

(R-92-1176)

RESOLUTION NUMBER R-279389

ADOPTED ON FEBRUARY 10, 1992

WHEREAS, Proposition E on the November 1973 ballot proposed an amendment to the Charter of The City of San Diego to add new sections providing for a Salary Setting Commission (herein called "Commission") and procedures for adjustments to salaries of the Mayor and Council; and

WHEREAS, the electorate of The City of San Diego approved Proposition E providing for such amendments to the Charter; and

WHEREAS, such amendments to the Charter were ratified by the Legislature of the State of California on December 7, 1973, pursuant to the requirements of the then existing article XI, section 5, of the California Constitution; and

WHEREAS, section 41.1 of the Charter established the Commission commencing January 1, 1974, and set forth therein the requirement that said Commission shall recommend to the Council the enactment of an ordinance establishing salaries for the Mayor and Council as provided by the Charter; and

WHEREAS, section 12.1 pertaining to Council member salaries and section 24.1 pertaining to the Mayor's salary require that said Commission's recommendation be presented on or before February 15 of every even year, said salaries to be effective the following July 1 for a two-year period; and

WHEREAS, during fiscal year 1992, the Commission conducted extensive research and held a series of public hearings to

determine and ascertain facts sufficient to establish salary levels for recommendation to the Mayor and Council for adoption by ordinance as required by the Charter; and

WHEREAS, the Commission, pursuant to the mandate of the Charter, presented its recommendations by memorandum dated February 5, 1992 (attached hereto as Attachment A) to the Mayor and Council; and

WHEREAS, the Commission recommended no increase in annual compensation for the Mayor and City Council members in the fiscal year 1993 salary ordinance, to be effective July 1, 1992 and an approximate 4% increase raising the Mayor's salary to \$67,912 and the City Council members salary to \$50,960, to be established and incorporated in the fiscal year 1994 salary ordinance, to be effective July 1, 1993; NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, that the determination and recommendations of the Salary Setting Commission, as contained in its letter of recommendation to the Mayor and Council, dated February 5, 1992, have been considered and they are hereby rejected and the Mayor and Council will receive no pay increase in Fiscal Year 1993 and Fiscal Year 1994.

APPROVED: JOHN W. WITT, City Attorney

By Stuart H. Swett
Stuart H. Swett
Senior Chief Deputy

SHS:smm
02/04/92
02/18/92 REV.
Or.Dept:Pers./Clerk
R-92-1176



THE CITY OF
SAN DIEGO
SALARY SETTING COMMISSION

CITY ADMINISTRATION BUILDING • 202 C STREET • SAN DIEGO, CALIF. 92101

February 5, 1992

Subject: 1992 Salary Setting Commission's Recommendation

Honorable Mayor and City Council Members:

The Salary Setting Commission is pleased to present their salary recommendations for the Mayor and City Council Members for Fiscal Years 1993 and 1994. This report constitutes the Commission's official recommendations to be incorporated into the 1992-93 and 1993-94 Salary Ordinances pursuant to the requirements of Sections 12.1, 24.1, and 41.1 of the City Charter.

THE COMMISSION'S PROCESS

The Commission met on five occasions to review comprehensive data which were gathered primarily by the staff in the City of San Diego's Personnel Department. A list of the reviewed material is attached.

The Commission wrote to over 300 community and civic organizations, civic leaders, past and present City Council Members, as well as the electronic and print media informing them of our charge. Two public meetings were held downtown at the City Administration Building where the public was invited to express their views on this matter. Written correspondence was also encouraged and received.

After gathering and reviewing the data, hearing the public's testimony, and reviewing correspondence, the Commission consolidated the material into three areas it felt were critical to formulating a recommendation. These areas were:

- Adequacy of income
- Comparable data
- Responsibilities of the Mayor and the Council

A complete list of subcategories is attached.

In conclusion, the Commission's recommendation attempts to achieve a fair compensation level based on these considerations, including present and anticipated economic conditions, public testimony, and the testimony and comments from the City Council. In the final review process, the Commission evaluated all the critical data, without highlighting any one particular area, to determine the salary recommendation.

RECOMMENDATION:

After considering the preceding data, the Commission approved the following:

<u>EFFECTIVE DATE</u>	<u>MAYOR</u>	<u>CITY COUNCIL</u>
Current	\$65,300	\$49,000
7-1-92 (No increase)	\$65,300	\$49,000
7-1-93 (Approximate 4% increase)	\$67,912	\$50,960

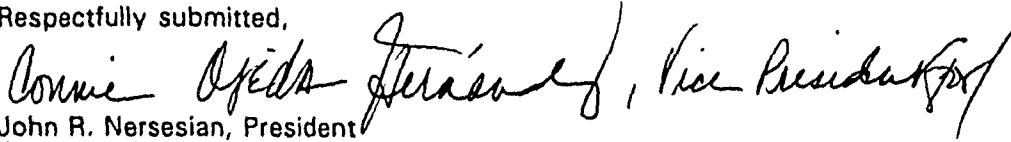
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ATTACHMENT A

Mayor and City Council
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February 5, 1992

The Commission would be pleased to respond to any questions the Council may have regarding the above recommendation.

Respectfully submitted,


John R. Nersesian, President
Salary Setting Commission

JN:wp
Attachment

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**CITY OF SAN DIEGO
SALARY SETTING COMMISSION
SUBJECT AREAS REVIEWED**

1. City Charter
2. Municipal Code
3. Salary Ordinance
4. 1990 Commission Recommendations
5. Prior Salary Increases
6. Budgets
7. Benefits
8. Auto Allowance
9. Wage and Benefit Costs
10. Expense Reimbursement Procedure
11. Consumer Price Index Changes
12. Salary Survey Data
13. Present and Anticipated Economic Conditions

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**CITY OF SAN DIEGO
SALARY SETTING COMMISSION
SUMMARY OF CRITICAL DATA**

Adequacy of Income

- Fair living wage for a single wage earner/head of household
- Cost of living in San Diego
- Housing affordability
- Household income distributions in San Diego City and County
- Amount of income sufficient to attract qualified candidates
- Other benefits including prestige, community respect, and the ability to shape events

Comparable Data

- Comparable cities as to salary and benefits
- Consumer Price Index - 1990, 1991
- Public letters and testimonies
- Present and anticipated economic conditions

Responsibilities - as "full-time" City representatives

- Legislative
- Budget
- Committees
- Investigations and studies
- Support and service to district and total city constituents
- Policy determination and future planning
- Developing financial support (funding through taxes, bonds, state and federal revenue sharing, fees for service, etc.)

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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"/>
John Hartley	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
George Stevens	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tom Behr	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Valerie Stallings	<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"/>
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:

(Seal)

MAUREEN O'CONNOR

Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR

City Clerk of The City of San Diego, California.

By  Deputy.

Office of the City Clerk, San Diego, California

Resolution Number **R-279389** Adopted **FEB 10 1992**

FEB 10 1992

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"/>
John Hartley	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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AUTHENTICATED BY:

(Seal)

MAUREEN O'CONNOR

Mayor of The City of San Diego, California.

CHARLES G. ABDEINOUR

City Clerk of The City of San Diego, California.

By  Deputy.

Office of the City Clerk, San Diego, California

Resolution Number R-279389 Adopted FEB 10 1992

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