



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: June 8, 2018

TO: Civil Service Commission

FROM: Hadi Dehghani, Personnel Director

SUBJECT: Proposed Salary Review Process for Fiscal Year 2020

City Charter Section 130 provides: "It shall be the duty of the Civil Service Commission to prepare and furnish to the Council...a report identifying classifications of employees in the Classified Service which merit special salary consideration because of recruitment or retention problems, changes in duties or responsibilities, or other special factors the Commission deems appropriate."

Attached for your information is the Salary Review Schedule which outlines the key steps and dates to be followed in the upcoming salary review process for Fiscal Year 2020.

As outlined in Attachment 1, the process begins with a letter to departments and recognized employee organizations inviting them to submit salary proposals for the creation of new classifications, deletion of existing classifications, title changes, and special salary adjustments. In October 2018, the Commission will review the proposals submitted and either approve or deny staff's recommendations regarding which salary proposals merit further study. At the November 2018, December 2018, February 2019, and March 2019 meetings, staff will report to the Commission recommendations on those salary proposals approved for study.

So that staff may focus their efforts on those issues relevant to Charter Section 130, proposers will be reminded that they have the burden of proof. They must submit all facts and data in support of their requests. This includes identifying specific duties which have changed; additional knowledge, skills, and abilities required; and specific information and data regarding turnover or recruitment problems which have occurred.

It is imperative that information justifying each request be provided on the Salary Proposal Request Form (Attachment 2). Unless complete and accurate information is provided by proposers at the outset, the Commission will have an insufficient basis for their decisions regarding whether or not staff should study the proposals. In addition, this information is

Page 2
Civil Service Commission
June 8, 2018

needed so that staff can respond to the issues raised, consider the proposals and submit recommendations in a timely and efficient manner.


Hadi Dehghani
Personnel Director

HD:CD:th

Attachments: 1. Salary Review Schedule
2. Salary Proposal Request Form

I:\CSC\CSC Items\2018\6. June 14, 2018\Proposed Salary Review Process for FY 2020\Fiscal Year 2020.docx