



# City of National City Office of the City Attorney

1243 National City Boulevard, National City, CA 91950  
George H. Eiser, III • City Attorney  
(619) 336-4220 FAX (619) 336-4327 TDD (619) 336-1615

TO: Mayor and City Council

DATE: November 25, 1996

FROM: City Attorney

SUBJECT: Adjustments in Compensation for Mayor and City Council  
and CDC Chairman and Board Members

The last salary adjustment for the Mayor and City Council occurred on January 10, 1995, with the enactment of Ordinance No. 95-2089. That ordinance set the monthly salary of the City Council at \$667.01, the monthly salary of the Mayor at \$2,451.74, and the monthly salary of the Chairman and Members of the Community Development Commission at \$667.01.

Pursuant to Government Code §36516, the Council may, by ordinance, increase its compensation by 5% per calendar year from the date of the last increase in compensation. Accordingly, the City Council may at this time increase its monthly compensation by 10%, up to \$733.71. Pursuant to Government Code §36516.1, an elected mayor may be provided with compensation in addition to that which he receives as a councilman, pursuant to an ordinance or by a vote of the electors at a municipal election. There are no limitations imposed on the amount of the mayor's compensation. If the Mayor's compensation were increased by 10% as in the case of the City Council, the Mayor's monthly salary would be \$2,696.91.

Government Code §36516.5 provides that a change in compensation does not apply to a councilman during his term in office. However, compensation for all members of the City Council may be adjusted whenever one or more members become eligible for an increase by virtue of beginning a new term of office. As a result, adjustments to compensation of Council members are geared to elections at which members begin a new term of office.

Government Code §34130 (part of the Community Development Commission Act) states that the City Council may provide for the compensation of members of the Community Development Commission. There are no limits stated with respect to the amount of compensation, or with respect to the timing of any adjustments in compensation. Past practice has been for the Chairman and Members of the Community Development Commission to receive the same compensation as the City Council, and for adjustments



**Committee on Chicano Rights, Inc**

December 1, 1998

**Mayor George Waters**  
1243 National City Blvd.  
National City, CA 91950

**Mayor Waters:**

**NO! NO!** Once again, to published reports that you and the rubber stamp National City Council plan to “give yourselves a **10% salary increase**”. As we stated in our 1996 letter (see enclosure):

- 1) There is no justification for a salary increase for you and your “rubber stamp” City Council. With National City ranking as the poorest city in San Diego County, one of the highest crime rate, and some of the worst social, economic and political problems, you and the City Council simply do not deserve a salary increase. Your obscene salary increase as we have stated, if approved would put you on a par with the Mayor of Chula Vista, a city with three times the population.
- 2) That you and the city council appoint an **Independent Citizens Salary Commission** or, submit the issue to the **voters of National City**.

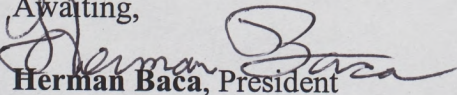
Mayor Waters, as you did in 1996, you have again failed, conveniently, to inform residents and voters of National City of tonight’s vote, and once again, you and the entire National City Council have been less than truthful about salary increases. In fact you and the other members of the City Council, in my opinion, “lied” to the voters in the last election by not discussing, and hiding this issue from the voters.

At tonight’s meeting where the issue will be voted on, we demand that that you and the City Council, so that this issue can be resolved do the “ethical” and political correct thing for National City and do the following as we proposed in 1996:

- A) Appoint an **Independent Civilian Review Commission** or,
- B) Call for a **Special Election** of the **voters** of National City.

In this manner the citizens and voters of National City and not “politicians” can determine if their Mayor and City Council truly deserve, and merit a salary increase.

Awaiting,

  
**Herman Baca**, President

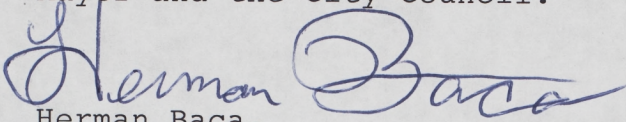
C.c.: News Media  
National City Council

**710 E. 3rd Street  
National City CA 91950  
(619) 477-3800**

Cont.

Page 2

It is our position, that this Thursday, December 12, 1996 when you and the City Council vote to finalize the "rip-off" of public monies that you and the Council either rescind your outrageous vote to raise your salaries or you submit this issue to the voters so that they can vote in an election on whether to approve or disapprove the issue of salary increases for the Mayor and the City Council.

A handwritten signature in blue ink that reads "Herman Baca". The signature is written in a cursive, flowing style.

Herman Baca,  
Chairperson

CC City Council, News Media

Unbelievable! Two short weeks into your term (because the city council voted to meet twice instead of 4 times a month) and you have not addressed one of the myriad of social, economic and political issues, which afflicts National City (the poorest incorporated city in San Diego County), and your first order of business is a salary increase for the mayor and city council? It is convenient (if not deceitful) that not once did any of you running for election once ever mention that a pay raise would be your first order of business if elected. I am certain that the voters/taxpayers had prior knowledge of you considering a salary increase that you would not have been in office today.

For the record:

1. NO! NO to the proposal to increase the mayor or city councils salaries for the following reasons:
  - With the council meeting but twice a month, the newly elected mayor and city council there is no justification for a 7% pay increase, because both the mayor and city council haven't done anything!
  - The mayor (\$36,00.00 a year) and city council (\$19,836.00) aside from additional perks (automobile, expense account, telephone, medical dental coverage, etc) received a pay increase (5%) just two short years ago.
  - The myriad of issues that were supposedly going to be addressed such as:
    1. The

# National City council votes to defer pay hike

UNION-TRIBUNE

NATIONAL CITY — City Council members last night turned down a maximum 10 percent pay raise and instead voted to tie their future salary increases to raises awarded to city employees.

Under government code, the council could have given itself a substantial 10-percent wage increase.

However, the members decided to defer any pay raise until next year when they will be negotiating with the 100-member Municipal Employees Association. They will formalize the decision at next week's council session.

Any council wage increases would be based on future MEA salary hikes.

S.D. 07107  
12/2/98

# National City council gives itself a raise

By Frank Klimko, STAFF WRITER

S.D. 0717  
12-4-96

NATIONAL CITY — City Council members tentatively voted themselves a pay raise of about 10 percent last night, two years after they awarded themselves a similar pay hike.

The increase, which was approved unanimously, will bring the National City mayor's salary almost on par with that of the mayor of Chula Vista, a city with about three times many residents.

The raises are proposed at a time when the city seems to be coming out of its financial doldrums. City revenues are up, and expenses seem to be holding steady. The council will have to approve the raises again next week for them to become final.

Councilman Ron Morrison voted for the raise with reservations. He said any increase should be linked to the employees raises, which are due for renegotiation next July.

"The council salary is not realistic," Morrison said, "but we can't be taking a pay raise and then sit around and say we can't give (employees) a pay raise."

George Waters receives \$29,420 a year for serving as mayor and \$8,004 a year more for serving on the board of the Community Development Commission, bringing his total salary to \$37,424. His pay will increase to \$41,166 effective Jan. 1.

The mayor of Chula Vista is paid \$44,870.

Waters, as mayor, is the only full-time council member. The four council members serve part-time and are paid \$16,008 for sitting on the council and as board members of the Community Development Commission. Their pay will increase to \$17,609 effective Jan. 1.

The council last received a pay raise in 1995. It was an 8 percent hike similar to contracts negotiated with employee groups. The council went without a scheduled pay hike in 1992 because of a budget crunch.

December 8, 1996

Dear Mr. President Clinton,

Sometime back in August I wrote you a letter concerning our local school board and other issues. Unfortunately my letter went unanswered, but I understood because you were busy working on your very successful campaign. I congratulate you on your reelection and wish you a successful second term.

My question to you is how we can have someone or some group investigate further on the abuse of our local school boards on our individual rights, (and misuse of school funds)? I am concerned about what is happening to our schools and how parents are losing control. It is very hard for individuals, like myself, to express their opinions on how schools should be improved without our school board trying to keep us quiet. More and more I find that government is making more of the decisions on how our local schools should be ran. What does someone in Sacramento, as well as Washington, know about my community in National City, California? How are they to know what is best for my granddaughters' schools?

First, they decide that year around schools are better for our children. This is decided without any hard evidence stating that year around education works. Then they decide, along with yourself, that uniforms will bring up our test scores. Nowhere in this planet has this been proven. Good education brings up test scores, not uniforms. Somehow you managed to become president without having to wear a uniform. Now they feel that we should keep our campuses open from six in the morning to six at night? How is this going to serve our children better? Should we send our kids to school with toothbrushes and blankets so that they should have a sleep over? Maybe we should make our public schools into boarding schools and feel lucky that we would be able to see them on weekends? Wouldn't this but a greater burden on our schools? Not only would they have to educate our kids, but now schools are going to be made responsible for raising them as well?

When it comes to children's issues I get very concerned. I do not want my grandchildren on uniforms. We as citizens have worked very hard to assure that our children have their freedoms. I taught my children to be good citizens. I taught them to respect the flag and their government. I taught them freedom is what separates our great nation from other nations. Now my

grandchildren question this because of all their freedoms that are being taken away. This is one issue I am finding harder and harder to defend.

Our schools need more than uniforms and year around school. They need money! Money to lower class sizes. Money to pay teachers better, and attract more qualified personal. Money to build new schools and refurbish our older schools. Money to create after school athletics at ALL school levels. Money to keep these kids off the streets and out of gangs and drugs. Money to keep this kids in sports and other extra curricular activities! Give our schools more monies and less band aids. Fix the problems in our schools and not just cover up the scars. Is it not better to invest in our schools now then to invest in our jails later?

I feel real strong about our nation being established on the premise of freedom. Freedom of speech is something I firmly believe in and encourage my children to exercise. I will continue to exercise this freedom for as long as I am an American. I will not allow any local school board or district to take this right away from me. I only hope more people would learn to express themselves, and voice their opinion on local issues, such as our children's' educations. I only hope that they will not continue to allow local and state governments to regulate schools and continue to allow them to implement stupid policies and regulations that do not work. Policies that take the rights of the parents away and hand them over to the local school boards! I thank you for allowing me the right to express my opinion, and my freedom of speech. I hope you will continue to support the democratic process and allow the people their voice in local school policies.

respectfully,

Diane Salinas

*Diane Salinas*  
3703 Peach Blossom St  
National City CA 91950  
Phone 4795892

P.S.  
Army in uniforms  
are in trouble



12-11-96

Dear School Board,

About three years ago a bad principal sent me a letter telling me that I could not volunteer at Ira Harbison school anymore. This person had no real reason to "dismiss" me other than the fact that I was speaking out against her. I felt she was doing things that were inappropriate and wrong for our school and our children. I felt that they were things that parents as well as our board would disapprove of. My question to you is why we have not had anyone investigate what was and is still happening in our school? Many things are still wrong at Ira Harbison and nothing has or is being done to correct it.

I am concerned about what is coming next. First, you implement year around education without really studying the issue thoroughly. Next you bring in mandatory uniforms just because "everybody else is doing it". There are no benefits to uniforms. Now there is talk of keeping our schools open from six in the morning to six at night! What do any of these ideas, soon to be policies, have to do with improving our children's educations? Are going to have to send our kids to school with blankets so that they can ~~have~~ <sup>we</sup> sleep overs at school?

When it comes to issues concerning our children, I am very concerned. I do not want my grandchildren in uniforms or staying overnight at school. I want them home for the summer and not in classrooms. Until you prove to me that any of these ideas will make my grandchildren better educated, you can have them. I do not want these kids being used as guinea pigs for your reelection purposes. Educate them, but don't use them.

We have taught my children and their children to be good citizens. We taught them how to be polite and respectful. We have taught them to respect our great nation and to cherish their freedom. This freedom is being taken away more and more by you, The Board. The school board needs to focus on how to better educate our children and not on how to better control or police them. Let the parents teach them their values. Help the parents teach their kids, but do not do this for them.

Encourage the parents to help in the schools and stop driving them away. Do not drive parents away for political reasons. Involve them with the decision making when it comes to their children's future. Do not allow what happened to me, to happen to anybody else. You guys need people like me as volunteers. I am still waiting for an apology from the district and I have yet to receive one. I still volunteer, but not at that school. I will continue to volunteer and exercise my right to speak out publicly against people who are not doing their jobs with the best interest of our children.

Thank you  
Diane Salinas

*This is a  
copy*  
3703 Peach Blossom St  
Manteca City CA 91950

293-4327  
 293-2292  
 293-1886  
 293-1260  
 293-1282  
 To list event in Night&Day, call 293-1282  
 Night&Day  
 Homes  
 Visuals  
 BILL GASPARD, SENIOR EDITOR

# Pay

## Council links its raises to other city employees

*Continued from B-1*

McCabe, who reported that the city has collected an unanticipated \$300,000 in additional sales tax revenue. And city expenses seem to be holding steady.

However, some questioned the wisdom of raising pay at a time when the city still ranks as the poorest in San Diego County. The median family income here is \$24,040.

A focus of the criticism was Mayor Waters, whose salary would have increased nearly to the level of the mayor of Chula Vista, the second largest city in the county.

"As long as the city of National City continues to rank as the poorest city, with the worst crime, housing, and police community relations, neither you (Mayor Waters) nor the council deserves a salary increase," said Herman Baca, chair-

man of the Committee on Chicano Rights, in a letter to the council.

"How do you (Waters) justify increasing your salary, which would put you on a par with the mayor of Chula Vista, a city with three times the population of National City?" Baca asked.

Waters receives \$29,420 a year for serving as mayor and \$8,004 a year for serving on the Community Development Commission board, bringing his total salary to \$37,424. Under the flat-pay hike, his salary would have increased to \$41,166.

The mayor of Chula Vista is paid \$44,870. Waters, as mayor, is the only full-time council member. The four other council members serve part-time and are paid \$16,008 for sitting on the council and the Community Development Commission board. Their pay would have increased to \$17,609 under the flat-pay proposal.

The discussion of pay raises sparked some heated debate on the council Tuesday night.

"I don't think it's appropriate that the mayor should be getting three times what the City Council members are making," said Coun-

cilman Mitch Beauchamp. He said that generally all council member and mayoral "pay is way out of line. We're here to serve the citizens, not soak the citizens."

Waters disagreed. "Mr. Beauchamp spends very little time in City Hall. I spend 16 hours a day in City Hall and I promote the city" across the county, he said. "If I put in the hours that Mr. Beauchamp puts in, then I would be overpaid."

The council last received a pay raise in 1995, of 5 percent. It was similar to contracts negotiated with employee groups at the time. The council went without a scheduled pay increase in 1992 because of a budget crunch.

The city's financial condition has improved since 1992-1993, when officials faced a \$2 million shortfall on an annual budget of about \$17 million. At one point, the city was preparing to lay off 36 employees, about 15 percent of the city's work force.

Most of the layoffs were averted when city employees and the council agreed to a one-year pay cut of 5 percent.

# Pay Council links to other city

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## National City does turn-around on pay

By Frank Klimko STAFF WRITER

NATIONAL CITY — City Council members have rejected a flat 10 percent pay raise and instead voted themselves a deferred increase that will be contingent on municipal employee salary hikes to be decided next year.

The vote Tuesday night was a turn-around from last week, when the council considered an across-the-board 10 percent pay hike for all members. It would have included a substantial raise for Mayor George Waters, effective Jan. 1.

Instead, council members postponed any pay increase until the middle of next year, when they are to negotiate salaries and benefits with groups representing almost all of the city's 240 employees. Council members and the mayor will receive the same percentage of increase that the employee groups get.

"This is a fair way for management to treat its employees and to say we're all in this thing together," said Councilman Ron Morrison, who expressed reservations about council raises last week, suggesting they be linked to any employee increases.

"We've all been involved in the real world where management would give themselves raises and when it came time for the employees, they would say there's no money left. We don't want to do that," he said.

The new proposal will go into effect once it receives final approval next week.

Discussion of council pay raises comes as the city experiences a financial rebound. Revenues are up, according to City Manager Tom

See PAY on Page B-5



# CCR

Committee on Chicano Rights, Inc

December 10, 1996

Mayor George Waters  
1243 National City Blvd.  
National City, CA 91950

Mayor Waters:

With National City ranking as the poorest city in San Diego County, with the highest crime rate, and the worst social, economic and political problems, how in the hell do you and the National City Council justify the following:

1. an increase (after a similiar increase 2 years ago) of yours and the Councils' salaries??
2. increasing your salary (Mayors) to \$41,166. which would put you on a par with the Mayor of Chula Vista....a city with 3 times the population of National City??
3. increasing the salaries of part time City Council persons (\$17,000 per year) when the median income of National City residents is \$15,000 per year. This vote was unanimous with 2 City Councilmen (Morrison, Inzunza) voting shortly after being sworn in to office.

That you and the Council voted to raise your salaries without the knowledge or approval of National City residents, taxpayers, and voters has got to be the height of "political arrogance." Even worst, is the fact that you and the Council intentionally chose to hide your plans and not to inform the voters of the salary increases in the last election. That you waited until the elections to vote in the salary increase is outright political dishonesty, deceit and fraud.

As long as the City of National City continues to rank as the poorest City in the County, with the worst crime, housing, police community relations, neither you or the Council deserve a salary increase.

# Council to consider own raises tonight

National City could go up to 10 percent

By Frank Klimko  
STAFF WRITER

NATIONAL CITY — The City Council here is poised to give itself up to a 10 percent salary increase.

The raise, if approved at tonight's meeting, would bring the National City mayor's salary almost on a par with that of the mayor of Chula Vista, a city with about three times as many residents. The salary issue will be part of tonight's meeting, which begins at 6 o'clock at City Hall.

In 1996, City Council members rejected a flat 10 percent pay raise after residents complained. The council members compromised and instead voted themselves a deferred increase that was contingent upon the final contract received by the 100-member Municipal Employees Association.

The salary hike issue surfaces now because the council can only vote itself a raise when new members win a seat on the council or incumbents are re-elected, under state government code. The council is allowed to grant itself up to a 10 percent raise.

Incumbent Councilman Mitch Beauchamp was re-elected and attorney Fred Soto, a political newcomer, won a seat on the council in the November general election. Both of their terms start tonight with a swearing-in ceremony.

Council members declined to comment publicly about the size of a salary increase they are considering.

Prior to 1996, the council received a pay raise in 1995 — an 8 percent hike similar to contracts negotiated with employee groups. The council went without a scheduled pay hike in 1992 because of a massive budget crunch.

The new round of discussions about council pay is raised at a prosperous time for the city as it is experiencing a financial rebound. Revenues are up as the National City Mile of Cars is reporting another banner sales year and expenses seem to be holding steady.

Mayor George Waters is the only full-time council member. If a maxi-

See **COUNCIL** on Page B-3

# Deddeh's lobbying deal stirs questions

*National City seeks assurances from him*

By Frank Klimko  
STAFF WRITER

NATIONAL CITY — The city is questioning its relationship with lobbyist Waddie Deddeh in light of the "sweetheart" promise the former state senator made to its next-door neighbor.

Deddeh recently signed a \$66,000 a year lobbying contract with Chula Vista that says that city must be Deddeh's No. 1 priority in Sacramento.

Deddeh represents five cities from San Diego County, including National City, which pays him \$40,000 a year.

"We have to be assured that National City is not going to be considered second rate or given a back seat to any new customer," because of this contract, said Councilman Ron Morrison. "We don't want to get stuck with the crumbs on the floor.

"Either our interests are upheld or we'll get that service from someone else," Morrison said.

Because of the exclusivity clause in the Chula Vista contract, other cities may be left without a lobbyist if their legislative agenda conflicts with that of Chula Vista.

The clause was demanded by the Chula Vista City Council and agreed to by Deddeh and his firm.

"We will tell our other clients that we must represent Chula Vista," Deddeh told the Chula Vista council at its Nov. 26 meeting.

National City officials are concerned that their city will be left without much help when important matters arise during the legislative session.

For example, the city could lose funding for its proposed \$12 million marina if Chula Vista interests were able to bottle up state money, preserving the Chula Vista marina as the only one in South Bay.

Council members have requested that Deddeh be present at their Jan.

## Deddeh

Council officially defers the matter of pay raises

*Continued from B-1*

14 meeting to respond to questions.

As an alternative, the city could hire Advocation Inc., which Chula Vista rejected in favor of Deddeh. The Chula Vista staff rated Advocation the top candidate of the six firms they evaluated. It is ranked No. 4 in the state by volume of business. Deddeh's firm is ranked No. 30 by the same standard.

In other business, council members made formal a deferred pay increase for themselves until next year, linking their potential raises to contract negotiations with city employees. The council tentatively approved it last week.

The council turned down an appeal to create an independent committee to study the salary hikes or submit the increases for a public vote.

It is apparent that the council

has been less than open, truthful or honest on the issue of your salary increases," said Herman Baca, of the Committee on Chicano Rights. "We urge you to vote down the passage of the ordinance."

Baca questioned the wisdom of raising salaries at a time when the city still ranks as the poorest in San Diego County. The median family income here is \$24,040.

Under the ordinance passed Tuesday, Waters and council members postponed any pay increase until the middle of next year, when they are to negotiate salaries and benefits with groups representing almost all of the city's 240 employees. Council members and the mayor will receive the same percentage of increase that they award to employee groups.

Waters receives \$29,420 a year for serving as mayor and \$8,004 a year for serving on the Community Development Commission board, bringing his total salary to \$37,424.

The four other council members serve part time and are paid \$16,008 for sitting on the council and the development board.

SENT BY: La Prensa San Diego : 12-11-96 : 11:41 : 6192319180- 4773600:# 1  
RCV BY: La Prensa San Diego : 12-11-96 : 11:39 : 619 536 4376- 6192319180:# 2  
12-11-1996 11:41AM FROM: CITY NATIONAL CITY 619 536 4376 P. 2

**ORDINANCE NO.**

**AN ORDINANCE OF THE CITY COUNCIL  
OF THE CITY OF NATIONAL CITY  
ESTABLISHING THE SALARIES OF THE MAYOR,  
THE CITY COUNCIL, AND OF THE CHAIRMAN AND  
MEMBERS OF THE COMMUNITY DEVELOPMENT COMMISSION**

BE IT ORDAINED by the City Council of the City of National City as follows:

**Section 1.** That pursuant to the provisions of Sections 36516 and 36516.5 of the California Government Code, for the time period between the effective date of this Ordinance and the general municipal election to be held on November 3, 1998, the base monthly salary for the City Council shall be increased by the same percentages, on the same dates, and subject to the same conditions, as the salary increases for Municipal Employees' Association members, if any, provided that the salary increases for the City Council shall not exceed a total of ten percent of the current base monthly salary.

**Section 2.** That pursuant to the provisions of Section 36516.1 of the Government Code, for the time period between the effective date of this Ordinance and the general municipal election to be held on November 3, 1998, the base monthly salary for the Mayor shall be increased by the same percentages, on the same dates, and subject to the same conditions, as the salary increases for Municipal Employees' Association members, if any, provided that the salary increases for the Mayor shall not exceed a total of ten percent of the current base monthly salary.

**Section 3.** That pursuant to the provisions of Section 34130 of the Health and Safety Code, for the time period between the effective date of this Ordinance and the general municipal election to be held on November 3, 1998, the base monthly salary for the Chairman and each member of the Community Development Commission shall be increased by the same percentages, on the same dates, and subject to the same conditions, as the salary increases for Municipal Employees' Association members, if any, provided that the salary increases for the Chairman and each member of the Community Development Commission shall not exceed a total of ten percent of the current base monthly salary.

**PASSED and ADOPTED** this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_.

ATTEST:

\_\_\_\_\_  
George H. Waters, Mayor

\_\_\_\_\_  
Michael R. Dalla, City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
George H. Esser, III  
City Attorney

# Council ties raises to other employees

S.D. 4701  
12-12-95

## National City does turn-around on pay

By Frank Klimko  
STAFF WRITER

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Instead, council members postponed any pay increase until the middle of next year, when they are to negotiate salaries and benefits with groups representing almost all of the city's 240 employees. Council members and the mayor will receive the same percentage of increase that the employee groups get.

"This is a fair way for management to treat its employees and to say we're all in this thing together," said Councilman Ron Morrison, who expressed reservations about council raises last week, suggesting they be linked to any employee increases.

"We've all been involved in the real world where management would give themselves raises and when it came time for the employees, they would say there's no money left. We don't want to do that," he said.

The new proposal will go into effect once it receives final approval next week.

Discussion of council pay raises comes as the city experiences a financial rebound. Revenues are up, according to City Manager Tom

THE SAN DIEGO UNION-TRIBUNE ■ THURSDAY, DECEMBER 12, 1996

B-5

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## Pay Council links its raises to other city employees

Continued from B-1

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The council last received a pay raise in 1995, of 5 percent. It was similar to contracts negotiated with employee groups at the time. The council went without a scheduled pay increase in 1992 because of a budget crunch.

The city's financial condition has improved since 1992-1993, when officials faced a \$2 million shortfall on an annual budget of about \$17 million. At one point, the city was preparing to lay off 36 employees, about 15 percent of the city's work force.

Most of the layoffs were averted when city employees and the council agreed to a one-year pay cut of 5 percent.



# Council

## National City leaders grant own pay increase

*Continued from B-1*

Times are better. In 1992-1993, the city faced a \$2 million shortfall on an annual budget of about \$17 million. At one point, the city was preparing to lay off 36 employees, including 11 police officers, three firefighters, 17 members of the Municipal Employees Association and five nonunion workers.

The layoffs would have repre-

sented about 15 percent of the city's work force of 244.

Layoffs were averted when the city employees and the council agreed to a one-year pay cut of 5 percent in 1993. All city employees had their pay restored last fall.

By comparison, a state commission denied pay raises to elected state officials this year, leaving the annual budgeted salaries for governor at \$126,000 and for most legislators at \$75,600. Council members in Los Angeles receive about \$100,000 a year.

Also at last night's meeting, two incumbent councilmen and a new city clerk were sworn into office. Morrison and Ralph Inzunza were

re-elected to four-year terms.

The new city clerk is Michael Dalla, a familiar face at city hall. Dalla served as city councilman from 1974 until 1994 when he gave up his seat on the council to run for mayor. He lost by 190 votes to Mayor Waters.

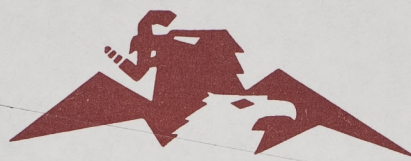
One unresolved issue is whether the clerk's position will be changed from part time to full time.

In February 1995, the city clerk's position was reduced from full time to part time at the urging of Lori Peoples, who was then city clerk. The annual salary was then reduced from \$40,560 to about \$7,600.

A ballot measure to make the city clerk's position an appointed one failed and Dalla won election last month.

Dalla said he has no plans to move to make the position full time. He said that any change will be up to the council.

The city clerk in National City is the official record keeper of municipal government. The clerk also signs official documents, prepares minutes of council meetings, oversees office operations, controls an \$80,000 annual budget and maintains government codes and election laws.



# CCR

Committee on Chicano Rights, Inc

12-12-96

Mayor George Water  
1243 National City Blvd.  
National City, CA 91950

Re: Establishing the salaries of the Mayor  
and City Council.

Mayor Water:

We strongly oppose the ratification of the above ordinance and call on you to:

- 1) Appoint an independent Citizens Salary Review Commission composed of National City residents, taxpayers, and voters to deal with the issue of salary raises for you and the city council, or
- 2) Submit the issue of salary increase to the voters of National City for approval or disapproval

It is our position that the above solutions are necessary because of yours and the council changing your votes of 12-4-96 (see SD Union article). It is apparent as per that article that you and the council have been less than open, truthful or honest on the issue of your salary increases. That you have now voted to pass the above ordinance can only be seen as a political "end run" to stifle criticism of your 12-4-96 vote. And to add insult to injury, since it does not take a genius to speculate how the you and the council will vote on salary increases, salaries will increase from the thousands that you voted for yourselves to millions of dollars to cover all of the city employees. We urge that you and the council vote down the passage of the above ordinance on 12-17-96 and that you vote to implement the above recommendations.

Awaiting your response;

*Herman Baca*

Herman Baca, Chairperson

C.C. Council 710 East 3rd Street • National City, CA 92050

Media

(619)477-3800

# National City Council Forced to Retract Pay Increase!

LA Prensa  
12/13/96

by Daniel L. Muñoz

In a surprise move the National City Council voted Tuesday evening, Dec. 10, 1996 to abandon its recent move of Dec. 4th to give themselves a Christmas present... a 10 percent pay raise.

Without citizen approval, the 10% pay raise which would have increased Mayor George Waters' current salary of \$37,424 to a new high of \$41,166. These salary figures do not include his city provided automobile, expense account and other perks that he receives. The four part-time city council members, at the same time, voted themselves a pay increase from \$12,016 to \$17,609 per year in addition to expense accounts and other perks.

The vote not to approve their pay raise came after a letter from Committee on Chicano Rights (CCR) Chairman, Herman Baca dated 10 Dec. 1996 was read at the evening council meeting. Mr. Baca challenged the pay increase on the grounds that there had been little public notice or input from the citizens of National City.

Baca informed *La Prensa San Diego* of his letter and opposition to the semi-secret manner that National City Council and Mayor receive pay raises.

"In the first place why should the Mayor and City Council receive a 10 percent increase in pay? They voted themselves a 10 percent pay increase only

two years ago! What makes the Mayor believe that he should be paid over \$41,000 per year for being the mayor of a city with 55,000 population while Mayor Shirley Horton, Chula Vista is paid \$44,870 per year to run a city with over 155 thousand citizens! National City doesn't have the tax base that Chula Vista has," pointed out Baca.

The CCR letter met with bitter acrimony from Councilman Ralph Inzunza who evidently felt he was worth more than what he is paid. "I find it strange that the members of the Chula Vista City Council receive \$17,945 and \$30 dollars per meeting of the Redevelopment Board. In my view, either Chula Vista is vastly underpaying their elected officials or National City's elected officials think they have an open-door policy to raid the city treasury at will, said Baca.

National City is one of the poorest cities in the county with over half of its citizens falling below the federal government guidelines of being in poverty. The medium income is only \$15,000 per year or \$277.00 per week. The city has the highest crime rate in the county and the highest unemployment rate. It would appear that this hardly the type of record to stand on and ask for a pay raise.

Baca suggested in a follow up letter to the Council and *La Prensa San Diego* that perhaps what is needed is to take

(See NATIONAL, page 12)

## NATIONAL

(Con't from page 1)

the matter of salary for elected officials out of their hands... "Perhaps, what we need is an independent Citizens Salary review commission composed of National City residents, taxpayers and voters or perhaps the Mayor and council should submit their salary requests to a vote of the electorate."

In a related matter, Council Ron Morrison has suggested that elected officials salaries be tied or linked to pay raises for employees of the city.

As a direct result of the CCR letter, the Council voted to rescind their pay raise vote of Dec. 4th and instead asked the City Attorney to draft an Ordinance establishing the salaries of the Mayor, the City Council, and of the Chairman and mem-

bers of the Community Development commission. *La Prensa San Diego* obtained a working copy of the proposed Ordinance. Basically it will propose the following: That the base monthly salary of the Mayor, City Council members and the chairman and members of the Community Development Commission shall be increased by the same percentages, on the same dates, and subject to the same conditions, as the salary increases for Municipal Employees' Association members, if any, provided that the salary increases do not exceed a total of ten percent of the current base monthly salary.

The new proposed Ordinance shall be voted on Tuesday December 17, 1996.

# City council faces issues of pay and membership

By Jennifer Vigil  
STAFF WRITER

**NATIONAL CITY** — The city has received just three applications for its open council seat, but three days remain before the next City Council meeting, when members are set to consider how to fill the spot.

The seat opened when Nick Inzunza became mayor on Dec. 3 and left the post he had held for two years.

The council's four current members also will address whether they should grant themselves a 7 percent salary increase at Tuesday's meeting, to be held at 1243 National City Blvd. at 6 p.m.

A 5 percent raise was approved two years ago. If approved, a new raise would take effect next year.

The state allows council members to consider adjusting their pay following elections.

Inzunza and Councilman Ron Morrison, serving on a committee to consider the proposed increase, pondered a range of choices based on raises city employees received in the past year.

Top city executives and department heads were granted raises of up to 13.5 percent, Inzunza said. Other

SEE **National City, B3**

## ▶ NATIONAL CITY CONTINUED FROM PAGE B1

### Tough choice in filling open seat on council

employees, from law enforcement and public safety officials to administrative workers, received raises of up to 10 percent.

Inzunza said he and Morrison settled on 7 percent to show support for the lower-level workers, although he believes council members should be considered as executives.

"We just looked at how we increased our municipal employees and our rank and file, and felt it was fair on average to give ourselves the same increase," Inzunza said.

The mayor receives a full-time salary of \$3,038 a month, according to the City Attorney's Office. If the increase is approved, the mayor's salary would increase by just over \$210 a month.

Council members, who work part time, are paid \$1,653 per month for their service to the city and as board members on the Community Development Commission. The proposed increase would add nearly \$116 a

month to their paychecks.

The mayor and council members would also receive a boost for their expense accounts, which cover travel and meals, and in their medical and dental coverage. The expense accounts would jump to \$350, while money for health benefits would increase to \$850 a month.

The mayor acknowledged that belt-tightening is coming next year because of the state's budget woes, but said the raises will add no more than \$20,000 in expenses to the city.

The open council seat is a tougher issue for the city, which may face an expensive special election next June if members can't fill the vacancy in the next three weeks.

State law mandates that a council must appoint a new member to fill a seat within 30 days of its being vacated, or force a special election. Planning commissioners Vince Reynolds and Fideles Ungab and social worker Madeleine Estepa have applied to fill the seat.

Several other residents have expressed interest, including former council members and several planning commissioners.

Rosalie Zarate, who declined to seek re-election after filling

### State law mandates that a council must appoint a new member to fill a seat within 30 days of its being vacated, or force a special election.

in for a councilman who had resigned, has said the inexperienced council needs a veteran voice. Mitch Beauchamp, who placed third in the race for two seats, is considering applying as well.

Other names that have been mentioned include planning commissioners George Baca and Delores Flores.

Inzunza said he and Morrison will meet to consider the applications before Tuesday's council meeting, and that packets must be submitted by that afternoon.

"We've got a limited amount of time here," he said. "I hope we get more in."

Jennifer Vigil: (619) 498-6634;  
jennifer.vigil@uniontrib.com

## Council

### Raises on the agenda in National City

Continued from B-1

If a 10 percent hike is approved, the mayor would receive \$2,803 a month as mayor and \$762 a month for his membership on the board of the city's Community Development Commission. The council also serves as the CDC board of directors.

With the increase, Waters' total salary would jump to \$42,780 a

year, as compared with that of Chula Vista's annual \$44,870.

The four council members part-time and with the hike would be paid \$760 for their council duties a month for their CDC member. Their annual salary would be \$18,260.

The council has been so generous with city employee groups this year. Last month firefighters union accepted a 3 percent salary increase as part of a three-year contract.

Prior to the contract, a beginning firefighter in National City earned \$29,424 annually.

12/14/02  
S.D. 27101

STARNEWS  
C/ LAUREA 1 OF 3  
426-6346



**Committee on Chicano Rights, Inc**

December 16, 2002

To: National City Mayor and City Council Members  
Re: Salary Increases.

With National City being the poorest incorporated city in San Diego County with a myriad of unresolved social, economic and political problems, there is no ethical or political justification for you to approve a salary increase for yourselves. The simply reason being, that to date you have done nothing to deserve one! It is truly unbelievable, that just after being in office two weeks (because the council voted to meet twice instead of 4 times a month) that the issue of a salary increases for yourselves would be one of your first order of city business. For you to now propose the increase and vote yourselves a salary increase is incredible, and the height of deceit! One has to ask, why weren't voter and taxpayers informed of this matter during the election? The answer is obvious, if voters/taxpayers would have had prior knowledge of a salary increase, I am certain that any candidate in favor would not have been elected.

For the record:

1. We adamantly oppose the proposed salary increase being considered on 12-17-02 for the mayor and city councils for the following reasons:
  - You have not done anything to deserve a salary increase!
  - As stated, National City is the POOREST city in San Diego County with one of the highest crime rates, worst police community relations, unemployment, housing, youth and a myriad of unresolved social, economic and political problems!
  - Adding insult to injury, the council only meets but twice a month.
  - The mayor earns (\$36,00.00 a year) and city councilpersons (\$19,836.00), aside from the additional perks such as an automobile provided, expense accounts, telephones, medical, dental coverage, etc.
  - The mayor and city council's offices received a pay increase of 5% just two short years ago.
  - Today's economy (national, state, and local) cannot sustain a salary increase.

**710 E. 3rd Street  
National City CA 91950  
(619) 477-3800**

NATIONAL CITY COUNCIL MEETING JANUARY 8 2002

Mr. Carpetbagger Councilman Trick Inzunza and his comments regarding Civilian Police Review Board

Councilman Trick Inzunza:- Mr. Mayor I would like to address the group as a whole.  
Umm. I think. Umm. you know. I understand what you're doing. Umm. I think a police review board, umm, is something that all cities are doing. I think it's something that uh. goes hand in hand with good Government. good democracy. Umm I uh. my father started working for a police review board back during the days of Tato Rivera. Most of you ah Tato is just another mural on the wall. Uh for me. Tato represents a lot of hard work. Umm my father that's how he taught us Civil disobedience. that's how he taught us how to fight for Human and Civil Rights. Umm here in the streets of National City. Umm many years we spent in a organization called THE COMMITTEE ON CHICANO RIGHTS (CCR) Umm again to most of you that's just an acronym. Umm, but I applaud what you're doing. Umm I applaud uh. your advocacy for human and Civil rights. We all understand that every aspect of law enforcement can improve. We've come a long way in National City in the last 5 years. Especially since, Chief DeCerehio has come to work for us. We've done an excellent job in improving our Department. You can especially see that in the new recruits, in the new officers we're hiring, we've done an excellent job and I think. ah can we improve? Certainly we can improve. We can always improve government we, can always improve what we're doing up here. I think in many of the things you're saying, you're absolutely right. I think most officers are good people, 99% their good people. Umm I think many times, ah anything that happens in this city it is the responsibility of this council whether that's in a death, whether that's abuse or whether that's something positive it is something that shines on us, it is our primary responsibility as elected officials serving the public. Umm we will discuss this on January 22. Umm. hopefully, I would like to see, I know you know a lot of people in National City. I heard a lot of San Diego addresses tonight if you can go out and bring some people from National City out here it would be very positive very educational for them. They should get involved; ah they should be aware of what their government is doing. So I would like and I know a couple of you from different areas. But I would like all of you to call all your friends in National City and participate in our local government. More importantly, you should all apply for commissions and boards; we have a lot of openings that's my responsibility as Vice-Mayor. Now I would like to single out the American friends Service Committee. I would like to congratulate you Christian Ramirez with your newly elected spot there. I highly admire Roberto Martinez and the different activities that he set forth in the last 10-12 years umm I know I've spent a lot of time protesting with him against the United States Border Patrol especially when there was a lighting up at the border I did. I was arrested I did uh I did involve myself in a lot of civil disobedience now I just protest silently and hopefully I can spend some time here ah doing a lot of good. But I think ah what's going to come out of this is were all

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going to realize that law enforcement is a necessity and what we try to do is we try to improve law enforcement

<HTML><PRE>Aloha Amigo...

Jose I would like to ask you a favor. The guy I intrerviewied for "Bounty Hunters" Herman Baca, is the President of the Committee on Chicano Rights, a Civil Rights/Constitutional Rights organization. He has two of his kids living in Walanae. One of them, Nick, has lived there for nearly eight years. The other one, Andres just moved there about two months ago...He would really appreciate it if you could mail them a copy of your paper! Though there Dad has been active in the civil rights movement aka the Chicano movement, his kids are of diferent generation...but they are good kids. And, as you know "the fruit doesn't fall far from the tree" .Soon HERMAN and I hope to fly out there and check on his family...When we do maybe we can set up something with the "Boriquas" OF HAWAII. We both were involved with the Puerto Rican struggles in Chicago during the demonstrations at the Democratic convention...

Their address is nick & Andrews Baca  
87-377  
Heleumn St.  
Waianae, Hawaii 96792

Gracias Dan Munoz, La Prensa San Diego</PRE></HTML>