

6/15/2010
Agenda Item 3.12



Memorandum

TO: Honorable Mayor
& City Council

FROM: Councilmember
Pierluigi Oliverio

SUBJECT: Additional Survey Results

DATE: June 8, 2010

Approved

Date

6-8-10

RECOMMENDATION

Accept the additional results and comments from Councilmember Oliverio's web survey as public record to be part of this agenda item.

BACKGROUND

Last month, Councilmember Oliverio prepared an online survey which was made available on the District 6 website. The survey link was also posted on www.sanjoseinside.com. Over 1000 people participated in the survey.

Thank you for your consideration in accepting the additional budget comments and outcomes attached to this memo.

PAGE: 2010 BUDGET DEFICIT TRADE-OFFS

1. Where do you reside?

	Response Percent	Response Count
District 1 <input type="checkbox"/>	5.7%	57
District 2 <input type="checkbox"/>	1.3%	13
District 3 <input type="checkbox"/>	3.4%	34
District 4 <input type="checkbox"/>	1.6%	16
District 5 <input type="checkbox"/>	1.8%	18
District 6 <input type="checkbox"/>	71.2%	715
District 7 <input type="checkbox"/>	1.9%	19
District 8 <input type="checkbox"/>	2.1%	21
District 9 <input type="checkbox"/>	3.9%	39
District 10 <input type="checkbox"/>	2.8%	28
Outside of San Jose <input type="checkbox"/>	4.4%	44
	answered question	1,004
	skipped question	1

2. Gender

	Response Percent	Response Count
Female <input type="checkbox"/>	42.4%	426
Male <input type="checkbox"/>	57.6%	578
	answered question	1,004
	skipped question	1

3. Age

	answered question	1,004
	skipped question	1
	Response	Response

3. Age

	Percent	Count
40 and under <input type="text"/>	20.7%	208
41-64 <input type="text"/>	61.5%	617
65 and wiser <input type="text"/>	17.8%	179
answered question		1,004
skipped question		1

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4. Rank the proposed budget cuts. The lower the number (i.e. #1), the more you can live with the cut. The higher the number (i.e. #4), the less you support the cut.

	Reduce Crossing Guards, save \$326,000	Outsource Janitorial at City Hall dayshift, save \$584,000	Reduce park capital staff that designs park improvements, saves \$552,000	Reduce anti-graffiti services, saves \$211,000	Rating Average	Response Count
1	10.3% (98)	65.9% (628)	16.2% (154)	7.7% (73)	1.23	953
2	18.2% (173)	21.2% (202)	43.9% (418)	16.8% (160)	1.50	953
3	29.8% (284)	7.8% (74)	25.7% (245)	36.7% (350)	2.10	953
4	41.8% (398)	5.1% (49)	14.3% (136)	38.8% (370)	2.16	953
answered question						953
skipped question						52

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5. Rank the proposed budget cuts. The lower the number (i.e. *1), the more you can live with the cut. The higher the number (i.e. *3), the less you support the cut.

	Reduce Park Rangers, save	Close 8 pools citywide, save	Reduce Traffic Calming, save	Rating Average	Response Count
answered question					944
skipped question					61

5. Rank the proposed budget cuts. The lower the number (i.e. *1), the more you can live with the cut. The higher the number (i.e. *3), the less you support the cut.

	\$752,000	\$772,000	\$999,000		
1	17.8% (168)	28.1% (265)	54.1% (511)	1.00	944
2	44.4% (419)	37.6% (355)	18.0% (170)	1.00	944
3	37.8% (357)	34.3% (324)	27.9% (263)	1.00	944
				answered question	944
				skipped question	61

PAGE: 2010 BUDGET DEFICIT TRADE-OFFS

6. Rank the proposed budget cuts. The lower the number (i.e. #1), the more you can live with the cut. The higher the number #4), the less you support the cut.

	Delay opening police sub-station, save \$1.3 million	Reduce tstaff working on mass transit,bicycle/pedestrian, save \$1.6 million	Reduce hours at Main Library, save \$1.9 million	Reduce police officers investigatng narcotics, prostitution & creek encampments, save \$1.9 million	Rating Average	Res C
1	44.3% (412)	27.6% (257)	18.4% (171)	9.8% (91)	1.00	!
2	25.1% (234)	37.6% (350)	22.9% (213)	14.4% (134)	1.00	!
3	22.2% (207)	23.1% (215)	31.8% (296)	22.9% (213)	1.00	!
4	8.4% (78)	11.7% (109)	27.0% (251)	53.0% (493)	1.00	!
				answered question	!	
				skipped question		

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7. Rank the proposed budget cuts. The lower the number (i.e.#1), the more you can live with the cut. The higher the number (i.e.#2), the less you support the cut.

	Delay opening two new	Eliminate Fire Truck	Rating	Response
				74

7. Rank the proposed budget cuts. The lower the number (i.e.#1), the more you can live with the cut. The higher the number (i.e.#2), the less you support the cut.

	libraries for 1 year, save \$2.3 million	Company (16 positions), save \$2.7 million	Average	Count
1	71.0% (661)	29.0% (270)	1.00	931
2	29.0% (270)	71.0% (661)	1.00	931
answered question				931
skipped question				74

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8. Rank the proposed budget cuts. The lower the number (i.e #1) the more you can live with the cut. The higher the number (i.e. #3), the less you support the cut.

	Reduce Conventlon Center staffing (janitors, security, etc), save \$3.1 million	Reduce pollice Investlgations (vehicle, robbery, vice, sexual assault), save \$3.3 million	Outsource janitorial at airport, save \$3.3 million	Rating Average	Response Count
1	28.7% (266)	4.8% (44)	66.5% (616)	2.33	926
2	64.7% (599)	7.3% (68)	28.0% (259)	1.56	926
3	6.6% (61)	87.9% (814)	5.5% (51)	1.11	926
answered question					926
skipped question					79

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9. Rank the proposed budget cuts. The lower the number (i.e. #1), the more you can live with the cut. The higher the number (i.e. #3) the less you support the cut.

	Close 21 smaller community centers leaving 12 large community centers (1 per district), save \$5 million	Reduce llbrary hours to 3 days per week, saves \$6.3 million	Eliminate annual city funding of charties and instead allocate to core services like police & llbraries, saves \$9.2 million	Rating Average	Response Count
answered question					921
skipped question					84

9. Rank the proposed budget cuts. The lower the number (i.e. #1), the more you can live with the cut. The higher the number (i.e. #3) the less you support the cut.

	1	24.6% (227)	11.7% (108)	63.6% (586)	2.27	921
	2	48.5% (447)	34.0% (313)	17.5% (161)	1.35	921
	3	26.8% (247)	54.3% (500)	18.9% (174)	1.38	921
	answered question					921
	skipped question					84

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10. Rank the proposed budget cuts. The lower the number (i.e.#1), the more you can live with the cut. The higher the number (i.e.#2) the less you support the cut.

	Eliminate 69 Fire Fighters, saves \$11.7 million	Eliminate 86 Police Officers from patrol, saves \$13.2 million	Rating Average	Response Count
1	70.9% (651)	29.1% (267)	1.00	918
2	29.1% (267)	70.9% (651)	1.00	918
	answered question			918
	skipped question			87

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11. Rank one of the proposed November 2010 tax increases. Increase sales tax 1/2 cent which will raise \$60 million.

	Response Percent	Response Count
Yes <input type="checkbox"/>	30.6%	280
No <input type="checkbox"/>	60.7%	555
Undecided <input type="checkbox"/>	8.7%	80
	answered question	915
	skipped question	90

12. Rank one of the proposed November 2010 tax increases. Increase sales tax 1/4 cent which will raise \$20 million

skipped question 90

12. Rank one of the proposed November 2010 tax increases. Increase sales tax 1/4 cent which will raise \$30 million.

	Response Percent	Response Count
Yes <input type="checkbox"/>	36.9%	338
No <input type="checkbox"/>	51.1%	468
Undecided <input type="checkbox"/>	11.9%	109
answered question		915
skipped question		90

13. Rank one of the proposed November 2010 tax increases. Tax medicinal marijuana/cannabis as is done in other California cities which will raise \$2-3 million.

	Response Percent	Response Count
Yes <input type="checkbox"/>	85.4%	781
No <input type="checkbox"/>	10.7%	98
Undecided <input type="checkbox"/>	3.9%	36
answered question		915
skipped question		90

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14. In general what is your sentiment in solving the budget deficit this month? 1 is your first choice, 2 is your 2nd choice and 3 is your least favorable choice.

	Raise fees/taxes	Reduce services	All city employees take a 10 percent pay cut	Rating Average	Response Count
1	20.8% (190)	15.0% (137)	64.3% (588)	2.29	915
2	25.7% (235)	55.1% (504)	19.2% (176)	1.38	915
3	53.6% (490)	29.9% (274)	16.5% (151)	1.33	915
answered question					915
skipped question					90

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15. The city of San Jose currently provides pensions to all employees like most other cities in California. Critics of the current pension system say that it is unsustainable since the city must match the employee contribution by over 200% and guarantees an annual 8% rate of return. Should the Retirement Fund not perform to the high rate of return then any shortfall must come from the general fund (\$53 million this year alone) Supporters of the current pension system say that in the long run it will be fine and the current system works. Plus pensions provides value in recruiting of new employees. Current city employees have vested right to these benefits that may not be removed or lowered however this does not include new employees not yet hired by the city. Cost savings would occur with every new hire. Any change of the current pension systems requires a citywide vote. This would require 6 votes on the city council or 19,212 signatures of registered San Jose voters to put this on the ballot. Would you support a new pension system for new employees that had a lower match and did not guarantee a specific rate of return similar to a 401K?

	Response Percent	Response Count
Yes <input type="checkbox"/>	80.9%	739
No <input type="checkbox"/>	11.1%	101
Undecided <input type="checkbox"/>	8.1%	74
	answered question	914
	skipped question	91

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16. In 1980 San Jose residents voted in favor of allowing police and fire to have binding arbitration since police and fire are not allowed to strike. Binding arbitration allows for a 3rd party with no ties to San Jose to decide what pay and benefits should be granted to police and fire. This decision is made by the 3rd party with no regard to whether or not the city can afford the wage or benefit increase. Or whether or not the city would have to cut other basic services like libraries, community centers and road paving to pay for the new pay/benefit increases. Any change of binding arbitration requires a ballot measure to be voted on by San Jose voters. Would you support modifying binding arbitration that made the 3rd party arbitrator have to consider our cities complete financial situation prior to making an increase to pay or benefits?

	Response Percent	Response Count
Yes <input type="checkbox"/>	83.1%	743
No <input type="checkbox"/>	10.9%	97
Undecided <input type="checkbox"/>	6.0%	54
	answered question	894
	skipped question	111

17. Final Comments?

answered question	402
skipped question	603

17. Final Comments?

Response Count

Hide replies

402

1. We are all feeling the pain. Many of the 'services' offered by our city are 'nice to have' - Tue, Jun 1, 2010 5:05 PM

'nice to have' when times are good and there is a surplus to go around. However, in a time when everyone is having to cut back their spending, the idea that we should increase taxes to pay for the current set of services offered by the city is absurd. Increasing revenue is not a fair option. There are some basic services (police, fire, transportation, school/library, etc) services that I expect to get covered by my taxes. Everything else is 'nice to have'. We should cut back the 'nice to have' in a major way and furlough city workers (ie, the 10% cuts you mention in the survey), slow growth plans (ie, new police substations, etc) and then see where we're at. This city should be run like a business, with the best interest of its shareholders in mind. This does not mean 'taxing' the base to support a small minority (ie, a small charity's beneficiaries). This means making smart cuts that do not jeopardize our 'safety' and 'well being' (ie, cutting police, fire, libraries, etc) is not justified. I'm happy to talk live if you would like. (shepherd ave, 95125)

2. Evening library hours (6 to 9 pm, 4 days/week) are a VITAL service. Arbitration by Tue, Jun 1, 2010 4:56 PM

FLRB or NLRB if changes cannot be resolved through collective bargaining. Reduce overtime. Eliminate automobile subsidies. Reimburse \$0.70 per mile for official business or provide city-vehicle (plug-in hybrid) for official business. No portal-to-portal allowances. Provide secure bicycle parking. Provide public transit subsidies. Eliminate nonessential library services (entertainment, CDs, DVDs, trashy fiction, etc.). SJSU should provide study rooms on campus and/or allow public to use library during extended study hours. Consider the essential needs of the public; do not rely on library administration to decide how to make budget cuts. Cut symphony, ballet, opera, museum, film, advertising budgets, ; they are great but not essential! People need education, training, jobs first. I have more comments and suggestions, but I fear they will be ignored. I will conclude with a one-line joke: San Jose Capital of Silicon Valley. I can be contacted at

3. 1. In the private sector vacation accrual is capped...Use it or loose it. I support this Tue, Jun 1, 2010 4:51 PM

type of scenario, even for the police. I have a problem when the Police can accrue unlimited hours/days of "paid days" because they can be called in anytime for emergency situations, but they can also accept "pay jobs" (private events needing police presence) and get extra money. If an officer has "paid time" on the books they should not be able to accept "pay jobs", but rather take the time off already on the books (Not be forced to work, but forced to take paid time off), this is costing the city money. I may be slightly misinformed but I think you get the gist of what I am saying. (I know this is not an easy one to solve, they are required to work O/T, and should be paid for it)

2. Also, again, in the private sector almost every company leader who has a deficit (spending more than they make) has the ability, and the duty, to cut workers, reduce their salary, or other cost saving measures to keep the company solvent. I would support a 10% cut across the board for all city employees to keep the city afloat. I would also support a watch dog committee, with teeth, (I know more money) to monitor the spending, look for waste and abuses and blow the horn loudly. (I.E. disability retirement...for cops and firemen...we need them and I support them 100% but I think

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answered question 402

skipped question 603

17. Final Comments?

the disability card is played way too often and way too easily). Pierlugi, please call me if you have any questions on my answers, but please don't use my name in anything to do with this survey... Too many friends on the force...B

4. Consider a San Jose Volunteer Corps to take on things like crossing guards, libraries, parks - we have many citizens interested in helping out, and this could be a unique opportunity to pilot a city program like no other. While the lawyers will say that insurance prevents this type of innovative city-wide volunteer program, it's worth pursuing. There are thousands of us happy to give of our time in ways that require little more than a brief training - maintain trails, help in parks (a la S J Rosegarden trimmers), work in crosswalks in the morning and afternoon, staff libraries, and many other items on the list we just ranked. Thanks for listening. Jen Tue, Jun 1, 2010 4:45 PM

5. Keep the TOT for the arts groups Sun, May 30, 2010 4:42 PM

6. It is sickening to know how fiscally irresponsible the city is. The city manager, mayor, and council all should be ashamed of themselves. Sun, May 30, 2010 3:05 PM

7. Overall, the LAST services that should EVER be cut in ANY city, including San Jose, are police, firefighters and park rangers! Sun, May 30, 2010 9:59 AM

8. Thanks for letting me voice an opinion. Sun, May 30, 2010 9:53 AM

9. The pension system for city employees, including fire, police and those in city hall are totally out of control and need to be reigned in. Not just for future employees, but a change to the current system needs to be put into effect for ALL future retirees. Sun, May 30, 2010 9:52 AM

Close the loopholes that allow people to save their vacation pay and take a huge lump sum at retirement!
Whether we are in a financial crisis or not, that is an abuse of the system and needs immediate attention.

Also, regarding pay, we've all seen the articles covering what our city staff makes and there is a big discrepancy there as well. This is an expensive place to live and I realize people need comparable salaries, but to whom? Taking a job for the city should not be equivalent to working as a high tech engineer. There is a lot of bloat in city hall and although you and the Mayor have brought it up, I feel like you're all somewhat complicit in this mess. I know you are working against the tide because nobody (i.e. police, fire, city staff) want to take pay cuts, but they need to wake up. Nearly everyone living in SJ is scaling back and are being forced to take furlough days, pay cuts, pink slips, etc.

10. Thank you for allowing us to participate in your poll! Sun, May 30, 2010 8:53 AM

11. If police and fire had lower pensions like the rest of us then we could higher more of them. Higher pay and pensions does not make us safer. Sun, May 30, 2010 8:15 AM

12. Police and Fire need to contribute more towards the budget deficit and their employment contracts should be revisited. Sun, May 30, 2010 7:47 AM

13. Some of the questions, like choosing between eliminating Fire OR Police don't make sense when you can obviously make proportional cuts to both. If you had included a third question that would have been a combination of both, I'm sure everyone would have chosen that. I know it doesn't have to be either / or so why waste time with the question? Sun, May 30, 2010 7:22 AM

14. Thank you for the survey. I hope we can keep people employed while reducing services, salaries and employee benefits that come from tax monies. But government people need to understand that the private sector is suffering greater than they are when it comes to long term benefits. We can only hope that the thought of survival of Sun, May 30, 2010 7:02 AM

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answered question 402

skipped question 603

17. Final Comments?

the fittest will not create crime. But unity of helping one another in the time of crisis will prevail.

15. The labor unions have the City in a strangle hold. That will be hard to undo. Good luck! Interesting survey. Sat, May 29, 2010 10:44 PM

16. The current pension plans especially for police and fire are absurd (and were when they were enacted by politicians who are gone and do not deal with the financial realities we face). I commend your efforts to get this under control—even though it is very unpopular. The 800 lbs. gorilla in the middle of the room is the unsustainable cost of city employees and their pensions. Let me get this straight—retire at 50 or 55 get 90% of highest year pay, uncapped sick time (payout at time of retirement), pensions are guaranteed to return 8% and if you can claim you are disabled so you can get most of these benefits tax free. These type of pension deals killed the steel industry, the airline industry, the auto industry and they are killing our cities. If a cop retires at 50 and lives to 80 you will be paying for a retired cop for as long as he was actually working. You will have to cut the police force in half to afford this. Most retire at 50 and have second careers to boot! Several of our former police chiefs are retired from SJ and working as chiefs in other cities—banking a second retirement check. How did we let civil employees organize to begin with? When they want more benefits it does not cost a company or a shareholder it costs the taxpayer. Businesses who do not manage this well go broke—now our city is. Cities should not be in the janitorial business, or maintenance business or library business or golf business—outsource it all. Cities have to decide what are their core services and only provide those. The door has swung the other way—in California today unions run the state and are simply too powerful. Fri, May 28, 2010 4:24 PM

17. Thank you so much for your leadership on fiscal sustainability. Fri, May 28, 2010 1:00 PM

18. Every family, rich or poor, has had to adjust their lifestyle and income to reflect the reality of the current economic situation. When a citizen of San Jose is faced with a personal shortfall in their life, they have two options, get a better job or second job, and cut spending. Getting a better job is difficult to do if business growth is stagnant. Getting a second job is often necessary but seldom covers the gaps due to increased costs of holding down a second job. Fri, May 28, 2010 10:22 AM

Ultimately, every family is faced with the same decision; cut costs.

The city has the same issue. No matter how difficult or how hard, costs must come into line with the reality of the income. The expectations of the citizens and the leadership that we 'must' provide certain services is no longer a viable luxury. Now we must survive as a city, and that means deep, painful, and extremely unpleasant decisions.

Thank you for the survey.

Richard B

19. The first line of defense is for children & the elderly. Schools and Health-Care for these are imperative. Greater fiscal discipline in the areas of public service and safety will allow greater freedom for addressing budget shortfalls in these areas. Fri, May 28, 2010 9:18 AM

20. Perhaps the most important change that we can make. We should change the charter and do this! Fri, May 28, 2010 7:47 AM

21. many city employees such as custodian/maintenance workers are over paid, \$80,000 salaries for custodians? lets outsource this positions they get paid more money than our school teachers Thu, May 27, 2010 12:36 PM

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answered question 402

skipped question 603

17. Final Comments?

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| 22. How do other cities balance their budgets? Are SJ city workers paid higher than in other cities? If so, then yes, reduce their salaries to make them comparable. But otherwise, just reduce services everywhere except police, fire and hospitals. I don't want someone to die because 911 couldn't respond. | Thu, May 27, 2010 12:31 PM |
| 23. Look Close at the redevelopment agency | Wed, May 26, 2010 9:20 PM |
| 24. The pensions are too generous. An early retirement age and high payout is bankrupting the city. Most companies in the private sector no longer offer pensions at all | Wed, May 26, 2010 10:00 AM |
| 25. you asked the wrong questions
How much would we save if pension amounts were rolled back to 50%.Cap vacation accrual. unpaid overtime. The cost structure is the issue and the current one is unsustainable. Wake up all these survey questions are chump change | Tue, May 25, 2010 9:31 PM |
| 26. There needs to be something done with regard to current employees and their cadillac benefits. Originally these benefits were provided in order to entice people to work for the gov. as the hourly rate was very low. Now their rate is 1.5 higher than private sector and they have benefits that we the tax payer have to pay, at this point in time, forever. This needs to change. We cannot support paying for their extended benefits. In addition there are many perks to this benefit in that they can retire early and get another job sometimes within the gov and still collect their gov benefits and pensions. It needs to be run more like a corp. With metrics and accountability. When gov workers don't perform they aren't fired. There is not bar raised and therefore no reason to be the best. | Tue, May 25, 2010 9:10 PM |
| 27. I feel that the police and fire MUST step up to the plate and do there share to help with this budget problem that they helped create, through no fault of there own because our city gave them way too much in the contract, due to an excessive pay and retirement package. The city, police and fire say they must have that huge package in order to attract people. I say "Bull", if they have an opening for one job, there would be 500 people applying for it. The city police and fire are great people but most would still hire on for less becuse there is not many places better to live in than San Jose | Tue, May 25, 2010 4:24 PM |
| 28. These are all very difficult decisions. Hopefully we are also discussing how to save for future financial issues. | Tue, May 25, 2010 3:40 PM |
| 29. 10% pay cut is the immediate right first step. Employees affected should consider themselves very lucky that they still have a job and stop complaining. In addition, need to consider furlough days. Pay cut and furlough days are nothing new to private industries and any government/city employees need to get use to this reality.

Thank you . | Sat, May 22, 2010 11:07 PM |
| 30. An increase in sales and or property taxes for a 3 to 5 year period seems to be necessary. I,m a 72 year old native San Josean, living on a fixed income so this statement is difficult for me to make. | Sat, May 22, 2010 11:48 AM |
| 31. Question 10 was ridiculous with having to choose between fire fighters and police officers. Fire and police should be our first priority. Other things should be cut before either of those | Sat, May 22, 2010 11:38 AM |
| 32. Defined benefits have to go!! Unions need to wake up and realize they are part of the problem! Council members should not be buying votes by pleasing unions!! They need to realize what is best for the city of SJ - not their careers!! | Sat, May 22, 2010 11:29 AM |
| 33. I oppose boycotting the State of Arizona. Unless we have "walked in their shoes", we shouldn't tell them how to handle their state's problems, and we're having enough | Fri, May 21, 2010 11:22 PM |

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answered question 402
skipped question 603

17. Final Comments?

- trouble handling our own. Let them deal with their own problems; let us deal with ours.
34. The Federal Government cannot sustain the Social Security retirement system. The City offers a plan orders of magnitude better. How can you expect to sustain such a plan? Fri, May 21, 2010 10:37 PM
35. completely support a new pension program. the thing i ponder the most is how other cities/counties can get away with lower or no sales taxes, property taxes, etc and still not have the budget problem's san jose does. with close to 1 million people, a number of fortune 500 company headquarters, and one of the highest per capita levels of income for any city in the nation providing tax revenue, i have no idea how a city can run such poor services and have such a massiva debt problem. Fri, May 21, 2010 2:11 PM
36. Thank you for soliciting my feedback on these issues. In my humble opinion, reducing government benefits and pensions is a key to any longer-term budget balancing. If possible, I think government benefits should mirror the private sector and new employees should only have funded 401Ks (like everyone else) and that current employees under a certain age need to have their benefit expectations reset and renegotiated (again, just like in the private sector). Lastly, something needs to be done about our illegal immigrant problem. I've heard estimates that they burden our systems at least 18%+, which means that resolving this problem should yield the opportunity to further reduce our budget spending (at least on schools and hospitals/medical) by 18% - which I'm sure is quite substantial. Fri, May 21, 2010 11:40 AM
- Regards
37. More police patrol to protect our small children from violence in the SJ Unified schools, burglaries, etc. Fri, May 21, 2010 11:13 AM
38. Thanks! I'll share this with my FB friends. I'd like to help out with getting a parcel tax added to help with libraries/ASP/Community Centers. Thu, May 20, 2010 11:49 PM
39. I believe that the public unions are destroying our city, and that benefits and wages need to be brought in line with the private sector. I also believe that the Redevelopment Agency is sucking our city dry, and that all of the property taxes they are absorbing should go back to the general fund. I do not support any kind of tax increase when there is so much reform needed. I am sorry that my response is so late, and I hope my input can still be counted. Thanks for doing this! Thu, May 20, 2010 11:21 PM
40. City workers have it good compared to the rest of us. A 1 0% pay cut is small compared to losing your job. The format of the beginning of the survey was uncomfortable as it only allowed me to compare the expense areas you chose. I would have preferred to rank the whole list at once. Thu, May 20, 2010 9:15 PM
41. Preserve programs that taxpayers fund and use Thu, May 20, 2010 8:18 PM
42. The city employees are overpaid and LAZY!!! GET RID OF THE UNIONS!!! I work in the private sector, have to take a pay cut and work hard to keep my job in this tough economic time, why do city employees feel they should be exempt from working hard, pay cuts and reduced in benefits? Get rid of the city pension, UNIONS. Mad as hell having to support those lazy asses! Thu, May 20, 2010 4:30 PM
43. Public employees got low starting salary comparing to the private companies, so that government (schools) will not get high quality teachers. However, their job is secured and they have pension. Over their life, they have been paid more than private employees. This is why public employees do not perform well and consume a lot of our tax payer's money. The entire public employee system should be changed to just like private companies. Thu, May 20, 2010 12:31 PM

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answered question 402

skipped question 603

17. Final Comments?

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| 44. Make San Jose more business friendly. Build a fire under the permit department so proper building permits can be issued quickly so construction (jobs and taxes) can proceed to the benefit of the city. | Thu, May 20, 2010 11:07 AM |
| 45. We need to make some tough decisions given our current financial condition. Care should be taken whatever service cut backs we decide upon are temporary and are revisited when conditions improve. | Thu, May 20, 2010 10:18 AM |
| 46. CUT SPENDING, CUT SPENDING, CUT SPENDING, REDUCE TAXES, CUT POLICE AND FIRE RETIREMENT BENEFITS, ELIMINATE POLICE AND FIRE DISABILITY TAX FREE RETIREMENT BENEFITS TO BEGIN WITH. MORE TO COME. | Thu, May 20, 2010 12:41 AM |
| 47. Please come up with solutions that hurt the least number of people. Keep the Community Centers open! | Wed, May 19, 2010 11:07 PM |
| 48. Thank you. I hope somebody listens to our answers. Street sweeping can be cut to once a month. Get more volunteers for grafitti such as Boy Scouts and Service Groups. Private sector can pick up some of the slack. | Wed, May 19, 2010 10:43 PM |
| 49. I support anything to reduce or eliminate outrageous compensation, particularly pensions, for city workers. | Wed, May 19, 2010 5:10 PM |
| 50. SJ's employee benefits are way out of line. They are much higher than those given in private industry and that is why we have such a big dlifficet. | Wed, May 19, 2010 1:27 PM |
| 51. The pensions ls a biggie. The public sector is getting too much of an advantage and they now pay similar to the private sector. All new hires should not get the current package, this should be locked in for ecxisting employees as of 6/1/2010, but people hired after that should have normalized compensation. | Tue, May 18, 2010 6:09 PM |
| We also need to stop raising taxes, and should cut social services instead. We cannot sustain our current levels of spending and need to correct this asap. | |
| 52. The city should be run like a business. If you dont have money layoff employees. spend what you have. Stlck to the basics. No stedlums,no subsidies to business. Stop supporting private ventures like Heritage plaza,Convention center. Sell off golf courses city has no right to run a golf course at tax payers expense. Start using common sense. Its not that hard to save money just stop spending It on stupid ideas that continue to lose money. As a footnote I have a question. Why does the city buy foreign cars for city use when American car companles are supported by American tax dollars? This is just an example of poor business decisions that seem to be too frequent. | Tue, May 18, 2010 1:25 AM |
| 53. Part of being a sustainable community where we value reuse, recycle and rededication, we are given a unique opportunity to put these items first before we agree to build or fund anything new. In other words, take care of what we have first before we start adding things we cannot afford. A great example is a ballpark, new facillities or new parks. None of these things can be maintained without a price to pay. Make the hard choices and let's live with what we have until we become fiscally sound again. | Mon, May 17, 2010 7:37 PM |
| 54. Thanks for asking - hopefully, this opinion poll can help provide some perspective from the common-folk. | Mon, May 17, 2010 6:18 PM |
| 55. More outsourcing/privatization of city functions in order to retain services, but at a lower cost to tax payers. | Mon, May 17, 2010 4:41 PM |

answered question 402

skipped question 603

17. Final Comments?

- 56. The fact that you have 100 applicants to every fire and police opening is indicative that your benefits are too generous. When employees stop recommending their friends to work with them that is when you know you have hit bottom. I bet there are at least three fire houses in San Jose who have never seen a fire in the last 18 months. The building codes are working, cut fire. In Union stated if the city cut 89 fire positions it would increase the response time from 2 to 8 minutes. Cut another 89, I can 14 minutes for response. We can't afford a 2 minute response. We can afford 90% of last two years of salary as retirement benefits. Go back to 55% or 75%. The avg. police officer will never fire his weapon in 20 years. Cut their benefits, cut their pay. We don't need this kind of overhead. Cut all departments staff by 15-20%. If you cut to deep, hire more next year. What does terminating too many employees really cost us? People are standing in line for a job a San Jose City. Take advantage of that perception. By the way, reduce the city staffing levels before you negotiate with the union. You will get more respect from them when you show them you can make the tough decisions. If they don't want negotiate, outsource as much as you can. I want the deficit resolved now. Prop 13 is not the problem. Almost all homes tripled in value since the eighties. That means the property taxes excellerated also. What did San Jose do with the increase, they gave the money to the employees and increased retirement benefits. All of today's incumbents are responsible for this. Solve it now, or we the people will vote across the board NO on existing Mayor and Councilman positions. I am not giving the incumbents another 9 years.

Mon, May 17, 2010 1:24 PM
- 57. I'm not in favor of taking any money away from the libraries, community centers or public pools. The survey forced me to prioritize the cuts. I don't think there should be any for these areas. I strongly support the 10% reduction of wages and feel like the unions are holding the people of San Jose hostage. Please work toward reducing their power over the council.
Thank you.

Mon, May 17, 2010 11:38 AM
- 58. Union contracts will prohibit ever solving the problems of SJ until the City enters bankruptcy. Remember, we can buy products elsewhere, so raising sales tax will not work. Regards, OB.

Mon, May 17, 2010 5:35 AM
- 59. In regards to #16, the police and fire departments should have to face the same financial realities that all city workers do. To add to this, all city employees should have to face the economic realities that the entire public sector is feeling and tighten their belts.

Sun, May 16, 2010 11:57 PM
- 60. Binding arbitration is bad for our city. It makes me so angry that police and fire continue to get raises when our city is falling apart.

Sun, May 16, 2010 11:21 PM
- 61. As painful as the dialogue will be, all of the stakeholders must recognize that our financial obligations are unrealistic in the current fiscal environment. It is our obligation to take meaningful steps to address the structural budget issues, instead of attempting to defer these matters.

Sun, May 16, 2010 11:16 PM
- 62. I am not a San Jose proper resident, I have lived in Saratoga for 18 years. However, not being fiscally responsible impacts neighboring communities. It's about time that ALL communities wake up and make every effort to live within their means.

Sun, May 16, 2010 9:58 PM
- 63. We have a great city. We must all realize that it is worth fighting for, volunteering our time, paying for services that we all take for granted. I am a small business owner and I would easily support a 10-15% increase in the business licensure fee.
Thank you for all your efforts on our behalf councilmember Olverio

Sun, May 16, 2010 9:55 PM
- 64. Great survey hopefully this will be implemented in our city...

Sun, May 16, 2010 6:39 PM
- 65. Police and Fire, while very important, have taken more than their share especially in pension and overtime. It is time they also feel the pain of the times.

Sun, May 16, 2010 4:07 PM

answered question 402
skipped question 603

17. Final Comments?

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| 66. | Cut police and fire penslons and give them 401K. No private sector company has survived providng penslons. Grandfather the current employees penslons and 401k the new hires. Put it on the ballot. | Sun, May 16, 2010 3:05 PM |
| 67. | Keep the Hayes Mansion, sell all the golf courses. They waste water and hardly anyone really plays golf anymore anyway. | Sun, May 16, 2010 2:04 PM |
| 68. | City council + mayor showed good faith with your 10% pay cuts. You all had better be a bit tougher on the other city employees and demand that they take a pay cut as well! Show some spine and stand up for the tax payers. | Sun, May 16, 2010 2:02 PM |
| 69. | Good luck with these difficult decisions. | Sun, May 16, 2010 2:00 PM |
| 70. | It is too easy to raise taxes, but as an elected official, you have to make th ehard choices and say no to those who have an entitlement mindset. There are limits to what a city should provide in terms of basic services, and all of us have to learn to live within our means. Cut the Pension benefits to the union who have become too powerful and are at the root cause of many of our today's Govt. Budget Problems. | Sun, May 16, 2010 10:25 AM |
| 71. | Cut the fat. There is too much of it. | Sun, May 16, 2010 9:44 AM |
| 72. | The traditional trade-offs:
Industry = good pay, lay-offs, job hopping
City job = lousy pay, security, pension

City hall decided to pay themselves like industry, but don't like it when the axe shows up. | Sun, May 16, 2010 7:27 AM |
| 73. | STOP FUNDING CHARITIES!!! | Sat, May 15, 2010 9:41 PM |
| 74. | with this large deficit and the likely senario that next year will be just as bad. you need to make even bigger cuts now and start building some reserves. Taxing and increasing fees will no longer work and you must cut services adn staff. The Firefighters seem unwilling to help with the situation and they are the largest revenue eater l the city. break up engine and truck companies, cut out at least 2 batallion chief positions (they are each over 200k in salary). It is time to get this city and the employees to live within the means of the revenue and stop any deficit spending. Think ahead and make the tough decision sooner rather than later. If you do this you and any other council member will continue to get my support. | Sat, May 15, 2010 9:11 PM |
| 75. | You didn't mention fair cuts to consultants or one-time soluttions such as furloughs. The economy is the cause of our problems and it will solve itself, over time. There is no need to drastically cut services or compensation. And please don't even consider a 2-tier employee benefits package, unless you don't want any city workers. | Sat, May 15, 2010 4:55 PM |
| 76. | Covert all pensions for city employees to 401k. Reduce city contribution and no guarantee on return. | Sat, May 15, 2010 1:20 PM |
| 77. | This survey is great and I hope this becomes standard practice in the future. | Sat, May 15, 2010 12:10 PM |
| 78. | 10% immediate cuts in all salaries. Additional cuts in salary, benefits et al if deficit remains next year. | Sat, May 15, 2010 11:41 AM |
| 79. | These are extraordinary times. It is understandable that sacrifices must be made. Hopefully, this situation will be short lived with an Improving economy. Structural issues will hopefully also be addressed. I know the Immediate attention needs to be focused on fixing the budget. However, can we get forward looking road map of what will comeback as the city's financial. One suggestion, if not already implemented, can the frequency of services be spread out. For example, can office garbage cans be emptied every other day. Thanks for the survey! | Fri, May 14, 2010 9:57 PM |

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skipped question 603

17. Final Comments?

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| 80. | Green initiatives including mass transit, bicycle and pedestrian paths and supporting the build out of green jobs is critical to a sustainable city. | Fri, May 14, 2010 4:32 PM |
| 81. | This is a much needed survey. But its question formats are, for the most part, very poorly designed and confusing. | Fri, May 14, 2010 12:00 PM |
| 82. | I felt that I was locked into the listing that were proposed. | Fri, May 14, 2010 11:34 AM |
| 83. | Mr. Oliverio- I think a very important thing that you might want to take into account is the many residents and voters, are employees at the City. It is not the pension plan that has created the budget shortfall, it is fiscally irresponsible decisions in past years that did not prepare the City for a rainy day in the future. If a person spends their whole paycheck as soon as they get it and are silly enough not to put any away for a time that they might not have a job...do you think that they blame Safeway for the high prices of food? It is not the cost of the pension fund that got the City into this mess, it is poor decision making in the "good" years. | Fri, May 14, 2010 8:40 AM |
| 84. | Difficult decisions to make. Need to see the whole picture before realizing what impacts cuts would have. | Thu, May 13, 2010 9:57 PM |
| 85. | Let the city bring down the long term fixed expenses that are the reason we are in the financial mess we are in. The past city leaders have been in the pockets of the unions and continue to be. Let's have the city leaders show some backbone and vote for the good of the people of the city for once. | Thu, May 13, 2010 7:45 PM |
| 86. | What a mess -- good luck! | Thu, May 13, 2010 7:18 PM |
| 87. | Pensions, Penslons, Penslons - get rid of them - and public employee unions while you're at it. There is no place for them anymore and they are bankrupting and holding back our city, state and country! | Thu, May 13, 2010 3:48 PM |
| 88. | How much money could be saved by selling city hall and moving the city government into rented building spaces on a long term lease? | Thu, May 13, 2010 1:35 PM |
| 89. | I think all choices should have been listed together and ranked instead of lumping select options with each other. | Thu, May 13, 2010 11:58 AM |
| 90. | Thank you from a fellow Civil Servant for soliciting the taxpayers' opinion on how their money should be spent.

*Lower taxes, fees, and regulations for businesses, to encourage all size businesses to our City. It's a proven fact that REVENUES INCREASE when taxes are lowered.
*Absolutely, we need overhaul of pensions for new hires, with no guaranteed rate of return. That's suicide.
*If the unions don't accept 10% salary decreases, lay their workers off. Do we need such ignorant/greedy employees?
*Sell any possible land/property the City owns.
*I agree that Affordable Housing should share the tax burden by paying property taxes (they receive the benefits; nothing is free).
*I agree on capping City employee accumulated sick leave payouts.
*Extricate the City from any Redevelopment Agency projects.
*Eliminate or postpone any Federal/State E.P.A. "suggestions". | Thu, May 13, 2010 11:04 AM |
| 91. | Interesting Survey. Some choices aren't that appealing | Thu, May 13, 2010 10:52 AM |
| 92. | Past city management and elected officials have failed to understand economic cycles. Poor decisions have been made selecting the "easy solutions". The mayor and council members must change the way they conduct business to better match the economic reality. Our past elected officials have failed to plan for the future, have shown a lack of understanding of sound financial planning by not creating reserve funds for future | Thu, May 13, 2010 10:24 AM |

17. Final Comments?

capital needs (infrastructural replacements and improvements), and by selling our future by committing tomorrows' taxpayers to yesterdays promises to the unions and poor trophy projects such as the new city hall and extreme retirement benefits that exceed the private sector.

Elected officials should be held accountable for a balanced budget and decisions that pay for themselves. After nearly 30 years in San Jose I am looking for a new community to reside in where the taxpayer is NOT on the hook for past poor decisions.

The decision to build the new East San Jose fire station is another example of poor management. My disappointment of the city staff and elected officials is shared by many of my neighbors and myself. Years ago I was a manager in high-tech. My job and many of those around me were out sourced to local and distant 3rd parties. The City of San Jose has failed to embrace the economic changes that the private sector did nearly 10 years ago. Our city is now under significant financial pressure – stop playing nice with the unions and benefits – step up to the plate and secure our financial future by making the difficult decisions now. Stop delaying and do you dam job or get out of the way. With that said, I must say I am very pleased with Mr. Constant's community outreach addressing the issues facing us. Mr. Constant's attendance at our neighborhood meetings has been both inspiring and enlightening.

Regards,
mike angles

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| 93. Working in the private sector I have had to take a 10% pay cut and that is without having a pay hike in five years. I do not have a guaranteed pension and I work just as hard if not harder than city employees. Everybody needs to make sacrifices until things become stable again. I have two police officers in my family and know what they make and what they will receive at retirement. I understand they have a tough job but the present system is going to bankrupt the city along with all the union crap. New taxes are not acceptable, the system needs fixing. | Thu, May 13, 2010 9:11 AM |
| 94. I work for the private sector and there is no pension plan offered. May be we should treat the city/county/government job as such and also hoping that it will promote competitiveness within the workforce. My perception when it comes to dealing with the city is that the provided resources are not performing at their full potential. | Thu, May 13, 2010 9:03 AM |
| 95. I don't envy the position the city council and mayor are in. However, we've largely created the fiscal hole ourselves, by promising overgenerous benefits & pensions to our unionized employees without sufficiently raising taxes, or being straight with voters on the long-term costs. | Thu, May 13, 2010 8:59 AM |
| 96. I wish the survey explained more about the ramifications of laying off X# of policemen or firefighters (e.g., how many would be left/would it be sufficient, etc.) Also, I think the rating system could be cleared (e.g., 1 first choice, 2 second choice, 3 third choice) rather than current system. | Thu, May 13, 2010 8:38 AM |
| 97. Don't be wasting money trying to buy land for the Oakland A's | Thu, May 13, 2010 1:20 AM |
| 98. Sell entrance into the Urban Growth Area. One million an acre and 30 acres a year=30 million. | Wed, May 12, 2010 10:20 PM |
| 99. We are spending way to much on special services like libraries and other community based projects. We need to focus on our police and fire dept as with this bad economy crime is on the rise. Public safety should be priority. | Wed, May 12, 2010 10:18 PM |
| 100. Annexation of county pockets that can go to another city should be encouraged. Adding more residents, even with some additional revenue, will further dilute and stretch an already overstretch city budget. You have fiduciary responsibility to your | Wed, May 12, 2010 10:16 PM |

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skipped question 603

17. Final Comments?

current residents, adding more when you can not even serve the ones you have is irresponsible. if there is another option, give them up to the other city.

- 101.
Wed, May 12, 2010 10:14 PM

The City could increase its revenue by at least \$2 million per year if it privatized its off street parking operations.
- 102.
Wed, May 12, 2010 10:13 PM

pensions and unions are ruining San Jose
- 103.
Wed, May 12, 2010 9:20 PM

none
- 104.
Wed, May 12, 2010 8:54 PM

Why are we paying for convention center staff and airport janitorial? These places should be self-sufficient businesses. For pete's sake there's an airport fee on every airline ticket, and if that's not enough, raise it. People who can't afford to fly and private taxes should not be subsidizing business travel. I won't like the higher ticket prices, but at least it will accurately reflect the cost of the travel I'm doing. Air travel is a luxury - why are taxpayers subsidizing it, while the train system, which is needed by lots of people to get to work, is failing? And if raising the airport fee means noone wants to fly to/from SJC and the airport closes down, so be it. I don't have my own airplane b/c I can't afford it. If the city can't afford an airport, then don't have one. If you make the city itself better, and more people want to come to it, an airport will pay for itself.

I don't know how you deal with this type of frustrating idiotic situation every day, but thank you for doing it. And thanks for trying to reform the city pension system.

Ulana
- 105.
Wed, May 12, 2010 8:37 PM

the citizens of san jose can not expect the city to continue to run up budget deficits...the cuts to services are painful...however there is 'No Free Lunch'
- 106.
Wed, May 12, 2010 7:48 PM

On pensions. there is no reason that a police officer or a fireman can take a disability retirement with 20 years in unless they are truly disabled and unable to work. And it should be capped at no more than 70% of base pay. And an officer who goes out on disability then takes another job with another city should be made to answer in a court of law for fraud. Any two tiered pension should apply to those two departments.
- 107.
Wed, May 12, 2010 5:38 PM

It is my understanding that many city employees are retiring in their early fifties at full pay and with full medical benefits. (not to mention a few hundred thousand in delayed sick pay benefits etc)
How can this be justified?
Isn't it true that this alone will eventually send the city into bankruptcy?
Do you think that saving a few hundred thousand by closing down the library for a few more days a month is going to solve our problems. And who decided to build these libraries that now will stand empty and unbooked?
I know you are in a difficult situation. The politician that proclaims "We need to cut programs and raise taxes" will immediately be voted out of office. Good luck to you and thank you for keeping me informed of the cities problems. I don't know what district I am in but know that I am in yours
Phillip
- 108.
Wed, May 12, 2010 5:08 PM

Thank you.
- 109.
Wed, May 12, 2010 4:22 PM

Thanks for asking
- 110.
Wed, May 12, 2010 1:56 PM

We need to control spending period. Basic services should not be cut. Unions need to be reasonable. Lastly we should not raise taxes to cover up an obvious spending problem.
- 111.
Wed, May 12, 2010 12:58 PM

Years of uncontrolled spending and catering to the unions has brought us to this point. I've often wondered how big the budget deficit has to be before politicians wake up. I'm

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skipped question 603

17. Final Comments?

hoping that San Jose will start cutting and cutting deep to balance our budget. Unfortunately, I can't say the same for Sacramento or the feds.

- 112. Public safety comes first -Park Rangers, Police, Fire. Stop funding the Arts, CITP, and other nonsense programs...

Wed, May 12, 2010 11:30 AM
- 113. I would prioritize fixing our roads as very high. There is a cost with bad roads, namely repairs to vehicles. I am finding that many roads (e.g. alma, between bird and almaden) are in very poor shape – I'm not talking about one or two potholes, but large scale deterioration.

I also have a strong opinion regarding pensions and sickpay. I don't understand why sick days are allowed to rollover. There should be a limit to the amount (if at all) that they can be rolled over.

My prioritization of no sales tax increases is primarily due to my opinion that I want to first see reasonable fiscal responsibility enacted. Increasing taxes without also addressing core issues doesn't work for me. I am willing to support an increase in taxes, but I first want to see that we are being fiscally responsible, and I don't feel that way right now.

Wed, May 12, 2010 11:06 AM
- 114. No where in the world does anyone have a benefits package that resembles what the Fire and Police have in San Jose. The benefits should be commensurate with the community it serves. The Fortune 500 companies in the Bay Area do not provide such an extravagant package. In fact, it is more than 50% less with no market guarantees. What our leadership in City Government has allowed the Unions to accomplish is heinous, irresponsible, and incompetent. And, our budget woes reflect that. I expect our elected officials to govern in a way that benefits all citizens, not just a few. From what I understand by all this: The Unions govern our city, and our elected officials don't have the backbone to stand up and do what is right. Remember: the existing situation came about by the vote of the City Council Members, not the vote of the citizens. By the way. Where do you think the retired Police and Fire folks are living and spending their pensions? Not in this city or state?

Wed, May 12, 2010 10:26 AM
- 115. The bulk of the deficit comes from police and fire's incredible benefit and pay package. Why are SJ police paid so much more than NYC police where there is more crime and cost of living is equal to or greater than in SJ. All City worker benefits are not as excessive as police and fire and are paid for by enterprise funds. Address the problem. It's not one size fits all.

Wed, May 12, 2010 10:17 AM
- 116. don't know why we paid more tax than other US cities, but living quality is not good as expectation

Wed, May 12, 2010 9:35 AM
- 117. Don't cut police as I believe it will have a disproportionate impact on Quality of Life in SJ.

Wed, May 12, 2010 9:04 AM
- 118. I believe that one of the best proposals made in this survey is the taxation of cannabis/medical marijuana. I believe that the estimated \$2-3 million to be collected is a VERY low projection. Also, the savings to the police and local legal system would be multi-fold if we could just make the stuff legal. I believe that cannabis could be a significant player in helping stimulating our economy since it is an untapped resource that up until a few years ago was not even an option for local governments to look into. It's not going away, so we as a community should figure out NOW, how we want it to be dealt with in our community.

Wed, May 12, 2010 8:41 AM
- 119. I was forced to make a choice on Q10. My choice will be eliminating either. They both contribute substantially to the city and its citizens. In my opinion, tax payers of San Jose would be the loser if that is the case.

Wed, May 12, 2010 8:37 AM

answered question 402
 skipped question 603

17. Final Comments?

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| 120. | I hope you can impress on the selfish city unions that salary cuts are much better for everyone in the city as opposed to positions being eliminated. | Wed, May 12, 2010 5:30 AM |
| 121. | The city budget for police and fire fighters cannot be untouchable, nor can the salaries and pensions for these very valuable public servants be allowed to bankrupt the city. The city cannot be held hostage to a "cut the number of safety personnel or close libraries" type of decision. | Wed, May 12, 2010 12:36 AM |
| 122. | Allow and tax marijuana dispensaries in the city. Stop High Speed Rail. Tax illegal immigrants for their burden on schools, police and hospitals. | Wed, May 12, 2010 12:02 AM |
| 123. | Cut spending and services | Tue, May 11, 2010 11:52 PM |
| 124. | This is a pretty poorly constructed survey. I'd recommend getting some professional consulting the next time you (or the Council) wish to survey the citizens so you can obtain more meaningful data. | Tue, May 11, 2010 11:23 PM |
| 125. | good luck! | Tue, May 11, 2010 10:57 PM |
| 126. | I'm not happy with the prospect of balancing the city's budget on the backs of the working people - from janitors to police officers. When I see the city blowing tens of millions of dollars on a baseball stadium while laying off those working people, it makes me wonder what you are thinking.

To me, it's a simple choice: baseball teams are just big businesses. Subsidizing big business at the expense of the working folks is unconscionable. | Tue, May 11, 2010 9:49 PM |
| 127. | Enough of the union stangle hold on all of us. It's time for change. | Tue, May 11, 2010 9:34 PM |
| 128. | Could eliminate a smaller number of fire and police instead of what was proposed. Should have said what the total number of fire and police we have to give a better idea of the percentage that is to be reduced. Could fine large vehicles that park in COMPACT CAR spaces in the downtown garages. This would generate revenue. I oppose reducing library hours and closing the pools. Where will children go? | Tue, May 11, 2010 9:12 PM |
| 129. | Cut everything. Spare NO ONE. Tax marijuana stores to the maximum to discourage anyone from entering that business. CUT a higher percentage of services such as libraries, community centers, swimming pools, parks maintenance etc. In affluent areas if you have to and ask local Community Associations to ask volunteers to help. | Tue, May 11, 2010 8:29 PM |
| 130. | 1) The city workers should have the same 401K as the rest of the public workforce! They should not get anything special!
2) City mgmt is severely flawed and should not support ANYTHING that supports UNDOCUMENTED Peoples!
3) REPEAL THE "BABY ANCHOR" FOR UNDOCUMENTED/ILLEGAL PERSONS. THEY ALL GO BACK. Harsh, possibly, however, if you want you baby here, do it the right way! NO MATTER WHAT!!
4) GET BUSINESSES BACK IN SAN JOSE!!! KEEP BUSINESS IN SAN JOSE!!!! THIS GOVERNMENT IS NOT DOING ANYTHING TO KEEP OR ATTRACT NEW OR EXISTING BUSINESSES!! LAY-OFFS ARE RAMPID, PENALIZE THE COMPANIES THAT ARE LAYING OFF OR OFF SHORING FOR NO REAL GOOD REASON!!! AND YES THERE ARE A FEW LEGIT REASONS FOR LAYOFFS.
5) YOU THE GOVERNMENT ARE RESPONSIBLE FOR ALL OF THIS!! SPENDING FIRST, LOOKING FOR THE MONEY THIRD!! IF YOU DON'T HAVE IT YOU CAN NOT SPEND IT! | Tue, May 11, 2010 7:37 PM |
| 131. | Questions 15 and 16 were phrased poorly, and both presented a biased explanation for or against the question being asked. These two issues are complex and deserve further consideration, to be sure. | Tue, May 11, 2010 7:30 PM |

answered question 402
skipped question 603

17. Final Comments?

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| 132. | 1. Thanks for this (informative survey)

2. Note that the double negatives in the ratings questions could have been stated in clearer, less-confusing ways. | Tue, May 11, 2010 7:24 PM |
| 133. | I feel that the city should be held to a budget I and that the employees be in line with what the average citizens wage is these days in the area...not in the triple digits. We are paying way too much money for admin. assts. etc. My friend used to work with the city and the lady next to him knitted most of the day. Please be fiscally responsible. | Tue, May 11, 2010 7:09 PM |
| 134. | I just want what is best. | Tue, May 11, 2010 6:45 PM |
| 135. | No tax or fee increases! | Tue, May 11, 2010 6:23 PM |
| 136. | For questions 4 through 10, make ALL the cuts proposed. Total savings: 70.9 Million. | Tue, May 11, 2010 6:06 PM |
| 137. | NO TAX INCREASES! What will the city do when that pile of money is gone--ask for even more? How will a sales tax negatively impact San Jose businesses and it may result in collecting even less tax--it's a real risk. The only real, long-term solution is to get pension, benefit and salary costs under control--THERE IS NO OTHER VIABLE OPTION! The City Council is living in a fantasy world if they think otherwise. I am very concerned that the hundreds of missteps by the Council have put everyone's property values at risk--who wants to buy in San Jose? | Tue, May 11, 2010 5:54 PM |
| 138. | thanks for doing a survey! | Tue, May 11, 2010 4:57 PM |
| 139. | I also feel that money should be set aside to repair our aging infrastructure, before spending on large public works projects like the ball park. | Tue, May 11, 2010 4:30 PM |
| 140. | I am amazed that the city of San Jose or any City for that matter does not see the clear picture. We do not have money to spend. The average household and business owner knows if you don't have funds you don't continue to spend. We cannot continue paying outrageous pensions to police and fire, you don't get to give pay increases. You don't spend what you don't have!!!!!! | Tue, May 11, 2010 4:13 PM |
| 141. | I am generally in favor of more taxes on consumption and increased fees for services. I don't think the City can cut fire and police very much since polite society is likely due to fall of a cliff shortly. I think City staff tend towards being over-paid, self-important clowns; the ones I've had dealings with anyway. Part of the problem is the level of pay and too much crony corruption. Everyone on the make like a bunch of Mafiosi. Or maybe bankers. This is what happens when you have plutocrats chasing easy money and MacMansions as a lifestyle. The Special Olympics of greed. Oh, and unless things are managed quite carefully going forward I fear it shall all burn ere the end. But then we get to start over, so I guess we have that. -- Cheers. | Tue, May 11, 2010 3:42 PM |
| 142. | It is time for police and firefighters to do their share. They are the reason why the City has a budget deficit this year- a very generous pension plan. This should stop! | Tue, May 11, 2010 3:35 PM |
| 143. | Need Unions to modify their benefits and retirements to match those of today's businesses. Or we need to get rid of unions. They are bankrupting our cities. | Tue, May 11, 2010 3:35 PM |
| 144. | Thanks for asking my opinion. | Tue, May 11, 2010 3:31 PM |
| 145. | Keep up the great work! | Tue, May 11, 2010 3:21 PM |
| 146. | I read that the City tentatively plans to let go 3 of 14 Workmen's comp claims adjusters, and 1 of their 4 secretaries. This is very foolish, workmen's comp claims go up, not down during a downsizing, as 1) personnel is working harder and longer, in less familiar assignments, increasing risk of injury 2) some of the laid off employees will file phony claims, and with fewer staff they will be more likely accepted as statutory time | Tue, May 11, 2010 3:17 PM |

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limit to accept or deny the claim within 90 days will run without staff to investigate. The staff has far more claims now than the State guideline of 200 claims per adjuster, current staffing is 270 claims per adjuster before the proposed cut. Also the City if it goes thru with a 10% cut of staff pay, should allow employees to get a 2nd job without a City outside work permit as a concession.

- 147. The pension fund must go to a 401K type system. HP, a benevolent company did this in 1993. Tue, May 11, 2010 2:51 PM

- 148. The pay you pit certain choices against each other wasn't clear - like charities vs. community centers. Tue, May 11, 2010 2:35 PM

- 149. I support to eliminate binding arbitration, increase age for retirement, reduce city's participation in retirement and health benefits, contract out service, reduce sick leave pay out Tue, May 11, 2010 2:30 PM

- 150. Obviously this is stacked survey with misleading questions. Not very honest! Pete Salvi retired SJPD Tue, May 11, 2010 2:05 PM

- 151. Look to Los Angeles for some leadership. San Joseans are through paying police, fire and other public employees ruinous unsupportable pensions and benefits. No one in the private sector receives these kinds of pensions or health care benefits; it is politically unsustainable to pay them to city employees--or other public employees for that matter. I speak for most of my neighbors when I say that I deeply resent the kinds of extortionate labor agreements our so-called security forces have wrung from the city. We all know we'll have to retire someplace else because of their retirement plans. Tue, May 11, 2010 2:04 PM

- 152. EVERYONE should have to pitch in with salary cuts to make this work. Retirement benefits of police and fire fighters are WAY OUT OF LINE!!!! Look at what we in the private sector must do - put up with drastic pay cuts AND NEVER have the benefit of huge retirement packages. GET REAL! And NO double dipping - retire here, get a job there, retire again. NO WAY. Tue, May 11, 2010 1:19 PM

- 153. REDUCE services that aren't cost-effective, RE-USE ideas that have worked for financially-sound cities, RE-CYCLE employees from one position into another as city positions get out-dated! Tue, May 11, 2010 11:44 AM

- 154. Beyond all of this, I think you will have to - and should - freeze all current pensions and eliminate the "golden" medical and other benefits that the current retirees receive. Tue, May 11, 2010 11:42 AM

- 155. Corporate can't afford pensions with full benefits. Why should the tax payer pay for government employees benefits when they can't afford their own. Tue, May 11, 2010 11:32 AM

- 156. We need to cut the overhead from the our city, Cut it. We don't need libraries We all have the web site. Tue, May 11, 2010 11:13 AM

- 157. reduce city staff like any other business and the 10% reduction in pay Tue, May 11, 2010 11:02 AM

- 158. where do i start!
 1) I know it may appear as a "nuclear" option, but it is time to consider using the accrual method, then filing bankruptcy to get our house in order. (all contracts are then subject to renegotiation.
 2. we should eliminate the pension plan for any employees on the job less than 5 years.
 3. for all other retirees, roll it back to the 75% that was initially assured
 4. offer 401k/403bs in stead
 5. retirement pay doesn't begin until you are 65, or for a reduced amount 62 (similar to ss)
 6. contract out as much as possible (services, janitorial, etc)
 7. the hours firefighters work, should be changed to 4 full days on, 3 full days off, or

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17. Final Comments?

something similar
8.

- 159.**
Tue, May 11, 2010 10:33 AM
Thank you for actively reaching out for citizen input.
- 160.**
Tue, May 11, 2010 10:12 AM
I am much more in favor of cutting less essential services and paying slightly higher taxes than compromising public safety. With the Internet and most households owning a computer, the need for more or longer hours at libraries is a luxury this city can not afford at the present time.
- 161.**
Tue, May 11, 2010 10:10 AM
Every budget line item should be accompanied by an argument for how it is linked to city's core services as mandated in the chart. Every purchase on every council agenda should indicate that. Explain to me why San Jose does the school's job? Explain why San Jose provides social services that are part of the County's charter. Within each justification, argue how it makes the city more financially stable and attractive to investment and/or employers. Quality of life is an allowed attribute, but it must cite specifics--ie in context of attracting businesses or employees. Revise the retirement board so that all decisions about early retirement/disability are done by a group of folks who do not know the retirees. Explore joining PERS. Implement earning caps for retirees (I think this can be done immediately on current pension plan). This would eliminate age 50 retirees where the city owes for 30 years. Change medical benefits so that higher proportion paid by employee for family members. Require proof from court/tax return, etc. for dependents. No more city benefits to nieces and nephews and grandchildren and step-grandchildren who are not actually dependents/wards of the city employee. Close all commissions that have trouble getting a quorum. Three meetings in a row and the commission is gone. Four in a year--gone. Make code enforcement a profit center. Revisit safety rules--while cops can ride around in a car by themselves, DOT/PublicWorks requires two employees to ride around in a truck to staple up or stake temporary signs for "no parking" for a race or street paving. Outsource the job of putting up temp signs. Change volunteer rules to match that of the county--they allow people to maintain parks, etc. They let them have keys and operate equipment. Encourage our current City Attorney to retire. Hire an attorney from a jurisdiction who understands volunteerism and public/private partnerships. Monitor city compensation relative to local private sector for comparables. City's combined compensation is now higher for low ranked jobs. Make city council policies that are fiscally prudent. Implement OEI so that airport can recruit long-haul carriers and don't default on airport bonds. Make Hayes Mansion a private senior assisted living facility, maybe with a public subsidized component. Bite the bullet and sell a golf course--even though there are contractual fees to pay off. Pick the one with most development potential. Ooops gotta go...time for work
- 162.**
Tue, May 11, 2010 9:41 AM
The city needs to operate more business like and should not run in a deficit. The Mayor should allocate a spending budget to all city departments and the department leaders should then be responsible to manage their departments to their budget. This budget should include all cost including all benefits. City department and union leaders need to be more fiscal responsible as it relates to their operating cost and take into account all of the city services/departments. It feel like all the various departments & union leaders are self centered and do not see the bigger picture and not negotiate for their own best interests. This is why we are in the current deficit situation.
- 163.**
Tue, May 11, 2010 9:30 AM
If you could arrange it, cut school administrators, not teachers. Too much management
- 164.**
Tue, May 11, 2010 9:20 AM
As long as council members and staff are in bed with the unions, the taxpayer will suffer and continue to leave the city along with businesses. Good luck Pierluigi, you have my support.
- 165.**
Tue, May 11, 2010 9:10 AM
If the 1/2% or 1/4% sales tax increases are temporary, I'd answer yes to #11 and #12.

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17. Final Comments?

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| 166. | The current arbitration system has had a spiraling effect as other agencies have adopted an arbitration system that bases decisions on the results of other agencies binding arbitration results. | Tue, May 11, 2010 8:56 AM |
| 167. | As we speak new city employees are being hired even in the police departments, all these new employees should sign agreement to comply with the voters future recession of binding arbitration and the two tier pensions. I'm in favor of the city filing Bankruptcy. Enough already! When the sleeping masses awake to this city's (council's) falling situation we will have another Greece on our hands. | Tue, May 11, 2010 8:26 AM |
| 168. | Outsource as many services and personnel as possible. Private, competitive entities can do it cheaper and just as well. Get rid of the beauracracy and the lobbyists. | Tue, May 11, 2010 8:21 AM |
| 169. | #15 No way to change the old system? Allot of Companies have changed the way the match or pay retired employees or retiring employees, 200% seems a little high! | Tue, May 11, 2010 6:48 AM |
| 170. | police and fire fighter pension plans are unsustainable, they are allowed to retire at 50 with almost complete pay, their health coverage at retirement is also unsustainable, until this problem is addressed the city will always have funding issue, taxes are too high, I will not support any new tax increases | Tue, May 11, 2010 6:23 AM |
| 171. | Do NOT Cut Police. The Fire Dept goes to 80-90% medical calls. Give them a Pickup truck with medical gear and buy less fire trucks. There is no need to have fire and AMR respond. Up AMR response, cut the Fire Dept. The FD actually responds to very few fires. The Cops are needed to keep the city safe and they are hugely undermanned right now. Further cuts will only allow crime to increase. Everybody loves firemen, but most of their job can be accomplished with more paramedics from the outsourced AMR with a lower cost to the city. Make sensible cuts and DO NOT raise taxes. | Tue, May 11, 2010 6:20 AM |
| 172. | Thank you for giving us residents an opportunity to express our vlews and opinions. | Tue, May 11, 2010 5:39 AM |
| 173. | I assume that "outsourcing" janitorial jobs would mean firing the current staff, so I oppose it -- if it just means hiring no new janitors & using outside firms instead, I might not oppose.

I don't like the way the choices are presented here -- for example, police & firemen are pitted against each other on 1 page -- I doubt that's due to space llimitations -- seems artificial & manipulative. | Tue, May 11, 2010 4:19 AM |
| 174. | The city needs to make hard decisions regarding services. I do not believe that cutting the pay of every city employee is the answer. In this valley, no one can afford a 10% pay cut and raise in benefits. Mayor Reed has made this a personal issue and I do not believe he has the best interest of employees in mind. Yes, I am a City employee, and would be agreeable to some trade offs, but not as they stand. There is just a blanket take it or we will impose. I hope Councilman you will make your vote and voice heard with the familes of every City employee in mind. Thank you for this survey. | Tue, May 11, 2010 1:33 AM |
| 175. | All city employees should forgo pension match. All city employees (including fire fighters and policemen) should consider a temporary 10% pay cut unless if their income is less than \$xxx. In a lot of companies, this is how it is done. | Mon, May 10, 2010 11:20 PM |
| 176. | Benefit compensation is the only true correction needed to the deficit. | Mon, May 10, 2010 11:15 PM |
| 177. | The statement, "The lower the number (i.e. #1), the more you can live with the cut. The higher the number (i.e. #3) the less you support the cut." throws a monkey wrench in the "rank your thoughts" concept. Adding the words were obviously meant to clarify, but I found it confusing. | Mon, May 10, 2010 10:36 PM |

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178. Eliminate binding arbitration!	Mon, May 10, 2010 10:05 PM
Thanks Pierluigi.	
179. cut spending immediately	Mon, May 10, 2010 9:42 PM
180. NO MORE FEES	Mon, May 10, 2010 9:09 PM
NO MORE TAXES	
181. I think the pension and sick and disability payout rules are outrageous for city employees and don't reflect private industry standards. I don't you need to way overpay and overbenefit in order to hire good people.	Mon, May 10, 2010 8:31 PM
I definatly prefer cuts to new taxes and fees.	
182. You need to come up with better solutions than just cutting employee compensation every year. There are more creative, better solutions and the benefits police and fire enjoys is ridiculous. I've read the paper - a 90% pension and 7% raise in the last recent year when everyone else has been cut or stayed the same is completely unacceptable. You can cut the number of police officers doing office work and save money that way too.	Mon, May 10, 2010 8:26 PM
183. REDUCE the headcount on each engine company for the fire department from 8 to 7 like all other cities around us. Eliminate paid time for union meetings and replacing them with paid (often overtime) firefighters. Remember the Grand jury findings . . . San Jose Getting Hosed by they Firefighter's union (not the firefighters . . .)! The scare tactics being used by the union are pathetic. They should be ashamed of themselves.	Mon, May 10, 2010 8:21 PM
184. I am a non-permanent city employee and strongly support the 10% workers wages/benefit cuts. I am dead set agalnst any increase in sales taxes.	Mon, May 10, 2010 8:13 PM
185. This is an extremely complex situation. ICMA studies have shown that cities that increase fees instead of decrease services fare somewhat better than decreasing services. San Jose has been unrealistic with the salaries and pensions of their employees and can no longer afford to alienate citizens by asking us to shoulder the costs. Thank you for the survey. Please look at the TRIED AND TRUE (studies of cities that are doing somewhat well during these times, such as San Ramon) - not all residents understand the complexities of this matter and "opinions" will not make the city a better one. Instead dedicated study of what works, and what doesn't - and the city being fiscally responsible is what will make a difference. Resident's emotions can get in the way of an unbiased and professional study of this matter.	Mon, May 10, 2010 8:13 PM
186. We support your drive to get the budget under control	Mon, May 10, 2010 8:09 PM
187. As a general statement--absent other considerations--I am much more inclined to support even dramatic cuts in non-essential services (charities, libraries, community centers, parks, etc.) than cuts in public safety or tax/fee increases in order to close the gap. I am not opposed to targeted proposals for public safety cuts or fee increases, but I think we have a systemic problem that needs to be addressed.	Mon, May 10, 2010 7:56 PM
188. Good survey.	Mon, May 10, 2010 7:48 PM
189. These are super tough choices and I very much appreciate the chance to have my opinions heard. Thanks for crafting this survey.	Mon, May 10, 2010 7:46 PM
190. In a normal emergency limit the number of vehicles to 1 ambulance to 1 driver, and max 2 EMTs instead of an Ambulance, a Fire Truck and at least a total of 5 EMTs - that is an excess of resources, in all European Counties countries you get an	Mon, May 10, 2010 7:45 PM

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- ambulance with 1 driver and 1 EMT, and that seems sufficient.
-
191. I support doing away with binding arbitration altogether; NOT tweaking it. It's been a terrible deal for the city. If Council doesn't have the guts to get rid of it, the voters should be given a chance. Mon, May 10, 2010 7:40 PM
-
192. Thank you for your posts on San Jose Inside. Unfortunately the union bloc (Kalra, Campos, Chu, etc...) will let the city go bankrupt before asking any sacrifice from the unions. Mon, May 10, 2010 7:25 PM
-
193. We should change retirement age to something a little more realistic like 60 or 65 for police and fire Mon, May 10, 2010 7:06 PM
-
194. couldn't click on yes for #16. Mon, May 10, 2010 6:48 PM
-
195. We cannot afford life-time medical benefits for retirees and their spouses(?). I'm a retired teacher and I have never received life-time medical benefits Mon, May 10, 2010 6:34 PM
-
196. There are many less punitive approaches in your attempt to balance the city budget. Council members have contributed to the problem with excessive spending over the "Good Years" and the consistent handing out monies the non productive element of our city has to stop. Mon, May 10, 2010 6:02 PM
-
197. no new taxes. cut salaries for elected officials by 10% Mon, May 10, 2010 5:42 PM
-
198. These 5 issues are the core of 90% of our issues: Mon, May 10, 2010 5:37 PM
 1) we allowed unions too much power
 2) pensions should have NEVER been allowed - Instead industry std 401k
 3) salaries shot up to "keep in line" with private industry even the public workers can't get easily fired nor work 60-80+ hr work weeks all the time
 4) pension % kept getting bumped up at State, then county, cities following suit
 5) huge increases in staffing
 6) efficiency improvements NEVER fully implemented.
 OTHER:
 Please look at Oracle (extreme example) and Cisco who uses a modified approach: ie, up to 10% are eliminated per year!

 They must do more with less every year!

 Please, this MUST be implemented.

 LAST OPTION:
 Please see if city of SJ can declare bankruptcy.
 No shame in this 3-5 decades of improper dealings have led with this. IF financial experts were in charge we'd not be in this predicament.

 Constant raising of fees, from parking tickets to other onerous taxes on individuals and private industry is harmful.

 In fact, tax cuts to existing and new industry would welcome new biz. How about "out of the box" ideas to raise OVERALL sales for retail, restaurants and bars?
-
199. WE ARE IN A HEAP OF TROUBLE. I BELIEVE THE CITY & COUNTY UNIONS SHOULD BE ABOLISHED. I KNOW ITS IMPOSSIBLE BUT JUST A DREAM Mon, May 10, 2010 5:23 PM
-
200. No easy answers, bottom line is there have to be a combination of cuts in salary/benefits, cuts in expenses (ie janitorial outsourcing, cuts in services and increase in fees and taxes. The combination is needed. This is just like my work and Mon, May 10, 2010 5:17 PM

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- my household.
- 201. Those of us in the private sector who are the true taxpayers have learned to live within our means. This is not Entitlement City. Mon, May 10, 2010 5:08 PM
 - 202. The City should file bankruptcy residents and tax payers are getting the shaft from San Jose. Mon, May 10, 2010 5:05 PM
 - 203. It is truly sad that we are in the position of having to chose between cutting fire fighters or police officers, as well as having our library hours cut to the bone. All of these services plus others are needed the most by people in these hard economic times. Maybe we should look at the better run cities like Sunnyvale and Santa Clara to see what they're doing right! Just an idea... Mon, May 10, 2010 4:55 PM
 - 204. Eliminate cars & gasoline allowances for ALL city officials & employees. Let them pay for their own like the rest of us in the real world have to do. In tough financial times like these we don't need incentives to attract the "best people." We need to hire & elect people who REALLY WANT to serve the people of San Jose. Mon, May 10, 2010 4:51 PM
 - 205. All City employees including police and fire people should take a 10% cut in pay. Police - Fire - City Employees should have a \$20 co-pay for insurance. Make all City Employees take their vacation or lose that years benefit. Mon, May 10, 2010 4:50 PM
 - 206. Clean up the weeds. This was a problem before this recession! Mon, May 10, 2010 4:45 PM
 - 207. Who thought up this survey? It is very cumbersome and requires a lot of concentration. Questions should have been ranked (1) (2) (3) etc. in order of importance to make it simpler. I definitely support a 2-tier system for pensions. IBM did away with pension for new employees in the 90's. There was a lot of consternation and admittedly, they did not have to deal with unions but it was necessary. It will be difficult to get 6 votes on a labor-backed council. It needs the citizens to rise up and demand that city employees have the same benefits as private employees. The current system is not sustainable. Mon, May 10, 2010 4:41 PM
 - 208. All City employees should take a reality check and 10% pay cut Mon, May 10, 2010 4:39 PM
 - 209. Regarding my "undecided" answer to Q 12, I would be willing to embrace a 1/4% sales tax increase ONLY if all city employees agreed to the 10% paycut endorsed by the City Council. Mon, May 10, 2010 4:35 PM
 - 210. Put a measure on the ballot to eliminate binding arbitration all together. Your question doesn't offer that option and therefore doesn't solve the problem. Mon, May 10, 2010 4:29 PM
 - 211. Instead of cutting staff salaries by 10% across the board, cut more from those making over \$100k per year (15%) and less from those making less than that (5% or less). A graduated system is more fair. Mon, May 10, 2010 4:23 PM
 - 212. The bottom line is employee union entitlements. If we do not control these, the city is doomed. Services are already substandard. If we keep cutting services to support pyramid scheme pensions, the few benefit from the sacrifice of the many. City of San Jose will have no problem attracting competent police, fire, and other city employees. Let's face the elephant which will not leave the room. Mon, May 10, 2010 4:18 PM
 - 213. We can not continue to spend money we do not have. Entitlements, while are nice to have and NO ONE wants to cut them, they must be cut. City employees have one of the BEST pension plans I have ever seen. They will continue to fight for what they see as "entitlements." Police and Fire serve the community well and many put there life on the line to save others. But do they need to have a retirement plan that allows them to live like Rockefeller? I say NO and NO and NO Mon, May 10, 2010 4:15 PM

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214. The idea of doing this survey is great! Mon, May 10, 2010 4:05 PM

Two suggestions: When you rate things 1 to, say, 4, It should be that 1 is the thing you like most, 4, the least. Not the other way around as on most, thought not all, of this survey. Also, it would be good to have a bar at the top of the survey that shows how close you are to the end. People want to know how many more questions there are as they progress through the survey.

Again, asking us about the hard decisions is a really great idea -- Bravo!

215. You need to look at expenditures such as consultants and dollars used for proposed new projects such as a baseball park. Mon, May 10, 2010 4:04 PM

216. Cut city pay and benefits as much as is necessary to protect against ANY further reduction in city services. Do this before considering ANY increase in taxes. Mon, May 10, 2010 3:53 PM

Put ALL city employees and elected officials on the same Social Security retirement and medical programs the rest of us have--that will, at long last, provide more adequate funding for SS and assure that we private sector workers won't continue to be second-rate citizens compared to our government "servants".

At absolute minimum, require that a periodic comparability study be done by an independent agent as the basis for mandatory wage and benefit realignment with the private sector.

Also require that all services performed by city employees be opened to competitive contracting--it's time to break government monopolies that stand in opposition to the private sector. Except for the public sector, competition underpins our nation's economy, drives performance and innovation, buoys morale, lowers prices, and always encourages quality products. It's time to provide the same incentive for the public sector. I am confident that govt workers will eventually respond favorably; we'll all win.

The party's over, government--as Margaret Thatcher would say, you've finally run out of other people's money. What you've done for government employees was never sustainable--even during the best of times. Now it's time to work for the rest of your constituents.

217. Strongly in favor of #15 and #16! Mon, May 10, 2010 3:36 PM

218. This survey was loaded, the suggestions were not explained fully, i.e., how can the city outsource work without paying a higher price? I have never seen it happen and I have awarded many a contract for the US Government. The choices are draconian, how about getting rid of the vehicle allowance, the city council and others make enough money to use their own vehicles and bill at 21Cents per mile for miles traveled. I know we all have our own oxes to gore, but you sure do go after the easy win. Mon, May 10, 2010 3:34 PM

219. Please find some mix of a small tax increase coupled with as few service cuts as possible to work through this deficit! I am STRONGLY in favor of reducing the pension burden on the city. It's not sustainable. Mon, May 10, 2010 3:29 PM

220. Give city employees the same retirement as the public. Let me get a 401K like the rest of us. They make too much money, and their retirement benefits are way above the public's. Cut their retirement benefits. Don't keep spending if you don't have the money. Run the city like a business, not an endless money pit from that the taxpayers have to keep paying more in taxes. I am against any new taxes. This is such a big city and with all the money you take in from taxes and you are broke. Shame on all of you. I won't vote for any incumbents in the election. Mon, May 10, 2010 3:27 PM

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| 221. | Keep policemen and firemen | Mon, May 10, 2010 3:12 PM |
| 222. | Outside consultants should be engaged to recommend cost savings efficiencies in all operating departments of the city.
Outsource as much services as possible under the City Code.
Require binding arbitration for any labor disagreements. | Mon, May 10, 2010 3:07 PM |
| 223. | I definitely am against the 10% cut on wages. we, the working class, contribute by paying taxes and by supporting (\$) legal charities, not to mention our kindness for the needy. | Mon, May 10, 2010 3:07 PM |
| 224. | This is the WORST survey ever. Did you or your staff think this up on your blackberry while sitting through a council meeting? | Mon, May 10, 2010 3:05 PM |
| 225. | 1) Establish what are essential, nice to have, non essential city services and what we should not be spending city / redevelopment taxes on

2) Establish and measure level of service performance (ie fire / ems should cover 90% city response time with in 6, 7 or 8 minutes and explain what happens if longer time for response rates - estimates people die or home burn down per year for slower response times so voters / taxpayers are informed what their taxes are buying or not

3) Staff employees for to provide community desired measures level of service performance for essential city services first before all other city costs

4) cut all non government group spending unless clearly shown either clear measurable city / taxpayer benefit within 5-7 years in new taxes or non govt subsidized jobs i.e above minimum wage or wages that qualify for govt assistance, low income housing food stamps etc - why make city, county or state worst by subsidizing losing projects where we have to pay out more taxes for low wage jobs | Mon, May 10, 2010 2:58 PM |
| 226. | there was no way to answer other than the preselected choices, so i did that. however, while i support a wage reduction in current employees' salaries of, maybe 3 to 5 %, i do not support a 10% reduction. also, i support eliminating some fire and police personnel, but not the totals proposed. I also believe the fire, and sworn police retirements are totally out of line, and should never have been granted for the percentages that they receive. | Mon, May 10, 2010 2:43 PM |
| 227. | STOP CHERRY PICKING. Make every department cut their total budget by 10%. If they cannot find a way to cut expenses, then they must reduce staff by a sufficient amount to equal the required 10% reduction. Cuts should come from middle and upper management first. NO EXCEPTIONS! | Mon, May 10, 2010 2:43 PM |
| 228. | Sell the old city hall we do not need two. | Mon, May 10, 2010 2:36 PM |
| 229. | Cut salaries....including, and especially, those labor unions employees. I feel it's better to take less salary and keep MORE employed! | Mon, May 10, 2010 2:27 PM |
| 230. | Budgets should be based on the lean years. That is how successful families and businesses budget. Government should be the same. We can't have everything we want.
prioritize better. | Mon, May 10, 2010 2:24 PM |
| 231. | This survey is worded to the city's benefit. Some questions are not a clear yes no and pitting police and fire staffing against each other is just wrong. Tax dollars should be first spent on public safety. The real problem is not the budget it's sticking to the budget which politicians just can not do by nature. | Mon, May 10, 2010 2:21 PM |

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17. Final Comments?

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| 232. | How about not build an A's stadium and stop funneling endless money into the Hayes Mansion and all of your pet projects | Mon, May 10, 2010 2:19 PM |
| 233. | Please, please continue to fight for the City to treat "it's" back account like a business - you can't spend what you don't have. Time to cut everything they can to try and balance the books - that's what local companies have been doing for 2 years now. C'mon San Jose! | Mon, May 10, 2010 2:16 PM |
| 234. | Thanks for asking! | Mon, May 10, 2010 2:15 PM |
| 235. | In the future I'd appreciate if your surveys weren't grouped by your pet issues but allowed District 6 residents to chose which -- of all suggested cuts/changes -- we considered most effective. | Mon, May 10, 2010 2:13 PM |
| 236. | the directions for this survey were confusing | Mon, May 10, 2010 1:57 PM |
| 237. | Binding arbitration is that! The City cannot demand certain their own set of rules prior to arbitration. I do not support cuts to police/fire service service. Why doesn't the City propose re-directing monies from Redevelopment Agency funds to the voters? How many millions sit in real estate and bonds from redevelopment funds, please research and place your findings in your monthly updates.. | Mon, May 10, 2010 1:55 PM |
| 238. | You do great work! | Mon, May 10, 2010 1:53 PM |
| 239. | Revenue must be increased; pensions must be more realistic per the non-governmental world, and services must be maintained especially for youth. | Mon, May 10, 2010 1:50 PM |
| 240. | Councilman, why did you feel the need to provide such a long, biased viewpoint on the last two questions? It seems that once again you are trying to direct the answers to your survey like a self-fulfilling prophecy. San Jose has excellent public service employees. When we as a city begin cutting benefits and pay we will get a lower caliber candidate. We are among few large cities who have not seen a large scale federal investigation into corruption resulting in civilian oversight. If you wish to degrade our public service I fear we move closer to those other cities rife with corruption and questionable capabilities. | Mon, May 10, 2010 1:47 PM |
| 241. | I recommend this survey not group options in what appears to be arbitrary or potentially manipulative trade-offs, but rather allow us to rank each item. There were several "trade-offs" that I doubt are mutually exclusive. I am all for out sourcing all janitorial, maintenance, and other up-keep services. I was forced to indicate such options as undesirable just because other items would save more money but were no less undesirable. I think a trade-off is when one thing precludes another such as keeping pools open yet cutting. Deciding between police and fire fighters is not a trade-off. Having one doesn't preclude the other. Much better to allow voting for most to least desirable without mutually exclusive selections. | Mon, May 10, 2010 1:40 PM |
| 242. | My answer to #16 is "No" only because I think ALL binding arbitration should be eliminated. | Mon, May 10, 2010 1:38 PM |
| 243. | The problems facing SJ are not unique. We are facing a similar problem throughout the developed world and it is deeply rooted in the fact that we are spending more than we take in through taxes. This problem may abate temporarily as the economy recovers, but the question is when and not if the developed world will hit the wall. We have to start making tough changes today and in such a way that growth can be preserved in the economy. | Mon, May 10, 2010 1:36 PM |
| 244. | wow Pierluigi, you really did your best to get the diabolical choices out: "cut police" vs. "cut fire" was a particularly interesting one to opine on ... good luck!! Oh, and please be sure to remember that Council also would need to add some additional cuts so that there is money to fund ballpark related improvements and mitigations above those that | Mon, May 10, 2010 1:32 PM |

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17. Final Comments?

the RDA can pay for ...

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| <p>245. These don't seem to be good trade-offs, let's go back and do more studies. I hope there are better alternatives available. It is not fair to cut services nor hurt the employees by cutting their salaries or benefits. There must be something else the city can do.</p> | <p>Mon, May 10, 2010 1:01 PM</p> |
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| <p>246. There needs to be a maximum cap (maybe 1,000 hours) that the employees can accrue their sick leave. There also needs to be a specified year (like 2010) that the employees can still get paid their sick leave. After 2010, they would not get any paid sick leave when leaving the City of San Jose.</p> | <p>Mon, May 10, 2010 12:54 PM</p> |
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| <p>247. The fact that 15 and 16 are even questions is ridiculous. The "Yes" answers are obvious to anyone who isn't a stooge for the unions.</p> | <p>Mon, May 10, 2010 12:33 PM</p> |
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| <p>248. Once again it looks like Police and Fire are the ones who are breaking the city. San Jose is one of the safest cities in the US and everyone likes to take credit for it. But most people do not know that San Jose Police and Fire are the most understaffed big city dept in the nation. They have always done more with less. Now the city wants to take away binding arbitration so they can do anything they want. Wait and see what this city looks like when you get 3rd rate PD and Fire, because good recruits go to cities that treat their emergency services personnel with respect.</p> | <p>Mon, May 10, 2010 12:27 PM</p> |
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| <p>249. While I am sympathetic to the workers who will be taking a pay cut, the bigger problems are longer term. Most of the commercial world has moved to 401ks with a partial match, and there are no guaranteed rates. Current pension plans are unrealistic in today's world. In addition the "full pension" retirement ages are far lower than reasonable particularly compared to the private sector. The concept of working for 20-25 years and then getting a full pension (in some cases while working another job) no longer makes sense with current life expectancy and the expense of paying ex workers vs current workers. Finally, paying out sick leave in cash with no cap is also unacceptable. This again is something that would not happen in the private sector. It is a different world than when all of these benefits were originally set up.</p> | <p>Mon, May 10, 2010 12:21 PM</p> |
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| <p>250. Good luck, Councilman! Thanks for reaching out for feedback.</p> | <p>Mon, May 10, 2010 12:17 PM</p> |
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251. I believe that all government employees--city, county, state and federal should have to contribute to their benefits as well as not have a guaranteed penslon whic is paid by the taxpayer like every other employee of private or public companies. I also object to the high % of firefighters and police who retire on disabillity which is tax free and then again don't contribute to the tax system. I believe that the requirements for disabillity is too lenient as when 'normal' people have a disabillity, they are required to train for other occupations and very rarely are allowed to claim a disabillity retirement.	Mon, May 10, 2010 12:17 PM
252. Help WE MUST NOT ALLOCTE MONEY TO BE SPENT THAT WE DO NOT HAVE!!	Mon, May 10, 2010 12:16 PM
253. Run the city like a business. No citizen or business can survlve much less flourish if it disregards basic business principles.	Mon, May 10, 2010 12:09 PM
254. Good luck!!	Mon, May 10, 2010 12:08 PM
255. Consider outsourcing MUCH MORE	Mon, May 10, 2010 12:03 PM
256. Please try to keep the fire and police. but I know they have a generours retirement and vacation. That should be modified. if they have a problem and the city is worried about recruiting..don't. There are many fine canidates who are anxious to join both forces. The City employees - the same. I always say "when the Pope dies...he can be replaced"...so what is the difference here..there will always be someone to step in. Do not be afraid to stand up to the unions (and I retired from UPS)...they know they need to give too	Mon, May 10, 2010 12:00 PM
257. Get off the back of government employees, they are not the problem, and don't forget government employees are also taxpayers and VOTERS.	Mon, May 10, 2010 11:55 AM
258. I believe it is time for the City politicians to start to think outside of the box they have placed themselves in. A few ideas. In lieu of cutting services or increasing taxes why doesn't the City combine departments and other regional services such as police and fire, for a combined or regional public safety department, parks and recreallon department and the Library could be combined with public works or with neighboring Cities, this would reduce overall overhead costs and could retain or increase the current levels of service? The City should charge fees for the use of non-essential services, such as the use of computers at the Library. Those people who can pay for these services should pay for the services. The City could establish a web presence (such as on e-bay) to dispose of surplus items and materials. This could increase City revenue on items that are otherwise thrown away or disposed of for pennies on the dollar.	Mon, May 10, 2010 11:38 AM
259. Basically cut out the waste and all the other nonsense. It really is quite simple, too much time, effort and money is wasted on all local, state and federal levels. The waste is ridiculous.	Mon, May 10, 2010 11:33 AM

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| 260. | Pay and benefits are far to high compared to local industry. It is time to change them and bring them down and in line with the local companies. We are all going broke at this rate. | Mon, May 10, 2010 11:31 AM |
| 261. | Get the uncons out, put services in private hands. | Mon, May 10, 2010 11:31 AM |
| 262. | I think the current government pension program is extremely generous and needs to be revamped. I'm glad this is being reviewed. Peirluigi, thanks for doing a great job! | Mon, May 10, 2010 11:29 AM |
| 263. | I believe that the city needs to learn to live within its means, raising taxes every time it doesn't have enough funds is not an option! | Mon, May 10, 2010 11:28 AM |
| 264. | We are paying to much for what we are getting. The City of San Jose needs to operate within it's means. It should not be operating golf courses, hotels etc. Stop the subsidies. | Mon, May 10, 2010 11:28 AM |
| 265. | Recruit volunteers to assist with libraries, crossing guard duties, park maintenance and other tasks easily done by laypersons. Even a staff position, which would cost one salary, could glean dozens of full time equivalents of work accomplished. | Mon, May 10, 2010 11:23 AM |
| 266. | I find these questions written in such a slanted way that they almost force answers in the direction the councilman wants. | Mon, May 10, 2010 11:16 AM |
| 267. | BALANCE THE BUDGET - It is extremely irresponsible not to - and all city council members should be voted out of office if they do not balance the budget. NO SPECIAL INTEREST GROUPS. | Mon, May 10, 2010 11:15 AM |
| 268. | To cut police/fire or any safety person's le... crossing guards is a not an option. We pay a huge price for our home and property tax in Willow Glen, why should we have to give up our safety too? Why don't you charge the recycle place a fee @ the located on Lincoln Seems to attract quite a crowd everyday not to mention it is pulling our town down with the homeless/drug infested persons arriving there everyday. | Mon, May 10, 2010 11:15 AM |
| 269. | Retirement pay is the killer to the city's budget. It has to be reduced. | Mon, May 10, 2010 11:07 AM |
| 270. | Cut the fat in city employee compensation, which is problem #1. Outsource most services to private sector, where citizens would get better service for less cost, and then, make those that use specific services pay for them...e.g., my family does not use 911 for expensive emergency hospital visits due to old age and poor health maintenance, like some of my neighbors do. Firefighters spend more time coddling elderly "patients" than they do actually fight fires. Also, take the mentally infirm off the streets. I know of one "homeless" waif that feigned a 'heart attack' to obtain immediate attention, when, in fact, his difficulty breathing had more to do with the empty bottle hidden in his overcoat....and yes, he was given the plush services which the taxpayer is burdened with. These types must be accountable, live in assisted housing where there are rules in order to get medical attention, or just leave them to face the inevitable. I'm not even being facetious as I don't believe that we are cruel for demanding accountability, kind of like how our parents were brought up. It promotes more rational behavior on all of our persons. | Mon, May 10, 2010 10:56 AM |
| 271. | The 'footprint' of the City is much, much too large. Reduce the city limits. | Mon, May 10, 2010 10:55 AM |
| 272. | No cuts to police or fire. We have way too many community centers. Please consider keeping a few pools open in the summer with patrons paying a fee to use the facilities. No cuts to anti-graffiti services. Keep our city clean and graffiti free! Thank you for the opportunity to comment. Good luck! | Mon, May 10, 2010 10:53 AM |

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 skipped question 603

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- 273. The ONLY way to save SJ: ELIMINATE arbitration for Police/Fire !!! Council decides their pay/pensions !! If they strike..FIRE THEM !!! & Brng in Sheriffs/State Police & Cal Fire !!! Its the ONLY way to save SJ & everyone knows it !! Mon, May 10, 2010 10:52 AM
- 274. Reduce staff in libraries. When I am at the library I AM the librarian. The do not help check out books and are rarely available to help anyway. More taxes and we'll need to move out of the area where our family settled 150 years ago. We can hardly keep up with the increased expenses, property and taxes, medical bills and extras the public schools need to teach our kids. We have no more to cut and make over 150K a year! Mon, May 10, 2010 10:46 AM
- 275. I believe the current City pension system does not work as Intended and needs to be modified to better reflect today's economy. I understand and appreciate the work & services City employees provide, but this overly generous pension plan is and will be unsustainable. The City Council needs to step up and set up a ballot Initiative to vote this in November – the sooner this issue is resolved, the sooner the City can begin to heal the prior decade's deficit lifestyle. The c/c is maxed out change is needed now. Mon, May 10, 2010 10:46 AM
- 276. Reduce City overhead by eliminating un-needed or duplicated positions. Start from the Mayor on down Instead of the bottom up. Do we really need as many people as we have since so many things can be done online (like permits, etc). Each "higher up" person we eliminates also eliminates their pension, health costs, "personal time off", etc. Mon, May 10, 2010 10:42 AM
- 277. Do what needs to be done, already! It may require tough (i.e. unpopular with some) decisions. Preserve core services (safety, parks/libraries, roads). Re-negotiate contracts/stop future contracts with bargaining units (from whom are unions protecting public employees? taxpayers? really?). Reduce staff, reduce compensation/benefits /pensions guarantees to existing staff, and outsource "commodity" services. And, get out of the way of getting businesses to locate here (permits, fees, regulations, etc.) If I am not mistaken, more SJ businesses = more SJ jobs, more SJ tax revenue, etc. Mon, May 10, 2010 10:40 AM
- 278. Police & Fire need to cut. The best way would be to get rid of the ridiculous pension benefits and binding arbitration that they currently enjoy (and abuse). You also need to look at the ludicrous layers of management in City departments. In Finance for instance, look at the Treasury division! One manager after another. Also, take a look at what the current investment officer has done to ruin the portfolio and thereby costing the city MILLIONS in foregone interest earnings. By staying short (overnight securities!) for the past almost 3 years, you guys have left way too much on the table. Can't believe the assistant director of finance is allowed to stay on after that gross mismanagement of fiduciary responsibilities! Also, why are we paying for art for fire stations? Is that somehow key to providing fire support???
- 279. Thanks for all your efforts to curb the deficit. Mon, May 10, 2010 10:36 AM
- 280. Hard choices but necessary. Mon, May 10, 2010 10:35 AM
- 281. Unless the Council deals with binding arbitration they cannot be taken seriously that they are trying to fix this mess. Mon, May 10, 2010 10:29 AM
- 282. Thank you for doing this survey. Mon, May 10, 2010 10:28 AM
- 283. Public employees of San Jose should not have or expect to have higher income & benefits than those in larger cities. Mon, May 10, 2010 10:27 AM
- 284. I support the two tier pay for Fire and Police, but maybe not for the regular city workers, since I understand their benefits are much lower. Mon, May 10, 2010 10:26 AM
- 285. If we can require or propose INCREASED benefit contributions for existing employees, we should do so, especially if we cannot change the actual retirement plans for these employees. Mon, May 10, 2010 10:23 AM

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| 286. | Once again, city employee unions show their total disdain for the budget problems but are only interested in what serves their interest, with no thought about the needs of the city. | Mon, May 10, 2010 10:20 AM |
| 287. | Keep fire houses open and keep all current police positions, including the Mounted Unit, Canine, and all special victims units, cold case, mayors gang task force and neighborhood watch.
10% cut is NOT enough for employees who make 150k and more--why not have a sliding scale? For example, for those who make 3 digits--they take the first two numbers of their salary and that is their cut--if one makes 156k--then they take 15%, someone who makes 280k, then takes a 28% cut, someone who makes 50k then takes a 5% cut--that way the cuts offer somewhat of a fairness base--10% to someone at 50k is much different than for someone at 280k, etc. | Mon, May 10, 2010 10:16 AM |
| 288. | The City gave too much of its tax-producing land to RDA - there is almost nothing left to feed the General Fund. Given our circumstances, we cannot afford to land-bank for a stadium. Get back to basics - providing basic City Services. Exactly how many City Managers do we need? Cut from the top - not from the bottom. | Mon, May 10, 2010 10:15 AM |
| 289. | The pensions for firemen and police are getting so big they are killing the budget. A policeman can work 30 years and retire and receive 80,000.00 per year and they can retire at age 53 or so and live 30 years beyond that and with 1400 plus police men there are a lot of retirements for a long long time. | Mon, May 10, 2010 10:13 AM |
| 290. | Eliminate Code Enforcement department. Tax low income housing. Tax the "Shark Tank". | Mon, May 10, 2010 10:09 AM |
| 291. | The city is broke! The police and firemen retirements funds are 'breaking' the city budget. The city should file bankruptcy to cancel out these contracts. Or, layoff the cops and firemen and rehire them at a lower rate of pay, similar to what San Francisco has done. Or, have a ballot measure that states that no city employee pension exceed 50% of the base pay, do not include overtime! The city has spent it's way right into bankruptcy! Thank you | Mon, May 10, 2010 10:09 AM |
| 292. | Private sector employees have been hurting for quite a while. Now it is time for unionized city employees to step up and contribute their share. The police and fire salaries are way out of line according to the SJ Merc. Subcontracting city jobs will help bring costs into line also. As much as people support police and fire, good management requires balancing budgets and fiscal responsibility in salary and benefits. | Mon, May 10, 2010 10:08 AM |
| 293. | Question 16 seems a little unfair. If the Police and Fire Fighters can't strike and they don't have this Arbitration, won't the City be able to just impose whatever salary or retirement they want onto the Police and Fire Fighters? Shouldn't that be addressed in the question, instead of getting a knee-jerk reaction from those of us surveyed? I also heard in the news that the City offered to keep employees if a union took a pay cut. I heard that the union took the pay cut but a few months later the employees were laid off anyway. What would keep the City from doing that to the Police and Fire Fighters if they take a cut? We can't afford to lose Police or Fire services. I think the City should stop spending money they don't have and reduce other non essential services such as Libraries. (How much did all those NEW Libraries COST anyway?????) | Mon, May 10, 2010 10:08 AM |
| 294. | unfortunately 911 providers cannot strike and therefore have no backup when negotiating. However all meetings should be open to the public whether the public has a say or not | Mon, May 10, 2010 10:07 AM |
| 295. | reduce public welfare and concentrate on core services | Mon, May 10, 2010 10:06 AM |

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17. Final Comments?

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| 296. | I want to thank you for the design of this important citizen opinion poll. | Mon, May 10, 2010 10:01 AM |
| 297. | Please remember the community centers are also a lifeline in many ways. Seniors may get their only physical activity, social contacts and nutritious meals at these centers. Community centers are also cooling and warming stations in emergency weather conditions. Youth are much more likely to cost the community damage and police calls if left without the activities and classes offered at the community centers. If the buildings are left unattended they will invariably be damaged (you can bet the new solar panels on the Gardner center won't last long.) This will make them even more expensive to re-open later. It's just too much of a health risk and takes away too much from people who are also struggling in this economy to close these centers. | Mon, May 10, 2010 10:01 AM |
| 298. | Biggest hits should be one the police and firefighters pay and retirement benefits, next on other city employee benefits. City employee retirement benefits are ridiculous | Mon, May 10, 2010 9:57 AM |
| 299. | sell off old city hall and other owned city bldgs housing city employees...make sure new city hall is 100% employee full. All services supporting water billing/services should be transferred/or contracted out. Cultural affairs and other non-critical city support areas sb eliminated(use newspaper publication to generate popular support). Two tier employee benefit system is critical. | Mon, May 10, 2010 9:48 AM |
| 300. | I was a City Employee for 5 years. Benefits, such as sick leave cash out and the pension system, are far more generous than private sector. Certain jobs, such as landscape architects, have base salaries much higher than private sector. It's time for the City unions to face up to the fact that they are bankrupting the City. I have no doubt that with less pay and less benefits the City will still have no trouble filling staffing positions except for some of the professional areas. | Mon, May 10, 2010 9:47 AM |
| 301. | Council must represent all of city residents, not primarily those associated with organized labor. | Mon, May 10, 2010 9:44 AM |
| 302. | Get rid of binding arbitration completely and let the voters choose between the two sides if labor & management cannot reach a settlement. | Mon, May 10, 2010 9:40 AM |
| 303. | Yikes! Even taking the survey was painful. It's hard to imagine how painful some of these cuts will be. | Mon, May 10, 2010 9:38 AM |
| 304. | it is time to file BK then re-do all contracts | Mon, May 10, 2010 9:37 AM |
| 305. | I object to the continuing drive to privatize janitorial and other low paying jobs. The city is non-profit, something that cannot be said about private employers. The city should be able to meet or exceed the cost effectiveness of private janitorial services. In the past, you have talked about the pension and other costs associated with city employees. Yes, those costs are higher but they were negotiated when the city felt fat. Now that times are lean, negotiate again. Don't make unions out to be the enemy. We the city and they the unionized employees are partners in making this all work. They have a far greater stake than most of us who are not employed by the city. | Mon, May 10, 2010 9:36 AM |
| 306. | Your ranking regimen does not allow us to rank multiple items as "1", which we believe should be eliminated. A better series of questions would have been "which of these do you support eliminating. I would have ranked all four in the first such question as items to be eliminated. | Mon, May 10, 2010 9:32 AM |
| 307. | Outsourcing of many different city services was an option, however nowhere did I see any mention of outsourcing of policing and/or fire services. This should be considered as an option ... not replace everyone, but if the police/fire are not amenable to paycuts or pension reform, then look to augment (replace) their services with outsourced community safety officials. | Mon, May 10, 2010 9:31 AM |

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| <p>308. The city needs to spend within its means. Private sector workers have taken several paycuts over the course of the last two years (our family's income has been reduced by 75% and we don't have any guaranteed pensions, etc.) and now it's time for public employees to feel the pain as well. NO NEW TAXES OR FEES!!! Government doesn't seem to be able to spend wisely the money it already takes from its citizens. Why on earth should we give it more to misuse that too?</p> | <p>Mon, May 10, 2010 9:29 AM</p> |
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| <p>309. Where to start, how about wasteful spending? 6 million dollars to Mc Enery for that market on San Pedro Square, are you kidding me, that jerk can afford it on his own, think of what that 6 million dollars could of done now days.</p> <p>Stop pursuing that baseball stadium, it's just wishful thinking, use that money from the parking lots that were sold to Sobrato Downtown to help library hours or something, not wasting money fighting AT&T with something they don't want to sell.</p> <p>Where else trimming could occur, in City Hall itself, I am sure there are still positions in there that can be done without. Another thought, how about eliminating council members too? Leave them to just 3 or so rather than 9.</p> | <p>Mon, May 10, 2010 9:29 AM</p> |
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| <p>310. If we cannot afford it, eliminate it!</p> | <p>Mon, May 10, 2010 9:26 AM</p> |
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| <p>311. Raising sales tax seems to be the most efficient way to go, and the most fair. Also, I was unaware that low income housing paid no property tax. This is patently unfair. I'm ok with a progressive property tax rate, but this has to stop. The current tax structure weights the greatest burden on recent property owners, who tend to be younger. I live next to people who pay less than 1/2 of what I do (for identical property) because they could "port" their tax rate. It's this kind of arbitrary and capricious tax policy that is ruining our state.</p> | <p>Mon, May 10, 2010 9:24 AM</p> |
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| <p>312. I feel that the overly generous pension benefits of the fire and public safety officers is an issue that must be addressed. we must all become comfortable with the fact that our standard of living cannot be sustained and we must all get by on less.</p> | <p>Mon, May 10, 2010 9:22 AM</p> |
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| <p>313. Good Luck!</p> | <p>Mon, May 10, 2010 9:19 AM</p> |
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| <p>314. Employee groups that have already given up pay increases during the year, should not have to take an additional 10% pay cut. Many have given up their step increases as well.</p> | <p>Mon, May 10, 2010 9:17 AM</p> |
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| <p>315. Thanks for giving me an opportunity to express my opinions.</p> | <p>Mon, May 10, 2010 9:16 AM</p> |
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| <p>316. City staff benefits and pay must be reduced. If they don't agree then pink slips appear to be in order. Please don't let the police bankrupt our city.</p> | <p>Mon, May 10, 2010 9:15 AM</p> |
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| <p>317. The city must live within its financial resources in the year in question—including setting aside a reserve. Three steps need to be taken to meet this objective. 1) Get employee compensation in line by forcing all unions, but specifically police and fire, to take a permanent salary cut of 10% and freeze their salaries until such time their salaries are competitive with the private sector and/or in line with other comparable cities; and make significant concessions to their retirement program such as eliminating the guaranteed investment return. 2). Continue a review of all city dollar outlays to determine which programs/services are absolutely critical to the well-being of its citizens (difficult but needs to be done). 3). Upon completion of steps 1 and 2, if it is determined that the city needs more financial resources to fill critical programs/services, propose a tax increase which I and I believe city of San Jose residents would certainly support.</p> | <p>Mon, May 10, 2010 9:15 AM</p> |
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| <p>318. Eliminate funding for illegal immigrant services.</p> | <p>Mon, May 10, 2010 9:13 AM</p> |
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| 319. | The issues before you are extremely difficult ones. I appreciate that fact even more after going through this exercise. It is painful to be caught between a rock and a hard place. Whoever designed this survey deserves a nice pat on the back although in better times I would have felt justified in suggesting a bonus. | Mon, May 10, 2010 9:09 AM |
| 320. | the city council should vote to put reversing binding arbitration on november ballot | Mon, May 10, 2010 9:07 AM |
| 321. | The City needs to deal with reality - the taxpayers are over-taxed and over-regulated. "Government is not the solution; government is the problem." Ronald Reagan. | Mon, May 10, 2010 9:05 AM |
| 322. | Thanks for checking with us. You are a great representative of our district. | Mon, May 10, 2010 9:05 AM |
| 323. | It's way past the time to focus on "core services", i.e. public safety and infrastructure support and let's cut out any funding for other "nice but not necessary" services. Be brutal - our city's long-term financial health depends on it. | Mon, May 10, 2010 9:04 AM |
| 324. | Police and fire are handicapping the rest of the city. During the economic downturn they were bullying their way to significant pay increases while the rest of the city workers were not getting bumps. Looking at the salaries published for some of the police and fire workers, I'm shocked at how much some people are making. Sick time should absolutely be capped just like it is in private industry. Additionally, overtime pay should be scrutinized and the details made public | Mon, May 10, 2010 9:03 AM |
| 325. | We understand how difficult these times are. However, we are concerned about the mindset of our city employees who seem to believe that they are entitled to security. The rest of us who are self-employed or work in the corporate field have taken substantial economic hits. My retirement is work 1/2 what it was in 2001. City employees must not be artificially protected from hard times at the expense of services to the community. I believe that salaries and retirement plans must reflect reality. | Mon, May 10, 2010 8:59 AM |
| 326. | Good luck on any possibility at all of common sense prevailing, here in PC land. Allen Rica | Mon, May 10, 2010 8:58 AM |
| 327. | Thank you for asking. I think we should have a voluntary temporary property tax. \$25 to \$50 per would make a huge difference that many of us can afford | Mon, May 10, 2010 8:56 AM |
| 328. | What can be done to reduce the existing pension obligations? Is bankruptcy the only answer? If so, it should be considered. | Mon, May 10, 2010 8:55 AM |
| 329. | Stop paying "living wages" to hourly employees, do away with the labor union strangle hold on the city, lesson the benefits, lower the wages and demand more productivity from our current city staff with less time off. Do away with all hand out programs for the stupid people and keep the programs for the needy. If you smoke, do drugs, dropped out of school, won't work or overweight and can't work then you have a problem that is not the citizens problem. | Mon, May 10, 2010 8:54 AM |
| 330. | Go for it Pierluigi....it's high time for change. Stop the service cuts and get salaries, pensions and the like in proper line. | Mon, May 10, 2010 8:50 AM |
| 331. | Let's have the fortitude to do what we need to do NOW. The pension issue is huge and very important for our future. | Mon, May 10, 2010 8:48 AM |
| 332. | I think a 10% pay cut for city workers is a bit much. How did the city get into such a budget mess to start with? Put more emphasis into attracting business, I am sick of affordable housing being built in San Jose, especially w/o paying park fees!! | Mon, May 10, 2010 8:47 AM |
| 333. | Cut ALL charitable contributions, sell ALL non-job-required vehicles (i.e. keep tree trimming trucks, sell vehicles used for commuting to / from work or meetings), stop all "cinco de mayo" parades since it costs the city money to patrol and clean up, and snarls traffic throughout downtown and surrounding areas (unlike other events, it can | Mon, May 10, 2010 8:45 AM |

answered question 402
 skipped question 603

17. Final Comments?

- take over an hour just to get through downtown because of all the people cruising!), stop providing services to illegals.
-
334. Why shouldn't these City employees take a pay cut? They are no better than the rest of us who are suffering badly from this recession. 1/2 of them don't know what the hell they're doing, anyway!!!!!! Just my opinion.....
- Mon, May 10, 2010 8:42 AM
-
335. The City of San Jose needs to either raise fees and taxes —or reduce services. Why tie city employee salaries to weak budget management? Aren't civil service salaries market-based to be competitive? If managers and staff take a 10% cut, is there a provision to increase their salaries 10% as the economy improves? Civil service is a different animal than private industry. Do not use a poor economy as an excuse to lower California labor standards. The mayor and council are in "temporary" positions —but San Jose city employees and services need to be stable and continue over poor and robust economies. Increase fees and cut programs such as library, pools and parks —until we can afford them again. Do not cut police and fire which go to health and safety of the community.
- Mon, May 10, 2010 8:42 AM
-
336. San Jose cannot afford the generous pensions and benefits that are currently in place. The trade off for working in the public sector was reduced pay with enhanced benefits and somehow, it has changed to be enhanced pay with enhanced benefits which the city cannot afford. Sick pay should be capped and not paid out and all other benefits should equal what is available in the private sector.
- Mon, May 10, 2010 8:41 AM
-
337. keep up the good work! contracting out would help reduce costs and help the local economy.
- Mon, May 10, 2010 8:40 AM
-
338. Get rid of the housing dept. Also add a "Fuck Yeah" and a "Hellz No" radio button. That is all.
- Mon, May 10, 2010 8:39 AM
-
339. The City budget should get down to basics. Police & fire; road maintenance; park maintenance. No new building construction and no more subsidies to non government entities.
- Mon, May 10, 2010 8:37 AM
-
340. Of all the suggestions in the survey, the city employee pension reduction is what I would favor the most. I have relatives who work for the city, and the while we all agree they make a fair salary, the pension the city provides is huge compared to the rest of the employers in the bay area. Another good suggestion was the taxation of marijuana. I can't believe that isn't taxed already.
- Mon, May 10, 2010 8:34 AM
-
341. do it.
- Mon, May 10, 2010 8:32 AM
-
342. Public Safety has been the Golden Calf that the City has worshiped. Now is the time to correct our ways.
- Mon, May 10, 2010 8:31 AM
-
343. My understanding of binding arbitration is the arbllrator currently DOES look at the cities books. that is why the arbitrator has ruled in the unions favor in the past.
- Mon, May 10, 2010 8:31 AM
-
344. 3rd party should be fully verified to have no ties to any union whatsoever, directly or indirectly.
- Mon, May 10, 2010 8:31 AM
-
345. re city employees taking 10% cut: perhaps not across the board but, rather, those earning above a certain level. i.e. don't cut the blue collar folks but get the big wigs to chlp in more
- Mon, May 10, 2010 8:31 AM
-
346. Can someone get to the police and tell them it doesnt help their cause when they gather in public places (coffee shops, I'm not kidding, I've witnessed this twice recently) and bad mouth the city and talk about how bad they have it. They need to understand they work for the public.
- Mon, May 10, 2010 8:30 AM

answered question 402
 skipped question 603

17. Final Comments?

347. My family is already overtaxed. We have lost more than 50% of our income in the last 2 years because one breadwinner was laid off and the other had to take a 10% pay cut. Our employer contribution to our retirement accounts evaporated years ago, so we are left with only what we can contribute on our own. We have no guaranteed rate of return on our retirement accounts. We have no sweetheart deals guaranteeing full-time employment or salary levels. We have nothing to insulate us from the harsh realities of the economy. Contrast that to public employees, most of them protected by unions with a vested interest in procuring the strongest employment contracts available, regardless of whether the City can afford them. It is a crime against the taxpayer for the city to have employees with such superior job protection, let alone allowing those employees to have retirement benefits are guaranteed and locked in for life.

Mon, May 10, 2010 8:26 AM

Understand this. If San Jose raises taxes on my family, we will leave. There are other communities in the area that do not treat their hardworking, taxpaying residents with as much disdain as San Jose. We may not be able to move outside of San Jose city limits immediately, but we can (and will) certainly take our business elsewhere. We are close enough to the border of other cities that it is as easy for us to shop there as it is to shop in San Jose. There is no need for us to spend our shopping dollars, and, by extension, our sales tax dollars, in a City that sees us as nothing more than a wallet to be raided whenever expedient to fill the coffers of a public employee workforce that feels entitled to all of their taxpayer-funded benefits, even if the taxpayer can no longer afford those benefits.

348. Frankly I think forcing services cuts on residents is only necessary because the city council isn't willing to do what is truly required.

Mon, May 10, 2010 8:25 AM

I would like to see the city layoff 25 % of its administrative staff.

I would like to see salaries for city workers reduced dramatically to bring them in line with what these same workers could earn in an open market.

I would like to see the benefits packages for ALL city employees reduced to the norms for the marketplace (High deductible medical plans, Defined contribution retirement plans).

If those things were done and services cuts were still required, I would be much more supportive.

349. Economic law is pretty clear that if you raise taxes you end up short of the revenue prediction. Raising the sales tax will depress the sales of luxury items which produce high sales taxes. The same is true of fees, they just add to the cost of a house or service and lessen the market for that item.

Mon, May 10, 2010 8:22 AM

350. Find greater efficiencies - for example, sworn officers should do police work, not jobs that can be done by non-sworn employees. Public works inspectors - fire all and then re-hire and hold accountable. Eliminate overlap of functions that the SC County performs (nutrition programs). Why do firefighters in SJ earn twice as much as those in New York City?

Mon, May 10, 2010 8:22 AM

351. Do not raise taxes. Find cuts/cost savings in pensions, salaries. Do what industry does - budget cuts, layoff of non-critical employees, out-sourcing.

Mon, May 10, 2010 8:20 AM

352. Eliminate taxpayer supported funding for all "cultural" expenses, public artwork, cultural events. Deny access to taxpayer funded services to illegal immigrants. Stop issuance of Police permits for street vendors (Ice cream vendors), based on Mexican Embassy ID cards. This enabling policy reinforces illegal immigration and attracts a growing drain on our economy. I support the Arizona law and see illegal immigration as a key issue affecting public services. In an economy of decreasing supply, consumption of

Mon, May 10, 2010 8:16 AM

17. Final Comments?

- public services by Illegal Immigrants is an area where policy should be adopted to affect a reduction in demand.
- 353. The only way this is going to have a chance is for the City to declare bankruptcy and wipe off all the unrealistic spending. This spending has had one purpose - get people elected - they love power Mon, May 10, 2010 8:15 AM
 - 354. The pensions and benefits of our police and fire departments MUST be changed to reflect economic realities. The fact that these organizations would rather see their brothers and sisters fired than collectively take a 10% cut in pay says it all. Selfishness is manifest to these folks. Public safety translates into self-interest according to police and fire department personnel. When the spokespeople state that public safety is primary, don't believe a word of it. These folks only want to preserve their extraordinary benefits and salaries. Disgraceful. Mon, May 10, 2010 8:15 AM
 - 355. Unions must take the same pay decreases that all employee's are doing. Mon, May 10, 2010 8:14 AM
 - 356. most families have cut out entertainment or going to dinner. Libraries and parks are all we have. Does little leagues pay for park use? They use most of it and others can't even play baseball anymore. Can the city increase parking meters? Mon, May 10, 2010 8:14 AM
 - 357. This is really an educational effort rather than a genuine survey, but that's OK. Mon, May 10, 2010 8:13 AM
 - 358. Current Council doing a very good job!!! Mon, May 10, 2010 8:11 AM
 - 359. Thank you for providing real perspective on some of the cuts that have to be made Mon, May 10, 2010 8:07 AM
 - 360. Please do not raise taxes to overcome the deficit. Mon, May 10, 2010 8:06 AM
 - 361. File Bankruptcy and break the union contracts. Stop wasting time. Get something done. Mon, May 10, 2010 7:59 AM
 - 362. I do not mind reasonable tax increases, especially short term, if the city can then stay in budget. However, it seems like we are writing a blank check with every increase, allowing the city to keep over spending. Mon, May 10, 2010 7:58 AM
 - 363. I like being able to participate in this survey. Tough decisions have to be made and having this perspective makes it easier to understand. Mon, May 10, 2010 7:56 AM
 - 364. We are being held hostage by city employees and their unions. Their current pay/benefits structure is unsustainable. It must be changed. Mon, May 10, 2010 7:55 AM
 - 365. open union negotiations to the public Mon, May 10, 2010 7:47 AM
 - 366. Thank you Pierluigi for the great job you are doing for our district and our city! Mon, May 10, 2010 7:47 AM
 - 367. My sentiment is that the city offered pay/benefits to city workers (staff, fire, police, etc.) that is out of kilter with what the private sector receives. I would not/do not support raises my taxes to support these lavish benefits. The city needs to figure this out - they doled out the benefits so they should fix the mess with as little impact to the residents as possible. Mon, May 10, 2010 7:42 AM
 - 368. Outsource as many of the city's functions and services as possible. Consider establishing a volunteer fire department in San Jose to support a smaller professional fire department. Mon, May 10, 2010 7:41 AM
 - 369. I don't think reducing police OR fire should have been together in question #10. Both of these services should be kept at the current level - above all other cuts. You didn't ask to save police or graffiti or fire of libraries. The safety of the public is more important than any other service. In conclusion, I can only surmise that this survey is has been Mon, May 10, 2010 7:40 AM

17. Final Comments?

set up to favor the city. Plus, past experience has shown that the city doesn't listen to its citizens. All decisions are made before being presented to the public. "Allowing" for public input is just a legal formality. It is crucial that "all" city employees take a 10% cut. And their pensions shouldn't GUARANTEE an 8% return. Public opinion is that public employees shouldn't be privileged above the private sector, especially since the private sector is paying their salaries.

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| 370. | We need to do better at making San Jose an attractive place for business to create a thriving downtown which will bring more revenue to the city. We need to create a better partnership with the private sector where things like the Grand Prix can survive. Tax revenue for the city obviously needs to be increased but not by raising taxes, by increasing the size of the pie for all. After all that is really what we elect government to do, not to raise taxes and cut services, but to find ways to make our city a better place. | Mon, May 10, 2010 7:25 AM |
| 371. | Citizens cannot continue to demand that services be "free". They need to pay for what they want. | Mon, May 10, 2010 7:22 AM |
| 372. | These are terrible choices. I support raising fees and then cutting services. Most of the choices you've given us w/ will decrease the quality of life for poor people (especially kids) and therefore raise crime. What a downhill slope for ALL of us! The wealthy can buy more protection (alarms, gates, etc.), but the majority will just have to deal w/ the lower quality of life! Shame on those that can afford increases but won't! | Mon, May 10, 2010 7:21 AM |
| 373. | Thank you for listening. | Mon, May 10, 2010 7:16 AM |
| 374. | Reduction of services in all areas, do not eliminate them. When it comes to city pensions, they are too high compared to the private sector. I understand the reason for that historically was low pay, high pension, that is no longer the case. I accept a TEMPORARY tax increase but it has to be for a certain time period only. | Mon, May 10, 2010 7:11 AM |
| 375. | Good luck. These are very hard decisions. | Mon, May 10, 2010 7:10 AM |
| 376. | Eliminate Uncapped Vacation and Sick Pay accrual. No other business in Silicon Valley has it... use it or lose it. | Mon, May 10, 2010 7:02 AM |
| 377. | I think that there is much waste in admin. costs and non-vital services. | Mon, May 10, 2010 7:01 AM |
| 378. | Forget about taxing "medical marijuana" - the law does not allow the sale and distribution of medical marijuana by 3rd parties, only assistance in cultivating it by a designated care provider. The City needs to stand up to these drug pushers and BAN these establishments altogether - no compromises. | Mon, May 10, 2010 6:54 AM |
| 379. | I would fire all current police, fire and city employees and THEN renegotiate all contracts with the result that the pension plans don't fiscally rape we tax payers! | Mon, May 10, 2010 6:49 AM |
| 380. | Thanks for asking - these are obviously difficult times and difficult choices. As you try to help solve the gap, please help save the things that make San Jose such a great place to live. I'd much rather live in a vibrant, healthy, enjoyable city and pay higher taxes for the privilege. | Mon, May 10, 2010 6:41 AM |
| 381. | What moron wants to cut the police? The ratio of populace to police is already at dangerous levels and gangs and sexual predators are not going away. Let's use some common sense. | Mon, May 10, 2010 6:37 AM |
| 382. | This survey is designed to avoid tough decisions. Rather than cut 1, cut them all! | Mon, May 10, 2010 6:36 AM |
| 383. | Every city employee should take the 10% hit first and foremost to minimize job loss. Second priority would be to begin changing the retirements of city employees; we the tax payers simply cannot afford these outlandish benefits firefighters and police have. | Mon, May 10, 2010 6:32 AM |

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250 responses per page

answered question 402

skipped question 603

17. Final Comments?

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|------|---|---------------------------|
| 384. | Councilmember Ollverio,
The city unions are killing San Jose. They are taking too much and are too powerful. They have an alliance with half of the city council. It really requires some bold leadership to take them on. Adding another .5 cent sales tax will only expand the spending we are already experiencing. The previous mayor made some very poor choices regarding city unions and their contracts. We have to change that for the financial health of all San Jose. | Mon, May 10, 2010 6:21 AM |
| 385. | Good luck. Thanks for doing your best to get in touch with your constituents. | Mon, May 10, 2010 6:19 AM |
| 386. | Cut Spending, No New Taxes. Force Government to live within its means just as private citizens have to do. And, put in place fiscal discipline so we don't have to go through this again. | Mon, May 10, 2010 6:19 AM |
| 387. | Reduce Fire!!!
Reduce Police!!! | Mon, May 10, 2010 6:16 AM |
| 388. | - eliminate the sick time buyouts. Move to a "use it or lose it" model like the public sector. | Mon, May 10, 2010 5:55 AM |
| 389. | Do the job that you were elected to do or else I will not vote for you again... Get to work make the hard decisions!!!!!!! | Mon, May 10, 2010 5:16 AM |
| 390. | Really poorly designed survey. Seems like you are more interested in supporting your positions than getting my input. | Mon, May 10, 2010 4:51 AM |
| 391. | What a horrendous problem. Good luck to you. | Mon, May 10, 2010 4:30 AM |
| 392. | Why not combine our Police and Fire Dept. with the smaller city's around us. I think its a waste of our tax funds for every city and town to have a Police & Fire Chief. What other dept and services can we combine and share? | Mon, May 10, 2010 3:24 AM |
| 393. | Two tier benefits are a necessity. Consider filing bankruptcy and re-negotiate labor contracts. Labor contracts are out of line. | Mon, May 10, 2010 2:33 AM |
| 394. | Police/Fire arbitration has advanced the interest of public safety employees at the expense of other community services. While we support these brave employees, it is unfair for an arbitrator to determine community priorities. This is the year that public safety can no longer be sacred. While it remains one of, if not the most important City Services, they must be forced to "share the pain" and find efficiencies in their operations—as well as accept pay reductions, freezes, or deferrals; don't let them simply threaten to cut patrols or stop investigating "lesser crimes"—make them dig deeper and innovate. The City should also look at its structure and remove remaining redundancies (e.g., general services department—there is nothing that the department does that is not somehow redundant with another department or office... consolidate and eliminate the overhead). Also, do not be lured into false economies: elimination of some positions (e.g., park planning for bond-funded projects) will increase the labor costs and delay design and construction due to the need for external contractors. Finally, the City needs to stop picking up services that belong with other government entities (e.g., county, school districts) or develop more effective partnerships with those entities. Schools have been pursuing parcel taxes—the City needs to focus on other services. Schools should be handling crossing guards. If SJPd needs to be involved, have the schools / PTAs get a grant to support coordination & training. Collaborate with schools and nonprofits for after school programs and see if there are creative ways to keep libraries and community centers open (e.g., cost share/job share with school personnel for staffing). Look at both sides of mutual aid agreements for public safety—where can we partner with County and neighboring jurisdictions for responders and dispatch? Can we reduce some staffing levels in reliance on mutual aid agreements? Or, conversely, can we enter into contracts that allow us to retain | Mon, May 10, 2010 1:32 AM |

answered question 402
skipped question 603

17. Final Comments?

staff but increase our mutual aid response levels. Please note it would be short sighted to make cuts that cost us money (e.g., grant/government matching funds, bond projects, deferred construction at currently low rates, not making our convention center a viable venue) or save us money in other regards (e.g., after school programs & graffiti removal reduce crime) short and long term. Finally, look at sponsorships: the City got the short end of the Arena naming agreement, not surprising given our "second class" mentality when it comes to economic development; negotiate harder and get sponsors for other venues and amenities. Negotiate to allow volunteers (residents or companies) to perform basic tasks, including low-level staffing of community venues, regular litter pick-up, and basic park maintenance.

- 395.
Good job. The unions must wake up and realize the financial situation we are facing. Otherwise, we have to take long term steps to break the unions
Mon, May 10, 2010 1:19 AM
- 396.
Feel it is imperative that police & fire take a 10% cut if rest of city employees are asked to do so; otherwise, those employees fear that if they give 10% an arbitrator might turn around and give it to police/fire as a raise. Also, there needs to be some drastic cuts in MANAGEMENT!! I'm a retired city employee and there was too much management 15 yrs. ago and there's too much now. Also, city is involved in programs it has no business being involved with; e.g. housing, tutoring, homework centers. Those types of programs are better left to other agencies, e.g. school districts for tutoring and homework. And I never hear anyone explain that when city salaries and perks, i.e. retirement, were going up back in the 80's, it was because the city was loosing so many employees to the dot.com field. There's lots of places to cut - just go back to the basic basics!!!!
Mon, May 10, 2010 1:12 AM
- 397.
DONT RAISE MY TAXES!!!!
Mon, May 10, 2010 1:06 AM
- 398.
Question 10 is impossible to answer! Police and fire are equally important, if cuts are to be made they should be taken from both services.
Mon, May 10, 2010 12:52 AM
- 399.
I find the choices in each category very unfair as a comparison to each other. The Survey questions can be rigid to favor one over the other.
Mon, May 10, 2010 12:41 AM
- 400.
The City Council drove us down this road. Quit blaming the unions for the politicians mess. 300 million city hall, 1.2 billion airport 75 million remake on falling zoo, should I continue ? Thanks for giving us a voice
Mon, May 10, 2010 12:29 AM
- 401.
Keep the heat on the unions to take a 10 % cut in pay and benefits.
Mon, May 10, 2010 12:19 AM
- 402.
Except for police and fire, out-source/contract out to the private sector all required city services. The greedy Union control of San Jose must come to an end. Forced Union Dues used to elect city officials must be banned!
Mon, May 10, 2010 12:15 AM

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answered question 402
 skipped question 603