

(R-94-1144 REV.)

RESOLUTION NUMBER R-283472

ADOPTED ON MARCH 1, 1994

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 1994, 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 in a letter dated February 8, 1994 (attached hereto as Attachment A) to the Mayor and Council; and

WHEREAS, the Commission recommended a two-step increase in annual compensation for the Mayor and City Council members, the first step to be established and incorporated in the fiscal year 1995 salary ordinance, to be effective July 1, 1994 and the second step to be established and incorporated in the fiscal year 1996 salary ordinance, to be effective July 1, 1995; 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 8, 1994, have been considered and the recommendation for a 1% salary increase to be effective July 1, 1994 is hereby rejected and consideration of the

recommendation for a 2% salary increase to be effective July 1,
1995 is deferred until consideration of the Fiscal Year 1996
Budget and Salary Ordinance.

APPROVED: JOHN W. WITT, City Attorney

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

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THE CITY OF

SAN DIEGO

SALARY SETTING COMMISSION

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

February 8, 1994

Subject: 1994 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 1995 and 1996. This report constitutes the Commission's official recommendations to be incorporated into the 1994-95 and 1995-96 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 four occasions to review comprehensive data 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 200 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 and public testimony. In the final review process, the Commission evaluated all the critical data, without highlighting any one particular area, to determine the salary recommendation.

ATTACHMENT A

Mayor and City Council

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February 8, 1994

RECOMMENDATION:

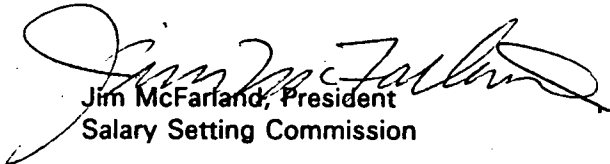
After considering the preceding data, the Commission approved the following:

<u>EFFECTIVE DATE</u>	<u>MAYOR</u>	<u>CITY COUNCIL</u>
Current	\$65,300	\$49,000
7-1-94 (Approximate 1% increase)	\$65,953	\$49,490
7-1-95 (Approximate 2% increase)	\$67,272	\$50,480

The Commission's recommendation further stipulates that in the event the Mayor and Council do not accept the 1% increase beginning July 1, 1994, it may not be deferred to Fiscal Year 1996. Only the 2% recommended for July 1, 1995, may be received at that time. In which case the recommended salaries for Mayor and Council would be \$66,606 and \$49,980, respectively.

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

Respectfully submitted,


Jim McFarland, President
Salary Setting Commission

JN:wp
Attachment

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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
- 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 - 1975 thru 1993
- 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.)

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

1. City Charter
2. Municipal Code
3. Salary Ordinance
4. 1992 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
14. Salaries of City Employees

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