

# CIVIL SERVICE COMMISSION

## CITY AND COUNTY OF SAN FRANCISCO

EDWIN M. LEE  
MAYOR

*Sent via Electronic Mail*

SCOTT R. HELDFOND  
PRESIDENT

May 8, 2014

E. DENNIS NORMANDY  
VICE PRESIDENT

### NOTICE OF CIVIL SERVICE COMMISSION MEETING

DOUGLAS S. CHAN  
COMMISSIONER

**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, 2014 THROUGH JUNE 30, 2019, IN ACCORDANCE WITH CHARTER SECTION 2.100.**

KATE FAVETTI  
COMMISSIONER

GINA M. ROCCANOVA  
COMMISSIONER

The above matter will be considered by the Civil Service Commission at a meeting to be held on May 19, 2014 at 2:00 p.m. in Room 400, Fourth Floor, City Hall, 1 Dr. Carlton B. Goodlett Place.

JENNIFER C. JOHNSTON  
EXECUTIVE OFFICER

This item will appear on the Executive Officer's Report. 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

JENNIFER JOHNSTON  
Executive Officer

Attachment

cc: Angela Calvillo, Clerk, Board of Supervisors  
The Honorable David Chiu, President, Board of Supervisors  
The Honorable John Avalos, Member, Board of Supervisors  
The Honorable David Campos, Member, Board of Supervisors  
The Honorable Katy Tang, Member, Board of Supervisors  
The Honorable Malia Cohen, Member, Board of Supervisors

THIS DOCUMENT SUPPORTS  
CALENDAR ITEM

Final Report -- Salary Setting for BOS 2014 Commission Meeting Notification

May 8, 2014

Page 2 of 2

The Honorable London Breed, Member, Board of Supervisors

The Honorable Mark Farrell, Member, Board of Supervisors

The Honorable Jane Kim, Member, Board of Supervisors

The Honorable Eric Mar, Member, Board of Supervisors

The Honorable Norman Yee, Member, Board of Supervisors

The Honorable Scott Wiener, Member, Board of Supervisors

Micki Callahan, Human Resources Director

Steve Ponder, Manager, Compensation Unit, DHR

Ben Rosenfield, Controller

Debra Nebreda, Director, PPSD

Jason Elliott, Mayor's Office

Commission File

Commissioner's Binder

Chron



# CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

EDWIN M. LEE  
MAYOR

*Sent via Electronic Mail*

April 11, 2014

SCOTT R. HELDFOND  
PRESIDENT

E. DENNIS NORMANDY  
VICE PRESIDENT

DOUGLAS S. CHAN  
COMMISSIONER

KATE FAVETTI  
COMMISSIONER

GINA M. ROCCANOVA  
COMMISSIONER

JENNIFER C. JOHNSTON  
EXECUTIVE OFFICER

## NOTICE OF CIVIL SERVICE COMMISSION ACTION

**SUBJECT: PROGRESS REPORT: SALARY SETTING FOR THE CITY AND COUNTY OF SAN FRANCISCO BOARD OF SUPERVISORS FOR A FIVE (5) YEAR CYCLE, EFFECTIVE JULY 1, 2014 THROUGH JUNE 30, 2019, IN ACCORDANCE WITH CHARTER SECTION 2.100.**

At its meeting of April 7, 2014 the Civil Service Commission had for its consideration the above matter.

It was the decision of the Commission to accept the report. (Vote of 4 to 0)

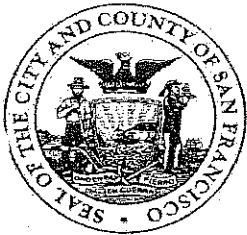
If this matter is subject to Code of Civil Procedure (CCP) Section 1094.5, the time within which judicial review must be sought is set forth in CCP Section 1094.6.

CIVIL SERVICE COMMISSION

JENNIFER JOHNSTON  
Executive Officer

cc: Angela Calvillo, Clerk, Board of Supervisors  
The Honorable David Chiu, President, Board of Supervisors  
The Honorable John Avalos, Member, Board of Supervisors  
The Honorable David Campos, Member, Board of Supervisors  
The Honorable Katy Tang, Member, Board of Supervisors  
The Honorable Malia Cohen, Member, Board of Supervisors  
The Honorable London Breed, Member, Board of Supervisors  
The Honorable Mark Farrell, Member, Board of Supervisors  
The Honorable Jane Kim, Member, Board of Supervisors  
The Honorable Eric Mar, Member, Board of Supervisors  
The Honorable Norman Yee, Member, Board of Supervisors  
The Honorable Scott Wiener, Member, Board of Supervisors  
Micki Callahan, Human Resources Director  
Steve Ponder, Manager, Compensation Unit, DHR  
Ben Rosenfield, Controller  
Debra Nebreda, Director, PPSD  
Jason Elliott, Mayor's Office  
Commission File  
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CIVIL SERVICE COMMISSION  
CITY AND COUNTY OF SAN FRANCISCO

EDWIN M. LEE  
MAYOR

Sent via Electronic Mail

March 27, 2014

SCOTT R. HELDFOND  
PRESIDENT

E. DENNIS NORMANDY  
VICE PRESIDENT

DOUGLAS S. CHAN  
COMMISSIONER

KATE FAVETTI  
COMMISSIONER

GINA M. ROCCANOVA  
COMMISSIONER

JENNIFER C. JOHNSTON  
EXECUTIVE OFFICER

NOTICE OF CIVIL SERVICE COMMISSION MEETING

SUBJECT: PROGRESS REPORT: SALARY SETTING FOR THE CITY AND COUNTY OF SAN FRANCISCO BOARD OF SUPERVISORS FOR A FIVE (5) YEAR CYCLE, EFFECTIVE JULY 1, 2014 THROUGH JUNE 30, 2019, 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 April 7, 2014 at 2:00 p.m. in Room 400, Fourth Floor, City Hall, 1 Dr. Carlton B. Goodlett Place.

This item will appear on the Executive Officer's Report. Please refer to the attached Notice for procedural and other information about Commission hearings. Attendance by you or an authorized representative is welcome.

*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

JENNIFER JOHNSTON  
Executive Officer

Attachment

cc: Angela Calvillo, Clerk, Board of Supervisors  
The Honorable David Chiu, President, Board of Supervisors  
The Honorable John Avalos, Member, Board of Supervisors  
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Micki Callahan, Human Resources Director  
Steve Ponder, Manager, Compensation Unit, DHR  
Ben Rosenfield, Controller  
Debra Nebreda, Director, PPSD  
Jason Elliott, Mayor's Office  
Commission File  
Commissioner's Binder  
Chron

# STAFF REPORT







# CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

EDWIN M. LEE  
MAYOR

Date: May 19, 2014  
To: Civil Service Commission  
From: Luz Morganti *LM*  
Senior Personnel 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, 2014 through June 30, 2019, in accordance with Charter Section 2.100**

- SCOTT R. HELDFOND  
PRESIDENT
- E. DENNIS NORMANDY  
VICE PRESIDENT
- DOUGLAS S. CHAN  
COMMISSIONER
- KATE FAVETTI  
COMMISSIONER
- GINA M. ROCCANOVA  
COMMISSIONER

IFER C. JOHNSTON  
EXECUTIVE OFFICER

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## 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.*

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 a 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. (**Attachment A** is a historical chart of salary adjustments and reductions for the last ten (10) fiscal years.)

THIS DOCUMENT TRANSPORTS  
CALENDAR DATE 6

## **CHARTER SECTION 2.100. – COMPOSITION AND SALARY**

Charter Section 2.100. (**Attachment B**) 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. also states that 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 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 San Jose metropolitan area. The CPI-U change from December 2012 to December 2013 is a **2.6%** increase. (**Attachment C**) *Therefore, for salary setting purposes, the Commission may take under consideration a 2.6% CPI-U increase.*

## **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. 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 eight (8) California cities and forty nine (49) California counties (including San Francisco) with full-time City Council Members or Supervisors. The 2014 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 D)

## SALARY ANALYSIS

### Consumer Price Index

The CPI-U change from December 2012 to December 2013 is a 2.6% increase. *For salary setting purposes, the Commission may take under consideration a 2.6% CPI-U increase of \$2,809.*

#### City & County of San Francisco Member, Board of Supervisors

BOS Salary FY 2013-14	CPI-U 2.6% Increase	Base Salary FY 2014-15
\$108,049	\$2,809	\$110,858

### Salary Data

Salary survey information was collected for eight (8) California cities and forty nine (49) counties which includes San Francisco data. As noted on the salary survey chart, there is one city that pays a higher salary above the member salary for President of the council and eleven (11) counties for the Chair and Vice Chair of their boards. The base salary for members was used for calculating average salaries.

### Cities

#### Average Salary for City Councilmember

*San Francisco Board of Supervisors' earn \$108,049 which is \$30,260 above the average annual salary of \$77,789 for fulltime cities.*

Minimum Salary	Average Salary	Maximum Salary
Cudahy City - \$5,803	\$77,789	Los Angeles - \$181,292

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 (4<sup>th</sup>) most populous city in California and the fourteenth (14<sup>th</sup>) 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.

**Counties**

**Average Salary for Member, Board of Supervisors of 49 Counties**

*San Francisco Member, Board of Supervisors earn \$108,049 which is \$22,874 above the average annual salary for Board Members of fulltime counties.*

Minimum Salary	Average Salary	Maximum Salary
Trinity County - \$25,008	\$85,175	Los Angeles - \$181,292

There are forty nine (49) of the fifty eight (58) California counties that have full-time Board of Supervisors. With the exception of Alpine, 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. (Attachment E – map of counties)

The County of San Francisco is the thirteenth (13<sup>th</sup>) most populous county within California and has only one city, San Francisco.

**Counties within Same Annual Salary Range**

*There are two (2) California counties which pay salaries close to the annual salary as the City and County of San Francisco Board of Supervisors - \$108,049.*

County	Population - # of Cities	Salary
Fresno	958,866 – 14 cities	\$107,273
Kern	866,977 – 11 cities	\$107,209

**Counties within Population Range of 750,000 to 1,000,000**

*City and County of San Francisco Board of Supervisors earn \$108,049 which is approximately 4% - \$4,310 below the average annual salary among these counties.*

Minimum Salary	Average Salary	Maximum Salary
\$107,209	\$112,359	\$126,904

County	Population	Salary
Fresno	958,866	\$107,273
Kern	866,977	\$107,209
San Francisco	831,156	\$108,049
Ventura	840,320	\$126,904

There are twelve (12) California counties that have larger populations than the City and County of San Francisco. Fresno, Kern, Ventura and San Francisco counties are the closest in range of population to each other: 750,000 to 1,000,000.

**Bay Area Region**

*The current salary of the City and County of San Francisco Member, Board of Supervisors falls \$6,736 below the average salary range among the Bay Area counties. An increase of approximately 6.23% equal to \$6,736 would be above the discretionary 5% (\$5,402) 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 \$85,384	\$114,785	Alameda \$145,038

County	Population - # of Cities	Salary
Alameda	1,565,181 - 14 cities	\$145,038
Contra Costa	1,082,384 - 19 cities	\$97,483
Marin	255,887 - 11 cities	\$97,739
Napa	139,099 - 5 cities	\$85,384
San Francisco	831,156 - 1 city	\$108,049
San Mateo	742,719 - 20 cities	\$124,280
Santa Clara	1,853,677 - 15 cities	\$143,031
Solano	423,265 - 7 cities	\$96,084
Sonoma	492,337 - 9 cities	\$135,975

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 F – map of bay area counties)

**TIMELINE**

CSC Meeting	Activity
December 16, 2013 ✓	Presentation of preliminary work plan; outline of Civil Service Commission responsibilities.
April 7, 2014 ✓	Progress report.
May 19, 2014	Presentation of salary survey findings & recommendation at the Civil Service Commission Regular Meeting; Commissioners make decision & set base salary; forward salary decision/notice of action to the Controller for inclusion in the FY 2014-15 budget.

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

1. **Set the base salary for the five (5) year cycle effective July 1, 2014 through June 30, 2019 at \$108,049 – 0% increase for Fiscal Year 2014-15 since the Board of Supervisors currently earn above the average annual salary among the eight (8) cities and forty nine (49) fulltime counties.**

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 year, setting increases up to a maximum of 5%.

**Set the base salary for the five (5) year cycle effective July 1, 2014 through June 30, 2019 based on the CPI-U increase of 2.6% for Fiscal Year 2014-15. The annual salary to set the five (5) year cycle commencing FY 2014 – 15 would be \$110,858.**

Or

3. **Does the Commission have a different recommendation/ proposal for consideration?**

**Recommendation:** Set the salary for the City and County of San Francisco position of Member, Board of Supervisors for a five (5) year cycle effective July 1, 2014 through June 30, 2019; transmit to the Controller.

#### Attachments

c: Angela Calvillo, Clerk, Board of Supervisors  
The Honorable David Chiu, President, Board of Supervisors  
The Honorable John Avalos, Member, Board of Supervisors  
The Honorable David Campos, Member, Board of Supervisors  
The Honorable Katy Tang, Member, Board of Supervisors  
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## Board of Supervisors History of Salary Adjustments and Reductions

### Salary Adjustment & Reduction for Fiscal Year 2009-10

The Commission acted to *reduce 2.45% of the salaries* for Member, Board of Supervisors for Fiscal Year 2009-10. The 2.45% reduction was the weighted average in wage concessions made by employee organizations for FY 2009-10.

### Salary Adjustment & Reduction for Fiscal Year 2010-11

*Salary increase of 2.6% based on the CPI-U was processed first prior to implementation of reduction of salary.* In Fiscal Year 2010-11, employee organizations and the City reached 2-year concession agreements effective July 1, 2010. For Fiscal Year 2010-11, the weighted average was 4.62%; and *salaries were reduced 4.62%*. The Commission acted to *reduce 4.62% of the salaries* for Member, Board of Supervisors for Fiscal Year 2010-11.

### Salary Adjustment & Reduction for Fiscal Year 2011-12

*Salary increase of 1.5% based on the CPI-U was processed first prior to implementation of reduction of salary.* Fiscal Year 2011-12 was the 2<sup>nd</sup> year of agreed wage concessions. The second year weighted average was 4.16%. The Commission acted to *reduce 4.16% of the salaries* for Member, Board of Supervisors for Fiscal Year 2011-12.

### Salary Adjustment for Fiscal Year 2012-13

*The Commission acted to increase salaries by 2.9% based on the CPI-U.*

### Salary Adjustment for Fiscal Year 2013-14

*The Commission acted to increase salaries by 2.2% based on the CPI-U.*

Fiscal Year	CPI-U Change/Reductions	Annual Salary
July 1, 2004 - June 30, 2005	Set 5-Year Base**	\$90,000
July 1, 2005 - June 30, 2006	1.2% Increase	\$91,080
July 1, 2006 - June 30, 2007	2.0% Increase	\$92,902
July 1, 2007 - June 30, 2008	3.2% Increase	\$95,875
July 1, 2008 - June 30, 2009	3.3% Increase	\$98,660
July 1, 2009 - June 30, 2010	Set 5-Year Base** 0% Increase	base - \$98,660
<i>MOU concessions per Charter*</i>	2.45% Reduction	\$96,243
July 1, 2010 - June 30, 2011	2.6% Increase	\$101,225
<i>MOU concessions per Charter*</i>	4.62% Reduction	\$96,549
July 1, 2011 - June 30, 2012	1.5% Increase	\$102,743
<i>MOU concessions per Charter*</i>	4.16% Reduction	\$98,469
July 1, 2012 - June 30, 2013	2.9% Increase	\$105,723
July 1, 2013 - June 30, 2014	2.2% Increase	\$108,049



## City and County of San Francisco Charter

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

**SAN FRANCISCO-OAKLAND-SAN JOSE**

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

YEAR	01/15/14												SEMIANNUAL		ANNUAL AVERAGE
	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	1ST HALF	2ND HALF	
1994	147.5	147.4	148.2	148.0	148.3	148.1	148.9	149.4	149.4	149.4	149.8	148.4	147.9	148.4	148.7
1995	150.3	150.5	151.1	151.5	151.3	151.7	151.5	151.5	152.3	152.6	152.4	152.1	151.1	152.1	151.6
1996	152.9	153.2	152.9	153.9	155.1	155.2	155.9	155.6	156.3	156.9	156.9	156.0	153.9	156.3	155.1
1997	157.0	157.9	159.2	159.6	159.8	160.0	160.6	161.2	161.6	162.5	162.6	162.6	158.9	161.9	160.4
1998	163.2	163.2	164.6	164.6	165.5	165.5	166.6	166.6	167.2	167.2	167.4	167.4	164.2	166.9	165.5
1999	169.4	169.4	172.2	172.2	171.8	171.8	173.5	173.5	175.2	175.2	174.5	174.5	170.8	174.2	172.5
2000	176.5	176.5	178.7	178.7	179.1	179.1	181.7	181.7	183.4	183.4	183.4	182.6	177.7	182.6	180.2
2001	187.9	187.9	189.1	189.1	190.9	190.9	191.0	191.0	191.7	191.7	190.6	189.9	188.7	191.1	189.9
2002	191.3	191.3	193.0	193.0	193.2	193.2	193.5	193.5	194.3	194.3	193.2	193.0	192.3	193.7	193.0
2003	197.7	197.7	198.3	198.3	196.3	196.3	196.3	196.3	196.3	196.3	195.3	196.4	196.8	196.1	196.4
2004	198.1	198.1	198.3	198.3	199.0	199.0	198.7	198.7	200.3	200.3	199.5	199.5	198.2	199.5	198.8
2005	201.2	201.2	202.5	202.5	201.2	201.2	203.0	203.0	205.9	205.9	203.4	202.7	201.5	203.9	202.7
2006	207.1	207.1	208.9	208.9	209.1	209.1	210.7	210.7	211.0	211.0	210.4	209.2	207.9	210.6	209.2
2007	213.688	213.688	215.842	215.842	216.123	216.123	216.240	216.240	217.949	217.949	218.485	216.046	214.736	217.361	216.046
2008	219.612	219.612	222.074	222.074	225.181	225.181	225.411	225.411	226.824	226.824	218.528	222.767	221.730	223.804	222.767
2009	222.166	222.166	223.854	223.854	225.692	225.692	225.801	225.801	226.051	226.051	224.239	224.395	223.305	225.484	224.395
2010	226.145	226.145	227.697	227.697	228.110	228.110	227.954	227.954	228.107	228.107	227.658	227.469	226.994	227.944	227.469
2011	229.981	229.981	234.121	234.121	233.646	233.646	234.608	234.608	235.331	235.331	234.327	233.390	232.082	234.698	233.390
2012	236.880	236.880	238.985	238.985	239.806	239.806	241.170	241.170	242.834	242.834	239.533	239.650	238.099	241.201	239.650
2013	242.677	242.677	244.875	244.875	245.935	245.935	246.072	246.072	246.617	246.617	245.711	245.023	243.694	241.201	245.023

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

1995	1.9	2.1	2.0	2.4	2.0	2.4	1.7	1.4	1.9	2.1	1.7	1.8	2.2	1.8	2.0
1996	1.7	1.8	1.2	1.6	2.5	2.3	2.9	2.7	2.6	2.8	3.0	2.6	1.9	2.8	2.3
1997	2.7	3.1	4.1	3.7	3.0	3.1	3.0	3.6	3.4	3.6	3.6	4.2	3.2	3.6	3.4
1998	3.4	3.4	4.1	3.1	3.4	3.4	3.4	3.3	2.9	2.9	3.0	3.0	3.3	3.1	3.2
1999	3.8	3.8	4.6	4.6	3.8	3.8	4.1	4.1	4.8	4.8	4.2	4.2	4.0	4.4	4.2
2000	4.2	4.2	3.8	3.8	4.2	4.2	4.7	4.7	4.7	4.7	5.5	4.5	4.0	4.6	4.5
2001	6.5	6.5	5.8	5.8	6.6	6.6	5.1	5.1	4.5	4.5	3.5	5.4	6.2	4.7	5.4
2002	1.8	1.8	2.1	2.1	1.2	1.2	1.3	1.3	1.4	1.4	1.4	1.6	1.9	1.4	1.6
2003	3.3	3.3	2.2	2.2	1.6	1.6	1.4	1.4	1.0	1.0	1.1	1.2	2.3	1.2	1.8
2004	0.2	0.2	0.5	0.5	1.4	1.4	1.2	1.2	2.0	2.0	2.2	1.2	0.7	1.7	1.2
2005	1.6	1.6	2.1	2.1	1.1	1.1	2.2	2.2	2.8	2.8	2.0	2.0	1.7	2.2	2.0
2006	2.9	2.9	3.2	3.2	3.9	3.9	3.8	3.8	2.5	2.5	3.4	3.2	3.2	3.3	3.2
2007	3.2	3.2	3.3	3.3	3.4	3.4	2.6	2.6	3.3	3.3	3.8	3.3	3.3	3.2	3.3
2008	2.8	2.8	2.9	2.9	4.2	4.2	4.2	4.2	3.6	3.6	0.0	3.1	3.3	3.0	3.1
2009	1.2	1.2	0.8	0.8	0.2	0.2	0.2	0.2	0.1	0.1	2.6	0.7	0.7	0.6	0.7
2010	1.8	1.8	1.7	1.7	1.1	1.1	1.0	1.0	0.9	0.9	1.5	1.1	1.7	1.1	1.4
2011	1.7	1.7	2.8	2.8	2.4	2.4	2.9	2.9	3.2	3.2	2.9	2.6	2.2	3.0	2.6
2012	3.0	3.0	2.1	2.1	2.6	2.6	2.8	2.8	3.2	3.2	2.2	2.7	2.6	2.8	2.7
2013	2.4	2.4	2.4	2.4	2.6	2.6	2.0	2.0	1.6	1.6	2.6	2.2	2.4	2.8	2.2

2014  
Salary Survey  
California Counties with Fulltime Board of Supervisors

	County <i>Gov. Structure</i>	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
1.	Alameda (5 members)  <i>Charter Law</i>	1,565,181  14 Cities	*\$145,038 (includes 1.4% COLA eff:7/1/2013)	Clerk of the Board	Appoints all county officers other than elected officials
2.	Amador (5 members)  <i>General Law</i>	37,035  5 Cities	*\$62,576	County Administrative Officer	Appoints management
3.	Butte (5 members)  <i>Charter Law</i>	221,955  5 Cities	\$53,014	Principal Human Resources Analyst	Appoints all except elected officials
4.	Calaveras (5 members)  <i>General Law</i>	45,520  1 City	<b>Chair:</b> \$68,182 <b>Member:</b> \$54,121	County -HR website	Appoints dept. heads except elected officials
5.	Colusa (5 members)  <i>General Law</i>	21,690  2 Cities	<b>Chair:</b> \$65,004 <b>Vice Chair:</b> \$62,604 <b>Member:</b> \$59,004	Clerk of the Board	Appoints dept. heads except elected officials
6.	Contra Costa (5 members)  <i>General Law</i>	1,082,384  19 Cities	\$97,483	County - HR website	Appoints most dept. heads except elected officials
7.	El Dorado (5 members)  <i>Charter Law</i>	183,376  2 Cities	\$76,876	County - HR website	Appoints dept. heads except elected officials
8.	Fresno (5 members)  <i>Charter Law</i>	958,866  14 Cities	<b>Chair:</b> \$120,682 <b>Member:</b> \$99,463 – \$107,273	County - HR website	Appoints all county officers, assistants, deputies & clerks
9.	Glenn (5 members)  <i>General Law</i>	28,212  2 Cities	\$31,803	County - HR website	Appoints dept. heads except elected officials
10.	Humboldt (5 members)  <i>General Law</i>	134,819  7 Cities	\$81,576	County - HR website	Appoints dept. heads except elected officials
11.	Imperial (5 members)  <i>General Law</i>	179,086  7 Cities	\$52,346	County - HR website	Appoints dept. heads except elected officials

## Salary Survey

	<b>County Gov. Structure</b>	<b>Population &amp; # of Cities</b>	<b>Annual Salary</b>	<b>Source of Salary Data</b>	<b>Executive Authority</b>
12.	Inyo (5 members)  <i>General Law</i>	18,875  1 City	\$50,772	County - HR website	Appoints dept. heads except elected officials
13.	Kern (5 members)  <i>General Law</i>	866,977  11 Cities	\$107,209	Count - /HR website	Appoints dept. heads & individual district staff
14.	Lake (5 members)  <i>General Law</i>	64,443  2 Cities	<b>Chair:</b> \$60,089 <b>Member:</b> \$57,689	Controller & 2014 Financial Budget Reporting	Appoints dept. heads except elected officials
15.	Lassen (5 members)  <i>General Law</i>	32,726  1 City	\$35,485	County Administrator's Office	Appoints dept. heads but not elected officials
16.	Los Angeles (5 members)  <i>Charter Law</i>	10,019,365  88 Cities	*181,292	County - BOS Executive Office	Appoints County Officers except elected officials
17.	Madera (5 members)  <i>General Law</i>	153,045  2 Cities	<b>Chair:</b> \$77,515 <b>Member:</b> \$71,515	County - HR website	Appoints County Administrative Officer, dept. heads except elected officials
18.	Marin (5 members)  <i>General Law</i>	255,887  11 Cities	\$97,739	County - HR website	Appoints dept. heads except elected officials
19.	Mariposa (5 members)  <i>General Law</i>	18,480  No Cities	\$44,697	County - HR website	Appoints dept. heads; Clerk of the Board; except elected officials
20.	Mendocino (5 members)  <i>General Law</i>	88,673  4 Cities	\$68,000	Human Resources Analyst	Appoints Chief Executive Officer; County Counsel; Clerk of the Board
21.	Merced (5 members)  <i>General Law</i>	263,026  6 Cities	\$96,904	County - HR website	Appoints dept. heads except elected officials

Salary Survey

	County <i>Gov. Structure</i>	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
22.	Mono (5 members)  <i>General Law</i>	14,175  1 City	Chair: \$53,544 Member: \$49,308	County - HR website	Appoints County Administrator
23.	Monterey (5 members)  <i>General Law</i>	424,713  12 Cities	Chair: \$124,104 Member: \$122,028	County - HR website	Appoints County Administrative Officer
24.	Napa (5 members)  <i>General Law</i>	139,099  5 Cities	\$85,384	Human Resources Analyst	Appoints County Administrative Officer, all dept. heads except elected officials
25.	Orange (5 members)  <i>General Law</i>	3,104,680  34 Cities	*\$143,040	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>	365,107  6 Cities	\$30,000	County - HR website	Appoints County Executive Officer, County Counsel, confirm appts. of most non-elected officials
27.	Riverside (5 members)  <i>General Law</i>	2,267,760  28 Cities	*\$143,031.	County - HR website	Appoints County Executive Officer, County Counsel
28.	Sacramento (5 members)  <i>Charter Law</i>	1,447,759  7 Cities	*\$99,715	Clerk of the Board	Appoints Clerk of the Board, County Exec & County Counsel
29.	San Bernardino (5 members) <i>Charter Law</i>	2,076,399  24 Cities	Chair: \$163,368 Member: \$151,971	County - HR website	Appoints County Administrative Officer, dept. heads
30.	San Diego (5 members)  <i>Charter Law</i>	3,182,072  18 Cities	*\$145,033	Human Resources Officer	Appoints Chief Admin Officer, County Counsel, Clerk of the Board, Probation Officer

Salary Survey

	County <i>Gov. Structure</i>	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
31.	San Francisco (11 members)  <i>Charter Law</i>	831,156  1 City	\$108,049	Civil Service Commission	Appoints Clerk of the Board & Budget Analyst
32.	San Joaquin (5 members) <i>General Law</i>	703,919  7 Cities	\$94,494.	County - HR website	Appoints dept. heads except elected officials
33.	San Luis Obispo (5 members) <i>General Law</i>	271,794  7 Cities	\$82,014	County - HR website	Appoints dept. heads except elected officials
34.	San Mateo (5 members) <i>Charter Law</i>	742,719  20 Cities	\$124,280	County - HR website	Appoints County Manager, Clerk of the Board
35.	Santa Barbara (5 members)  <i>General Law</i>	432,238  8 Cities	Chair: \$85,884 Member: \$84,200	Human Resources Director	Appoints County Admin Officer, County Counsel
36.	Santa Clara (5 members)  <i>Charter Law</i>	1,853,677  15 Cities	*\$143,031	County - /HR website	Appoints County Executive, Clerk of the Board, County Counsel, Public Defender
37.	Santa Cruz (5 members)  <i>General Law</i>	271,501  4 Cities	\$111,714	Senior Personnel Analyst	Appoints County Administrative Officer, County Counsel, Board of the Clerk staff
38.	Shasta (5 members)  <i>General Law</i>	178,403  3 Cities	\$53,508.	County - HR website	Appoints County Administrative Officer, County Counsel, all dept. heads
39.	Sierra (5 members)  <i>General Law</i>	3,053  1 City	Chair: \$28,049 Member: \$26,849	County website & Deputy Clerk Recorder	Appoints dept. heads, except elected officials
40.	Siskiyou (5 members)  <i>General Law</i>	45,243  9 Cities	\$35,316	Personnel Analyst	Appoints County Administrator, County Assessment Appeals Board
41.	Solano (5 members)  <i>General Law</i>	423,265  7 Cities	\$96,084	HR Analyst	Appoints County Administrator, County Counsel

Salary Survey

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
42.	Sonoma (5 members) General Law	492,337 9 Cities	\$135,975	Human Resources Analyst	Appoints most dept. heads except elected officials
43.	Stanislaus (5 members) General Law	527,326 9 cities	\$74,776	County - HR website	Appoints Chief Executive Officer, County Counsel
44.	Trinity (5 members) General Law	13,439 No Cities	Chair: \$26,208 Member: \$25,008	Personnel Analyst	Appoints County Administrator, County Counsel
45.	Tulare (5 members) General Law	456,347 8 Cities	\$90,381	County - HR website	Appoints dept. heads except elected officials
46.	Tuolumne (5 members) General Law	54,278 1 City	\$34,209	Chief Deputy Clerk of the Board	Appoints CAO, County Counsel, Clerk of the Board
47.	Ventura (5 members) General Law	840,320 11 Cities	*\$126,904	County - HR website	Appoints and supervises Chief Executive Officer & non-elective dept. heads
48.	Yolo (5 members) General Law	206,195 4 Cities	\$59,000	County - HR website	Appoints County Administrative Officer
49.	Yuba (5 members) General Law	73,272 2 Cities	\$65,847	Clerk of the Board	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
- Madera: 40 %
- Orange: 80 %
- Riverside: 80 %
- Sacramento: 55 %
- San Diego: 80%
- Santa Clara: 80 %
- Ventura: 70%

Salary Survey

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>	112,583	\$31,464	City Clerk	Council – Manager form of government
2.	Cudahy, <i>LA County</i> (Mayor, Vice Mayor & 3 Council Members) <i>General Law</i>	24,013	\$5,803	City Clerk	Council-Manager form of government
3.	Fresno, <i>Fresno County</i> (7 Council Members) <i>Charter Law</i>	508,453	<b>President:</b> \$70,157 <b>Member:</b> \$65,000	Sr. Secretary Personnel Services Department	Mayor-Council form of government
4.	Los Angeles , <i>LA County</i> (15 Council Members) <i>Charter Law</i>	3,863,839	*181,292	City website -City Ordinance	Mayor-Council Executive/Legislative: appointments subject to confirmation by City Council
5.	Oakland, <i>Alameda County</i> (8 Council Members) <i>General Law</i>	400,740	\$74,316	Treasury Division	Mayor-Council Executive/Legislative
6.	San Diego – <i>San Diego County</i> (9 Council Members) <i>Charter Law</i>	1,326,238	\$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>	984, 299	\$81,000	HR Division Manager	Council-Manager form of government

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

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

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



# CALIFORNIA

## *Counties*



## 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*.



# Original Staff Report





# CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

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NNIFER C. JOHNSTON  
EXECUTIVE OFFICER

Date: April 7, 2014  
To: Civil Service Commission  
From: Luz Morganti *Luz Morganti*  
Senior Personnel Analyst  
Subject: **Progress Report - Salary Setting for the City and County of San Francisco Board of Supervisors for a Five (5) Year Cycle, Effective July 1, 2014 through June 30, 2019, in accordance with Charter Section 2.100**

### Background of Salary Setting for Member, Board of Supervisors

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 a 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. (*Attachment A* is a historical chart of salary adjustments and reductions for the last ten (10) fiscal years)

### Charter Section 2.100 - Composition and Salary

Charter Section 2.100 (*Attachment B*) directs the Commission to set the salary for the City and County of San Francisco Board of Supervisors. **The Charter requires that the Commission conduct and consider a salary survey of California cities and counties with full-time City Councils and County Supervisors;** transmit its salary determination to the Controller in a timely manner to ensure that funds are set aside and assure implementation; and the Commission may consider the Consumer Price Index (CPI) in its determination.

### ***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 also states that the Commission may consider the Consumer Price Index (CPI) in its determination. 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 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 San Jose metropolitan area. The CPI-U change from December 2012 to December 2013 is a 2.6% increase. (*Attachment C*)

### **Survey Data**

#### **California Government**

California is divided into fifty eight (58) counties and contains four hundred eighty two (482) cities/municipalities. Of the fifty eight (58) counties, three (3) counties contain no incorporated cities: Alpine, Mariposa and Trinity.

#### ***Counties***

**There are forty nine (49) California counties that have full-time Board of Supervisors.**

California 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 and County of San Francisco***

In the Consolidation Act of 1856, San Francisco was established as a city and county, with coterminous boundaries, by the California State Legislature. Twelve (12) supervisory districts were created at that time. On November 5, 1996, the Charter was amended to provide for eleven (11) supervisory districts. **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.**

***Cities***

As of July 1, 2011 there were a total of four hundred eighty two (482) incorporated cities within the State of California which are governed by general law or charter. **Of the four hundred eight two (482) cities within California, only seven (7) have full-time Council Members.** 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.

**Salary Survey of Member, Board of Supervisors & City Council Members**

Salary information has been collected for the forty nine (49) counties and seven (7) cities within California that have full-time Member, Board of Supervisors and City Council Members. The data was obtained from County/City websites and/or by direct inquiry with County and/or City Human Resources Department staff, Clerks of the Board of Supervisors, or other county/city administrative staff.

**Timeline**

At the Commission Regular Meeting of May 19, 2014, a detailed staff report of the survey findings, salary analysis and recommendations to set the base salary for the City and County of San Francisco Member, Board of Supervisors will be presented.

<b>CSC Meeting</b>	<b>Activity</b>
December 16, 2013 ✓	Presentation of preliminary work plan; outline of Civil Service Commission responsibilities.
April 7, 2014	Progress report
May 19, 2014	Presentation of salary survey findings & recommendation at the Civil Service Commission Regular Meeting; Commissioners make decision & set base salary; forward salary decision/notice of action to the Controller for inclusion in the FY 2014-15 budget.

**Recommendation: Accept the Report.**

## Board of Supervisors History of Salary Adjustments and Reductions

### Salary Adjustment & Reduction for Fiscal Year 2009-10

The Commission acted to *reduce 2.45% of the salaries* for Member, Board of Supervisors for Fiscal Year 2009-10. The 2.45% reduction was the weighted average in wage concessions made by employee organizations for FY 2009-10.

### Salary Adjustment & Reduction for Fiscal Year 2010-11

*Salary increase of 2.6% based on the CPI-U was processed first prior to implementation of reduction of salary.* In Fiscal Year 2010-11, employee organizations and the City reached 2-year concession agreements effective July 1, 2010. For Fiscal Year 2010-11, the weighted average was 4.62%; and *salaries were reduced 4.62%*. The Commission acted to *reduce 4.62% of the salaries* for Member, Board of Supervisors for Fiscal Year 2010-11.

### Salary Adjustment & Reduction for Fiscal Year 2011-12

*Salary increase of 1.5% based on the CPI-U was processed first prior to implementation of reduction of salary.* Fiscal Year 2011-12 was the 2<sup>nd</sup> year of agreed wage concessions. The second year weighted average was 4.16%. The Commission acted to *reduce 4.16% of the salaries* for Member, Board of Supervisors for Fiscal Year 2011-12.

### Salary Adjustment for Fiscal Year 2012-13

*The Commission acted to increase salaries by 2.9% based on the CPI-U.*

### Salary Adjustment for Fiscal Year 2013-14

*The Commission acted to increase salaries by 2.2% based on the CPI-U.*

Fiscal Year	CPI-U Change/Reductions	Annual Salary
July 1, 2004 - June 30, 2005	Set 5-Year Base**	\$90,000
July 1, 2005 - June 30, 2006	1.2% Increase	\$91,080
July 1, 2006 - June 30, 2007	2.0% Increase	\$92,902
July 1, 2007 - June 30, 2008	3.2% Increase	\$95,875
July 1, 2008 - June 30, 2009	3.3% Increase	\$98,660
July 1, 2009 - June 30, 2010	Set 5-Year Base** 0% Increase	base - \$98,660
<i>MOU concessions per Charter*</i>	2.45% Reduction	\$96,243
July 1, 2010 - June 30, 2011	2.6% Increase	\$101,225
<i>MOU concessions per Charter*</i>	4.62% Reduction	\$96,549
July 1, 2011 - June 30, 2012	1.5% Increase	\$102,743
<i>MOU concessions per Charter*</i>	4.16% Reduction	\$98,469
July 1, 2012 - June 30, 2013	2.9% Increase	\$105,723
July 1, 2013 - June 30, 2014	2.2% Increase	\$108,049



## City and County of San Francisco Charter

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

01/15/14 Consumer Price Index, All Items, 1982=84=100 for All Urban Consumers (CPI-U)  
 SAN FRANCISCO-OAKLAND-SAN JOSE

YEAR	SEMIANNUAL												ANNUAL AVERAGE		
	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC		1ST HALF	2ND HALF
1994	147.5	147.4	148.2	148.0	148.3	148.1	148.9	148.4	149.4	149.4	149.8	149.4	147.8	149.4	148.7
1995	150.3	150.5	151.1	151.5	151.3	151.7	151.5	151.6	152.3	152.6	152.4	152.1	151.1	152.1	151.6
1996	152.9	153.2	152.9	153.8	155.1	155.2	155.9	155.8	156.9	156.9	156.9	156.0	153.8	156.3	155.1
1997	157.0	157.9	159.2	159.6	159.8	160.0	160.5	161.2	161.6	162.5	162.6	162.6	158.8	161.9	160.4
1998	163.2	163.2	164.6	164.6	164.6	165.5	165.5	166.6	167.2	167.2	167.4	167.4	164.2	166.9	165.5
1999	169.4	169.4	172.2	172.2	172.2	171.8	171.8	173.5	173.5	175.2	174.5	174.5	170.8	174.2	172.5
2000	178.6	178.6	178.7	178.7	178.7	179.1	179.1	181.7	183.4	183.4	184.1	184.1	177.7	182.6	180.2
2001	187.9	187.9	188.1	188.1	188.1	190.9	191.0	191.0	191.7	191.7	190.8	190.8	188.7	191.1	189.8
2002	191.3	191.3	193.0	193.0	193.0	193.2	193.2	193.6	194.3	194.3	193.2	193.2	192.3	193.7	193.0
2003	197.7	197.7	197.3	197.3	197.3	198.3	198.3	198.3	198.3	198.3	196.3	196.3	196.8	196.1	196.4
2004	198.1	198.1	198.3	198.3	198.3	199.0	199.0	198.7	200.3	200.3	199.5	199.5	188.2	199.5	198.8
2005	201.2	201.2	202.5	202.5	202.5	201.2	201.2	203.0	205.8	205.8	203.4	203.4	201.5	203.8	202.7
2006	207.1	207.1	208.9	208.9	208.9	209.1	209.1	210.7	211.0	211.0	210.4	210.4	207.9	210.6	209.2
2007	213.886	213.886	215.842	215.842	215.842	216.123	216.123	216.240	217.948	217.948	216.485	216.485	214.738	217.361	216.048
2008	219.612	219.612	222.074	222.074	222.074	225.181	225.181	225.411	225.824	225.824	218.528	218.528	221.730	223.804	222.767
2009	222.166	222.166	223.854	223.854	223.854	225.692	225.692	225.801	226.051	226.051	224.238	224.238	223.306	225.484	224.395
2010	228.145	228.145	227.597	227.597	227.597	228.110	228.110	227.854	228.107	228.107	227.658	227.658	226.994	227.944	227.489
2011	229.981	229.981	234.121	234.121	234.121	233.646	233.646	234.808	235.331	235.331	234.327	234.327	232.082	234.688	233.380
2012	236.880	236.880	238.985	238.985	238.985	239.808	239.808	241.170	242.884	242.884	239.533	239.533	238.088	241.201	238.650
2013	242.677	242.677	244.675	244.675	244.675	245.935	245.935	246.617	246.617	246.617	245.711	245.711	243.894	241.201	245.023

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

YEAR	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	1ST HALF	2ND HALF	ANNUAL AVERAGE
1995	1.9	2.1	2.0	2.4	2.0	2.4	1.7	1.4	1.9	2.1	1.7	1.8	2.2	1.8	2.0
1996	1.7	1.8	1.2	1.6	2.5	2.8	2.9	2.7	2.5	2.8	3.0	2.6	1.9	2.8	2.3
1997	2.7	3.1	4.1	3.7	3.0	3.1	3.0	3.6	3.4	3.6	3.6	4.2	3.2	3.6	3.4
1998	3.4	3.4	3.1	3.1	3.0	3.4	3.4	3.3	3.0	2.9	2.9	3.0	3.3	3.1	3.2
1999	3.8	3.8	4.6	4.6	4.6	3.9	4.1	4.1	4.1	4.8	4.8	4.2	4.0	4.4	4.2
2000	4.2	4.2	3.8	3.8	3.8	4.2	4.7	4.7	4.7	4.7	5.5	5.5	4.0	4.0	4.5
2001	6.5	6.5	5.8	5.8	5.8	9.6	5.1	5.1	4.5	4.5	3.5	3.5	6.2	4.7	5.4
2002	1.8	1.8	2.1	2.1	2.1	1.2	1.3	1.3	1.4	1.4	1.4	1.4	1.9	1.4	1.6
2003	3.3	3.3	2.2	2.2	2.2	1.6	1.1	1.4	1.0	1.0	1.1	1.1	2.3	1.2	1.8
2004	0.2	0.2	0.5	0.5	0.5	1.4	1.2	1.2	2.0	2.0	2.2	2.2	0.7	1.7	1.2
2005	1.6	1.6	2.1	2.1	2.1	1.1	1.1	2.2	2.0	2.0	1.7	2.0	1.7	2.2	2.0
2006	2.9	2.9	3.2	3.2	3.2	3.9	3.9	3.8	2.5	2.5	3.4	3.4	3.2	3.3	3.2
2007	3.2	3.2	3.3	3.3	3.3	3.4	3.4	2.6	3.3	3.3	3.3	3.8	3.3	3.2	3.3
2008	2.8	2.8	2.8	2.8	2.8	4.2	4.2	4.2	3.6	3.6	0.0	0.0	3.3	3.2	3.1
2009	1.2	1.2	0.8	0.8	0.8	0.2	0.2	0.2	0.1	0.1	2.6	2.6	0.7	0.6	0.7
2010	1.8	1.8	1.7	1.7	1.7	1.1	1.1	1.0	0.9	0.9	1.5	1.5	1.7	1.1	1.4
2011	1.7	1.7	2.6	2.6	2.6	2.4	2.4	2.9	3.2	3.2	2.9	2.9	2.2	3.0	2.6
2012	3.0	3.0	2.1	2.1	2.1	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	2.4	2.6	2.6	2.0	1.6	1.6	2.2	2.2	2.4	2.4	2.2