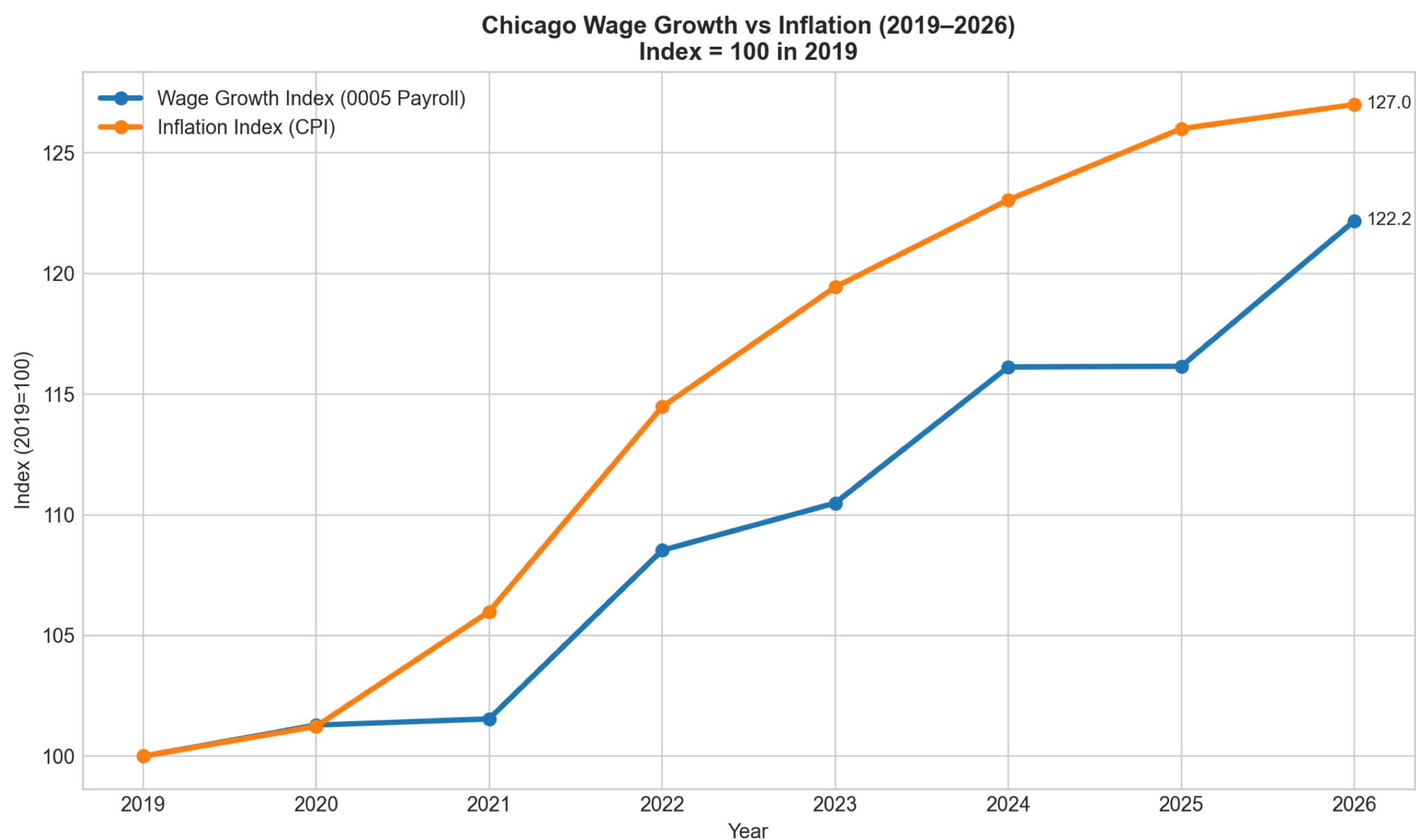


Workforce Productivity & Retirement Security — One-Pager

Problem



Executive snapshot chart

Source basis: City budget and appropriations records, public fiscal and operational reporting, and campaign policy synthesis (2019–2026 baseline and 2027+ scenario planning).

Residents are paying more while deployment and operating productivity remain uneven.

Reform objective

Protect workers and retirement security while improving city service productivity.

Policy actions

- Exempt hiring freeze pending position audit
- Department-by-department staffing and deployment review
- Work-rule modernization through labor-management compact
- Overtime and assignment discipline tied to service outcomes

Why it matters