

RESOLUTION NUMBER R- **313871**

DATE OF FINAL PASSAGE **FEB 03 2022**

A RESOLUTION OF THE COUNCIL OF THE CITY OF  
SAN DIEGO ADOPTING A COMPENSATION PHILOSOPHY  
REGARDING CITY EMPLOYEE COMPENSATION.

WHEREAS, the City of San Diego (City) strives to provide exemplary service to the community by being a world-class City for all; and

WHEREAS, recognizing the centrality of the City's workforce of dedicated and talented staff, the City is committed to promoting the values of the City's Strategic Plan, which include: integrity in our actions, quality public service, value the public we serve and those we work with, and excellence in our performance; and

WHEREAS, this City Council (Council) supports adopting a Compensation Philosophy to further the foregoing interests of the City, and to attract and retain highly qualified and high-performing employees who exemplify the City's values; and

WHEREAS, the proposed Compensation Philosophy provides guidance for developing the City's bargaining parameters during contract negotiations with the City's six recognized employee organizations (REOs) regarding employee compensation; however, it does not serve as a ceiling for employee compensation for purposes of contract negotiations or wage adjustments; and

WHEREAS, the City provided its REOs the opportunity to meet and provide input regarding a Compensation Philosophy; and

WHEREAS, the Council now seeks to adopt a Compensation Philosophy that will be reviewed and updated periodically to be consistent with the City's strategic objectives; NOW, THEREFORE,

BE IT RESOLVED, by the Council of the City of San Diego, that the Council adopts the  
Compensation Philosophy on file in the Office of the City Clerk as Document No. RR-**313871**

APPROVED: MARA W. ELLIOTT, City Attorney

By /s/Miguel Merrell  
Miguel Merrell  
Deputy City Attorney

MM:jvg  
10/14/21  
Or.Dept: Human Resources  
CC No. N/A  
Doc. No.: 2786582

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this  
meeting of JAN 25 2022.

ELIZABETH S. MALAND  
City Clerk

By Connie Patterson  
Deputy City Clerk

Approved: 2/3/22  
(date)

Todd Gloria  
TODD GLORIA, Mayor

Vetoed: \_\_\_\_\_  
(date)

\_\_\_\_\_  
TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on JAN 25 2022, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monica Montgomery Steppe	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chris Cate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage FEB 03 2022.

**(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)**

AUTHENTICATED BY:

TODD GLORIA  
Mayor of The City of San Diego, California.

(Seal)

ELIZABETH S. MALAND  
City Clerk of The City of San Diego, California.

By Connie Patterson, Deputy

Office of the City Clerk, San Diego, California

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