

**CITY OF SAN DIEGO
SALARY SETTING COMMISSION**

UNOFFICIAL MEETING MINUTES

February 2, 2018, 3:30 P.M.

Civic Center Plaza Building, 1200 Third Avenue, Suite 300, San Diego, CA

1. Call Meeting to Order

The February 2, 2018 meeting of the Salary Setting Commission was opened at 3:30 P.M. by President Fleming.

2. Roll Call

Present were President Mary Patricia Fleming and Commissioners Roger M. Talamantez, Christopher E. Baidoo, Alvin J. Korobkin, Siobhán Murillo, Bobbie Christensen, and Kristen Gonzales Roberts.

Present and serving as Staff to the Commission were Ana Acevedo, Senior Personnel Analyst; Christia Davis, Program Coordinator; and Tiana Houston, Clerical Assistant II.

Present and serving as Counsel to the Commission was William Gersten, Deputy City Attorney.

3. Approval of Minutes

The January 25, 2018 Salary Setting Commission minutes were unanimously approved.

4. Explanation of Meeting Purpose to the Public

President Fleming explained that the Commission is responsible for recommending to the Council an ordinance establishing the salaries for Mayor and Councilmembers which the Council can adopt as recommended by the Commission or approve a lesser amount but not increase the amount.

President Fleming confirmed that there were no public speakers for item number four. Ms. Acevedo passed out an email from former Councilmember Marti Emerald.

President Fleming stated the email generally supports a salary increase for the Mayor and Councilmembers. No action was taken on the email.

5. Review and Approval of the Fiscal Year 2019 and Fiscal Year 2020 Salary Commission's Recommendation Letter

President Fleming stated the Commission needs to decide if the draft report provided is acceptable. Commissioner Korobkin commented that the draft recommendation was well written and correctly outlined their opinions. Commissioner Baidoo stated that the actual amount would be slightly higher if they received 3.3% in fiscal year 2020 and another 3.3% in fiscal year 2020. Commissioner Gonzales Roberts stated she would recommend leaving the percentage at 6.6%. President Fleming agreed. Commissioner Christensen questioned whether the report should mention that the Police Officers Association will be getting additional increases. Commissioner Gonzales Roberts stated she does not want to muddy the waters and that public safety is different than general City employees. President Fleming agreed and stated it does not need to be included. Commissioner Talamantez made a motion to accept the draft report as written. Commissioner Gonzales Roberts seconded the motion. The draft report was unanimously approved.

Mr. Gersten informed the Commission that on the draft report, it should indicate the Mayor and Councilmembers' current salaries as a dollar amount instead of 'No Change' for fiscal year 2019. Commissioner Talamantez made a motion to approve the report with the stated change. Commissioner Korobkin seconded the motion. The amended draft was unanimously approved.

President Fleming indicated to the Commission that she would not be making any public comments to the press until the Councilmembers have voted. Commissioner Korobkin offered his comments about the Commission President not making any public comment to the press and asked Staff when the Council meeting will be held. Ms. Davis informed the Commission that the Commission has to provide their recommendation to Council by February 15th and the meeting will most likely be held after that date. Commissioner Christensen asked the Commission how they were going to present the recommendation to Council and whether they should have a PowerPoint presentation. Mr. Gersten informed the Commission that it is up to the Council whether they would like to see a PowerPoint presentation, but the Commission is welcome to prepare a PowerPoint presentation and provide it to the City Clerk prior to the meeting.

Commissioner Korobkin stated that the Commission can verbally address the Council about their findings and the Charter Amendment can be mentioned at the end since the salary increase is what they are focusing on. Commissioner Talamantez stated that the Charter Amendment recommendation is just as important as the salary increase recommendation. Commissioner Gonzales Roberts agreed and stated that the reason the Commission is not recommending an increase for 2018 is because of a perceived conflict of interest and this perceived conflict of interest needs to be

addressed. Commissioner Korobkin agreed and amended his comment. Mr. Gersten reminded the Commission that if they address the Charter Amendment recommendation, they should use the term 'perceived' when discussing conflicts of interest.

Commissioner Gonzales Roberts stated that the Commission will provide a PowerPoint presentation to the City Clerk before the Council meeting so they can emphasize to the Council the number of employees that have a higher salary than the Mayor and Councilmembers.

6. Adjournment

Commissioner Talamantez made a motion to adjourn the meeting. President Fleming seconded the motion. The Salary Setting Commission meeting adjourned at 4:25 P.M.