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Department of Human Resources  
Micki Callahan  
Human Resources Director

TO: The Honorable Civil Service Commission

FROM: Micki Callahan, Human Resources Director 

SUBJECT: **Salary Survey of Registered Nurse Classifications, 2014-2015**  
(Charter Section A8.403)

RECOMMENDATION: Adopt Staff Report; forward to Board of Supervisors

Charter Section A8.403 requires the Civil Service Commission to certify to the Board of Supervisors the highest collective bargaining salary schedule, at the maximum, for acute care nurses in the six Bay Area counties as of April 15th of each year. It also requires that the Board of Supervisors set a rate of pay for such nurses which does not exceed the schedule certified by the Civil Service Commission.

The Charter specifies: *“At the time the Board of Supervisors fixes the salary schedule as provided, the Board of Supervisors may fix as conditions and benefits of employment other than salaries as compensation for each classification, conditions and benefits not to exceed the intent of those conditions and benefits granted by collective bargaining agreements to comparable classifications by the employer used for certification of the highest prevailing salary schedule by the civil service commission. The Board of Supervisors may establish such conditions and benefits notwithstanding other provisions or limitations of this Charter, with the exception that such conditions and benefits shall not involve any change in the administration of or benefits of the Retirement System, health service system or vacation allowances provided elsewhere in this Charter. Conditions and benefits of employment existing prior to July 1, 1982 may be continued by the Board of Supervisors;*

*(f) When the employer used for certification in Subsection (a) above, provides rates of pay during the current fiscal year in excess of those fixed by the Board of Supervisors for said current fiscal year, or vacation and health service benefits greater than such similar benefits provided by this Charter for the staff nurse classification, the civil service commission shall certify to the Board of Supervisors an amount not to exceed the difference of such salary and benefits converted to dollar values and the Board of Supervisors may provide additional salary, conditions and benefits of employment at a cost not to exceed said dollar value.”*

The City and SEIU Local 1021 are currently in the second year of a two-year collective bargaining agreement covering the City’s registered nurses. The purpose of this certification is to demonstrate that the value of wages and benefits provided by that collective bargaining agreement conform to the limits provided by the Charter.

The Department of Human Resources is submitting to the Civil Service Commission for certification to the Board of Supervisors the following:

***I. Certification of the Highest Prevailing Salary Schedule***

The highest prevailing salary schedule, at maximum, in effect on April 15, 2014 for the acute care staff nurse classification granted by collective bargaining agreement is \$75.74 per hour. This was determined after conducting a survey of the following Bay Area hospitals and medical centers: Alameda County Medical Center, Alta Bates Summit Medical Center, Children's Hospital and Research Center of Oakland, Contra Costa County Regional Medical Center, Kaiser, San Mateo County Medical Center, Santa Clara Valley Medical Center, Seton Medical Center, Stanford Medical Center, UCSF Medical Center and Washington Hospital. The survey includes both public and private entities. Given the competitive nature of the labor market, maintaining the confidentiality of the private organizations is essential to ensuring their future cooperation, and consistent with salary survey best practices. Therefore, the highest payer will not be indicated by name, because the medical center specifically provided this data on the condition of anonymity. It should be noted that the medical center with the highest prevailing salary schedule, at maximum, for a journey-level nurse rate is \$7.83 higher per hour than our current hourly rate of \$67.91. For the purpose of this report, the medical center with the highest prevailing salary schedule, at maximum, will be referred to as "Medical Center A."

Some pertinent facts regarding the wages and conditions of the survey:

1. The survey confirmed with Medical Center A that the classification duties, responsibilities and minimum qualifications of its nurses are comparable to those of the CCSF Registered Nurse classification. The survey matched the level that is considered the journey-level classification.
2. It should be noted that Medical Center A requires 31 years of service to reach the maximum wage rate. Registered nurses employed by the City and County of San Francisco previously required only 10.5 years to reach the maximum wage rate. Two additional tenure steps were added effective the close of business June 30, 2006, providing a new higher maximum at 21 years. At 21 years, Medical Center A is approximately \$4.18 higher per hour than our current hourly rate of \$67.91.

***II. Certification of the wage and benefit hourly difference between the City and County of San Francisco and the employer with the highest prevailing wage rate***

Since Medical Center A's Staff Nurse II rate of pay exceeds that of the City and County of San Francisco's Registered Nurse, the attached table is provided to establish the dollar difference of maximum salary plus the dollar value of health, vacation and applicable benefits, pursuant to Charter Section A8.403(f), between CCSF and Medical Center A's

comparable journey-level nurse classification.

A. Health Benefits

1. The relevant collective bargaining agreements provide for basic health care for nurses and their dependents. Medical Center A pays \$696.51 to \$1,971.12 per month per nurse and offers one health plan. The City and County pays from \$561.15 to \$2,743.87 per month per nurse, depending on which of the three health plans the nurse chooses. The City & County of San Francisco's maximum benefit of \$2,743.87 per month exceeds Medical Center A's maximum contribution of \$1,971.12 by approximately \$4.46 per hour.
2. Medical Center A also provides a dental coverage plan for such nurses, spouses and/or dependents at a maximum contribution cost of \$147.05 per month. The maximum coverage for the City and County nurses costs \$197.84 per month. The maximum monthly contribution rate for the City and County is approximately \$0.30 per hour more than Medical Center A.

B. Paid Time Off

1. The Medical Center A collective bargaining agreement contains provisions for vacation, holiday and sick accruals. Vacation and sick is accrued depending on length of service. The days off listed below covers vacation, holiday, sick pay, as well as other elective absences.

Medical Center A nurses accrue the following number of days off:

First Year	32 days off earned
Second through fourth year	37 days off earned
Fifth through ninth year	45 days off earned
Tenth and subsequent year	50 days off earned

The City and County of San Francisco's equivalent benefits (vacation, paid sick leave and holidays) are as follows:

First through fifth year	37 days off earned
More than fifth year through fifteenth year	42 days off earned
More than fifteenth year and subsequent year	47 days off earned

2. In addition, the City and County has a Longevity Leave provision of 1 to 6 days depending on length of service. The value of this benefit ranges from \$0.22 to \$1.57 per hour. Medical Center A does not offer this benefit.

*C. Longevity Premium*

Effective July 1, 2001 the longevity premium for the CCSF Registered Nurse was replaced by a retention bonus for those nurses hired prior to July 1, 2003, which provides an additional 1% of base hourly salary commencing at Year 5 for those on Step 6 or below and 2% of base hourly salary at Year 10 for those on Step 7 or below. Since this bonus is in lieu of a longevity premium, it is included in the analysis since Medical Center A's maximum rate at 31 years of service includes a longevity premium in the base wage.

*D. Summary of Wages and Benefits*

The total hourly dollar value of Medical Center A's Staff Nurse II for wages and benefits at the maximum rate of pay and 31 years of service exceeds the wage rate and like benefits for the City and County of San Francisco by \$3.80 per hour.

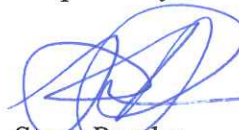
*E. Additional Notes*

Because no actuarial information was available from the private institutions surveyed, we are unable to note any information regarding retirement comparisons.

**III. Recommendations**

1. Adopt Staff Report; certify to the Board of Supervisors the Medical Center A Staff Nurse II rate of \$75.74 is the highest prevailing wage rate in effect on April 15, 2014.

Respectfully submitted,



Steve Ponder  
Classification and Compensation Manager

COMPARISON OF WAGES AND BENEFITS

Medical Center A's Staff Nurse II

and

the City and County of San Francisco Registered Nurse  
as of April 15, 2014

Years of Service	Base Salary			Health Insurance (max)			Dental Insurance (max)			Paid Time Off*			Longevity Days Off			Retention Bonus**			Total Value Salary and Benefits			Total Hourly Difference CCSF over/ (under) Med Center A
	CCSF	MCA	CCSF over/ (under)	CCSF	MCA	CCSF over/ (under)	CCSF	MCA	CCSF over/ (under)	CCSF	MCA	CCSF over/ (under)	CCSF	MCA	CCSF over/ (under)	CCSF	MCA	CCSF over/ (under)	CCSF	MCA	CCSF over/ (under)	
0	\$51.69	\$54.20	(\$2.51)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	37	\$7.36	32	\$6.67	\$0.69	0	\$0.00	\$0.00	\$0.00	\$76.02	\$73.09	\$2.93	
0.5	\$53.34	\$56.91	(\$3.57)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	37	\$7.59	32	\$7.00	\$0.59	0	\$0.00	\$0.00	\$0.00	\$77.90	\$76.13	\$1.77	
1.5	\$54.99	\$59.91	(\$4.92)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	37	\$7.83	37	\$8.10	(\$0.27)	0	\$0.00	\$0.00	\$0.00	\$79.79	\$77.23	\$2.56	
2.5	\$56.56	\$62.74	(\$6.18)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	37	\$8.05	37	\$8.50	(\$0.45)	1	\$0.22	\$0.00	\$0.22	\$81.60	\$80.48	\$1.33	
3.5	\$58.33	\$64.99	(\$6.66)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	37	\$8.30	37	\$9.25	(\$0.95)	1	\$0.22	\$0.00	\$0.22	\$83.82	\$83.89	(\$0.08)	
4.5	\$60.13	\$66.60	(\$6.47)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$8.56	45	\$11.53	(\$2.97)	2	\$0.46	\$0.00	\$0.46	\$86.72	\$86.46	(\$0.26)	
5.5	\$61.98	\$68.60	(\$6.62)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$8.71	45	\$11.53	(\$1.82)	2	\$0.46	\$0.00	\$0.46	\$88.87	\$90.35	(\$2.48)	
6.5	\$63.91	\$70.68	(\$6.77)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$10.01	45	\$11.53	(\$1.52)	4	\$0.95	\$0.00	\$0.95	\$89.91	\$90.35	(\$0.44)	
7.5	\$65.91	\$72.09	(\$6.18)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$10.01	45	\$11.70	(\$1.69)	4	\$0.95	\$0.00	\$0.95	\$89.91	\$91.52	(\$1.62)	
8.5	\$67.91	\$73.54	(\$5.63)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$10.32	50	\$13.00	(\$2.68)	6	\$1.47	\$0.00	\$1.47	\$92.67	\$92.82	(\$0.15)	
9.5	\$69.91	\$75.09	(\$5.18)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$10.32	50	\$13.26	(\$2.94)	6	\$1.47	\$0.00	\$1.47	\$92.67	\$94.45	(\$1.78)	
10.5	\$71.91	\$76.60	(\$4.69)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$10.32	50	\$13.26	(\$2.94)	6	\$1.47	\$0.00	\$1.47	\$92.67	\$94.45	(\$1.78)	
11.5	\$73.91	\$78.15	(\$4.24)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$10.32	50	\$13.26	(\$2.94)	6	\$1.47	\$0.00	\$1.47	\$92.67	\$94.45	(\$1.78)	
12.5	\$75.91	\$79.69	(\$3.78)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$10.32	50	\$13.26	(\$2.94)	6	\$1.47	\$0.00	\$1.47	\$92.67	\$94.45	(\$1.78)	
13.5	\$77.91	\$81.23	(\$3.32)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$10.32	50	\$13.26	(\$2.94)	6	\$1.47	\$0.00	\$1.47	\$92.67	\$94.45	(\$1.78)	
14.5	\$79.91	\$82.77	(\$2.86)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	42	\$10.32	50	\$13.26	(\$2.94)	6	\$1.47	\$0.00	\$1.47	\$92.67	\$94.45	(\$1.78)	
15.5	\$81.91	\$84.31	(\$2.40)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$11.91	50	\$13.59	(\$1.68)	6	\$1.52	\$0.00	\$1.52	\$96.31	\$96.49	(\$0.18)	
16.5	\$83.91	\$85.85	(\$1.94)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$11.91	50	\$13.59	(\$1.68)	6	\$1.52	\$0.00	\$1.52	\$96.31	\$96.49	(\$0.18)	
17.5	\$85.91	\$87.39	(\$1.48)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$11.91	50	\$13.59	(\$1.68)	6	\$1.52	\$0.00	\$1.52	\$96.31	\$96.49	(\$0.18)	
18.5	\$87.91	\$88.93	(\$1.02)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
19.5	\$89.91	\$90.95	(\$1.04)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
20.5	\$91.91	\$91.95	(\$0.04)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
21.5	\$93.91	\$92.99	(\$0.92)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
22.5	\$95.91	\$94.09	(\$1.82)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
23.5	\$97.91	\$92.19	(\$5.72)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
24.5	\$99.91	\$90.29	(\$9.62)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
25.5	\$101.91	\$88.39	(\$13.52)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
26.5	\$103.91	\$86.49	(\$17.42)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
27.5	\$105.91	\$84.59	(\$21.32)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
28.5	\$107.91	\$82.69	(\$25.22)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
29.5	\$109.91	\$80.79	(\$29.12)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
30.5	\$111.91	\$78.89	(\$33.02)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$98.17	\$0.56	
31.5	\$113.91	\$76.99	(\$36.92)	\$15.83	\$11.37	\$4.46	\$1.14	\$0.85	\$0.29	47	\$12.28	50	\$13.86	(\$1.58)	6	\$1.57	\$0.00	\$1.57	\$98.73	\$102.53	(\$3.80)	

\* Paid Time Off includes vacation, sick and holiday leave as well as other elective absences.

\*\* Please note effective 7/1/01 the longevity premium of an additional 1% on base hourly salary at Year 10 changed to a retention bonus of 1% of base hourly salary at Year 5 for those below Step 7 and 2% of base hourly salary at Year 10 for those below Step 8. This premium is not available for nurses hired on or after 7/1/03.