

(O-89-218)

ORDINANCE NUMBER O- 17305 (NEW SERIES)

ADOPTED ON MAY 30 1989

AN ORDINANCE ESTABLISHING A SCHEDULE OF
COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE
CITY OF SAN DIEGO FOR THE FISCAL YEAR 1989-90.

WHEREAS, The Management Team of The City of San Diego has met and conferred with the Municipal Employees Association (MEA) regarding salaries and wages for employees represented by MEA in the Classified Service and has reached agreement thereon, and pursuant to provisions of previously adopted Memoranda of Understanding with POA, Local 145, and MEA as extended through fiscal year 1991 and Local 127, as extended through fiscal year 1990, 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 unrepresented classes and 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 in consonance 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 years 1988-89 and 1989-90, set forth in its report on said matter dated January 6, 1988, were considered and its recommended schedule of compensation for the Mayor and members of the City Council [to continue at the previous existing level with no increase], was accepted and adopted by Resolution No. R-270313, dated February 8, 1988, to be effective for the periods July 1, 1988 through June 30, 1990; and

WHEREAS, Ordinance No. O-16867 (New Series), dated May 26, 1987, set and incorporated said salaries recommended by the Salary Setting Commission for the Mayor and City Councilmembers at \$60,000 and \$45,000 respectively per annum; and

WHEREAS, the Council deems it appropriate to act thereon for incorporation in the annual salary ordinance in the same action as is used for the City at large; and

WHEREAS, the City, as a result of meet and confer, has agreed to increase the contribution from \$90 per month to \$99 per month toward the City-Sponsored Group Health Insurance premium for each retiree, eligible under section 24.0907.2 of the San Diego Municipal Code, who is a member of the Fire Representation Unit and also a safety member of the retirement system, said contributions to commence for all eligible employees from and after July 1, 1988; and

WHEREAS, the City further agrees that the City's contribution toward the City Sponsored Group Health Insurance premium for each eligible retiree of POA and Local 145 for fiscal year 1990 shall increase by the highest percentage increase among active employees, said increase to be determined solely and exclusively by the City Manager; 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 and specify a level of pay 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 1990 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, set forth in its report dated January 6, 1988, approved and adopted by Resolution No. R-270313, dated February 8, 1988, there is hereby established and adopted a schedule of compensation for the Mayor and Councilmembers for the period July 1, 1988 through June 30, 1990, as follows:

Mayor	\$60,000 per annum
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Councilmember \$45,000 per annum

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. EXECUTIVE COMPENSATION SET BY COUNCIL

For those executive positions whose compensation is established by Council, the following rates and steps are approved and adopted for fiscal year 1990, effective July 1, 1989 through June 30, 1990. Said rates, steps and monthly compensation assigned thereto shall be set forth with specificity in Exhibit CC of this ordinance:

	<u>RATE and STEP*</u>
City Manager	05.3P
City Attorney	05.2U
Planning Director	04.3N
Auditor & Comptroller	04.2H
City Clerk	03.2F

*See provisions set forth in Exhibit CC

Section 3. 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 4. 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.

Included in such schedule of compensation shall be special salary adjustments for certain specified classifications, in addition to the general overall increase authorized, said special salary adjustment awarded as a result of retention or recruitment problems, changes in duties or responsibilities or other special factors identified by the Civil Service Commission or City Council.

Biweekly salaries and ranges thereof for said Standard Rates are set forth in the Salary Schedules attached hereto as Exhibits A-1, A-2 and A-3, said Exhibit A-2 to be effective December 23, 1989 and Exhibit A-3 to be effective May 26, 1990, to replace the salaries established for those same standard Rate numbers in Exhibit A-1, provided, however, that those ranges marked with an asterisk in Exhibits A-1 and A-2 shall not be effective if an MOU is not ratified and signed by June 23, 1989.

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

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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, A-2 and A-3 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 5. 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.

Salaried members of the Executive, Managerial and Professional Legal categories, all other unclassified classes as may exist, and unrepresented employees not eligible for overtime pay 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. Time card documentation and time sheet posting for full-time members shall reflect an average of eighty (80) hours per pay period, to consist of ten (10) eight-hour days. The above process is authorized for time card and time sheet purposes even though the unclassified or unrepresented employee may work hours not so reflected as a result of varying duties, responsibilities, and demands of time. Salaried unclassified and unrepresented members, except those otherwise specifically authorized to the contrary, may not receive, for any purpose, credit for hours otherwise worked in excess of eighty (80) hours per pay period. The City Manager and nonmanagerial department directors shall be responsible for administering the above authorized time documentation and time posting process and limits, with review thereupon by the Personnel Director and Auditor and Comptroller.

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 6. 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 7. 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. Range or incremental steps shall be as set forth in Exhibits A-1, A-2 and A-3 attached hereto.

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. 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, 1989, unless otherwise indicated, for those positions set forth in section 2 above and the table attached hereto as Exhibit CC, the determination and setting of which the City Council is directly responsible.

**Section 8. 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 calculations 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 calculations 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 calculations in accordance therewith and predicated thereupon. For 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 9. 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 except, however, for Police and Fire bargaining unit members, shall not be less than three (3) 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 10. 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. In the event a ratified and executed Memorandum of Understanding is not in existence, the extra compensation authorized herein shall be limited to that amount authorized under the last duly executed Memorandum of Understanding. 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 11. 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 12. 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; and further provided that bilingual certified dispatchers in the Fire and Police Departments shall be paid 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 13. 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 14. 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 Legislative Officers | 6.9% |
| 2. All Unclassified Officers and Employees and all unrepresented classified employees with the exception of such personnel in the Police and Fire classifications. | 5.5% |
| 3. All represented classified employees with the exception of those listed in 4. below. | 4.5% |
| 4. All employees in the Police and Fire Bargaining Units who are | 6.9%* |

members of the safety retirement system and all unclassified and unrepresented officers and employees in the safety retirement system and all Lifeguard and Harbor Patrol classifications.

*Offset for members of this category may be reduced to 6.5% upon the reduction of contribution rates by .4% after review and action thereon by the City Manager.

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. The amount of retirement offset shall not be credited to or deposited in the participant's contributory account but shall remain an asset of the system. 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 15. 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 an approximate net total (after taxes) 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 6 of this ordinance, nor shall such employee acquire any right, vested or otherwise, to receive future exceptional performance payments.

A Managerial Exceptional Performance Plan is further implemented pursuant to the criteria for evaluation promulgated by the City Manager or non-managerial appointing authority. Such performance award shall not exceed a total (net after taxes) of three thousand dollars (\$3,000) in any calendar year and shall be paid in not more than two increments. Such payments shall be considered as part of base compensation and shall be net after taxes and the City shall further pay the recipients SPSP and retirement contribution based on the gross award, said gross to be determined by the Auditor and Comptroller. The recipient of the performance award shall not acquire any right, vested or otherwise, to receive future exceptional performance payments.

Section 16. 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.

In connection therewith, the City shall increase its contribution from \$90 to \$99 per month, effective July 1, 1988, toward the City-Sponsored Group Health Insurance premium for each retiree who is eligible under the provisions of section 24.0907.2 of the San Diego Municipal Code and who is a member of the Fire Representation Unit and an eligible safety member of the retirement system.

This is hereby continued, pursuant to the intent of this section, a new Supplemental Pension Savings Plan, established July 1, 1986, for all eligible employees of The City of San Diego hired on or after July 1, 1986. Said Plan shall be similar to the Plan established on January 4, 1982 by Council Resolution No. R-255609, with the exception that the voluntary contribution rate for eligible employees shall not exceed 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 or as may hereafter be required.

Section 17. 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

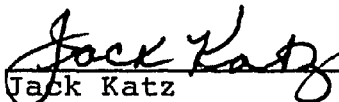
for the entire period of said terminal leave, such employee shall be paid at the rate and step established for the position occupied by that employee at the time of his transfer and he shall accrue no benefits while assigned such status except as may be otherwise authorized and provided by appropriate 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 18. 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 19. This ordinance shall take effect and be in force on the thirtieth day from and after its passage, with the provisions relating to fiscal year 1990 compensation to be effective on July 1, 1989.

APPROVED: JOHN W. WITT, City Attorney

By 
Jack Katz
Senior Chief Deputy

JK:smm
05/15/89
Or.Dept:Mgr./Pers.
O-89-218
Form=o.anso

MAY 30 1989

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

Council Members	Yeas	Nays	Not Present	Ineligible
Abbe Wolfsheimer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ron Roberts	<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"/>
H. Wes Pratt	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ed Struiksma	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
J. Bruce Henderson	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Judy McCarty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bob Filner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Maureen O'Connor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

MAUREEN O'CONNOR

Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR

City Clerk of The City of San Diego, California.

(Seal)

By *Blonda R. Barnes*, 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 16 1989

MAY 30 1989

~~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 *Blonda R. Barnes*, Deputy.

Office of the City Clerk, San Diego, California

Ordinance Number **0-17305**

MAY 30 1989

Adopted

CERTIFICATE OF PUBLICATION

RECEIVED
 JUN 19 AM 11:26
 SAN DIEGO, CALIF. *sch*

CITY OF SAN DIEGO
 202 C STREET, SECOND FLOOR
 SAN DIEGO, CA 92101
 ATTN: RHONDA R. BARNES

IN THE MATTER OF
 AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION
 FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO
 FOR THE FISCAL YEAR 1989-90.

NO.

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 NUMBER O-17305 (NEW SERIES)

AN ORDINANCE ESTABLISHING A SCHEDULE OF COMPENSATION FOR OFFICERS AND EMPLOYEES OF THE CITY OF SAN DIEGO FOR THE FISCAL YEAR 1989-90.

This ordinance establishes a schedule of compensation for the fiscal year 1989-90 to provide an approximate increase over fiscal year 1988-89 in the following units except for those classifications specifically excepted:

APPROXIMATE INCREASE

UNIT	Effective July 1, 1989	Effective December 23, 1989	Effective May 26, 1990
Supervisory	4.0%		
Technical	4.0%		
Professional	4.0%		
Administrative Support and Field Services	4.0%		
Skilled Trades and Equipment Operator	4.0%		
Maintenance and Labor	4.0%		
Police Officer I and above and Police Recruit	4.0%	2.0%	1.0%
Lifeguard II and above	4.0%	2.0%	
Fire Fighter I and above	4.0%	2.0%	
Fire Recruit	4.0%		
Unrepresented	4.0%		

The ordinance also refers to a negotiated and approved memoranda of understanding with POA, Local 145 and MEA, as extended through FY 1991 and with Local 127, as extended through FY 1990, all relating to benefits and general salary increases.

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

ORDINANCE NUMBER O-17305 (NEW SERIES)

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 13

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

Dated at San Diego, California this 13 day of JUNE, 1989.

Thomas D. Kelleher

(Signature)

12" x 2 x 135.96 = \$215.74 Page 1 of 2

- | | |
|---|------|
| 1. All Legislative Officers | 6.0% |
| 2. All Unclassified Officers and Employees and all unrepresented classified employees with the exception of such personnel in the Police and Fire classifications. | 5.5% |
| 3. All represented classified employees with the exception of those listed in 4. below | 4.5% |
| 4. All employees in the Police and Fire bargaining units who are members of the safety retirement system and all unclassified and represented officers and employees in the safety retirement system and all Lifeguard and Harbor Patrol classifications. | 6.0% |

*Offset for members of this category may be reduced to 6.5% upon the reduction of contribution rates by 4% after review and action thereon by the City Manager.

The ordinance also provides for the continuance of a new Supplemental Pension Savings Plan established July 1, 1988, for all eligible employees with a maximum voluntary contribution rate of 3.5%, 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, 1988.

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 1989-90 continue to be, respectively, \$60,000 and \$45,000, pursuant to the recommendations of the Salary Setting Commission, heretofore submitted by report dated January 6, 1988 and accepted and adopted by Resolution No. R-270313, dated February 8, 1988.

The ordinance also provides per annum compensation adjustments for those senior executive positions, salaries for which are established by Council, said new levels set forth in Exhibit CC to be effective July 1, 1989.

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

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 reimbursements; 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, 2nd 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 30 1989 by the following vote:

YEAS: Wolfshimer, Roberts, McColl, Pratt, McCarty, Fliner, O'Connor.

NAYS: None.

NOT PRESENT: Struiksma, Henderson.

AUTHENTICATED BY: MAUREEN O'CONNOR

Mayor of The City of San Diego, California

CHARLES G. ABDELNOUR

City Clerk of The City of San Diego, California

By RHONDA R. BARNES, Deputy

I HEREBY CERTIFY that the above and foregoing is a full, true and correct copy of ORDINANCE NO. O-17305 (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 16 1989, and on MAY 30 1989.

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 Rhonda R. Barnes, Deputy

(Seal)