

RESOLUTION NUMBER R- 292982

ADOPTED ON APR 11 2000

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 2000, 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 January 27, 2000 (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 2001 salary ordinance, to be effective July 1, 2000 and the second step to be established and incorporated in the fiscal year 2002 salary ordinance, to be effective July 1, 2001;  
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 January 27, 2000, be and they are hereby adopted.

BE IT FURTHER RESOLVED, that the City Attorney be and he is hereby directed,  
pursuant to section 41.1 of the Charter, to incorporate the Commission's recommendations in the  
annual salary ordinance.

APPROVED: CASEY GWINN, City Attorney

By Stuart H. Swett  
Stuart H. Swett  
Deputy City Attorney

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01/25/2000  
Or.Dept:Personnel  
R-2000-854  
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THE CITY OF

# SAN DIEGO

## SALARY SETTING COMMISSION

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

January 27, 2000

Subject: 2000 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 2001 and 2002. This report constitutes the Commission's official recommendations to be incorporated into the Fiscal Years 2001-02 and 2002-03 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.

The Commission wrote to hundreds of 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 Civic Center Plaza Building, where the public was invited to express their views on this matter. Written correspondence was also encouraged, and evaluated together with the public testimony received.

In its deliberations to develop salary recommendations that are equitable and appropriate for the Mayor and Councilmember positions, the Commission gave consideration to a variety of factors, including, but not limited to those listed below:

- Adequacy of income, including cost of living in San Diego
- Comparable data, including Consumer Price Index and rate of inflation
- Historical data on salary for Mayor and Councilmembers
- Responsibilities of the positions

A list of subject areas within each of these factors is attached.

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**Mayor and City Council**

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**January 27, 2000**

In conclusion, the Commission's recommendation attempts to achieve a fair compensation level based on these considerations. In the final review process, each Commissioner evaluated a combination of the critical data to come to consensus on a salary recommendation.

**RECOMMENDATION:**

Since 1990 the cost of living in San Diego has increased a total of 28.9%. The goal of the Salary Setting Commission's recommendation on salary increases is to bring the salaries in line with comparable positions in other cities and to reflect the level of work that these jobs entail. Over time the salaries of Mayor and Council have fallen behind the salaries of other working positions in San Diego.

In regard to salary for the Mayor and Council positions, the Commission approved the following:

<b><u>EFFECTIVE DATE</u></b>	<b><u>MAYOR</u></b>	<b><u>CITY COUNCIL</u></b>
Current	\$75,268	\$56,479
7-1-00 (Approximate 7.5% increase)	\$80,913	\$60,715
7-1-01 (Approximate 7.5% increase)	\$86,982	\$65,269

The Commission's recommendation further stipulates that in the event the Mayor and Council do not accept the 7.5% increase beginning July 1, 2000, it may be deferred to Fiscal Year 2002. In which case the recommended salaries for the Mayor and Council would be no more than \$86,982 and \$65,269, respectively, effective July 1, 2001.

The Salary Setting Commission strongly encourages the City Council to adopt the recommendation of this Commission on salary increases in order to continue to attract quality candidates for the Mayor and Council Offices for the future.

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

Respectfully submitted,

Karen Marshall, President  
Salary Setting Commission

PH:wp  
Attachment

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

**ADEQUACY OF INCOME**

- Cost of living in San Diego
- Fair living wage for a single wage earner/head of household
- Amount of income sufficient to attract qualified candidates

**COMPARABLE DATA**

- Salary of elected officials in comparable cities
- Consumer Price Index - 1975 thru 1999; rate of inflation
- Public letters and testimony
- Past, Present and anticipated economic conditions

**HISTORICAL SALARY OF MAYOR AND COUNCIL POSITIONS**

- Dates of salary increases for Mayor and Council
- Recommendations of previous Salary Setting Commissions
- Salary increases granted to City Employees

**RESPONSIBILITIES OF THE POSITIONS**

- Legislative
- Budget
- Committees
- Investigations and studies
- Support and service to district and total city constituents
- Policy determination and future planning

**CITY OF SAN DIEGO**  
**SALARY SETTING COMMISSION**  
**MATERIALS REVIEWED**

1. **City Charter**
2. **Municipal Code**
3. **Salary Ordinance**
4. **1994 Salary Setting 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. **Salaries of City Employees**
14. **Citizen Correspondence**