



THE CITY OF SAN DIEGO

MEMORANDUM

DATE: January 5, 2026

TO: Honorable Council President Joe LaCava and Members of the City Council
Honorable City Attorney Heather Ferbert

FROM: Rolando Charvel, Chief Financial Officer

SUBJECT: Measure L – Adjusted Salaries for Elected Officials – Fiscal Year 2026

Per City Charter Section 11.1, the Chief Financial Officer is responsible for setting and adjusting the salaries of the City Councilmembers, Mayor, and City Attorney. These salaries are determined by a formula tied to the salaries paid to Superior Court judges by the State of California: the Mayor and City Attorney salaries are set equal to a Superior Court judge, and Councilmember salaries are set at 75% of that amount.

The City has received correspondence from the California Department of Human Resources (CalHR) regarding the statutory judicial salary increase scheduled for the current fiscal cycle. In a letter dated October 17, 2025, CalHR informed the Judicial Council that the initial calculation for the July 1, 2025, general salary increase resulted in a negative percentage. Consequently, CalHR confirmed there will be no initial increase to statutory judicial salaries for Fiscal Year 2026.

In accordance with the formulas established in City Charter Sections 12.1, 24.1, and 40, there will be no initial adjustment to the salaries of the Mayor, City Attorney, or City Councilmembers for Fiscal Year 2026. CalHR has indicated that upon finalization and ratification of all relevant salary changes for state employees, they will conduct a final calculation to determine if further adjustments are necessary. If a subsequent calculation results in a salary increase, we will notify the Council and City Attorney and process the necessary retroactive adjustments.

Sincerely,

A handwritten signature in blue ink, appearing to read "R. Charvel".

Rolando Charvel
Chief Financial Officer

RC/cb

Attachment: California Department of Human Resources – Judicial Pay Letter

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Honorable Council President Joe LaCava and Members of the City Council

Honorable City Attorney Heather Ferbert

January 5, 2026

cc: Honorable Mayor Todd Gloria
 Paola Avila, Chief of Staff, Office of the Mayor
 Nick Serrano, Deputy Chief of Staff, Office of the Mayor
 Charles Modica, Independent Budget Analyst
 Rania Amen, Chief Community Services Officer & City Engineer, Office of the Mayor
 Bethany Bezak, Chief Performance & Logistics Officer, Office of the Mayor
 Kris McFadden, Chief Infrastructure Officer, Office of the Mayor
 Casey Smith, Chief Housing & Community Development Officer, Office of the Mayor
 Ben Battaglia, Director and City Comptroller, Department of Finance
 David Dalager, Director, Personnel Department
 Diana Fuentes, City Clerk

Personnel Management Division
1515 S Street, North Building, Suite 500
Sacramento, CA 95811
(916) 909-3709 Fax (916) 327-1886

Governor Gavin Newsom
Secretary, Government Operations Agency Nicolas Maduros
Acting Director Monica Erickson

October 17, 2025

Aurora Rezapour
Director, Human Resources
Judicial Council of California
455 Golden Gate Avenue
San Francisco, CA 94102-3688

Subject: Statutory Judicial Salaries

Per Government Code section 68203, subsection (b)(3), this letter is to inform the Judicial Council that the initial calculation conducted by the California Department of Human Resources' (CalHR), Financial Management Division for the July 1, 2025 general salary increase resulted in a negative percentage. Therefore, there will be no initial increase to statutory judicial salaries for FY 2025-2026. Upon finalization and ratification of all relevant salary changes for state employees, CalHR will conduct its final calculation and inform you of the results.

If you have any questions, please contact me.

Sincerely,

Manpreet Singh

Manpreet Singh
Exempt Program Manager
(916) 909-3232

cc: Michelle Curran, Administrative Director
Robert Oyung, Chief Deputy Director
Felizia Nava-Kardon, Deputy Director, Human Resources
State Controller's Office