

(R-84-2028)

RESOLUTION NUMBER R- 261024

Adopted on JUN 25 1984

RESOLUTION REPEALING COUNCIL POLICY NO. 300-1
REGARDING "SALARY SETTING POLICY".

WHEREAS, Council Policy 300-1, "Salary Setting Policy" was adopted by the Council in 1976 to establish guidelines for the Civil Service Commission in making general salary and benefit recommendations and to establish an annual meet and confer schedule; and


WHEREAS, in 1978, the Charter was amended, taking the Commission out of the salary recommendation process; and

WHEREAS, Council Policy 300-6, "Employer-Employee Relations" was adopted by the Council, establishing all guidelines and procedures for the City's labor relations program and makes Council Policy 300-1 obsolete; NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, that Council Policy No.300-1 entitled, "Salary Setting Policy" be and it is hereby repealed.

APPROVED: John W. Witt, City Attorney

By


John M. Kaheny, Deputy

JMK:smm
6/11/84
Or.Dept:Mgr.
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COUNCIL POLICY

Rev.

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| | SALARY SETTING POLICY | 300-1 | 3/17/76 |

BACKGROUND

Pursuant to Sections 70 and 130 of the Charter, and acting within the spirit of the Meyers-Miliias-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.

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.

DELETE

CITY OF SAN DIEGO, CALIFORNIA

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POLICY (Continued)

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.
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.

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PROCEDURE (Continued)

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.

Adopted by Resolution No. 193401 4/11/1968
 Amended by Resolution No. 207205 1/16/1973
 Amended by Resolution No. 207686 4/5/1973
 Amended by Resolution No. 215540 3/17/1976

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FILED JUN 25 1984

OFFICE OF THE CITY CLERK
SAN DIEGO, CALIFORNIA

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JUN 25 1984

Passed and adopted by the Council of The City of San Diego on _____, by the following vote:

| Councilmen | Yeas | Nays | Not Present | Ineligible |
|-----------------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|
| Bill Mitchell | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Bill Cleator | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Gloria McColl | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| William Jones | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Ed Struiksma | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Mike Gotch | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Dick Murphy | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Uvaldo Martinez | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Mayor Roger Hedgecock | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

AUTHENTICATED BY:

ROGER HEDGECOCK
Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR
City Clerk of The City of San Diego, California.

(Seal)

By *Barbara Baxter*, Deputy.

Office of the City Clerk, San Diego, California

Resolution Number R-261024 Adopted JUN 25 1984

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