

RESOLUTION NUMBER R-299170

ADOPTED ON MAY 4, 2004

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 2004, the Commission conducted extensive research and held a series of public hearings to determine and ascertain facts sufficient to establish salary

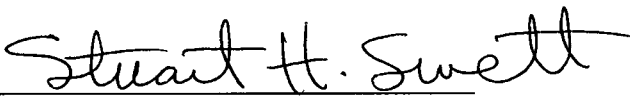
levels for recommendation to the Mayor and Council for adoption by ordinance as required by the Charter; and

WHEREAS, the Commission, pursuant to the mandate of the Charter, presented its recommendations in a letter dated February 3, 2004, (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 2005 salary ordinance, to be effective July 1, 2004, and the second step to be established and incorporated in the fiscal year 2006 salary ordinance, to be effective July 1, 2005; 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 3, 2004, are declined for fiscal year 2005 and deferred until the City Council considers the salary ordinance for fiscal year 2006.

APPROVED: CASEY GWINN, City Attorney

By   
Stuart H. Swett  
Senior Deputy City Attorney

SHS:jab  
02/11/2004  
05/05/2004 REV.  
Or.Dept:Pers.  
R-2004-871



THE CITY OF SAN DIEGO

**ATTACHMENT A**

February 3, 2004

Subject: 2004 Salary Setting Commission's Recommendation

Honorable Mayor and City Council Members:

The Salary Setting Commission is pleased to present its salary recommendations to the Mayor and City Council Members for Fiscal Years 2005 and 2006. This report constitutes the Commission's official recommendations for increases to be incorporated into the Fiscal Years 2004-05 and 2005-06 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 City of San Diego's Personnel Department staff. This included not only the areas and types of data historically considered, but also new information requested by individual Commissioners.

With the gracious assistance of staff, the Commission wrote to hundreds of community and civic organizations, civic leaders, past and present City Councilmembers, as well as the electronic and print media, informing them of our task and inviting comment. Three public meetings were held downtown at the Civic Center Plaza Building, where the public was invited to express its views on this matter; members of the public attended two of those meetings. Written correspondence, including electronic mail, was also encouraged and evaluated together with the public testimony received.

In a conscientious and focused manner, the Commission studied and deliberated over a two-month period. Our goal was to develop equitable and appropriate salary recommendations for the Mayor and Councilmember positions, given a host of criteria. In an effort to meet that goal, the Commission gave consideration to a broad variety of factors, including but not limited to:

- Adequacy of income, including cost of living in San Diego
- The benefits package accompanying the positions
- Comparable data, including the Consumer Price Index and rates of inflation
- Comparable data, including Mayor and Councilmember salaries of various/comparable California and western cities
- Historical salary data for the local Mayor and Councilmembers, and
- Responsibilities of the positions

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



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During the lengthy review process, each Commissioner evaluated all of the data independently, the information was then discussed as a group, and public concerns and criticisms were considered. At the tail end of that process, the Commission members came to a reasoned consensus on salary recommendation (with the lone dissenting voice unable to support the recommendation because it was too low).

**RECOMMENDATION:**

Since 1993 the cost of living in San Diego has increased a total of 32.9%. The Salary Setting Commission attempted, at a minimum, to account for that dramatic increase and, secondarily, to try to bring San Diego salaries roughly in line with comparable positions in other cities. The Commission was mindful that these important positions have become more demanding as the spending power commensurate with the salaries has declined. Moreover, the salaries of Mayor and Council have fallen dramatically behind the salaries of other important, but less critical, public and elected positions in San Diego.

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

<u>EFFECTIVE DATE</u>	<u>MAYOR</u>	<u>CITY COUNCIL</u>
Current	\$100,464	\$75,386
7-1-04 (Approximate 3.5% increase)	\$103,980	\$78,025
7-1-05 (Approximate 3.5% increase)	\$107,619	\$80,756

The Commission's recommendation further stipulates that in the event the Mayor and Council do not accept the 3.5% increase beginning July 1, 2004, it may be deferred until Fiscal Year 2006, at which time the recommended salaries for the Mayor and Council would be \$107,619 and \$80,756, respectively, effective July 1, 2005.

The Salary Setting Commission strongly encourages the City Council to adopt, without adjustment, the recommendation of this Commission in order to fairly compensate those who currently hold these positions, and to continue attracting quality candidates in the future. The citizens of San Diego benefit from supporting a pay scale that makes it possible for interested, capable, hard-working people who do not possess independent wealth to run for public office.

On behalf of the Commission, I would be pleased to respond to any questions the Council may have regarding the above recommendations and/or the process which preceded them.

Respectfully submitted,



Deb Pedersdotter, President  
Salary Setting Commission

PRH:arc

Attachment

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## SUMMARY OF CRITICAL DATA

### ADEQUACY OF INCOME

- Cost of living in San Diego
- Amount of income sufficient to attract qualified candidates

### COMPARABLE DATA

- Salaries and salary setting procedures for elected officials in comparable cities
- Consumer Price Index - 1975 thru 2003
- Public letter and testimony

### 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

- Support and service to District and total city constituents

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## MATERIALS REVIEWED

1. City Charter
2. Municipal Code
3. Salary Ordinance
4. 2002 Salary Setting Commission Recommendations
5. Prior Salary Increases
6. Benefits
7. Auto Allowance
8. Wage and Benefit Costs
9. Expense Reimbursement Procedure
10. Consumer Price Index Changes
11. Salary Survey Data
12. Salaries of City Employees
13. Citizen Correspondence

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