

RESOLUTION NO. 215540 MAR 17 1976

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

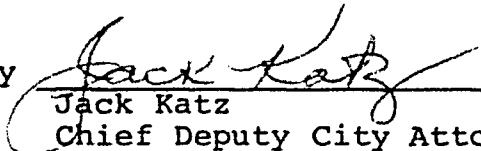
BE IT RESOLVED, by the Council of The City of San Diego,
as follows:

That Council Policy No. 300-1 regarding salary setting
policy be and it is hereby amended as set forth in the form
of Council Policy filed in the office of the City Clerk as
Document No. 754722.

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

BE IT FURTHER RESOLVED, that Resolution No. 207686
adopted April 5, 1973 is hereby rescinded.

APPROVED: JOHN W. WITT, City Attorney

By 
Jack Katz
Chief Deputy City Attorney

JK:k:332
1-13-76
Or.Dept.: Councilman Ellis

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MAY 23 1978

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COUNCIL POLICY

SUBJECT: SALARY SETTING POLICY

POLICY NO. 300-1

BACKGROUND

Pursuant to Sections 70 and 130 of the Charter, and acting within the spirit of the Meyers-Milias-Brown Act, the City Council adopts an annual salary ordinance after receiving personnel salary information and recommendations from the Civil Service Commission and after subsequent meeting and conferring has taken place between the City's Management Team and representatives of recognized employee organizations.

A formal policy on this subject is important for the guidance of the City Council, its Management Team, the Civil Service Commission, and recognized employee organizations.

In a relatively stable economy, it would be a desirable policy for The City of San Diego to seek to provide compensation to its employees that would rank as generally among the best provided in comparison with that provided by other appropriate Southern California public agencies and/or by the private sector locally.

However, given the pattern of inflationary, steadily increasing compensation that has marked recent years, it is necessary in times of instability and inflation that the Council consider not only employee need but the taxpayers' ability to pay in determining a fair measure of compensation.

PURPOSE

1. To establish orderly procedures and sequential steps to guide the Council, Management Team and recognized employee organizations through the meet and confer process to adoption of the annual salary ordinance.
2. To establish guidelines to be followed by the Civil Service Commission, in preparing for Council information and guidance, a recommended schedule of compensation for officers and employees of The City of San Diego as mandated by the Charter. These recommendations are for the information and guidance of the Council so that the legislative body may be more fully informed when establishing meet and confer parameters for its Management Team.

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DOCUMENT NO. 754722

FILED MAR 23 1976

OFFICE OF THE CITY CLERK
SAN DIEGO, CALIFORNIA

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POLICY

1. It shall be the policy of the City Council to utilize the Civil Service Commission for the purpose of providing statistical and economic personnel information formulated by the Commission pursuant to its Charter responsibility. Such information shall be for the guidance of and use by the Council in formulating direction to the City's Management Team for the meet and confer process.
2. The Civil Service Commission shall give appropriate consideration to the following criteria in analyzing and developing such personnel information:
 - a) The aggregate increase in compensation, if any, determined to be fair to the employee and taxpayer as provided in PROCEDURE, subparagraph 2 of this policy.
 - b) The total compensation paid to City employees, including salaries and fringe benefits.
 - c) Comparisons with current salaries of appropriate Southern California governmental agencies and the local labor market. Job titles or classifications shall not be considered unless the tasks performed are substantially the same. In all comparisons, type of work actually performed and continuity of employment shall be the primary criteria.
 - d) Special recruiting or retention problems.

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 City Council shall schedule a hearing for receipt of information and a report from the Civil Service Commission regarding Commission recommendations to the Council in respect to a schedule of compensation, to include a general review of current and potential City salaries, following the guidelines set forth above under POLICY, subparagraph 2, 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.). Said hearing date shall be no later than the third week in February of each year.

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2. The Council shall consider the change in the City's operating budget which would be produced by any adjustment in salaries and fringe benefits, and shall thereafter determine, based upon considerations including the ability of City taxpayers to pay for such change, the amount of any such change that will be fair both to City employees and to City taxpayers.
3. The Council shall, after receiving the above information and recommendations from the Civil Service Commission, give appropriate direction to its Management Team as guidance for the meet and confer process.
4. Meeting and conferring between the Management Team and recognized employee organizations shall take place, commencing not later than the second week of March, until Memoranda of Agreement are reached or impasses are declared. The meet and confer process shall continue until a date not later than the end of the third full week in April, at which time all unresolved items shall be submitted to the Council for consideration and attempted resolution.
5. If an impasse is declared or unresolved items remain at the conclusion of the meet and confer process, the Council shall evaluate the facts in dispute and give appropriate consideration to such impasse or unresolved items in accordance with policy established herein. Council deliberations on such matters shall continue to a date not later than May 10.
6. After reviewing Memoranda of Agreement that have been reached as well as giving full consideration to the issues in dispute as provided in subparagraph 5 above, the Council shall adopt a salary ordinance in accordance with the provisions of Sections 70 and 130 of the Charter to include additions and deletions of job classifications and changes in job titles as recommended by the Civil Service Commission.

JK:k
3-1-76 (REV.)

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MAR 17 1976

Passed and adopted by the Council of The City of San Diego on
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"/>
Lee Hubbard	<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"/>
Tom Gade	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jim Ellis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jess D. Haro	<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.

EDWARD NIELSEN

City Clerk of The City of San Diego, California.

By *Edward J. Salter, Jr.* Deputy.

(Seal)

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Office of the City Clerk, San Diego, California

Resolution
Number

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Adopted

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