

(0-86-190)

ORIGINAL

ORDINANCE NUMBER O- 16649 (NEW SERIES)

ADOPTED ON MAY 27 1986

AN ORDINANCE ESTABLISHING A SCHEDULE OF
COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE
CITY OF SAN DIEGO FOR THE FISCAL YEAR 1986-87.

WHEREAS, The Management Team of The City of San Diego has met and conferred with employee organizations regarding salaries and wages for employees in the Classified Service and has made detailed recommendations to the City Council in relation thereto; and

WHEREAS, the Civil Service Commission of The City of San Diego has conducted studies of salaries and wages pursuant to section 130 of the Charter of The City of San Diego and has issued a report to the City Council identifying classifications of employees in the Classified Service which merit special consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors; and

WHEREAS, the United States Supreme Court in Garcia v. San Antonio Metropolitan Transit Authority, 83 L.Ed.2d 1016, 105 U.S. 1005 (1985) held that the provisions of the Fair Labor Standards Act (FLSA), 29 U.S. Code section 201 et seq., as they relate to overtime compensation, are applicable to states, cities and local agencies, including The City of San Diego; and

WHEREAS, it is now necessary to ensure compliance with the FLSA and provisions therefor are set forth herein; and

WHEREAS, the City Manager and nonmanagerial department heads have made recommendations to the City Council in respect to salaries and wages for officers in the Unclassified Service; and

WHEREAS, after receipt at public hearing of information and statistics, oral and written, and after detailed evaluation and deliberation by the City Council upon the recommendations of the Management Team and the Civil Service Commission, the City Council of The City of San Diego, pursuant to and under the authority vested in it by the State Constitution and Charter of The City of San Diego, hereby finds and determines that the salaries and wages established herein are consonant with the information and statistics provided and recommendations submitted, and

WHEREAS, pursuant to the provisions of Charter sections 12.1 and 24.1, the Salary Setting Commission's recommendations for Mayor and Council salaries for fiscal year 1985-86 were considered and its recommended schedule of compensation for the Mayor and members of the City Council was approved and adopted by Resolution No. R-260505 on April 23, 1984, and pursuant to said recommendations, was incorporated herein, to be effective for the periods July 1, 1984 through June 30, 1985 and July 1, 1985 through June 30, 1986, said increases to be effected in two increments; and

WHEREAS, the Salary Setting Commission has now submitted recommendations for fiscal years 1986-87 and 1987-88; and

WHEREAS, the Council deems it appropriate to act thereon after the budgetary process reaches a point of determining fiscal viability and availability of funds; and

WHEREAS, section 117 of the Charter provides for exemption from the Classified Service of certain administrative positions including "managerial employees having significant responsibilities for formulating or administering departmental policies and programs;" and

WHEREAS, that section provides further that such exemption shall be upon "initiation of the appropriate appointing authority and after receiving the advisory review and comment of the Civil Service Commission and approval of the City Council;" and

WHEREAS, those classifications previously approved by the City Council for exemption from the Classified Service are set forth by classification and salary rate in the Managerial category, attached hereto in Exhibit C; and

WHEREAS, it is the responsibility of the City Council to identify within established ranges the appropriate step for those officers whose compensation is determined and set by the legislative body; and

WHEREAS, having analyzed data and information presented, it is now necessary and appropriate to identify those steps, within range, for those certain positions at which compensation for fiscal year 1987 shall be set; NOW, THEREFORE,

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

Section 1. LEGISLATIVE BODY, COMPENSATION ESTABLISHED.

Pursuant to sections 12.1 and 24.1 of the Charter of The City of San Diego and the recommendations of the Salary Setting Commission approved and adopted by Resolution No. R-260505 dated

April 23, 1984, there was established and adopted a schedule of compensation for the Mayor and Council members for the period July 1, 1985 through June 30, 1986, as follows:

Mayor	\$50,000 per annum
Council Member	\$35,000 per annum

The Salary Setting Commission, pursuant to its Charter mandate, has recommended salary increases for the Mayor and Council for fiscal years 1986-87 and 1987-88, as set forth in its report dated February 14, 1986. The Mayor and Council have deemed it appropriate to delay any action thereon until such time as the annual budgetary hearings progress sufficiently so as to determine the fiscal integrity of the City. At such time the City Council shall, in coordination with the annual appropriation ordinance, take appropriate action upon the recommendation submitted by the Salary Setting Commission. Until such time as said amendatory action is taken, the fiscal year 1985-86 salaries shall continue in full force and effect.

The Auditor and Comptroller shall calculate and establish a table which shall be and is hereby adopted as the appropriate table of biweekly salaries most closely approximating the above authorized per annum compensation.

Section 2. STANDARD SALARY RATES ADOPTED.

For all positions in the Classified Service of The City of San Diego, the table of Classes and Standard Rate numbers providing uniform compensation for like service, attached hereto as Exhibit B, is hereby adopted.

For all positions in the Unclassified Service of The City of San Diego, which are identified by the letters "UC", and listed under appropriately designated categories, the table of Classes and Standard Salary Rate numbers, attached hereto as Exhibit C, is hereby adopted.

Section 3. SCHEDULES OF COMPENSATION ESTABLISHED.

As a schedule of compensation for all officers and employees of The City of San Diego, including the EXECUTIVE and MANAGERIAL categories of the Unclassified Service as hereinafter enumerated, there is hereby established and adopted a Table of Pay for Standard Rates indicating biweekly salaries, and containing minimum, maximum and intermediate range steps for each Standard Rate.

Biweekly salaries and ranges thereof for said Standard Rates are set forth in the Salary Schedule attached hereto as Exhibits A-1 and A-2, said Exhibit A-2 to be effective January 2, 1987 and to replace the salaries established for those same standard Rate numbers in Exhibit A-1.

There is hereby established and adopted an EXECUTIVE category within the Unclassified Service of The City of San Diego containing classification ranges of Executive I through Executive V for all officers and employees serving in the positions listed in Exhibit C under EXECUTIVE. There is hereby further established and adopted a MANAGERIAL category within the Unclassified Service of The City of San Diego containing classification ranges of Managerial A, B and C for all officers and employees serving in those positions enumerated in Exhibit C under MANAGERIAL.

The Executive or Managerial classification range of any position listed in Exhibit C may be changed from one range to another only by official action of the City Council.

The "Equivalent Monthly Rates," whenever used and referred to, are approximations and are for comparative and informational purposes only. The steps set forth for all rates contained in Exhibits A-1 and A-2 for positions in the Classified Service are calculated and established at approximate five percent (5%) increments. All references to step increases of five percent (5%) are and shall be deemed to mean approximations thereof.

Section 4. INCREASES IN BASE COMPENSATION, COUNCIL ACTION.

In fixing and approving Standard Rates for the officers and employees of the City, this Council has recognized the necessity to increase certain salaries heretofore paid, and, in so doing, the Council has intended and does hereby intend that in increasing said salaries, where a Standard Rate of pay has been increased from that heretofore paid, said officer and employee whose rate of pay has thus been increased shall be entitled to the increase granted, and that such new rate of pay shall be fixed so as to apply to the Standard Rate step occupied by said officer or employee on the effective date of this ordinance.

Notwithstanding the above express Council intent and action, all appointing authorities shall have and are hereby granted the authority to limit such increase for personnel in the Executive, Managerial and Professional Legal categories as may, in their sound discretion, be warranted. In such case, the appointing authority shall cause to be processed an adjusting payroll change

notice and forward such notice to the Auditor and Comptroller for appropriate payroll application.

Members of the Classified Service, other than "excepted" fire fighters and salaried part-time employees, shall receive the salaries provided herein as compensation in full for work performed by them during an average eighty (80) hour biweekly work period throughout the fiscal year, except as hereinafter provided. "Excepted" fire fighters and salaried part-time employees shall be compensated in accordance with appropriate calculations and procedures established by the Auditor and Comptroller in cooperation with the City Manager and Personnel Director. For purposes of this ordinance, "excepted" fire fighters are defined as those fire fighters assigned to work other than forty (40) hour per week work schedules or other than the average eighty (80) hour biweekly work schedules and for which a FLSA exemption is declared.

There is further declared to be, as previously established by Council action, a FLSA section 7(k) exemption for employees in fire classes and a twenty-eight day work period for said employees:

Warrant checks issued for compensation to such officers and employees by the City Auditor and Comptroller shall be for the appropriate amount set forth in the schedule of compensation for the Mayor and Council or in the Standard Rate or incremental step attached to the position as indicated in exhibits attached hereto and for other additional amounts authorized in this ordinance.

Section 5. CONTRIBUTORY DEDUCTIONS REQUIRED BY LAW.

For purposes of deduction for contributions of officers and employees required by law, the City Auditor and Comptroller shall use as a base rate that amount heretofore established in section 1 herein as per annum compensation for the Mayor and Council. For all other personnel, Classified and Unclassified, the Auditor and Comptroller shall use that amount fixed in the Standard Rate or incremental step hereinafter set forth in exhibits hereto and, where applicable and required, any additional compensation authorized by Sections of this ordinance. The Auditor and Comptroller shall also consider, where applicable and required by law, other monetary benefits and program reimbursements as may, from time to time, be authorized and granted by Council action pursuant to the authority of this ordinance.

Section 6. CLASSIFIED AND UNCLASSIFIED COMPENSATION, DETERMINATION THEREOF.

Increases in compensation for employees in the Classified Service within the range limits of the Standard Rate number attached to the position may be granted by the appointing authority upon the basis of efficiency and seniority after first receiving the approval of the Civil Service Commission therefor.

Compensation for all officers and employees in the Unclassified Service listed in Exhibit C, shall be determined and set by the appropriate appointing authority at any one of the range or incremental steps of the Standard Salary Rate numbers attached to the position. Range or incremental steps shall be as set forth in Exhibits A-1 and A-2 attached hereto. In the case

of the City Attorney, said determination and setting shall be made by the City Council pursuant to section 40 of the Charter of The City of San Diego.

Increases in compensation for all officers and employees in the Unclassified Service within the range limits of the Standard Salary Rate number attached to the position may be granted by the appropriate appointing authority upon the basis of seniority, efficiency and merit.

There is hereby established and adopted a schedule of salary rates and step adjustments within the Executive category to be effective July 1, 1986, unless otherwise indicated, for those positions set forth in the table attached hereto as Exhibit CC, the determination and setting of which the City Council is directly responsible.

**Section 7. ESTABLISHMENT OF BASE WORK PERIOD,
COMPUTATIONS THEREON.**

For the purpose of computing vacations, leaves of absence, and terminal leave pay for personnel other than ("excepted" fire fighters and salaried part-time employees) the Auditor and Comptroller is hereby authorized to utilize compilations based upon an eighty (80) hour biweekly work period. For "excepted" fire fighters and salaried part-time employees, the Auditor and Comptroller is authorized to utilize appropriate computations established in cooperation with the City Manager and Personnel Director.

For the purpose of computing overtime, the Auditor and Comptroller shall utilize compilations based on a scheduled work

week of forty (40) hours pursuant to the work hour computation provisions contained in and for those employees covered by the provisions of the FLSA of 1938, as amended.

For the purpose of computing overtime for safety service personnel, the Auditor and Comptroller shall be guided by the appropriate provisions of the FLSA pertaining to Safety Service personnel and utilize compilations in accordance therewith and predicated thereupon. Those personnel not covered by the FLSA or exempted therein from the provisions contained in the FLSA and included in this ordinance, the Auditor and Comptroller is hereby authorized to utilize for overtime purposes calculations based upon an eighty (80) hour work period or such other hourly provision as is set forth in the exemption. Part-time employees compensated on an hourly basis shall not be eligible for any benefits set forth herein except overtime compensation as may be applicable.

Section 8. EXTRA COMPENSATION PLAN; ELIGIBILITY.

The Civil Service Commission shall establish and supervise, in accordance with provisions set forth herein, a uniform extra compensation plan which shall provide overtime pay not to exceed one and one-half (1½) times an eligible employee's regular base rate of pay, as established herein, or time off in lieu thereof, where and to the extent permitted by law, and shall provide for extra compensation of approximately five percent (5%) whenever an eligible employee is required, for a significant period, to work at times substantially unusual for his or her class of employment, such as: (1) working a night shift in which the

majority of the hours or work scheduled for said employee throughout any pay period is before 8 a.m. or after 6 p.m.; or (2) on a long-term schedule, working a shift regularly split by more than two consecutive hours or such other work schedule as may be determined by the Civil Service Commission and the City Manager or nonmanagerial appointing authority to be substantially unusual for the class of employment. An eligible employee who is required to work under more than one of the unusual conditions indicated above shall receive an approximate five percent (5%) increase for each of said unusual conditions which shall be certified by the appointing authority on the official payroll time sheets to the Personnel Director. Such increases in compensation shall be identified and symbolized on all official payrolls and all other records pertaining to said employee's compensation. When one or more of the said working conditions are commonly accepted conditions for the class of employment, the Civil Service Commission shall take such working conditions into consideration in establishing the compensation for the class and such determination shall be final.

Those positions within the Classified Service experiencing special recruiting problems, as determined and declared by the Personnel Director and City Manager, may be awarded an additional pay increment of ten percent (10%) above the base rate established in this ordinance. Such increase shall be identified and symbolized on all official payrolls and all other records pertaining to the compensation for that position. The special recruiting problem pay shall be authorized only for the period

determined by the Personnel Director, in cooperation with the City Manager, and shall not be deemed or construed to constitute a property right in or create any continuing vested entitlement to such extra compensation from year to year.

In addition to the foregoing provisions for extra compensation, an employee who has been released from work and has left the work premises shall, if called back to duty, be paid for the reasonable estimate of the time required for said employee to travel from and to his or her residence and the work area and for the time the employee actually works. The total time of callback pay, including travel time, shall not be less than two (2) hours, and shall be computed at the employee's regular rate or at one and one-half (1½) times said rate provided the employee is designated as eligible for premium overtime pay. The employees in the Classified Service who shall be eligible for and entitled to receive overtime compensation, as herein provided, shall be determined by the Civil Service Commission and City Manager and/or nonmanagerial department heads and approved thereafter by Council resolution prior to being officially designated in the Personnel Manual of The City of San Diego. Such approval by the City Council shall be required annually in conjunction with adoption of this Annual Salary Ordinance. Determination of eligibility and payment therefor shall be in accordance with definitions and procedures developed by the Civil Service Commission and the City Auditor and Comptroller pursuant to Council Policy and in cooperation with the aforesaid appointing authorities, which definitions and procedures shall be final,

conclusive and binding on all appointing authorities and officers and employees prior to Council approval, it being the intention of this Council that authority and responsibility for determining eligibility for overtime compensation shall be pursuant to the provisions of this ordinance and Council policy.

Section 9. SPECIAL ASSIGNMENT PAY.

The City Manager shall identify those personnel in special assignments who shall be eligible for special assignment pay. Provision shall be made, pursuant to the authority of this section, to provide extra compensation for such assignment. Determination of eligibility and payment therefor shall be in accordance with the definitions and procedures developed by the City Manager, with the cooperation of the Civil Service Commission and City Auditor and Comptroller, which definitions and procedures shall be final, conclusive and binding. The City Manager shall thereafter promulgate rules and regulations as may be necessary to effectuate and govern the Special Assignment Pay Program.

Extra compensation shall be limited to that amount agreed to and set forth in the executed and ratified Memorandum of Understanding and shall be applicable only during the period of said individual's eligibility and entitlement. Such extra compensation shall be in addition to base compensation and other sums enumerated in this ordinance.

Such additional compensation as may be paid under this program shall be appropriately identified and symbolized on all official payrolls and all other records pertaining to said

employee's compensation. It is the intent of the Council that the Special Assignment Pay Program is a program authorized and granted by Council on an annual basis and shall not be deemed or construed to constitute a property right in or continuing vested entitlement to such extra compensation from year to year.

Section 10. EDUCATIONAL INCENTIVE PROGRAM.

Sworn personnel in the Police Department who are or become eligible for extra compensation pursuant to the provisions of the Police Educational Incentive Program contained in the executed and ratified Memorandum of Understanding and adopted by the City Council shall be entitled to receive such additional compensation, as set forth in the program during the period of said sworn personnel's eligibility and entitlement. Such educational incentive compensation shall be in addition to base compensation and other sums enumerated in this ordinance. The City Manager shall promulgate rules and regulations as may be necessary to effectuate and govern the operation of said Educational Incentive Program. Such additional compensation as may be paid under this program shall be appropriately identified and symbolized on all official payrolls and all other records pertaining to said employee's compensation.

Section 11. BILINGUAL PAY.

Officers and employees of the City, other than "excepted" fire fighters, shall be paid, in addition to base compensation and other sums enumerated in this ordinance, the sum of twenty cents (\$0.20) per hour as bilingual pay when they are certified by the appointing authority to be serving in a position which

requires knowledge and use of the Spanish or Indochinese language in the performance of their duties and have satisfactorily demonstrated such bilingual qualification pursuant to established standards; provided, however, that sworn Police Officers shall receive the sum of thirty cents (\$.30) per hour. "Excepted" fire fighters shall be paid that sum per hour which, when calculated by the City Auditor and Comptroller based upon assigned week or biweekly work schedules, would approximate \$0.20 per hour when based upon a forty (40) hour per week or an average eighty (80) hour biweekly work schedule. The City Manager, in cooperation with the Personnel Director, shall promulgate appropriate criteria and standards as may be necessary to effectuate and govern the operation of this bilingual program.

Section 12. SICK LEAVE REIMBURSEMENT.

Officers and employees currently eligible for sick leave reimbursement, under provisions of the Sick Leave Reimbursement Program heretofore established and adopted by the City Council, shall be deemed to have vested rights thereto and shall continue to be entitled to receive such benefit pursuant to the provisions of said program, repeal thereof notwithstanding. The City Manager shall promulgate appropriate rules and regulations as may be necessary to effectuate and govern the operation of a Sick Leave Reimbursement Program. The sick leave reimbursement paid pursuant to the established program shall not, under any circumstances, be deemed as compensation for purposes of calculating average final compensation earnable as may be required or called for by other provisions of law.

Section 13. RETIREMENT CONTRIBUTION.

In accordance with the following schedule, the City shall pay into the Retirement System an actuarial equivalent of employee base compensation as additional employer contribution for Retirement System contributory purposes for those officers and employees who are members of the System.

- | | |
|---|-----|
| 1. All Unclassified Officers and Employees and all unrepresented classified employees. | 5% |
| 2. All represented classified employees with the exception of those listed in 3. below. | 4½% |
| 3. All Classified employees in the Police and Fire Bargaining Units. | 6½% |

All Lifeguard and Harbor Patrol classifications to be effective July 4, 1986.

It is the intent of this Council that the above provided retirement contributions are a benefit and option authorized and granted by Council on an annual basis and shall not be deemed or construed to create a property right in or continuing vested entitlement to such benefit from year to year. It is the further intent of this Council that the additional retirement contributions provided herein shall be in lieu of a like amount paid heretofore by the above designated officers and employees and that the contribution by those eligible officers and employees be reduced by a like amount.

Section 14. EXCEPTIONAL PERFORMANCE COMPENSATION.

The City Council hereby authorizes the City Manager to establish and implement an Exceptional Performance Compensation Program. Such program shall include criteria under which

employee performance shall be evaluated. Those employees judged to be exceptional performers may be granted one or more successive performance payments in an amount not to exceed a total of one thousand dollars (\$1,000) in any one fiscal year. Such payments shall not be considered to be a part of an employee's base compensation for any purpose, except as provided in section 5 of this ordinance, nor shall such employee acquire any right, vested or otherwise, to receive future exceptional performance payments.

Section 15. ADDITIONAL BENEFIT PROGRAMS.

The City Council may, and does hereby declare its intent to establish, from time to time, upon recommendation of the City Manager, additional benefit programs for represented and unrepresented officers and employees via separate and specific Council action. Such additional benefit programs shall be and are hereby declared to be predicated upon the existence of ratified and executed Memoranda of Understanding with recognized employee organizations or such other conditions of qualification for unrepresented officers and employees as the legislative body, in its sole discretion, may establish.

This is hereby established, pursuant to the intent of this section, a new Supplemental Pension Savings Plan for all eligible employees of The City of San Diego hired on or after July 1, 1986. Said Plan shall be similar to the existing Plan established on January 4, 1982 by Council Resolution No. R-255609 with the exception that the voluntary contribution rate for eligible employees shall be 3.05 percent. Future increases in

medicare and/or social security taxes mandated by an act of Congress shall result in corresponding reductions in the specified Plan contributions. The City Manager and City Attorney are directed to promulgate said new Supplemental Pension Savings Plan with provisions consistent herewith.

Section 16. TERMINAL EMPLOYEE.

There is hereby created a class to be known as "Terminal Employee." Any employee, Classified or Unclassified, granted terminal leave prior to termination of City service, shall be transferred to the class of "Terminal Employee" as of the date said terminal leave commences and is reflected upon the official payroll time sheet of the City. Upon transfer to said class and for the entire period of said terminal leave, such employee shall be paid at the rate and step established for the position occupied by that employee at the time of his transfer and he shall accrue no benefits while assigned such status except as may be otherwise authorized and provided by appropriate provision of law. Such employee shall be considered an employee of the department in which he was serving at the time of his transfer to terminal status, for purposes of accountability only, but his position as authorized by the annual appropriation ordinance shall be deemed vacated for the purpose of replacing the "Terminal Employee." The Civil Service Commission shall promulgate appropriate rules and regulations as may be necessary to effectuate and govern the status of "Terminal Employees."

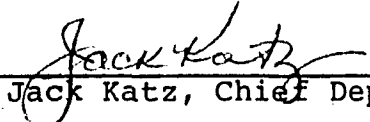
Section 17. APPRENTICE SALARIES.

The compensation for Apprentices is hereby established pursuant to the Apprentice Salary Schedule attached hereto as Exhibit D. The Civil Service Commission shall establish rules and regulations as may be necessary to govern training programs and the advancement of Apprentices.

Section 18. This ordinance shall take effect and be in force on the thirtieth day from and after its passage.

APPROVED: JOHN W. WITT, City Attorney

BY



Jack Katz, Chief Deputy

JK:smm
5/6/86
Or.Dept:Mgrs.Pers.
O-86-190
Form=o.anso

Passed and adopted by the Council of The City of San Diego on MAY 27 1986
 by the following vote:

Councilmen	Yeas	Nays	Not Present	Ineligible
Abbe Wolfsheimer	<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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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"/>
Judy McCarty	<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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

VACANT

Vote on Lifeguard Compensation package:

Councilmen	Yeas	Nays	Not Present	Ineligible
Abbe Wolfsheimer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bill Cleator	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gloria McColl	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judy McCarty	<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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

VACANT

AUTHENTICATED BY:

ED STRUIKSMA
 Deputy Mayor of The City of San Diego, California.

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

(Seal)

By June A. Blackwell, Deputy.

I HEREBY CERTIFY that the foregoing ordinance was not finally passed until twelve calendar days had elapsed between the day of its introduction and the day of its final passage, to wit, on

MAY 13 1986

MAY 27 1986

~~I FURTHER CERTIFY that said ordinance was read in full prior to its final passage.~~

I FURTHER CERTIFY that the reading of said ordinance in full was dispensed with by a vote of not less than a majority of the members elected to the Council, and that there was available for the consideration of each member of the Council and the public prior to the day of its passage a written or printed copy of said ordinance.

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

(Seal)

By June A. Blackwell, Deputy.

Office of the City Clerk, San Diego, California

Ordinance Number 0-16640 Adopted MAY 27 1986

00591

CERTIFICATE OF PUBLICATION

CITY OF SAN DIEGO
202 C STREET 12TH FLOOR
SAN DIEGO, CA 92101

IN THE MATTER OF

NO.

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION
FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE
FISCAL YEAR 1986-87

ORDINANCE NUMBER O-16649 (NEW SERIES)

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1986-87.

This ordinance establishes a schedule of compensation for the fiscal year 1986-87 to provide an approximate increase over fiscal year 1985-86 in the following units except for those classifications specifically excepted:

UNIT	APPROXIMATE INCREASE
Supervisory	5.0%
Technical	5.0%
Professional	5.0%
Administrative Support and Field Services	5.0%
Skilled Trades and Equipment Operator	5.0%
Maintenance and Labor	5.0%
Police	9.0%
Fire	5.0% effective July 1, 1988 additional 3.0% effective January 2, 1987

The ordinance also provides an additional 3% increase, effective January 2, 1987 for all of the clerical classifications and Data Entry Operator classes in the Technical Unit; an additional 6.0% for Library occupational group and an additional 4.0% for the Marine Safety occupational group, both effective January 2, 1987.

The ordinance additionally provides for the City to contribute into the Retirement System on behalf of employees in the following amounts:

- | | |
|--|--------|
| 1. All Unclassified Officers and Employees and all unrepresented classified employees. | 5.0% |
| 2. All represented classified employees with the exception of those listed in 3. below | 4 1/2% |
| 3. All Classified employees in the Police and Fire Bargaining Units. | 6 1/2% |
| All Lifeguard and Harbor Patrol classifications to be effective July 4, 1988. | 6 1/2% |

The ordinance also provides, to be effective July 1, 1986, the establishment of a new Supplemental Pension Savings Plan for all eligible employees with a maximum voluntary contribution rate of 3.05%, with all other provisions to be the same as the Plan previously established, said new Plan to be applicable to all eligible City employees hired on or after July 1, 1986.

In addition, pursuant to sections 12.1 and 24.1 of the City Charter, pay levels for the Mayor and City Council for fiscal year 1986-87 are to remain the same as fiscal year 1985-86 until such time as the budgetary process is completed, at which time the recommendations of the Salary Setting Commission, heretofore submitted on February 14, 1986 shall be considered and acted upon.

The ordinance also includes excepted salary increases for certain classifications, new classifications, title changes to classifications and classification deletions.

Thomas D. Kelleher

I, _____, am a citizen of the United States and a resident of the County aforesaid; I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the principal clerk of the San Diego Daily Transcript, a newspaper of general circulation, printed and published daily, except Saturdays and Sundays, in the City of San Diego, County of San Diego, and which newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of San Diego, State of California, under the date of January 23, 1909, Decree No. 14894; and the


ORDINANCE NO. 0-16649

is a true and correct copy of which the annexed is a printed copy and was published in said newspaper on the following date(s), to wit:

JUNE 10, 1986.

I certify under penalty of perjury that the foregoing is true and correct.

Dated at San Diego, California this 10th day of June, 1986.



 (Signature)

The ordinance further establishes base work periods; establishes increases and salary ranges for those officers and employees in unclassified service; and provides for overtime and extra compensation based on unusual work periods; educational incentive; bilingual pay; sick leave reimbursement; exceptional performance pay; and additional benefit programs.

A complete copy of the ordinance is available for inspection in the Office of the City Clerk of the City of San Diego, 12th floor, City Administration Building, 202 "C" Street, San Diego, CA 92101.

Passed and adopted by the Council of The City of San Diego on MAY 27 1986 by the following vote:

YEAS: Wolfshelmer, Cleator, McColl, Jones, Struiksma, Gotch, McCarty, Martinez.

NAYS: Cleator, Gotch (on Lifeguard Compensation package).

NOT PRESENT: None.

VACANT: Mayor.

AUTHENTICATED BY:

ED STRUIKSMA

Deputy Mayor of The City of San Diego, California

CHARLES G. ABDELNOUR

City Clerk of The City of San Diego, California

By JUNE A. BLACKNELL, Deputy

I HEREBY CERTIFY that the above foregoing is a full, true and correct copy of ORDINANCE NO. O-16649 (New Series) of the City of San Diego, California.

I FURTHER CERTIFY that said ordinance was not finally passed until twelve calendar days had elapsed between the day of its introduction and the day of its final passage, to wit, on MAY 13 1986, and on MAY 27 1986.

I FURTHER CERTIFY that the reading of said ordinance in full was dispensed with by a vote of not less than a majority of the members elected to the Council, and that there was available for the consideration of each member of the Council and the public prior to the day of its passage a written or printed copy of said ordinance.

CHARLES G. ABDELNOUR

City Clerk of The City of San Diego, California

By JUNE A. BLACKNELL, Deputy

Pub. June 10

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