

RESOLUTION NO. 207205 JAN 16 1973

RESOLUTION AMENDING COUNCIL POLICY NO. 300-1
REGARDING SALARY SETTING POLICY.

WHEREAS, Council Policy No. 300-1 was adopted by the City Council on April 11, 1968, to establish a salary setting policy as guidance for the Civil Service Commission; and

WHEREAS, since the adoption of the Employer-Employee Relations Policy for The City of San Diego, the City Council now deems it necessary to provide additional guidance in the salary setting policy by amending Council Policy No. 300-1 to provide orderly procedures to be followed in formulating a recommended schedule of compensation for the information and guidance of the Council pursuant to Section 130 of the Charter of The City of San Diego; NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, as follows:

That Council Policy No. 300-1 regarding salary setting policy be and the same is hereby amended to read as follows:

SALARY SETTING POLICY

Pursuant to Sections 70 and 130 of the Charter, the City Council adopts an annual Salary Ordinance after recommendation of the Civil Service Commission. A formal policy on this subject is important for the guidance of the Council, Civil Service Commission, recognized employee organizations, and the City Management Team.

PURPOSE

To establish guidelines of procedures and sequential steps to be followed by the Council, Commission, recognized employee organizations, and the Management Team in developing information and agreements to be used by the Civil Service Commission in preparing, for Council action, a recommended Schedule of Compensation for officers and employees of The City of San Diego as mandated by the City Charter. This policy is for guidance only and is not intended to set, establish or impose any minimum or maximum level of compensation for consideration by the Commission.

POLICY

1. It shall be the policy of the City Council to utilize the Civil Service Commission in establishing an annual Salary Ordinance. The Council also recognizes the Commission as an independent third party in fact-finding and making independent recommendations.

2. The Civil Service Commission shall use as its guidelines the following criteria in making its recommendations to the Council:

a) Compensation of City employees shall be generally among the best paid in comparison with other appropriate Southern California public agencies and/or in the local labor market.

b) Fringe benefit levels shall be considered in comparison with compensation in public agencies and/or in the local labor market.

c) Emphasis should be placed on maintaining internal salary relationships, adjusting for specific recruiting and retention problems, and maintaining a quality work force.

PROCEDURE

In order that the City may maintain an orderly procedure and have sufficient time to consider all the factors involved before establishing an annual Salary Ordinance, this procedure shall be followed:

1. The Council shall meet with the Civil Service Commission in advance of such time as the Council gives direction to its designated Management Team, for the purpose of receiving a general review of current and potential City salaries, following the guidelines enumerated above, and a review of other factors that may influence the Council's salary setting decisions (such as national and regional trends, cost of living changes, etc.).

2. Meeting and conferring shall take place until Memoranda of Agreement are reached or impasses are declared. In the former case, the memoranda are presented by the Management Team and employee organization to the Commission for its considerations. If an impasse is reached, the Council shall direct the Commission to conduct a hearing to

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determine the facts in the case and prepare a report for the Council and the employee organization's guidance, which may result in further direction to continue the meet and confer process.

3. At the end of the meet and confer time period, the Commission shall hold a public hearing to review all areas both where agreement has or has not been reached and shall thereafter recommend a Schedule of Compensation to the Council as required in Section 130 of the Charter.

4. The Council shall adopt a Salary Ordinance in accordance with provisions of Section 70 and 130 of the Charter.

BE IT FURTHER RESOLVED, that the City Clerk is hereby instructed to add the aforesaid to the Council Policy Manual.

APPROVED: JOHN W. WITT, City Attorney

By Jack Katz
Jack Katz, Chief Deputy

JK:K
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REV. 1-22-73

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SAN DIEGO, CALIF

Passed and adopted by the Council of The City of San Diego on JAN 10 1973
by the following vote:

Councilmen	Yeas	Nays	Excused	Absent
Gil Johnson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maureen F. O'Connor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Henry L. Landt	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leon L. Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Floyd L. Morrow	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bob Martinet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Allen Hitch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jim Bates	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Pete Wilson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

PETE WILSON

Mayor of The City of San Diego, California.

(Seal)

EDWARD NIELSEN

City Clerk of The City of San Diego, California.

By Mary Anne Muse, Deputy.

Office of the City Clerk, San Diego, California

Resolution Number 207205 Adopted JAN 10 1973
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