

•  
•  
•  
•  
•

## From the Office of Kevin Hancock

April 17, 2012

ED&S Committee Consultant Dominika Bukalova  
202 C Street, CAB 3A  
San Diego CA 92101

Dear ED&S Committee,

RE: Concerning my suggestion #54 (1. Holding all employees accountable for jog performance.)

TOO EXPAND; HERE IS A QUICK START

A. **JOB/HAT DEFINED**

I suggest that you first identify and define each employes Hat (work responsibility), and define his/her specific and general cycles of action, and cycles of completion (product) per day, per week, per month, per quarter, per annum by having each employ write up a specific description and outline which can be amended as his duties become more refined and defined by his/her own familiarity and his/her own efficiency and performance or lack of. This outline should be reviewed and modified by and with the employees immediate Department Head.

Department Heads and chain of command supervisors will also define their Hats and be in charge of gathering and charting the performance of their subordinates to show day to day, month to month, quarter to quarter, year to year cycles of completions and percent of increase, or decrease in completions of services, products, etc. These descriptions will be passed to replacements in case of promotions or firing.

B. **Charting/ Recording/ Mapping Performance**

After employees and Departments have been defined in as streamlined description as possible, then employees, supervisors and Department heads will keep an end of day, and a separate end of week tally of what they have completed, which will be transferred to a personal daily and weekly graph within the area where they report to work for all to see.

C. **Analysis and use of individual and gathered data**

This data will be used to determine an array of deductive conclusions pertaining to all aspects of each department, and individual. General evaluation forms about attitude will be discarded! A fair base pay will need to be assigned to all existing and new hires as a static point to base bonuses or reductions for exceptional or poor achievements and the reasons for promotions, and demotions or dismissal.

D. **Department heads and regional heads**

Department heads and regional heads will soon see new ways to take full responsibility for their positions/hats/ and end products! No longer will the jailers, attorneys, and engineers of all classes base their performance on the upcoming budget! Every City service employ will base his income on improvements, or failures to his/her sphere of influence and effect on the part of society which he/she takes responsibility (responds to) in respect to his/her position (Hat). No longer will static statistics of failing Public Services/ 51% divorce/ failing Public Schools/ overcrowded Prisons/ and Department of Corrections that don't correct be acceptable!

Please contact me for a temporary staff position to continue to implement these ideas.

Sincerely,



Kevin Hancock

.....

.....  
**From the Office of Kevin Hancock**

April 17, 2012

ED&S Committee Consultant Dominika Bukalova  
202 C Street, CAB 3A  
San Diego CA 92101

Dear ED&S Committee,

RE: Concerning my suggestion #54/ (2. Provide City Budget Online/Read Only/Real time in a QuickBooks Pro like interactive format so that technology serves the common good, and citizen.)

TOO EXPAND; HERE IS A QUICK START

This is a simple enough request.

#1. A group of the City CPAs needs to be introduced to Intuit or Peach Tree or some other accounting software Company to develop an outline/ spread sheet for the entire City Budget, and create an all-inclusive Quick Books Pro accounting software to be used similar to how Quick Books Pro is used in small and large businesses.

#2. This software would be designed so that any individual could open and view the working financial book keeping of our City (Real Time/Read Only/Interactive) so that Detailed Profit and Loss, Detailed Balance Sheets, and related graphs can be interacted with to help not only individuals see his/her governments spending but also be a fully accessible Well of data for Nonpartisan Tax Payers Associations, and Watch Dog Groups which will decrease the need for high priced law Firms who are being hired more for political cover-ups then for making transparencies!

#3. This software should be detailed down to the cost of every individual position minus the name of the person filling the position.

Please also be free to hire me as a temporary staff member to show you how Quick Books Pro can expand and be used to interact with and for the above purposes. I will be glad to show you how this will interact with efforts being made to disclose City Bids and other business being posted online by the City.

Sincerely,

  
Kevin Hancock

.....

•  
•  
•  
•  
•

## From the Office of Kevin Hancock

April 17, 2012

Page 1 of 2

ED&S Committee Consultant Dominika Bukalova  
202 C Street, CAB 3A  
San Diego CA 92101

Dear ED&S Committee,

RE: Concerning my suggestion #54/ (3. Zoning change amnesty for single family homes, and apartments.)

TOO EXPAND; HERE IS A QUICK START

We need a system of zoning and permit to meet the needs of the older neighborhoods that resort to unpermitted changes to properties because of cost and restrictive zoning or just let homes deteriorate because of restrictions!

This is suggested to give individual property owners in older and blighted areas opportunities to bring their properties out of obsolescence and re-appreciate according to a more realistic and less over regulated standard so as to rebuild the community and tax base from the owner up, rather than the vulture developer and in the pocket Redevelopment Corporations down!

I have found that the neighborhood planning, zoning and building committees have no idea how to deal with helping individual home owners upgrade their sometimes non-conforming or just deteriorating properties', and land use.

**A. Permit cost, and zoning amnesty**

Rather than having to go to some monthly neighborhood planning meeting a staff of seasoned builders, and developers should be employed or maybe donate their time to work with the elected neighborhood planning committees to canvass the neighborhoods, and to go to individual property owners who have requested, or have visibly run down properties, and then review their dreams in order to sketch out possibilities for improvement, re-zoning, and possible demolition and reconstruction of individual properties for better use and conformity.

The elected neighborhood planners should be walking and driving the neighborhood in which they are elected to identify properties that may benefit from the latest in technical building and builder technologies without having to destroy the owner's lifesaving to improve the neighborhood, and at the same time benefiting the owner, and neighborhood. Rather than strictly following density restrictions, multi-family units should be individually evaluated to benefit not only the owner but the neighborhood. Units per square foot of land should be evaluated property by property. (Continued next page)

• • • • •

Older single family homes owners need to be evaluated for their ability to upgrade their homes with amnesty from zoning, and building permit fees if this is will make it affordable to upgrade their properties to current esthetic, and land use possibilities. Tax increment money going to over bloated salaries of Redevelopment Corporation Presidents and Board Members should be going back to individual property owners to help eliminate permits and zoning costs, and help pay for water, sewer, gas, and electric hook ups!  
This is just a beginning. There are specific details to this concerning all aspects of a home and land use, (for example) roofing tear off, and disposal, versus new windows, versus solar panels and all the government programs already in place or not.

**B. Eminent Domain redefined**

Eminent Domain needs to be redefined so that the original owner of the targeted property remains a majority silent owner in the property that he turns over to the public trust! The original owner should always have the option to hold stock in the proposed eminent domain purpose. The eminent domain property should always revert back to the original owner if the project intended is abandoned with rewarded damages to reinstate his/her original position considering time past and all other value factors!

**C. Think Tank**

As with all my other suggestions I feel that in order to expand on my originations it is necessary to employ temporarily, and with the help of associate staff to reach out and network with some of the kindred minds that I have seen attend Carl DeMaio's forums.

**Conclusion**

Rather than restricting Blighted and Older Home Owners, and Land Owners with up front taxes, permit fees, and political restriction to decay; each situation should be addressed at a human level and integrated back into neighborhood like a quilt. The improvement of individual property may not give immediate tax revenue but the long term implementation of this will net just as much revenue and continue a cycle of renewal, and regeneration.

Sincerely,



Kevin Hancock