

Existing wording:

Section 186. Salaries. There is hereby established for the City of San Bernardino a basic standard for fixing salaries, classifications, and working conditions of the employees of the Police and Fire Departments of the City of San Bernardino, and the Mayor and the Common Council in exercising the responsibility over these departments vested in them by this Charter shall hereafter be guided and **limited** by the following provisions: ... (pp. 30-33)

Proposed wording:

Section 186. Salaries. The safety of the people in the City is a highest priority of its government. Compensation of police, fire and emergency safety personnel shall be set by resolution of the Mayor and Common Council after collective bargaining as appropriate under applicable law, as it does for other City employees.

Argument in Favor of Measure Q

In every other city in California, the salaries of public safety employees are determined by collective bargaining and City Council resolution. Only in the City of San Bernardino is this not the case. **Our City Charter dictates that outside forces will determine the salaries of our public safety employees.** Specifically, the Charter mandates in Section 186 that we must pay our police and fire employees an average of what ten other similarly-sized California cities pay for comparable jobs.

On the surface this might seem like a good idea, but in practice it has been bad policy that has contributed to our City's budgetary difficulties. Every other City has a unique economic situation and every other City negotiates employee salaries within collective bargaining. San Bernardino is locked out of this option.

To make matters worse, another part of Section 186 mandates shift hours for a firefighter. When this is coupled with the union's labor agreement, it locks the City into mandatory overtime, which comes to approximately \$7 million in FY 2014-2015.

The proposed amendment to Section 186 would require that collective bargaining be used to determine public safety salaries in San Bernardino, putting us on par with the other 481 cities in California. There is simply no reason that this can't be done here in San Bernardino.

The safety of our citizenry is the highest priority of city government and we are proud of our police and fire employees. It is also the responsibility of government to find the best balance between public safety and other valued services, such as streets and public area maintenance, libraries, and parks and recreation services.

Every city should be able to self-govern and negotiate salaries with its employees. Please vote **FOR** the Amendment to Charter Section 186 and help us continue our journey into fiscal responsibility.

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