

CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

LONDON N. BREED
MAYOR

May 9, 2019

NOTICE OF CIVIL SERVICE COMMISSION MEETING

SUBJECT: ANNUAL SALARY ADJUSTMENT (3rd YEAR OF 5-YEAR CYCLE) FOR ELECTED OFFICIALS (MAYOR, CITY ATTORNEY, DISTRICT ATTORNEY, PUBLIC DEFENDER, ASSESSOR-RECORDER, TREASURER, AND SHERIFF) IN ACCORDANCE WITH CHARTER SECTION A8.409-1 FOR FISCAL YEAR 2019-20

The above matters 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.

These items will appear on the regular agenda. Please refer to the attached Notice for procedural and other information about Commission hearings. All calendared items will be heard and resolved at this time unless good reasons are presented for a continuance.

All materials being considered by the Civil Service Commission for these items 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.

Attachment

- CC: The Honorable London N. Breed, Mayor
- The Honorable Manohar P. Raju, Public Defender
- The Honorable Jose Cisneros, Treasurer
- The Honorable George Gascón, District Attorney
- The Honorable Vicki Hennessey, Sheriff
- The Honorable Dennis Herrera, City Attorney
- The Honorable Carmen Chu, Assessor-Recorder
- Jay Huish, Executive Director, Employees' Retirement System
- Micki Callahan, Human Resources Director
- Abbie Yant, Director, Health Service System
- Steve Ponder, Director, Compensation Unit, DHR
- Ben Rosenfield, Controller
- Risa Sandler, Controller's Office, Budget and Analysis Division
- Theresa Kao, Budget and Revenue Manager, Controller's Office
- Christine Beetz, Director, PPSD

CIVIL SERVICE COMMISSION

Michael L. Brown
Executive Officer

THIS DOCUMENT SUPPORTS
CALENDARIZATION 7




CIVIL SERVICE COMMISSION


CITY AND COUNTY OF SAN FRANCISCO

LONDON N. BREED
MAYOR

Date: May 20, 2019

To: Civil Service Commission

Through: Michael L. Brown 
Executive Officer

From: Luz Morganti 
Senior Human Resources Analyst

Subject: **Annual Salary Adjustment (3rd year of 5-year cycle) for Elected Officials (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff) in accordance with Charter Section A8.409-1 for Fiscal Year 2019-20**

F. X. CROWLEY
PRESIDENT

ELIZABETH SALVESON
VICE PRESIDENT

DOUGLAS S. CHAN
COMMISSIONER

KATE FAVETTI
COMMISSIONER

Background

I. Civil Service Commission Authority - Salary Setting and Annual Salary Adjustment

Elected Officials Salary Setting: Charter Section A8.409-1 Employees Covered

Charter Section A8.409-1 (Proposition C - November 2006) provides that the Civil Service Commission shall set the wages and benefits of all elected officials of the City and County of San Francisco. On May 15, 2017, the Civil Service Commission certified the base salary for the five (5) year salary cycle for the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff to apply for the fiscal year periods effective July 1, 2017 through June 30, 2022.

The Charter states, "For the second, third, fourth, and fifth years of the period for which any base five-year salary has been set, the Commission shall annually adjust the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff, to account for upward annual movement in the Consumer Price Index during the prior calendar year; provided, that whenever the upward movement in the Consumer Price Index during the prior calendar year exceeds 5%, the cost-of-living adjustment shall not be the actual increase in the Consumer Price Index for the prior calendar year but instead shall be 5%. The annual cost-of-living adjustment shall take effect July 1 of the second, third, fourth, and fifth years of the period for which the base five-year salary has been set."

Fiscal Year 2019-20 is the 3rd year of this 5-year cycle.

II. Consumer Price Index

The annual CPI-U (Consumer Price Index – All Urban Consumers) issued by the Bureau of Labor Statistics comparing the CPI-U change in December 2018 to the previous CPI-U in December 2017 is a **4.5%** increase in the CPI-U. Therefore, in accordance with Charter Section A8.409-1, for the third (3rd) year of the five-year cycle for elected officials; the Commission may increase salaries by **4.5%** effective July 1, 2019.

MICHAEL L. BROWN
EXECUTIVE OFFICER

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 guide for increase adjustments, and for consideration of increases under the Minimum Wage Ordinance.

The current pattern of wage increases agreed to by many City recognized labor organizations has established the following pattern: 3% July 1, 2019 and 1% December 28, 2019; and 3% July 1, 2020 and 0.5% December 26, 2020. This represents an increase of 7.5% in wages to City employees through June 30, 2021. The offset with the second increase scheduled for December creates a savings for each budgeted fiscal year.

III. Annual Salary Adjustment

Fiscal Year 2019-20 Projected Adjusted Salaries Based on Prior Calendar Year CPI-U 4.5%

The Fiscal Year 2019-20 salaries based on the 4.5% CPI-U (increase) change for elected officials are as follows:

Proposed Salaries for Elected Officials Based on CPI-U of 4.5% Fiscal Year July 1, 2019 to June 30, 2020			
Class/Title	FY 2018-19 Certified Salary	4.5 % Increase Based on CPI-U Change	FY 2019-20 Salary (includes 4.5% increase)
4290 Assessor-Recorder	\$209,183	\$9,413	\$218,596
8197 City Attorney	\$277,339	\$12,480	\$289,819
8198 District Attorney	\$294,309	\$13,244	\$307,553
1190 Mayor	\$335,996	\$15,120	\$351,116
8196 Public Defender	\$255,098	\$11,479	\$266,577
4390 Treasurer-Tax Collector	\$197,535	\$8,889	\$206,424
8350 Sheriff	\$250,766	\$11,284	\$262,050

Based on the City’s established pattern with Labor organizations, salaries based on the 3% July 1, 2019 and 1% December 28, 2019 increase for elected officials are as follows:

Proposed Salaries for Elected Officials July 1, 2019 to December 27, 2019			
Class/Title	FY 2018-19 Certified Salary	3.0 % Increase	7/1/19-12/27/19 Salary (includes 3.0 % increase)
4290 Assessor-Recorder	\$209,183	\$6,275	\$215,458
8197 City Attorney	\$277,339	\$8,320	\$285,659
8198 District Attorney	\$294,309	\$8,829	\$303,138
1190 Mayor	\$335,996	\$10,080	\$346,076
8196 Public Defender	\$255,098	\$7,653	\$262,751
4390 Treasurer-Tax Collector	\$197,535	\$5,926	\$203,461
8350 Sheriff	\$250,766	\$7,523	258,289

Proposed Salaries for Elected Officials December 28, 2019 to June 30, 2020			
Class/Title	Certified Salary 2019	1.0 % Increase	12/28/19 – 6/30/20 Salary (includes 1.0 % increase)
4290 Assessor-Recorder	\$215,458	\$2,155	\$217,613
8197 City Attorney	\$285,659	\$2,857	\$288,516
8198 District Attorney	\$303,138	\$3,031	\$306,169
1190 Mayor	\$346,076	\$3,461	\$349,537
8196 Public Defender	\$262,751	\$2,628	\$265,379
4390 Treasurer-Tax Collector	\$203,461	\$2,035	\$205,496
8350 Sheriff	\$258,289	\$2,583	\$260,872

Recommendation: *Accept the report; certify the salary of elected officials in accordance with Charter Section A8.409-1 based on the calendar year CPI-U of 4.5% for timely transmittal to the Controller for inclusion in the FY 2019-20 budget.*

Or: Recommend comparable percentage wage increase as negotiated with labor unions.

Or: Recommend at your discretion a different % increase which cannot exceed 5%.

Attachments: Charter Section A8.409-1
 CPI-U Data

cc: The Honorable London N. Breed, Mayor
 The Honorable Manohar P. Raju, Public Defender
 The Honorable Jose Cisneros, Treasurer
 The Honorable George Gascón, District Attorney
 The Honorable Vicki Hennessey, Sheriff
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City and County of San Francisco Charter

A8.409-1 EMPLOYEES COVERED

These Sections A8.409 through A8.409-6, inclusive, shall apply to all miscellaneous officers and employees except as set forth in Section A8.590-1 et seq. and including employees of San Francisco Unified School District and San Francisco Community College District to the extent authorized by state law. The provisions of Charter sections 8.400(h), 8.401-1, and 8.407 are hereby repealed and shall be of no further force and effect. Employee organizations representing employees in classifications covered by section A8.403 and A8.404 of this Charter may elect to include those classifications within the coverage of this part as a separate bargaining unit, provided however, that the election shall not become effective without the written approval of the Mayor and Board of Supervisors. The election shall be irrevocable and such employees shall not thereafter be subject to the provisions of section A8.403 and A8.404.

Employees in classifications not represented by a recognized employee organization shall be entitled to represent themselves with the City and County over wages, hours and other terms and conditions of employment to the extent required by state law and shall not be subject to the arbitration provisions of Section A8.409-4 of this Charter. The Mayor annually shall propose all forms of compensation for unrepresented employees including salaries, hours, benefits, and other terms and conditions of employment subject to approval or disapproval of the Board of Supervisors. Consistent with other provisions of this Charter, the civil service commission may adopt rules and procedures relating to said unrepresented employees.

Except as otherwise provided by this Charter the Civil Service Commission shall set the wages and benefits of all elected officials of the City and County of San Francisco as follows: The Commission shall conduct a salary survey of the offices of chief executive officer, county counsel, district attorney, public defender, assessor-recorder, treasurer, and sheriff, in the counties of Alameda, Contra Costa, Marin, San Mateo, and Santa Clara. The Commission shall then average the salaries for each of those offices to determine respectively the base five-year salaries for the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff.

If any of the aforementioned counties do not have an office of public defender, that county shall be omitted from the salary survey for purposes of determining the base five-year salary of the Public Defender. Among the aforementioned counties, any freestanding county assessor's office or any county office in which the assessor's function is combined with other county functions, shall be deemed comparable to the office of Assessor-Recorder for purposes of determining the base five-year salary of the Assessor-Recorder. If any of the aforementioned counties do not have a comparable county office of treasurer, the county office whose functions most closely resemble the Treasurer's functions in San Francisco shall be deemed comparable to the office of Treasurer for purposes of determining the base five-year salary of the Treasurer.

The initial base five-year salary determination for the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff shall apply to the period from July 1, 2007 through June 30, 2012. Subsequent base five-year salary determinations for those offices shall apply to subsequent five-year periods, for example, July 1, 2012 through June 30, 2017.

City and County of San Francisco Charter

A8.409-1 EMPLOYEES COVERED (continued)

For the second, third, fourth, and fifth years of the period for which any base five-year salary has been set, the Commission shall annually adjust the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff, to account for upward annual movement in the Consumer Price Index during the prior calendar year; provided, that whenever the upward movement in the Consumer Price Index during the prior calendar year exceeds 5%, the cost-of-living adjustment shall not be the actual increase in the Consumer Price Index for the prior calendar year but instead shall be 5%. The annual cost-of-living adjustment shall take effect July 1 of the second, third, fourth, and fifth years of the period for which the base five-year salary has been set.

Except as noted below, in setting the initial and subsequent base five-year salary determinations for the offices of Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff, the Commission may not reduce the respective salaries of any of those offices. If implementation of the process for setting the base five-year salary would otherwise result in a salary reduction for any of those offices, the base five-year salary for the affected office or offices shall be the existing salary for the office.

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 respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff as necessary to achieve comparable cost savings in the affected fiscal year or years.

The Commission shall annually set the benefits of elected officials, to take effect July 1 of each year. Benefits of elected officials may equal but may not exceed those benefits provided to any classification of miscellaneous officers and employees as of July 1 of each year.

In addition, subject to the approval or disapproval of the Board of Supervisors, the Mayor may create, for employees designated as management, a management compensation package that recognizes and provides incentives for outstanding managerial performance contributing to increased productivity and efficiency in the work force. In formulating such a package, the Mayor shall take into account data developed in conjunction with the civil service commission regarding the terms of executive compensation in other public and private jurisdictions. (Amended March 2004; Amended by Proposition C, Approved 11/7/2006)

U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS

Western Information Office, 90 7th St., Suite 14-100, San Francisco, CA 94103
 Information Staff (415) 625-2270 / Fax (415) 625-2351

SAN FRANCISCO-OAKLAND-HAYWARD

Consumer Price Index, All Items, 1982=100 for All Urban Consumers (CPI-U)

YEAR	SEMIANNUAL												ANNUAL AVERAGE		
	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC		1ST HALF	2ND HALF
1999	169.4	172.2	172.2	172.2	173.5	171.8	171.8	173.5	175.2	175.2	174.5	174.5	170.8	174.2	172.5
2000	176.5	178.7	178.7	178.7	181.7	179.1	179.1	181.7	183.4	183.4	184.1	184.1	177.7	182.6	180.2
2001	187.9	189.1	189.1	189.1	191.0	190.9	190.9	191.0	191.7	191.7	190.6	190.6	188.7	191.1	189.9
2002	191.3	193.0	193.0	193.0	193.2	193.2	193.2	193.5	194.3	194.3	193.2	193.2	192.3	193.7	193.0
2003	197.7	197.3	197.3	197.3	196.3	196.3	196.3	196.3	196.3	196.3	195.3	195.3	196.8	196.1	196.4
2004	198.1	198.3	198.3	198.3	198.7	199.0	199.0	198.7	200.3	200.3	199.5	199.5	198.2	199.5	198.8
2005	201.2	202.5	202.5	202.5	203.0	201.2	201.2	203.0	205.9	205.9	203.4	203.4	201.5	203.9	202.7
2006	207.1	208.9	208.9	208.9	210.7	209.1	209.1	210.7	211.0	211.0	210.4	210.4	207.9	210.6	209.2
2007	213.688	215.842	215.842	215.842	216.240	216.123	216.123	216.240	217.949	217.949	218.485	218.485	214.736	217.361	216.048
2008	219.612	222.074	222.074	222.074	225.411	225.181	225.181	225.411	225.824	225.824	218.528	218.528	221.730	223.804	222.767
2009	222.166	223.854	223.854	223.854	225.692	225.692	225.692	225.801	226.051	226.051	224.239	224.239	223.305	225.484	224.395
2010	226.145	227.697	227.697	227.697	228.110	228.110	228.110	227.954	228.107	228.107	227.658	227.658	226.994	227.944	227.469
2011	229.981	234.121	234.121	234.121	233.646	233.646	233.646	234.608	235.331	235.331	234.327	234.327	232.082	234.698	233.390
2012	236.880	238.985	238.985	238.985	239.806	239.806	239.806	241.170	242.834	242.834	239.533	239.533	238.099	241.201	239.650
2013	242.677	244.675	244.675	244.675	245.935	245.935	245.935	246.072	246.617	246.617	245.711	245.711	243.894	246.152	245.023
2014	248.615	251.495	251.495	251.495	253.317	253.317	253.317	253.354	254.503	254.503	252.273	252.273	250.507	253.463	251.985
2015	254.910	257.622	257.622	257.622	259.117	259.117	259.117	259.917	261.019	261.019	260.289	260.289	256.723	260.421	258.572
2016	262.600	264.565	264.565	264.565	266.041	266.041	266.041	267.853	270.306	270.306	269.483	269.483	263.911	268.777	266.344
2017	271.626	274.589	274.589	274.589	275.304	275.304	275.304	275.893	277.570	277.570	277.414	277.414	273.306	276.542	274.924
2018	281.308	283.422	283.422	283.422	286.062	286.062	286.062	287.664	289.673	289.673	289.896	289.896	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	3.8	3.8	4.7	4.2	4.2	4.7	4.7	4.7	5.5	5.5	4.0	4.8	4.5
2001	6.5	5.8	5.8	5.8	5.1	6.6	6.6	5.1	4.5	4.5	3.5	3.5	6.2	4.7	5.4
2002	1.8	2.1	2.1	2.1	1.3	1.2	1.2	1.3	1.4	1.4	1.4	1.4	1.9	1.4	1.6
2003	3.3	2.2	2.2	2.2	1.6	1.6	1.6	1.4	1.0	1.0	1.1	1.1	2.3	1.2	1.8
2004	0.2	0.5	0.5	0.5	1.2	1.4	1.4	1.2	2.0	2.0	2.2	2.2	0.7	1.7	1.2
2005	1.6	2.1	2.1	2.1	1.1	1.1	1.1	2.2	2.8	2.8	2.0	2.0	1.7	2.2	2.0
2006	2.9	3.2	3.2	3.2	3.9	3.9	3.9	3.8	2.5	2.5	3.4	3.4	3.2	3.3	3.2
2007	3.2	3.3	3.3	3.3	3.4	3.4	3.4	2.6	3.3	3.3	3.8	3.8	3.3	3.2	3.3
2008	2.8	2.9	2.9	2.9	4.2	4.2	4.2	4.2	3.6	3.6	0.0	0.0	3.3	3.0	3.1
2009	1.2	0.8	0.8	0.8	0.2	0.2	0.2	0.2	0.1	0.1	2.6	2.6	0.7	0.8	0.7
2010	1.8	1.7	1.7	1.7	1.1	1.1	1.1	1.0	0.9	0.9	1.5	1.5	1.7	1.1	1.4
2011	1.7	2.8	2.8	2.8	2.4	2.4	2.4	2.9	3.2	3.2	2.9	2.9	2.2	3.0	2.6
2012	3.0	2.1	2.1	2.1	2.6	2.6	2.6	2.8	3.2	3.2	2.2	2.2	2.6	2.8	2.7
2013	2.4	2.4	2.4	2.4	2.6	2.6	2.6	2.0	1.6	1.6	2.6	2.6	2.4	2.1	2.2
2014	2.4	2.8	2.8	2.8	3.0	3.0	3.0	3.0	3.2	3.2	2.7	2.7	2.7	3.0	2.8
2015	2.5	2.4	2.4	2.4	2.3	2.3	2.3	2.6	2.6	2.6	3.2	3.2	2.5	2.7	2.6
2016	3.0	2.7	2.7	2.7	2.7	2.7	2.7	3.1	3.6	3.6	3.5	3.5	2.8	3.2	3.0
2017	3.4	3.8	3.8	3.8	3.5	3.5	3.5	3.0	2.7	2.7	2.9	2.9	3.6	3.2	3.2
2018	3.6	3.2	3.2	3.2	3.9	3.9	3.9	4.3	4.4	4.4	4.5	4.5	3.4	3	3.9