

CITY OF SAN DIEGO, CALIFORNIA
COUNCIL POLICY

SUBJECT: ANNUAL SALARY REVIEW OF POSITIONS WITH SALARIES
ESTABLISHED BY COUNCIL

POLICY NO.: 300-04

EFFECTIVE DATE: ~~April 11, 1983~~

BACKGROUND:

The City Council is the Appointing Authority for the positions of ~~City Manager, City Clerk, Auditor and Comptroller, Planning Director and Intergovernmental Relations Director~~ 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, and in no event shall it be less than \$15,000.00 per year.

PURPOSE:

The purpose of this policy is to provide for a systematic annual review of 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 ~~six~~ four positions each year prior to adoption of the Annual Salary Ordinance. In setting salaries for these positions, the Council will consider a variety of information including, but not limited to: efficiency, responsibility, merit, salaries paid by other agencies, and the City's financial situation.

~~Each year, on or before May 1, the~~ The City Council may request the Personnel Director ~~will report to provide~~ the Council a report on salary ~~data~~ issues related to these ~~council appointed~~ positions. ~~This report will consist of, including, but not limited to,~~ salary information for comparable positions in other agencies, upon request by the City Council. ~~Detailing of other factors determined to be relevant to the salary setting process on an annual basis, including cost of living increases,~~ general wage increases, and recruiting/retention ~~problems.~~ 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.

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