, workplace ergonomics and guidance on the implementation of safety protocols.

Council Administration and Council Districts

Operational Efficiency Reduction

This adjustment includes the reduction of \$1.1 million for all City Council Districts and Council Administration. Each Council Office will determine how they will implement this reduction.

Department of Finance

Elimination of Commercial Paper Program

This adjustment includes the reduction of 1.00 Finance Analyst 2 and \$1.2 million in personnel and non-personnel expenditures due to the elimination of the Commercial Paper Program for the General Fund. Due to the current interest rate environment, current projections show cost savings achievable by suspending the Commercial Paper Program and issuing long-term debt in its place. Savings would result from eliminating fixed costs associated with the Commercial Paper Program as well as interest related costs.

Office Space Consolidation

This adjustment includes the reduction of \$113,600 in non-personnel expenditures associated with the consolidation of office space in the Department of Finance.

Reduction of Budget Support

Reduction of 1.00 Finance Analyst 2 for total expenditures of \$126,609 that provides budgetary customer services support to departments including oversight over budget development and monitoring.

Reduction in Grants Support

This adjustment includes the reduction of 1.00 Finance Analyst 2 for total expenditure of \$128,491 within the Grants section in the Department of Finance.

Reduction of Overtime and Non-Personnel Expenditures

This adjustment includes the reduction of \$123,962 in overtime and non-personnel expenditures based on departmental historical trends and executive directives to reduce discretionary spending.

Department of Information Technology

PC Replacement Reduction

This adjustment includes a one-time reduction of \$237,480 in non-personnel expenditures associated with the PC Replacement Program. Implementing a One Device policy supports budget reduction goals by streamlining device management, lowering replacement costs, and easing operational burdens.

General Fund Expenditures

Replacement of Mobile Hotspot Funding

This adjustment includes the reduction of \$312,260 in non-personnel expenditures associated with the use of an alternative funding source, E-rate funding, to support the Mobile Hotspot Program. The Federal Government recently approved E-Rate funding to support 4,000 mobile hotspots currently available at City libraries.

Development Services

Reduction of Code Enforcement

This adjustment includes the reduction of 12.00 FTE positions and total expenditures of \$1.8 million in the Development Services Department. Reducing code enforcement staff would eliminate enforcement of lower-level Priority III cases and slow enforcement of Priority II and other Priority III cases. Categories of reduced enforcement include fence/wall violations, food trucks, garage conversions, accessory structures, sidewalk cafes, unpermitted businesses, and adult entertainment.

Economic Development

Reduction of Small Business Enhancement Program

This adjustment includes \$765,436 in non-personnel expenditures associated with the Small Business Enhancement Program.

Environmental Services

Reduction of Mission Beach Second Collection

This adjustment includes the reduction of \$70,000 in overtime expenditures associated with Mission Beach second residential refuse collection during the summer months. As a result of establishing a fee for refuse collection service, the Collection Services Division will end twice-weekly summer refuse collection in Mission Beach.

Reduction of Non-Personnel Expenditures

This adjustment includes the reduction of \$300,000 in non-personnel expenditures in the General Fund that support mulch spreading at City facilities and is being reallocated to the Recycling Fund which aligns with the procurement requirements of Senate Bill 1383.

Fire-Rescue

Reduction of Bomb Squad Cross Staffing

This adjustment includes the reduction 3.00 Fire Captains and 3.00 Fire Engineers and total expenditures of \$943,627 associated with cross staffing for the Bomb Squad.

Reduction of Cellular/Satellite Expenditures

This adjustment includes the reduction of \$300,000 in non-personnel expenditure for cellular phone and IT-related services. The Department will delay mobile device upgrades for a year, postponing modernization planned for Fiscal Year 2026.

Reduction of Engine 80

This adjustment includes the reduction of 2.00 Fire Captains and 2.00 Fire Fighter 2/Paramedics and total expenditures of \$616,750 associated with Engine 80 (previously Fast Response Squad 55) in Downtown.

Reduction of San Pasqual Valley Fast Response Squad

This adjustment includes a reduction of 3.00 Fire Captains and 3.00 Fire Fighter 2/Paramedics and total expenditures of \$925,125 associated with the Fast Response Squad in San Pasqual Valley.

Reduction of Staffing Unit Positions

This adjustment includes the reduction of 1.00 Fire Captain and 1.00 Fire Fighter 3 for total expenditure reduction of \$553,022 associated with the Staffing Unit. The Staffing Unit maintains the daily work

General Fund Expenditures

schedules of all sworn personnel in Telestaff, which is the work scheduling system. This reduction is being proposed to meet the reduction target and would reduce the Staffing Unit from 6.00 FTE to 4.00 FTE positions.

Reduction of Support for Community Resources Program

This adjustment includes a reduction of 1.00 Fire Captain for total expenditure reduction of \$369,493 associated with the Community Resources Program.

General Services

Pedestrian Bridge Elevator Maintenance

This adjustment includes the reduction of \$300,000 in non-personnel expenditures and associated revenue for the repair, maintenance, and security services of the pedestrian bridge elevators on Harbor Drive.

Reduction of Program Coordinator

This adjustment includes the reduction of 1.00 Program Coordinator for total expenditures of \$169,849 related to Citywide facility job order contracting process associated with operations and maintenance activities.

Reduction of Vehicle Usage and Fuel

This adjustment includes the reduction of \$175,000 in non-personnel expenditures associated with vehicle usage and fuel expense. The division will cut fleet and fuel consumption by delaying vehicle replacements, increasing employees per vehicle for facility trips, and supporting the citywide anti-idling policy.

Government Affairs

Reduction of Personnel Expenditures

This adjustment includes the reduction of 1.00 Deputy Director, 1.00 Program Coordinator and total expenditures of \$408,018.

Homelessness Strategies & Solutions

Caltrans Outreach Program

This adjustment includes the reduction of \$620,917 in non-personnel expenditures related to outreach on Caltrans property. Elimination is based on the restructure of work by Caltrans.

Continued Shelter Operations

This adjustment includes a reduction of \$3.6 million in one-time and ongoing non-personnel expenditures to reflect a transfer of operating costs to alternative funding sources, including grants.

Homelessness Response Center (HRC)

This adjustment includes the reduction of \$481,232 in non-personnel expenditures due to the reconfiguration of this program. Reduction is associated with the contract with San Diego Housing Commission at HRC for the Coordinated Shelter Intake Program.

Rosecrans Shelter Operations

This adjustment includes the reduction of \$4.8 million in non-personnel expenditures to reflect the discontinuation of funding by the County of San Diego.

Human Resources

Reduction of Departmental Support

This adjustment includes the reduction of 1.00 Associate Human Resources Analyst for a total expenditure reduction of \$155,214. This position provides Citywide human resources services, day-to-day guidance to all City departments regarding human resources issues, labor/management guidance including MOU interpretation, training, unclassified hiring assistance, property rights discipline, and employee relations issues.

General Fund Expenditures

Reduction of Non-Personnel Expenditures

This adjustment includes the reduction of \$197,132 in non-personnel expenditures associated with office supplies, training, and miscellaneous expenditures.

Reduction of Program Coordinators

This adjustment includes the reduction of 8.00 Program Coordinators and total expenditures of \$1.4 million. These positions are responsible for developing and managing citywide policies and programs across multiple areas: People and Organizational Development, People Analytics, Employee Engagement, Employee Relations, Labor Policies, and Total Compensation and Talent Acquisition.

Reduction of Program Managers

This adjustment includes the reduction of 2.00 Program Managers for a total expenditure reduction of \$446,771. These positions are responsible for formulating and administering labor policies and programs, and personnel management of Labor Relations Coordinators and executing the City's recruiting strategy.

Library

Do Your Homework at the Library

This adjustment includes the reduction of 6.10 FTE positions and total expenditures of \$566,603 associated with the partial elimination of the Do your Homework at the Library Program. The Program will remain at 10 libraries in Communities of Concern.

Reduction of City Match for Donations

This adjustment includes a reduction of \$117,624 in non-personnel expenditures related to the donation match to the Library which provides funding for equipment, programming, and materials/books.

Reduction of Library Hours

This adjustment includes the reduction of 71.00 FTE positions and \$8.6 million in total expenditures due to the reduction of Sunday and Monday hours at all libraries.

Reduction of Non-Personnel Expenditures

This adjustment includes a reduction of \$362,735 of non-personnel expenditures for maintenance and janitorial services, reimbursement agreements, training, travel, and miscellaneous expenditures.

Reduction of Public PC Replacement and Self-Check Equipment Maintenance

This adjustment includes the reduction of \$377,491 in non-personnel expenditures associated with delaying the replacement of public PCs and the maintenance of RFID equipment supporting Library circulation services. This equipment includes self-checkout kiosks, automated book returns, RFID workstations, and security gates across 37 branches.

Office of Emergency Services

Reduction of Emergency Preparedness Staff

This adjustment includes a reduction 1.00 Emergency Services Coordinator and 1.00 Senior Management Analyst for total expenditures of \$258,089 and associated revenue due to a decline in regional grant funding.

Office of the Chief Operating Officer

Reduction of the Chief Operating Officer

This adjustment includes the reduction of 1.00 Chief Operating Officer and total expenditures of \$544,143 associated with the consolidation of the Office of the Chief Operating Officer into the Office of the Mayor.

Reduction of Executive Director

This adjustment includes the reduction 1.00 Executive Director and total expenditure of \$269,753 due to the restructure of Office of the Child and Youth Success into the Library Department.

General Fund Expenditures

Office of the IBA

Reduction of Operational Expenditures

This adjustment includes the reduction of \$142,532 in expenditures in the Office of the Independent Budget Analyst. The implementation of this reduction will be determined by the Office of the Independent Budget Analyst.

Office of the Mayor

Reduction of Mayor Representative 2s

This adjustment includes the reduction of 2.00 Mayor Representative 2s and total expenditures of \$362,642. One position is part of the Communications team which maintains open and transparent communication between the City and its residents on behalf of the Mayor and the other position is part of the Policy & Innovation team which works closely with City staff and the City Council to develop and implement policies consistent with the Mayor's priorities for the benefit of the City and its residents.

Parks and Recreation

Elimination of Security Services

This adjustment includes a reduction of \$2.1 million in security services throughout the Parks System to include mobile patrols, gate openings and closures at parking lots, comfort stations and joint-use sites, and stationary guards at various sites in community parks, open space staging areas, Mission Bay Park/Shoreline Beaches, and Balboa Park.

Reduction of Animal Services Contract

This adjustment includes the reduction of \$3.5 million in non-personnel expenditures associated with the San Diego Humane Society Animal Services contract. The 20% reduction in the Animal Services contract with the San Diego Humane Society will affect services like patrols, with further impacts to be determined.

Reduction of Asset Management Support

This adjustment includes the reduction of 1.00 Project Officer 2, 1.00 Program Coordinator and total expenditures of \$338,897 in the Asset Management Section within the Department. The reduction will impact the ability to deliver CIP projects, park amenities, compliance with city policies, and recreation opportunities.

Reduction of Balboa Park Support

This adjustment includes the reduction of 5.00 FTE positions and total expenditures of \$433,247 supporting Balboa Park. This reduction would impact the following: Kate Sessions Nursery operations, Botanical Building operations and a decrease in hours, trail maintenance and brush management of open space trails at Balboa park, maintenance of historical buildings, and ensuring maintenance levels and standards.

Reduction of Beach Fire Ring Program

This adjustment includes the reduction of 1.00 Equipment Operator 2 and total expenditures of \$135,439 associated with cleaning and janitorial supplies. The elimination of the Beach Fire Ring Program would remove 184 fire rings from San Diego beaches and Mission Bay and reduce vendor services for replacements.

Reduction in Capital Expenditures

This adjustment includes the reduction of \$170,000 in capital expenditures in the Citywide Maintenance Division including municipal pool filtration systems and equipment and tool purchases.

Reduction of Citywide Maintenance Services

This adjustment includes the reduction of 21.00 FTE positions and total expenditures of \$2.1 million in Citywide Maintenance Services Division. This reduction will result in impacts to citywide maintenance at all community and regional parks including irrigation system operations, turf, landscapes, space and

General Fund Expenditures

operational facilities, maintenance of operational and construction equipment, pools, fountains, aquatic systems, emergency tree services, regulatory compliance, and electrical systems.

Reduction of Community Park Maintenance

This adjustment includes the reduction of 25.50 FTE positions and total expenditures of \$2.6 million that will impact the Department's ability to maintain newly added joint-use sites, neighborhood parks, playgrounds, recreation centers, and dog parks.

Reduction of Contractual Landscape Maintenance

This adjustment includes the reduction of \$289,868 in landscape services associated with maintenance at various community parks.

Reduction of Engineering Services

This adjustment includes the reduction of \$224,889 in engineering services associated with support from Engineering and Capital Projects Department staff on Parks and Recreation Department-related projects. The reduction will limit engineering staff support for parks projects like Crystal Pier and Bermuda Ave.

Reduction of Equipment Rentals

This adjustment includes the reduction of \$102,174 in vehicle and equipment rentals which will limit the ability to rent maintenance vehicles, requiring staff to share vehicles, and alter daily operations.

Reduction of Portable Restrooms and Comfort Stations

This adjustment includes a reduction of 13.00 FTE positions and total expenditures of \$1.7 million associated with portable restrooms and various comfort station closings throughout the Parks System to include sites in Balboa Park, Mission Bay Park/Shoreline Beaches, Downtown, and some parks and joint-use sites.

Reduction of Recreation Center Hours

This adjustment includes the reduction of 54.73 FTE positions and total expenditures of \$4.9 million and associated revenue of \$151,081 related to reducing recreation center operation from 65/60 hours to 40 hours weekly. Impacts include later openings, earlier closings, Sunday closures, as well as some youth, adult, and contractual programs.

Reduction in Tree Maintenance and Irrigation

This adjustment includes the reduction of \$897,000 in non-personnel expenditures associated with maintenance and irrigation for trees within Citywide parks and open space areas.

Reduction of Waste Removal and Trail Maintenance

This adjustment includes a reduction of 2.00 Grounds Maintenance Worker 1 - Hourly positions for total expenditures of \$95,267. This reduction will impact enhanced waste removal and trail maintenance within open space parks and preserves.

Performance and Analytics

Reduction of 3-1-1 Phone System

This adjustment includes the reduction of \$115,000 in non-personnel expenditures to support the implementation of a 3-1-1 phone system.

Reduction of Get It Done Modernization

This adjustment includes the reduction of \$247,108 in non-personnel expenditures for the modernization of the Get It Done Application.

Reduction of Medallia Contract

This adjustment includes the reduction of \$150,000 in non-personnel expenditures for reduced contractual software subscription costs to continue to collect customer satisfaction from visitors to the City website and Get It Done and to continue to measure employee sentiment levels.

General Fund Expenditures

Reduction of Open Data Portal and Data Governance

This adjustment includes the reduction of \$100,000 in non-personnel expenditures for the development and maintenance of the Open Data Portal, efforts to improve Data Governance, and overall transparency efforts.

Reduction of Program Coordinator

This adjustment includes the reduction of 1.00 Program Coordinator and total expenditures of \$247,108 in the Strategic Initiatives Division which is intended to support operational improvements and efficiency enhancements.

Reduction of Software and Technical Solutions

This adjustment includes the reduction of \$230,357 in non-personnel expenditures for the department's ability to procure software licenses for existing technologies, such as Salesforce and Tableau. This reduction will limit the department's ability to quickly act on cost savings projects, limits expansion of visualization tools and reduces transparency tools.

Personnel

Reduction in Funding for Pre-Employment Fingerprinting

This adjustment includes one-time reduction of \$23,356 in non-personnel expenditures related to the cost of submitting fingerprints of prospective employees to the Department of Justice (DOJ) and the Federal Bureau of Investigation (FBI).

Reduction in Funding for Promotional Advertising

This adjustment includes a one-time reduction of \$19,730 in non-personnel expenditures related to the cost of attending job fairs and advertising City employment opportunities.

Reduction of Office Support Specialist

This adjustment includes a reduction of 1.00 Office Support Specialist and total expenditures of \$77,962 which provides office support to the Department.

Reduction of Outstation Section

This adjustment includes a reduction of 1.00 Supervising Personnel Analyst and total expenditures of \$155,568 which supports the Departmental Outstation Program.

Reduction of Payroll Audit Specialist

This adjustment includes a reduction of 1.00 Payroll Audit Specialist 2 and total expenditures of \$79,6872 which provide payroll support to the Department.

Medical and Backgrounds Program Coordinator

This adjustment includes a reduction of 1.00 Program Coordinator and total expenditures of \$239,164 associated with the Medical and Backgrounds Program. This position to oversee the City's pre-employment process, ensures compliance with DOJ/FBI terms, manages the medical provider contract, and addresses related issues.

Reduction in Recruiting Support

This adjustment includes the reduction of 1.00 Program Coordinator, 1.00 Associate Personnel Analyst and total expenditures of \$377,223 associated with the Recruiting Section. This section supports hiring and promotes City careers through events, counseling, and partnerships.

Police

Consolidation of the Northwestern Division

This adjustment includes the reduction of 1.00 Police Captain, 1.00 Police Lieutenant, 3.00 Police Sergeants, 1.00 Police Detective and total expenditures of \$1.7 million associated with the consolidation of Northwestern Division with another Unit. This reduction includes a one-time addition of \$200,000 in non-

General Fund Expenditures

personnel expenditures associated with moving and relocation expenditures of workstations and Local Area Network (LAN) connections.

Gangs and Vice Operations Detectives

This adjustment includes the reduction of 4.00 Police Detectives and total expenditures of \$1.2 million associated with Gang and Vice Operations. The loss of the positions will require taggers cases to be absorbed by patrol command investigations.

Logistics Captain Reduction

This adjustment includes the reduction of 1.00 Police Captain and total expenditures of \$706,542 that oversees the Fleet, Facilities, Property Room, and Records. This position is currently filled, but the incumbent is expected to transfer to the Research, Analysis, and Planning Captain position at the end of the fiscal year.

Patrol Operations Lieutenants

This adjustment includes the reduction of 2.00 Police Lieutenants and total expenditures of \$732,088 associated with Patrol Operations. These positions are currently filled. One Lieutenant is due to be vacated at the end of the fiscal year due to retirement and one Lieutenant will be assigned to another position. The loss of these position could possibly cause a delayed command level response to some critical incidents.

Reduction of Patrol Backfill Overtime

This adjustment includes the reduction of \$2.0 million of overtime expenditures related to Patrol Backfill. The reduction includes creating a centralized staffing unit to improve efficiency, sharing surplus officers across commands to address shortages, while maintaining minimum staffing levels based on workload analysis.

Reduction of Extension of Shift Overtime

This adjustment includes the reduction of \$1.0 million of overtime expenditures related to Extension of Shift. The reduction will involve stricter oversight to ensure approvals only when necessary, though major events, emergencies, or crime prevention efforts may still require overtime.

Public Utilities

Reduction of Reservoir Recreation

This adjustment includes the reduction of \$889,080 in non-personnel expenditures and a reduction of \$266,895 in revenue related to Reservoir Recreation. The reduction includes labor and waste removal service cuts across Tier one, two, and three lake programs, reduces the San Dieguito River Park Joint Powers Authority Agreement by 13%, and includes varying closure schedules for lake services and fishing/kayak programs across several locations.

Purchasing & Contracting

Reduction of Program Coordinators

This adjustment includes the reduction of 2.00 Program Coordinators and total expenditures of \$339,698. Reducing 1.00 Program Coordinator for Equal Opportunity Contracting will delay implementation of the 2020 Disparity Study recommendations aimed at supporting small-, minority-, and woman-owned businesses. Reducing 1.00 Program Coordinator for Goods & Services will limit oversight of citywide contracts, spending analysis, and audit compliance.

Race and Equity

Department Reorganization

This adjustment includes the reduction of 1.00 Program Coordinator, 1.00 Department Director and total expenditures of \$663,895 due to a reorganization of the Department to the Human Resources.

General Fund Expenditures

Stormwater

Reduction of CIP Planning & Assessments

This adjustment includes the reduction of \$850,000 in non-personnel expenditures for capital improvement project planning and assessment such as drainage master plans, pipe assessments, and concept-level project design. This reduction in Stormwater CIP planning will halt drainage master plans for key watersheds, stop corrugated metal pipe condition assessments for repair prioritization, and shift new project planning to in-house engineers.

Reduction of Compliance Activities

This adjustment includes the reduction of \$2.3 million in non-personnel expenditures for compliance activities including regulatory support, street sweeping, mitigation, and trash cleanups.

Reduction of Operational Support

This adjustment includes the reduction of \$2.3 million in non-personnel expenditures for equipment rentals, supplies and materials, and consultant support. This adjustment will reduce non-personnel expenditures, curtail staff training, and limit water quality monitoring, street sweeping optimization, and Think Blue Outreach efforts, including reduced K-8 education programs, cleanup event sponsorships, and terminated sponsorships, leading to fewer public impressions.

Reduction of Operating Activities

This adjustment includes the reduction of \$757,156 in non-personnel expenditures for operating activities including channel maintenance, underground utility markouts, in-house pipe replacement, and asset management.

Reduction of Rebates Programs

This adjustment includes the reduction of \$541,222 in non-personnel expenditures for the City's Rainwater Harvesting and Turf Conversion rebate programs, as well as program expansion work.

Sustainability & Mobility

Building Decarbonization Reduction

This adjustment includes the reduction of \$112,125 of non-personnel expenditures for consultant support for decarbonization policies and programs.

Mobility Programs Reduction

This adjustment includes the reduction of \$562,418 of non-personnel expenditures for consultant support for mobility planning and programs.

Reduction of ADA Compliance

This adjustment includes the reduction of 1.00 Project Officer 2 and total expenditures of \$205,139 which supports ADA compliance.

Reduction of Building Decarbonization Position

This adjustment includes the reduction of 1.00 Climate Equity Specialist 4, 1.00 Program Manager and total expenditures of \$362,567 due to the Climate Equity Fund reduction and establishment of the Climate Advisory Board, redistributing tasks to staff but limiting focus on climate equity to Communities of Concern.

Reduction of Parking District Program Coordinator

This adjustment includes the reduction of 1.00 Program Coordinator and total expenditures of \$169,849 due to decreased demand and the redistribution of duties within the Department.

Reduction of Payroll Specialist

This adjustment includes the reduction of 0.50 FTE Payroll Specialist 1 and total expenditures of \$46,913 due to the consolidation of the Department.

Reduction of Zero Emissions Vehicle Projects Planner

General Fund Expenditures

This adjustment includes the reduction of 1.00 Associate Planner and total expenditures of \$140,086 associated with the Public Electric Vehicle Charging Program (PEVCP). This reduction will shift responsibilities to existing staff, but limits focus on PEVCP engagement to Communities of Concern.

Zero Emissions Vehicle Planning Reduction

This adjustment includes the reduction of \$50,000 of non-personnel expenditures for external outreach and engagement as well as programs and projects oriented to implementation of the Zero Emissions Vehicles Strategy.

Transportation

Reduction of Citywide Tree Planting

This adjustment includes the reduction of \$362,149 of non-personnel expenditures related to tree planting services. The reduction will end citywide events like Free Tree SD and Arbor Day, cutting the planting of 1,000 trees. Grant funding will support tree planting only in Communities of Concern.

Reduction of Traffic Signals Cabinet Supplies

This adjustment includes the reduction of \$350,000 of non-personnel expenditures related to traffic signal cabinet supplies.