



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

LONDON N. BREED
MAYOR

Sent via Electronic Mail

May 9, 2019

NOTICE OF CIVIL SERVICE COMMISSION MEETING

SUBJECT: FINAL REPORT: SALARY SETTING FOR THE CITY AND COUNTY OF SAN FRANCISCO BOARD OF SUPERVISORS FOR A FIVE (5) YEAR CYCLE, EFFECTIVE JULY 1, 2019 THROUGH JUNE 30, 2024, IN ACCORDANCE WITH CHARTER SECTION 2.100.

The above matter will be considered by the Civil Service Commission at a meeting to be held on **May 20, 2019** at 2:00 p.m. in Room 400, Fourth Floor, City Hall, 1 Dr. Carlton B. Goodlett Place.

This item will appear on the regular agenda. Please refer to the attached Notice for procedural and other information about Commission hearings. Attendance by you or an authorized representative is welcomed.

All non-privileged materials being considered by the Civil Service Commission for this item are available for public inspection and copying at the Civil Service Commission office Monday through Friday from 8:00 a.m. to 5:00 p.m.

CIVIL SERVICE COMMISSION

MICHAEL L. BROWN
Executive Officer

Attachment

- cc: The Honorable Norman Yee, President, Board of Supervisors
 The Honorable Sandra Lee Fewer, Member, Board of Supervisors
 The Honorable Catherine Stefani, Member, Board of Supervisors
 The Honorable Aaron Peskin, Member, Board of Supervisors
 The Honorable Matt Haney, Member, Board of Supervisors
 The Honorable Vallie Brown, Member, Board of Supervisors
 The Honorable Gordon Mar, Member, Board of Supervisors
 The Honorable Shamann Walton, Member, Board of Supervisors
 The Honorable Rafael Mandelman, Member, Board of Supervisors
 The Honorable Hillary Ronen, Member, Board of Supervisors
 The Honorable Asha Safai, Member, Board of Supervisors
 Angela Calvillo, Clerk, Board of Supervisors
 Micki Callahan, Human Resources Director
 Steve Ponder, Director Classification & Compensation
 Ben Rosenfield, Controller
 Risa Sandler, Controller's office, Budget and Analysis Division
 Theresa Kao, Budget and Revenue Manager Controller's Office
 Christie Beetz, Director, PPSD
 Jay Huish, Executive Director, SF Retirement
 Abbie Yant, Director, Health Service System

THIS DOCUMENT SUPPORTS
CALENDAR ITEM 6



CIVIL SERVICE COMMISSION

CITY AND COUNTY OF SAN FRANCISCO

LONDON N. BREED
MAYOR

Date: May 20, 2019

To: Civil Service Commission

From: Luz Morganti *LM*
Senior Human Resources Analyst

Subject: **Final Report of Analysis & Recommendations - Salary Setting for the City and County of San Francisco Member, Board of Supervisors for a Five (5) Year Cycle, Effective July 1, 2019 through June 30, 2024, in accordance with Charter Section 2.100**

F. X. CROWLEY
PRESIDENT

ELIZABETH SALVESON
VICE PRESIDENT

DOUGLAS S. CHAN
COMMISSIONER

KATE FAVETTI
COMMISSIONER

BACKGROUND OF SALARY SETTING FOR MEMBER, BOARD OF SUPERVISORS

In the Consolidation Act of 1856, San Francisco was established as a city and county, with coterminous boundaries, by the California State Legislature. Upon approval of the Consolidation Act, twelve (12) Supervisory districts were created and subsequently, the City and County of San Francisco has operated with a Board of Supervisors elected periodically by district or at large depending on prevailing Charter provisions approved by City and County of San Francisco Voters. On November 5, 1996, the Charter was amended to provide for eleven (11) supervisory districts. *The City and County of San Francisco is the only consolidated city and county in California with a Board of Supervisors that functions as both a City Council and a County Board of Supervisors.*

MICHAEL L. BROWN
EXECUTIVE OFFICER

Historically, salary setting for the Board of Supervisors was the responsibility of the City and County of San Francisco voters. However, on November 5, 2002, the voters approved an amendment to the Charter making the position of Member, Board of Supervisors full-time and delegated salary setting to the Civil Service Commission.

The Civil Service Commission (Commission) first set the salary for the Board of Supervisors on May 19, 2003 for a one-year cycle beginning July 1, 2003 through June 30, 2004. At the Civil Service Commission meeting of May 17, 2004, the Commission set the salary for the Board of Supervisors at \$90,000 for the first five (5) year cycle, effective July 1, 2004 through June 30, 2009. The Commission also acted to increase the salary for each fiscal year effective July 1, 2005 based on the CPI-U reported in January of each year and not to exceed 5%. In addition, the Commission directed that the salary will not decrease in the event the CPI-U falls below zero.

CHARTER SECTION 2.100. – COMPOSITION AND SALARY

Charter Section 2.100. (**Attachment A**) directs the Civil Service Commission to set the salary for the City and County of San Francisco Board of Supervisors' once every five (5) years. Before the Commission determines the Supervisors' salary, the Charter requires that the Civil Service Commission conduct and consider a salary survey of other fulltime City Councils and County Boards of Supervisors; and to transmit its salary determination to the Controller in a timely manner so that funds can be set aside to insure implementation.

Salary Concessions

If the City and County of San Francisco and employee organizations agree to amend the compensation provisions of existing memoranda of understanding to reduce costs, the Commission shall review and amend the Supervisors' salary as necessary to achieve comparable costs savings in the affected fiscal year or years.

CONSUMER PRICE INDEX

Charter Section 2.100 states the Civil Service Commission may consider the Consumer Price Index (CPI) when setting the salary for the Board of Supervisors. The Commission has the discretion to adjust the Board of Supervisor salary based on the CPI-U that is reported in January of each year to account for upward annual movement in the CPI-U during the prior calendar year, setting increases up to a maximum of 5%. In addition, the Commission directed that the salary will not decrease in the event the CPI-U falls below zero.

The CPI for All Urban Consumers (CPI-U) includes wage earners and clerical worker households, groups such as professional, managerial, and technical workers, the self-employed, short term workers, the unemployed, and retirees and others not in the labor force. According to the United States Department of Labor, Bureau of Labor Statistics, the CPI-U is the most widely used measure of inflation. The index is used as a guide in making economic decisions and as a means for adjusting income payments. The Bureau also estimates that over two (2) million workers are covered by collective bargaining agreements which tie wages to the CPI. When determining cost of living adjustments for Member, Board of Supervisors, the Commission considers the CPI-U for the San Francisco, Oakland and Hayward metropolitan area. The CPI-U change from December 2017 to December 2018 is a 4.5% increase. (**Attachment B**)

METHODOLOGY OF SURVEY DATA COLLECTION

Salary survey information was collected from various sources related to the jurisdictions including, but not limited to: county and city websites, Human Resources Departments, County Board of Supervisors, Clerks of the Board of Supervisors, and City Council Offices.

The Consumer Price Index Report information was collected from the United States Department of Labor, Bureau of Labor Statistics.

Population data was obtained from the State of California Department of Finance.

SURVEY DATA

The State of California has four hundred eighty-two (482) cities and fifty-eight (58) counties. Of the four hundred eighty-two (482) cities, eight (8) cities have full-time City Council Members which includes San Francisco (Board of Supervisors). Of the fifty-eight (58) counties, there are forty-nine (49) counties including San Francisco that have full-time Board of Supervisors.

California Government Structure & Executive Authority

County Government

California is divided into fifty-eight (58) counties. Counties serve a dual role to its residents in providing a vast array of municipal services and State services. The specific organizational structure of a county in California will vary from county to county. The state constitution provides for three (3) classes of county government: general law, charter, or consolidated city and county (which must be a charter unit). Within California, there are forty-five (45) General Law counties which elect supervisors by district. The remaining twelve (12) Charter counties have the option of electing the Board of Supervisors at large or by district. ***Each county has five (5) Board of Supervisor members elected for four (4) year staggered terms, except for the City and County of San Francisco, which has eleven (11) Board of Supervisor Members and a Mayor.***

City Government

There are a total of four hundred eighty-two (482) incorporated cities within the State of California which are governed by general law or charter. Three hundred sixty-one (361) cities are governed by general law. General law cities are bound by the state's general law, regardless of whether the subject concerns a municipal affair. Government Code section 36501 authorizes general law cities to be governed by a city council of five members, a city clerk, a city treasurer, a police chief, a fire chief and any subordinate officers or employees as required by law. Whereas a charter city has supreme authority over "municipal affairs" and can provide for any form of government including the "mayor" and "city manager" forms.

City and County of San Francisco

San Francisco is the only consolidated city-county in California. The government structure of San Francisco is that of a charter city and is constituted of two co-equal branches. The executive branch is headed by the mayor and includes other citywide elected and appointed officials as well as the civil service. San Francisco's government structure is unique in that the mayor is also the county executive and the county Board of Supervisors acts as the city council. The eleven (11) member Board of Supervisors is the legislative branch and is headed by a president and is responsible for passing laws and budgets in addition to voter direct ballot initiatives to pass legislation.

Executive Authority

Executive Authority refers to the appointing and or reporting relationship between department heads and the City Council or County Board of Supervisors.

Salary Survey Chart

Salary refers to the annual salary for the Member of City Councils or County Board of Supervisors (excluding benefits) for the jurisdictions surveyed. Salary information was collected for all seven (7) California cities and forty-nine (49) California counties (including San Francisco) with full-time City Council Members or Supervisors. The 2019 salary survey chart includes the following data: number of council or board members; type of government structure – General Law or Charter Law; city/county population; number of cities within each county; annual salary; source of salary data; and executive authority. (Attachment C)

SALARY ANALYSIS

Consumer Price Index

The CPI-U change from December 2017 to December 2018 is a 4.5% increase. *For salary setting purposes, the Commission may take under consideration the CPI-U increase.*

City & County of San Francisco Member, Board of Supervisors

BOS Salary FY 2018-19	CPI-U 4.5% Increase	Base Salary FY 2019-20
\$125,132	\$5,631	\$130,763

City & Labor Contract Negotiated Increases

According to the Department of Human Resource’s Classification and Compensation Director, the Department of Human Resources and the Controller’s Office are utilizing the annual average CPI-U of 3.9% reported by the Bureau of Labor Statistics as a recommended percentage guide for increase adjustments.

In recent labor contract negotiations with some recognized labor unions, the City has agreed to salary increases of 3% effective July 1, 2019 through December 27, 2019; 1% effective December 28, 2019 through June 30, 2020; 3% effective July 1, 2020 through December 2020; and .5% effective January 2021 through June 30, 2021.

BOS Salary FY 2018-19	3.% Increase	Base Salary 7/1/19-12/27/19
\$125,132	\$3,754	\$128,886

BOS Salary As of 12/27/19	1.% Increase	Base Salary 12/28/19 – 6/30/20
\$128,886	\$1,289	\$130,175

Salary Data

Salary survey information was collected for eight (8) California cities and forty-nine (49) counties which includes San Francisco data. The base salary for members of the Board of Supervisors and City Council members was used for calculating average salaries.

Survey of City Salaries

Average Salary for City Council Member of 8 Cities

San Francisco Board of Supervisors' currently earn \$125,132 annually which is \$34,028 above the average annual salary of \$91,104 for cities with full-time council members.

Minimum Salary	Average Salary	Maximum Salary
Cudahy City - \$10,303	\$91,104	Los Angeles - \$207,424

There are only eight (8) cities, including San Francisco of the four hundred eighty-two (482) California cities that have full-time City Council Members. *The City and County of San Francisco is the only consolidated city and county in California with a Board of Supervisors that functions as both a City Council and a County Board of Supervisors.* The number of Council members varies among California cities, ranging from five (5) to fifteen (15). Los Angeles is the largest city with fifteen (15) City Council members. The City of Los Angeles pays the highest salary to its City Council Members and has the largest city population.

San Francisco is the fourth (4th) most populous city in California and the thirteenth (13th) most populous city in the United States. The City is also the financial and cultural hub of the larger San Jose-San Francisco-Oakland metropolitan region.

Survey of County Salaries

Average Salary for Member, Board of Supervisors of 49 Counties

San Francisco Board of Supervisors' currently earn \$125,132 annually which is \$26,344 above the average annual salary for Board Members of counties with full-time Board of Supervisors.

Minimum Salary	Average Salary	Maximum Salary
Trinity County - \$26,260	\$98,788	Los Angeles - \$207,424

There are forty-nine (49) of the fifty-eight (58) California counties that have full-time Board of Supervisors (including San Francisco). With the exception of Mariposa and Trinity County, which has no cities, all other counties have cities ranging from one (1) to eighty-eight (88) cities. Los Angeles County is the largest county within California and has eighty-eight (88) cities.

Counties within Same Annual Salary Range

There is one (1) California county which pays an annual salary close to the current annual salary as the City and County of San Francisco Board of Supervisors - \$125,132

County	Population - # of Cities	Salary
Fresno	1,007,252 – 14 cities	\$124,454

Counties within Population Range of 800,000 to 900,000

City and County of San Francisco Board of Supervisors earn \$125,132 which is approximately \$10,032 below the average annual salary among these two (2) counties.

Minimum Salary	Average Salary	Maximum Salary
\$125,132	\$135,164	\$145,196

County	Population	Salary
San Francisco	880,980	\$125,132
Ventura	857,415	\$145,196

Counties Within Bay Area Region

The current salary of the City and County of San Francisco Member, Board of Supervisors (\$125,132) falls \$8,067 below the average salary range among the Bay Area counties listed below.

An increase of approximately 6.44% equal to \$8,058 would be above the discretionary 5% (\$6,257) maximum increase allowed if the CPI-U were taken into account in accordance with Charter Section 2.100.

Minimum Salary	Average Salary	Maximum Salary
Napa \$94,188	\$133,199	Alameda \$165,942

County	Population - # of Cities	Salary
Alameda	1,656,884 - 14 cities	\$165,942
Contra Costa	1,147,879 - 19 cities	\$116,841
Marin	262,803 - 11 cities	\$123,864
Napa	140,966 - 5 cities	\$94,188
San Francisco	880,980 - 1 city	\$125,132
San Mateo	772,372 - 20 cities	\$146,910
Santa Clara	1,947,798 - 15 cities	\$165,938
Solano	439,102 - 7 cities	\$109,935
Sonoma	502,866 - 9 cities	\$150,043

These nine (9) California counties are within the proximity of the Bay Area. They are: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma. (Attachment D – map of bay area counties)

Survey of County & City Salaries

Average Salary for Member, Board of Supervisors and City Council Members

San Francisco Board of Supervisors' currently earn \$125,132 annually which is \$27,912 above the average annual salary for Board of Supervisor Members and City Council Members that are full-time.

Minimum Salary	Average Salary	Maximum Salary
Cudahy City - \$10,303	\$97,220	Los Angeles - \$207,424

BASE SALARY SETTING FOR FIVE -YEAR CYCLE COMMENCING JULY 1, 2019 through JUNE 30, 2020 FOR FISCAL YEAR 2019-20.

For Consideration by the Civil Service Commission in Setting the Salary for Member, Board of Supervisors:

- 1. The San Francisco Board of Supervisors' currently earn \$125,132 annually which is above the average annual salary for Board of Supervisor Members and City Council Members within California that are full-time. Therefore, the base salary for the upcoming five-year cycle will be set at their current annual salary of \$125,132 effective July 1, 2019 through June 30, 2020 for FY 2019-20.**

Or

- 2. Salary setting based on CPI-U increase:** In accordance with Charter Section 2.100, the Commission has the discretion to adjust the Board of Supervisor salary based on the CPI-U that is reported in January of each year to account for upward annual movement in the CPI-U during the prior calendar year, setting increases up to a maximum of 5%. **Therefore, set the base salary for the five (5) year cycle effective July 1, 2019 through June 30, 2020 based on the CPI-U increase of 4.5% for FY 2019-20. The annual salary to set the five (5) year cycle commencing FY 2019-20 would be \$130,763.**

Or

- 3. Salary setting based on CPI-U increase:** In accordance with Charter Section 2.100, the Commission has the discretion to adjust the Board of Supervisor salary based on the CPI-U that is reported in January of each year to account for upward annual movement in the CPI-U during the prior calendar year, setting increases up to a maximum of 5%. **Recommend at your discretion a different % increase which cannot exceed 5%.**

Or

4. **Salary Setting based on comparable percentage wage increase as negotiated with labor unions: 3% effective July 1, 2019 through December 27, 2019; 1% effective December 28, 2019 through June 30, 2020.**

BOS Salary FY 2018-19	3.% Increase	Base Salary 7/1/19-12/27/19
\$125,132	\$3,754	\$128,886

BOS Salary As of 12/27/19	1.% Increase	Base Salary 12/28/19 – 6/30/20
\$128,886	\$1,289	\$130,175

Attachments: Charter Section 2.100
CPI-U Table
Salary Survey Chart
Map of Bay Area Counties

cc: The Honorable Norman Yee, President, Board of Supervisors
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Abbie Yant, Director, Health Service System

ARTICLE II

LEGISLATIVE BRANCH

SEC. 2.100. Composition and Salary.

SEC. 2.100. COMPOSITION AND SALARY.

The Board of Supervisors shall consist of eleven members elected by district.

The office of Board of Supervisors member is a full time position. The Civil Service Commission shall set the Supervisors' salary once every five years. Before the Commission determines the Supervisors' salary, it shall conduct and consider a salary survey of other full time California City Councils and County Boards of Supervisors and it may consider the Consumer Price Index (CPI).

The Civil Service Commission shall timely transmit its determination of the Supervisors' salary to the Controller, so that funds can be set aside for that purpose. The Controller shall include the Civil Service Commission's determination in appropriate budget documents to insure implementation. This determination may not be changed except by the Civil Service Commission.

The Civil Service Commission shall establish dates for an appropriate five-year cycle for making the determinations required by this Section, in order to efficiently coordinate with City budget processes and related procedures. In order to institute this five-year cycle the initial determination may be for less than a five-year period, as determined by the Civil Service Commission.

If the City and employee organizations agree to amend the compensation provisions of existing memoranda of understanding to reduce costs, the Civil Service Commission shall review and amend the Supervisors' salary as necessary to achieve comparable cost savings in the affected fiscal year or years.

The provisions of this Section shall apply, notwithstanding any other provision of this Charter. (Amended November 1996; June 1998; November 2002)

U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS
 Western Information Staff (415) 625-2270 / Fax (415) 625-2351

SAN FRANCISCO-OAKLAND-HAYWARD
 Consumer Price Index, All Items, 1982-84=100 for All Urban Consumers (CPI-U)

YEAR	Consumer Price Index, All Items, 1982-84=100 for All Urban Consumers (CPI-U)												SEMIANNUAL		ANNUAL AVERAGE
	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	1ST HALF	2ND HALF	
1999	169.4	172.2	171.8	173.5	175.2	174.5	170.8	174.2	172.5	170.8	174.2	172.5	170.8	174.2	172.5
2000	176.5	178.7	179.1	181.7	183.4	184.1	177.7	182.6	180.2	187.7	182.6	180.2	177.7	182.6	180.2
2001	187.9	189.1	190.9	191.0	191.7	190.6	191.7	191.1	189.9	198.7	191.1	189.9	187.7	191.1	189.9
2002	191.3	193.0	193.2	193.5	194.3	193.2	193.5	193.2	193.0	199.2	193.2	193.0	192.3	193.7	193.0
2003	197.7	197.3	196.3	196.3	196.3	195.3	196.3	195.3	196.4	199.5	195.3	196.4	196.8	196.1	196.4
2004	198.1	198.3	199.0	198.7	200.3	199.5	198.7	199.5	198.8	199.5	199.5	198.8	198.2	199.5	198.8
2005	201.2	202.5	201.2	203.0	205.9	203.4	203.0	203.4	202.7	203.4	203.4	202.7	201.5	203.9	202.7
2006	207.1	208.9	209.1	210.7	211.0	210.4	210.7	211.0	209.2	207.9	210.4	209.2	207.9	210.6	209.2
2007	213.688	215.842	216.123	216.240	217.949	218.485	216.736	217.361	216.048	214.736	217.361	216.048	214.736	217.361	216.048
2008	219.612	222.074	225.181	225.411	225.824	218.528	221.730	223.804	222.767	221.730	223.804	222.767	221.730	223.804	222.767
2009	222.166	223.854	225.692	225.801	226.051	224.239	223.305	225.484	224.395	224.239	225.484	224.395	223.305	225.484	224.395
2010	226.145	227.697	228.110	227.954	228.107	227.658	227.658	227.658	227.469	227.658	227.658	227.469	226.994	227.944	227.469
2011	229.981	234.121	233.646	234.608	235.331	234.327	234.327	234.327	233.390	234.327	234.327	233.390	232.082	234.698	233.390
2012	236.880	238.985	239.806	241.170	242.834	239.533	238.099	241.201	239.650	239.533	241.201	239.650	238.099	241.201	239.650
2013	242.677	244.675	245.935	246.072	246.617	245.711	243.894	246.152	245.023	245.711	246.152	245.023	243.894	246.152	245.023
2014	248.615	251.495	253.317	253.354	254.503	252.273	250.507	253.463	251.985	250.507	253.463	251.985	250.507	253.463	251.985
2015	254.910	257.622	259.117	259.917	261.019	260.289	260.289	260.289	258.572	260.289	260.289	258.572	256.723	260.421	258.572
2016	262.600	264.565	266.041	267.853	270.306	269.483	269.483	269.483	266.344	269.483	269.483	266.344	263.911	268.777	266.344
2017	271.626	274.589	275.304	275.893	277.570	277.414	277.414	277.414	274.924	277.414	277.414	274.924	273.306	276.542	274.924
2018	281.308	283.422	286.062	287.664	289.673	289.896	289.896	289.896	285.550	289.896	289.896	285.550	282.666	288.435	285.550

Table of over-the-year percent increases. An entry for Feb. 2006 indicates the percentage increase from Feb. 2005 to Feb. 2006.

2000	4.2	3.8	4.2	4.2	4.7	4.7	4.7	4.7	5.5	4.0	4.8	4.5	4.0	4.8	4.5
2001	6.5	5.8	6.6	6.6	5.1	5.1	5.1	4.5	3.5	6.2	4.7	5.4	6.2	4.7	5.4
2002	1.8	2.1	1.2	1.2	1.3	1.4	1.3	1.4	1.4	1.9	1.4	1.6	1.9	1.4	1.6
2003	3.3	2.2	1.6	1.4	1.4	1.1	1.4	1.0	1.1	2.3	1.2	1.8	2.3	1.2	1.8
2004	0.2	0.5	1.4	1.2	2.2	2.2	1.2	2.0	2.2	0.7	1.7	1.2	0.7	1.7	1.2
2005	1.6	2.1	1.1	1.1	3.8	2.8	2.2	2.8	3.4	1.7	3.2	2.0	1.7	3.2	2.0
2006	2.9	3.2	3.9	3.4	3.3	3.3	3.3	2.5	3.4	3.4	3.3	3.3	3.2	3.3	3.2
2007	3.2	3.3	3.4	3.4	2.6	3.8	3.3	3.3	3.8	3.3	3.3	3.3	3.3	3.3	3.3
2008	2.8	2.9	4.2	4.2	3.6	0.0	3.3	3.6	3.0	3.3	3.0	3.1	3.3	3.0	3.1
2009	1.2	0.8	0.2	0.2	0.1	2.6	0.7	0.1	0.7	0.7	0.7	0.7	0.7	0.7	0.7
2010	1.8	1.7	1.1	1.0	0.9	1.5	1.7	0.9	1.4	1.7	1.1	1.4	1.7	1.1	1.4
2011	1.7	2.8	2.4	2.9	3.2	2.9	3.2	3.2	2.9	2.2	2.2	2.6	2.2	3.0	2.6
2012	3.0	2.1	2.6	2.8	3.2	2.2	3.2	3.2	2.2	2.6	2.2	2.7	2.6	2.8	2.7
2013	2.4	2.4	2.6	2.0	1.6	2.6	2.4	2.6	2.2	2.4	2.4	2.1	2.4	2.1	2.2
2014	2.4	2.8	3.0	3.0	3.2	2.7	3.2	3.2	2.8	2.7	2.7	2.8	2.7	3.0	2.8
2015	2.5	2.4	2.3	2.6	2.6	3.2	2.6	3.2	2.6	2.5	2.7	2.6	2.5	2.7	2.6
2016	3.0	2.7	2.7	3.1	3.6	3.5	3.6	3.6	3.0	2.8	2.8	3.0	2.8	3.2	3.0
2017	3.4	3.8	3.5	3.0	2.7	2.9	2.7	2.7	2.9	3.6	2.9	3.2	3.6	2.9	3.2
2018	3.6	3.2	3.9	4.3	4.4	4.5	4.4	4.4	4.5	3.4	4.3	3.9	3.4	4.3	3.9

2019
Salary Survey
California Counties with Fulltime Board of Supervisors

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
1.	Alameda (5 members) <i>Charter Law</i>	1,656,884 14 Cities	*\$165,942	County - HR Website	Appoints all county officers other than elected officials
2.	Amador (5 members) <i>General Law</i>	38,626 5 Cities	*\$72,598	County Administrative Officer	Appoints management
3.	Butte (5 members) <i>Charter Law</i>	229,294 5 Cities	\$60,997	Salary Ordinance	Appoints all except elected officials
4.	Calaveras (5 members) <i>General Law</i>	45,147 1 City	\$56,305	County -HR website	Appoints dept. heads except elected officials
5.	Colusa (5 members) <i>General Law</i>	22,063 2 Cities	\$66,012	Payroll Dept	Appoints dept. heads except elected officials
6.	Contra Costa (5 members) <i>General Law</i>	1,147,879 19 Cities	\$116,841	County - HR website	Appoints most dept. heads except elected officials
7.	El Dorado (5 members) <i>Charter Law</i>	189,592 2 Cities	\$76,877	County - HR website	Appoints dept. heads except elected officials
8.	Fresno (5 members) <i>Charter Law</i>	1,007,252 14 Cities	\$124,454	County - HR website	Appoints all county officers, assistants, deputies & clerks
9.	Glenn (5 members) <i>General Law</i>	28,762 2 Cities	\$31,803	County - HR website	Appoints dept. heads except elected officials
10.	Humboldt (5 members) <i>General Law</i>	136,084 7 Cities	\$95,121	County - HR website	Appoints dept. heads except elected officials
11.	Imperial (5 members) <i>General Law</i>	189,623 7 Cities	\$56,371	County - HR website	Appoints dept. heads except elected officials

Salary Survey 2019

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
12	Inyo (5 members) <i>General Law</i>	18,875 1 City	\$54,960	County - HR website	Appoints dept. heads except elected officials
13.	Kern (5 members) <i>General Law</i>	906,563 11 Cities	\$107,209	County - /HR website	Appoints dept. heads & individual district staff
14.	Lake (5 members) <i>General Law</i>	65,064 2 Cities	\$63,720	Controller's Office	Appoints dept. heads except elected officials
15.	Lassen (5 members) <i>General Law</i>	30,584 1 City	\$38,212	County Administrator's Office	Appoints dept. heads but not elected officials
16.	Los Angeles (5 members) <i>Charter Law</i>	10,254,658 88 Cities	*\$207,424	County - BOS Executive Office	Appoints County Officers except elected officials
17.	Madera (5 members) <i>General Law</i>	158,328 2 Cities	\$85,459	County - HR website	Appoints County Administrative Officer, dept. heads except elected officials
18.	Marin (5 members) <i>General Law</i>	262,803 11 Cities	\$123,864	County - HR website	Appoints dept. heads except elected officials
19.	Mariposa (5 members) <i>General Law</i>	18,112 No Cities	\$50,010	County - HR website	Appoints dept. heads; Clerk of the Board; except elected officials
20.	Mendocino (5 members) <i>General Law</i>	89,130 4 Cities	\$85,500	Human Resources Analyst	Appoints Chief Executive Officer; County Counsel; Clerk of the Board
21.	Merced (5 members) <i>General Law</i>	279,424 6 Cities	\$108,423	County - HR website	Appoints dept. heads except elected officials

Salary Survey 2019

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
22.	Mono (5 members) <i>General Law</i>	13,727 1 City	\$49,308	County - HR website	Appoints County Administrator
23.	Monterey (5 members) <i>General Law</i>	442,940 12 Cities	\$136,536	County - HR website	Appoints County Administrative Officer
24.	Napa (5 members) <i>General Law</i>	140,966 5 Cities	\$94,188	County - HR website	Appoints County Administrative Officer, all dept. heads except elected officials
25.	Orange (5 members) <i>General Law</i>	3,213,275 34 Cities	*\$165,938	County - HR website & HRS Classification Manager	Appoints Exec Officer, Clerk of the Board, Auditor, Public Defender, County Counsel
26.	Placer (5 members) <i>Charter Law</i>	389,480 6 Cities	\$79,342	County - HR website	Appoints County Executive Officer, County Counsel, confirm appts. of most non-elected officials
27.	Riverside (5 members) <i>General Law</i>	2,412,536 28 Cities	*\$165,939	County - HR website	Appoints County Executive Officer, County Counsel
28.	Sacramento (5 members) <i>Charter Law</i>	1,530,242 7 Cities	*\$114,088	County - HR website	Appoints Clerk of the Board, County Exec & County Counsel
29.	San Bernardino (5 members) <i>Charter Law</i>	2,171,517 24 Cities	\$200,933	County - HR website	Appoints County Administrative Officer, dept. heads
30.	San Diego (5 members) <i>Charter Law</i>	3,333,128 18 Cities	\$186,681	County - HR website	Appoints Chief Admin Officer, County Counsel, Clerk of the Board, Probation Officer

Salary Survey 2019

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
31.	San Francisco (11 members) <i>Charter Law</i>	880,980 1 City	\$125,132	Civil Service Commission	Appoints Clerk of the Board & Budget Analyst
32.	San Joaquin (5 members) <i>General Law</i>	757,279 7 Cities	\$103,251	County - HR website	Appoints dept. heads except elected officials
33.	San Luis Obispo (5 members) <i>General Law</i>	280,048 7 Cities	\$86,112	County - HR website	Appoints dept. heads except elected officials
34.	San Mateo (5 members) <i>Charter Law</i>	772,372 20 Cities	\$146,910	County - HR website	Appoints County Manager, Clerk of the Board
35.	Santa Barbara (5 members) <i>General Law</i>	452,747 8 Cities	\$96,779	Human Resources Director	Appoints County Admin Officer, County Counsel
36.	Santa Clara (5 members) <i>Charter Law</i>	1,947,798 15 Cities	*\$165,938	County - HR website	Appoints County Executive, Clerk of the Board, County Counsel, Public Defender
37.	Santa Cruz (5 members) <i>General Law</i>	276,071 4 Cities	\$128,846	Senior Personnel Analyst	Appoints County Administrative Officer, County Counsel, Board of the Clerk staff
38.	Shasta (5 members) <i>General Law</i>	178,926 3 Cities	\$53,508	County - HR website	Appoints County Administrative Officer, County Counsel, all dept. heads
39.	Sierra (5 members) <i>General Law</i>	3,220 1 City	\$36,449	County HR website	Appoints dept. heads, except elected officials
40.	Siskiyou (5 members) <i>General Law</i>	44,605 9 Cities	\$37,830.	Personnel Analyst	Appoints County Administrator, County Assessment Appeals Board
41.	Solano (5 members) <i>General Law</i>	439,102 7 Cities	\$109,935	County HR website	Appoints County Administrator, County Counsel

Salary Survey 2019

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
42.	Sonoma (5 members) <i>General Law</i>	502,866 9 Cities	\$150,043	Human Resources Analyst	Appoints most dept. heads except elected officials
43.	Stanislaus (5 members) <i>General Law</i>	554,108 9 cities	\$100,236	County - HR website	Appoints Chief Executive Officer, County Counsel
44.	Trinity (5 members) <i>General Law</i>	13,650 No Cities	\$26,260	Human Resources Coordinator	Appoints County Administrator, County Counsel
45.	Tulare (5 members) <i>General Law</i>	475,346 8 Cities	\$113,700	County - HR website	Appoints dept. heads except elected officials
46.	Tuolumne (5 members) <i>General Law</i>	54,721 1 City	\$50,419	Chief Deputy Clerk of the Board	Appoints CAO, County Counsel, Clerk of the Board
47.	Ventura (5 members) <i>General Law</i>	857,415 11 Cities	\$145,196	County - HR website	Appoints and supervises Chief Executive Officer & non-elective dept. heads
48.	Yolo (5 members) <i>General Law</i>	221,175 4 Cities	\$67,064	County - HR website	Appoints County Administrative Officer
49.	Yuba (5 members) <i>General Law</i>	77,202 2 Cities	\$55,944	County - HR website	Appoints Administrative Officer, County Counsel, Library Director, Clerk of the Board

*** Salary based on percentage % of California State Superior Court Judge
Salary as prescribed in County Ordinance:**

- Alameda: 80%
- Amador: 35 %
- Los Angeles: amount equal to the State Superior Court Judge salary - \$207,424
- Madera: 41.2 %
- Orange: 80 %
- Riverside: 80 %
- Sacramento: 55 %
- Santa Clara: 80 %
- Ventura: 70%

California Cities with Full-time Council Members

	City <i>Gov. Structure</i>	Population	Annual Salary	Source of Salary Data	Executive Authority
1.	Berkeley, <i>Alameda County</i> (8 Council Members) <i>Charter Law</i>	121,238	\$37,568	Human Resources	Council – Manager form of government
2.	Cudahy, <i>LA County</i> (Mayor, Vice Mayor & 3 Council Members) <i>General Law</i>	24,411	\$10,303	City Website	Council-Manager form of government
3.	Fresno, <i>Fresno County</i> (7 Council Members) <i>Charter Law</i>	525,832	\$80,000	Personnel Services Department	Mayor-Council form of government
4.	Los Angeles, <i>LA County</i> (15 Council Members) <i>Charter Law</i>	4,041,707	*\$207,424	City Council Office/City Charter	Mayor-Council Executive/Legislative: appointments subject to confirmation by City Council
5.	Oakland, <i>Alameda County</i> (8 Council Members) <i>General Law</i>	426,074	\$91,018.	HR Analyst	Mayor-Council Executive/Legislative
6.	San Diego – <i>San Diego County</i> (9 Council Members) <i>Charter Law</i>	1,406,318	\$75,386	Senior Human Resources Officer	Mayor-Council Executive/Legislative
7.	San Jose, <i>Santa Clara County</i> (Mayor, Vice Mayor & 9 Council Members) <i>Charter Law</i>	1,046,079	\$102,000	HR Division Manager	Council-Manager form of government

* Salary based on percentage % of California State Superior Court Judge
Salary as prescribed in County/City Ordinance:

- Los Angeles: amount equal to State Superior Court Judge salary

City & County population information obtained from the California Department of Finance.

Map of Bay Area Counties

The Bay Area is home to many of the most diverse communities in the United States, and is influenced by cultures from around the globe.

Within the Bay Area's nine (9) counties – *Sonoma, Napa, Solano, Marin, Contra Costa, San Francisco, Alameda, San Mateo and Santa Clara*, there are one hundred one (101) cities. Among them, there are three (3) major cities – *San Francisco, Oakland and San Jose*.

