

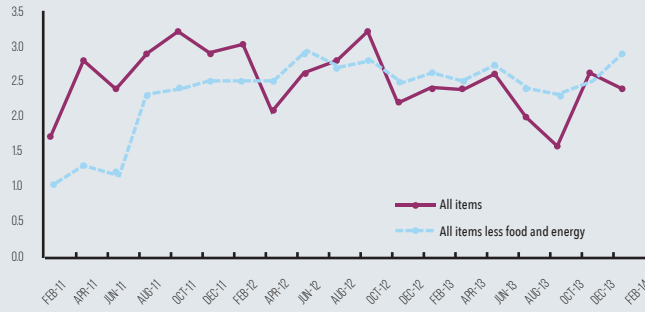
# SAN JOSE NEEDS A NEW DIRECTION

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## BAY AREA COST OF LIVING CONTINUES TO SOAR

Chart 1. Over-the-year percent change in CPI-U, San Francisco, February 2011-February 2014

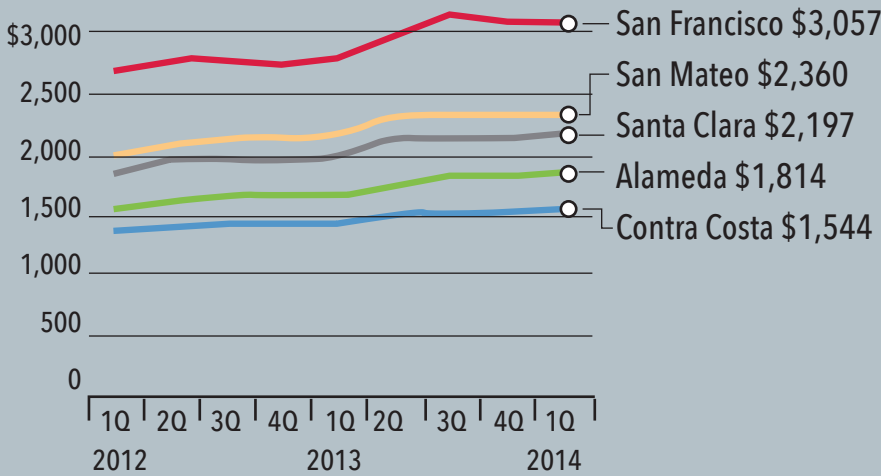


Source: U.S. Bureau of Labor Statistics.

## BAY AREA RENTS CONTINUE THEIR CLIMB



Bay Area apartment rents have continued their steady climb over the past two years. Average asking monthly rent for all apartment types, by county



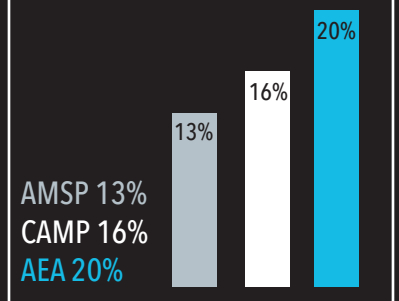
## WHY ARE CITY WORKERS LEAVING

AND WHAT DOES IT MEAN TO THE RESIDENTS OF SAN JOSE:

### SAN JOSE is an UNCOMPETITIVE

employer. San Jose struggles to recruit and retain educated and experienced workers and NEIGHBORHOOD SERVICES SUFFER.

### AUTHORIZED POSITIONS VACANT



Vacant positions means San Jose's workforce is stretched to maintain our roads, parks and city facilities. Building permit processing, business expansions, and critical public health and safety functions suffer when San Jose can't maintain a strong workforce.

### SAN JOSE NEEDS A NEW DIRECTION.

LET'S MAKE SAN JOSE THE 'EMPLOYER OF CHOICE' BY ELECTING LEADERS IN NOVEMBER WHO VALUE OUR CITY WORKERS.

## CSJ: LOSING TALENT AT AN ALARMING RATE

"Wastewater facility continues to experience some severe staffing shortages."



Source: (Joanna DeSa, 12-2-13 T&E transcript)

"So we do have quite a few vacancies, mostly on the investment side... These are standing positions that have been vacant for a few years."

Source: (Roberto Pena, 2-4-14 City Council transcript)

"Similar numbers apply to staffing for our communications division where we have 121 dispatchers on the floor which is well below our 162 authorized staffing."

Source: (Lt. Anthony Mata, 12-19-13 PSFSS transcript)

**71%** of residents in a recent survey agree that

San Jose should provide a benefit package that is competitive with other jurisdictions in the Bay Area.

(Scientific public opinion survey of 605 San Jose residents-March 2014)

## CSJ: NON-COMPETITIVE/BELOW THE MARKET

- Pay for SJ Engineer II -17.64% below the market
- Pay for SJ Environmental Program Manager -11.28% below the market
- Pay for SJ Senior Analyst -12.35% below the market
- Pay for SJ Recreation Supervisor -10.98% below the market
- Pay for SJ Equipment Maintenance Supervisor -23.12% below the market



(Salary survey of local jurisdictions. Full survey results at www.newdirectionsj.com)