

CITY OF SAN DIEGO, CALIFORNIA  
**COUNCIL POLICY**

CURRENT

SUBJECT: ANNUAL SALARY REVIEW OF POSITIONS WITH SALARIES  
ESTABLISHED BY COUNCIL  
POLICY NO.: 300-04  
EFFECTIVE DATE: March 26, 2010

BACKGROUND:

The City Council is the Appointing Authority for the positions of City Clerk, Independent Budget Analyst, and City Auditor. As Appointing Authority, the Council is responsible for setting the salary of these positions on an annual basis. Under Charter Section 39.1, the Audit Committee shall recommend the annual compensation of the City Auditor to the Council.

Under Charter Section 40, the City Council is also responsible for setting the annual salary of the City Attorney, provided that it may not be decreased during a term of office.

PURPOSE:

The purpose of this policy is to provide for a systematic annual review process for the salaries of these positions and to assure the availability of consistent and reliable information which the Council can use in establishing annual salaries for these positions.

POLICY:

It is the policy of the City Council to review the salaries of these four positions each year prior to adoption of the Annual Salary Ordinance. In setting salaries for these positions, the Council will consider applicable information including, but not limited to: efficiency, responsibility, merit, salaries paid by other agencies, and the City's financial situation.

The City Council may request the Personnel Director to provide the Council a report on salary data related to these positions, including, but not limited to, salary information for comparable positions in other agencies, general wage increases, and recruiting/retention issues.

The Audit Committee may also request such information from the Personnel Director to determine the salary of the position of the City Auditor.

In the event a review results in a recommendation to propose a decrease in the salary of the City Attorney, that change could become effective only at the beginning of the next term of office and in no event shall it be less than \$15,000, pursuant to Charter section 40.

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HISTORY:

Adopted by Resolution R-186125 - 01/20/1966

Amended by Resolution R-194393 - 08/06/1968

Amended by Resolution R-258214 - 04/11/1983

Amended by Resolution R-305686 - 03/26/2010