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(R-2027-51)
COR. COPY

RESOLUTION NUMBER R- 316946

DATE OF FINAL PASSAGE SEP 22 2026

A RESOLUTION OF THE COUNCIL OF THE CITY OF SAN DIEGO AMENDING COUNCIL POLICY 300-04 ENTITLED "ANNUAL SALARY REVIEW OF POSITIONS WITH SALARIES ESTABLISHED BY COUNCIL."

RECITALS

The Council of the City of San Diego (Council) adopts this Resolution based on the following:

A. Council Policy 300-04, entitled "Annual Salary Review of Positions with Salaries Established by Council," provides for "a systematic annual review process" of the salaries of employees who report directly to the full Council, as their appointing authority. The Council previously reviewed and updated Council Policy 300-04, by San Diego Resolution R-305686 (March 26, 2010). The Council now wishes to update Council Policy 300-04 to conform to changes in the law.

B. Under the San Diego City Charter (Charter), the Council is responsible for appointing and setting the salaries of the City Clerk (Charter section 38) and the Independent Budget Analyst (Charter sections 39.3). The Council also appoints and sets the salary of the City Auditor, with a recommendation from the Audit Committee (Charter section 39.2). Under Charter section 39.1, the Audit Committee must recommend the annual compensation of the City Auditor to the Council, as well as conduct the City Auditor's annual performance review.

C. Under Charter section 70, the Council is responsible for setting the salaries of the City Clerk, Independent Budget Analyst, and City Auditor on an annual basis. It is the policy of the Council to review the salaries of these positions each year in conjunction with the Council's adoption of the annual Salary Ordinance and the performance reviews of the employees in the positions. These positions are in the City's unclassified service, and the Salary Ordinance

establishes the salary ranges and related compensation for the positions. In setting salaries for these positions, the Council will consider applicable information, including efficiency, responsibility, merit, salaries paid by other agencies, and the City's financial situation.

D. The Council is also the appointing authority for the position of Executive Director of the Commission on Police Practices (CPP). Under Charter section 41.2, the Council establishes the initial annual compensation of the CPP's Executive Director, while subsequent annual salary and performance reviews are the responsibility of the CPP.

E. Under the amendments to Council Policy 300-04, the Council may request that the Personnel Director, the Mayor, acting through City's Human Resources Department, or both, provide the Council with a report on salary data related to the positions described in this Resolution, including salary information for comparable positions in other agencies, general wage increases, and recruitment and retention issues. The Audit Committee may also request this information from the Personnel Director, Human Resources Department, or both, to assist in advising the Council on the salary of the City Auditor.

F. Further, the City Clerk, City Auditor, Independent Budget Analyst, and CPP Executive Director are "local agency executives" within the meaning of California Government Code section 3511.1. Their salaries and related items of compensation must be approved in open session meetings under the Ralph M. Brown Act. Under California Government Code section 54953(d)(3), before the Council takes final action on the salaries, salary schedules, or compensation in the form of fringe benefits of these positions, the Council must orally report a summary of the recommendation for the final action during the open meeting in which the final action is to be taken.

G. The Office of the City Attorney prepared this Resolution based on the information provided by City staff, with the understanding that this information is complete and accurate.

H. Under San Diego Charter section 280(a)(1), this Resolution is not subject to the Mayor's veto because this matter is exclusively within the Council's purview and does not affect the administrative service of the City under the Mayor's control.

ACTION ITEMS

Be it resolved by the Council of the City of San Diego:

1. The Council amends Council Policy 300-04, entitled "Annual Salary Review of Positions with Salaries Established by Council,' as described in this Resolution and as set forth in Document No. RR-316946, filed in the Office of the City Clerk.

2. The City Clerk is instructed to update the Council Policy Manual to include the amended Council Policy 300-04.

APPROVED: HEATHER FERBERT, City Attorney

By Thomas J. Brady, DCA for
Joan F. Dawson
Senior Deputy City Attorney

JFD:cm:jvg
June 30, 2026
September 16, 2026 COR. COPY
Or.Dept: Council District 1
Doc. No. 4479037_2

I certify that the Council of the City of San Diego adopted this Resolution at a meeting held on SEP 22 2026.

DIANA J.S. FUENTES
City Clerk

By Krystell Medina
Deputy City Clerk

Passed by the Council of The City of San Diego on SEP 22 2026, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	☒	☐	☐	☐
Jennifer Campbell	☒	☐	☐	☐
Stephen Whitburn	☒	☐	☐	☐
Henry L. Foster III	☒	☐	☐	☐
Marni von Wilpert	☐	☐	☒	☐
Kent Lee	☒	☐	☐	☐
Raul A. Campillo	☒	☐	☐	☐
Vivian Moreno	☒	☐	☐	☐
Sean Elo-Rivera	☒	☐	☐	☐

Date of final passage SEP 22 2026.

(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)

DIANA J.S. FUENTES
City Clerk of The City of San Diego, California.

By Krystell Medina, Deputy

Office of the City Clerk, San Diego, California

Resolution Number R- 316946