

RESOLUTION NO. 186125

RESOLUTION ESTABLISHING A POLICY REGARDING
PERIODIC REVIEW OF SALARIES OF THE UNCLASSI-
FIED SERVICE

WHEREAS, The City Council in conference decided that the following is a correct statement of its policy and of the background and purpose thereof; NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, as follows:

That the policy of The City of San Diego with respect to Periodic Review of Salaries of the Unclassified Service shall be as follows:

Subject: PERIODIC REVIEW OF SALARIES OF THE UNCLASSIFIED SERVICE Policy Number: 300-4

BACKGROUND:

The salaries of the Classified Service are reviewed yearly by the Council pursuant to Section 130 of the Charter. At the same time, salaries of the Unclassified Service may be considered if recommendations are submitted to the Council pursuant to Section 70 of the City Charter under which the City Manager and other department heads outside his control are empowered to make such recommendations. Some employees of the unclassified service, such as department heads, very often find it awkward and difficult to make recommendations concerning their own salaries. The Council, therefore, desires to establish a policy of reviewing salaries of all unclassified employees on a periodic basis irrespective of any recommendations that may be made from time to time each year. Such a policy is important in view of the need to coordinate the salaries of all employees regardless of their service, classified or unclassified.

PURPOSE:

The purpose of the periodic review is to establish and maintain a just and equitable relationship among salaries of unclassified positions throughout all City departments and between such salaries and that of the Classified Service, and between such salaries and those paid by private industry and other governmental agencies for comparable work.

POLICY:

Whether or not any recommendations are made each year under Section 70 of the City Charter, it shall be the policy of the Council to review the salaries of the Unclassified Service of the City during every even numbered year at the time of its consideration of the Annual Salary Ordinance. Every eight (8) years commencing in 1966, a comprehensive general review shall be made of the comparability of the unclassified salaries with private industry and other governmental agencies. Every eight (8) years commencing in 1970, such a comprehensive general review of the comparability of the unclassified salaries with those paid by private industry and other governmental agencies shall be made under contract with an outside independent personnel consultant. The biennial even-year review shall not be undertaken if it falls during the year scheduled for a general comprehensive review.

The Personnel Director, through the Civil Service Commission, shall be responsible for the preparation and submission to the Council of the biennial even-year salary review and the comprehensive general review and shall make recommendations concerning employment of the personnel consultant. Appointing authorities and department heads shall submit to the Council their comments

and recommendations on the reviews so prepared.

BE IT FURTHER RESOLVED, that the Council Secretary be,
and she is hereby instructed to add the aforesaid policy to
the Council Policy Manual.

Presented by Allen Hitch Deputy Mayor

APPROVED: EDWARD T. BUTLER, City Attorney

By Robert S. Teaze
Robert S. Teaze, Chief Deputy