

RESOLUTION NUMBER R- 314360DATE OF FINAL PASSAGE OCT 06 2022

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO AUTHORIZING THE AWARD OF A CONSULTANT CONTRACT TO KOFF AND ASSOCIATES, A GALLAGHER COMPANY, TO PROVIDE TOTAL COMPENSATION SURVEYS.

WHEREAS, on January 5, 2022, the City of San Diego (City) issued a request for proposals (RFP) for total compensation surveys and to provide as-needed supplemental reports for Memorandum of Understanding (MOU) negotiations with the City's six recognized employee organizations (REOs); and

WHEREAS, the current MOUs with the American Federation of State, County, and Municipal Employees, Local 127 (Local 127), the San Diego Municipal Employees Association (MEA), and the San Diego Deputy City Attorneys Association (DCAA) will expire on June 30, 2023 and successor MOU negotiations will commence in the fall of 2022. The fiscal year 2023 total compensation surveys for Local 127, MEA, and DCAA, as well as unrepresented classifications, are necessary in order to evaluate the REO proposals and effectively develop the City's economic proposals, consistent with the City's Compensation Philosophy; and

WHEREAS, the City anticipates the need for total compensation surveys for the San Diego City Firefighters, IAFF, Local 145 (Local 145), the California Teamsters, Local 911 (Local 911), and the San Diego Police Officers Association (POA), in preparation for the fiscal year 2025 successor MOU negotiations; and

WHEREAS, the scope of work includes as-needed updates to the total compensation surveys, supplemental reports, and other related professional services; and

WHEREAS, three proposals were received and deemed responsive. Upon conclusion of its review and evaluation, the RFP Evaluation Committee determined that Koff and Associates, a Gallagher Company (Koff and Associates), represents the best overall value for the City and possesses the expertise, experience, and personnel necessary to provide these services; and

WHEREAS, Koff and Associates is an experienced human resources and recruitment services firm providing such services to cities, counties, special districts, courts, educational institutions, and other public agencies for over 38 years; and

WHEREAS, Koff and Associates has produced total compensation surveys for the City in the past six years; and

WHEREAS, the Office of the City Attorney has drafted this resolution based on the information provided by City staff, with the understanding that this information is complete, true, and accurate; NOW, THEREFORE,

BE IT RESOLVED, by the City Council of the City of San Diego, that the Mayor, or his designee, is authorized to execute Contract #10089860-22-S with Koff and Associates to provide total compensation surveys and related services in an amount not to exceed \$550,000 or a period of two years, with three one-year options to extend.

BE IT FURTHER RESOLVED, that the Chief Financial Officer is authorized to expend an amount not to exceed \$550,000, effective upon execution of the contract until completion of the scope of services up to five years, provided the Chief Financial Officer certifies funds necessary for the expenditures are available or will be available.

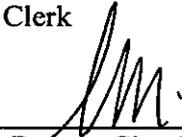
APPROVED: MARA W. ELLIOTT, City Attorney

By /s/Miguel Merrell
Miguel Merrell
Deputy City Attorney

MM:jvg
September 14, 2022
Or.Dept: Human Resources
CC No. N/A
Doc. No. 3087871

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of OCT 03 2022

ELIZABETH S. MALAND
City Clerk

By 
Deputy City Clerk

Approved: 10/5/22
(date)


TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on OCT 03 2022, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monica Montgomery Steppe	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chris Cate	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage OCT 06 2022.

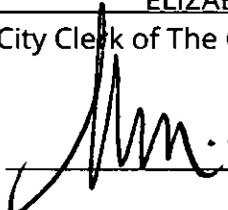
(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

TODD GLORIA
Mayor of The City of San Diego, California.

(Seal)

ELIZABETH S. MALAND
City Clerk of The City of San Diego, California.

By , Deputy

Office of the City Clerk, San Diego, California

Resolution Number R- 314360