

CITY OF SAN DIEGO
M E M O R A N D U M

DATE: February 5, 2015

TO: Honorable Council President Sherri Lightner and Members of the Committee on Charter Review

FROM: Hadi Dehghani, Personnel Director

SUBJECT: Charter Reform

The following are sections of the San Diego City Charter that the Civil Service Commission has identified for consideration by the Committee on Charter Review.

Charter § 41.1: Salary Setting Commission

The Salary Setting Commission established in 1974 consists of seven members appointed by the Civil Service Commission and is responsible for reviewing and recommending appropriate salaries for the Mayor and City Council.

For the last 10 years, the City Council has declined the Salary Setting Commission's multiple recommendations for salary increases. In addition, it has become more difficult to attract qualified individuals to serve on the Salary Setting Commission.

Potential options:

- Create a mechanism to establish appropriate salaries for the Mayor and City Council that will eliminate the negative political perception attached to a salary increase.
- Consider giving the Salary Setting Commission the authority to set the salaries of the Mayor and City Council.
- Consider establishing City Council salary in relation to the Superior Court Judges' salary and the Mayor's salary as a certain percentage above the City Council salary.

Charter §117: Unclassified and Classified Service

Charter Section 117 and other sections throughout the Charter refer to the titles of City Manager and Assistant City Manager.

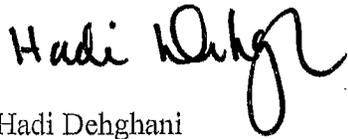
Potential option:

- Consider updating these titles to be consistent with the strong Mayor form of government.

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Please contact me if I can be of any further assistance. Thank you.

A handwritten signature in black ink, appearing to read "Hadi Dehghani". The signature is fluid and cursive, with a large, stylized initial "H".

Hadi Dehghani
Personnel Director

cc: Honorable Mayor Kevin Faulconer
Members of City Council
Jan Goldsmith, City Attorney
Elizabeth Maland, City Clerk
Andrea Tevlin, Independent Budget Analyst