

Date: Mon, 05 Dec 2005 15:50:31 -0800  
From: "Jerry Sanders" <jerrysanders@sandiego.gov>  
To: "All City Employees" <AllCityEmp@sandiego.gov>  
Subject: Message From Mayor Jerry Sanders

*Dear Fellow City Employee:*

*Just a few minutes ago, I was sworn in as mayor.*

*I ran for mayor not because I wanted to become an elected official but rather because I was concerned about the way in which our city was being led. My intention is to restructure government, in both form and function, so that we can stabilize our San Diego City government.*

*As you may know, I was a City employee for 26 years. I have a deep understanding and appreciation for the services that you provide our customers, the taxpayers. In order to address the City's tremendous financial problems, over the course of the next few months, we will make some very tough decisions, many of which will involve personnel.*

*I wanted to write to you to communicate what I know.*

*On January 1, 2006, the City of San Diego will transition to the Strong Mayor form of government approved by the voters in the November 2004 Election. On that date, the Mayor will become the Chief Executive Officer of the City assuming the responsibilities previously held by the City Manager.*

*This change has significant operational and policy implications which become effective immediately. The Mayor as Chief Executive Officer becomes the appointing authority for those departments and programs which were previously under the direction of the City Manager.*

*Classified and unclassified employees in these departments will report through their respective managers to the Mayor. To address the significant and serious financial issues facing the City, the organizational structure and our overall budget will be reviewed in relation to the City's core services and their delivery. It is my belief that this will result in structure and budget revisions which may affect staffing in several areas, beginning with the unclassified service. As part of our examination of city finances, I intend to meet with the municipal employee unions. Depending on those discussions and our overall restructuring efforts, staffing levels in the classified service may also be evaluated, with the exception of public safety. This will be a difficult process and we will endeavor to provide information and notice to impacted employees. Our current*

*financial situation does not give us the luxury of waiting for the annual budget deliberations process and we anticipate some of these actions taking place early in the calendar year. Any staff reductions in the classified service will follow the process set forth in the Civil Service Rules. Reductions to the unclassified service reporting to the Mayor will be based upon our organizational restructuring and our finances. The unclassified staff and the core services will be evaluated individually by the Mayor's management team together with department recommendations. When unclassified reductions are necessary, employees will be notified and any options will be evaluated. As much advance notice as practicable will be provided to all employees. The City faces difficult challenges and I cannot promise you that the next few months will not be unsettling. In order to achieve our goal of stabilizing municipal government, we must address the dire financial situation the City faces. That will involve realistic budget and staffing reductions. This way we can get the City of San Diego on a path to financial stability, quality service delivery and renewed public confidence. Thank you.*