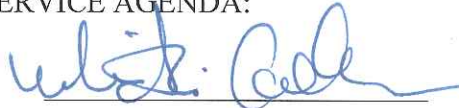


**CIVIL SERVICE COMMISSION**

1. CIVIL SERVICE COMMISSION REGISTER NUMBER: 0155-14-3
2. FOR CIVIL SERVICE COMMISSION MEETING OF: August 4, 2014
3. CHECK ONE: CONSENT AGENDA ☒  
REGULAR AGENDA ☐
4. SUBJECT: SURVEY OF MONTHLY RATES PAID TO POLICE OFFICERS  
AND FIREFIGHTERS IN ALL CITIES OF 350,000 OR MORE  
IN THE STATE OF CALIFORNIA
5. RECOMMENDATION: ADOPT REPORT; TRANSMIT RATES TO THE  
RETIREMENT SYSTEM IN ACCORDANCE WITH CHARTER SECTION  
A8.590.1-A8.590-7; PROVIDE REPORT TO THE BOARD OF SUPERVISORS.
6. REPORT PREPARED BY: Rich David TELEPHONE NUMBER: 557-4965
7. NOTIFICATIONS: SEE ATTACHED
8. REVIEWED AND APPROVED FOR CIVIL SERVICE AGENDA:  
HUMAN RESOURCES DIRECTOR:   
DATE: 7/10/14
9. SUBMIT THE ORIGINAL TIME-STAMPED COPY OF THIS FORM AND  
PERSONS TO BE NOTIFIED (SEE ITEM 7 ABOVE) ALONG WITH THE  
REQUIRED COPIES OF THE REPORT TO:

EXECUTIVE OFFICER  
CIVIL SERVICE COMMISSION  
25 VAN NESS, ROOM 720  
SAN FRANCISCO, CA 94102

10. RECEIPT-STAMP THIS FORM IN THE "CSC RECEIPT  
STAMP" BOX TO THE RIGHT USING THE TIME-  
STAMP IN THE CSC OFFICE.

ATTACHMENT

**CSC RECEIPT STAMP**

RECEIVED  
EXECUTIVE OFFICER  
CIVIL SERVICE COMMISSION  
SAN FRANCISCO  
2014 JUL 21 AM 10:42

NOTIFICATIONS:

Chief Joanne Hayes-White  
San Francisco Fire Department  
698 2<sup>nd</sup> Street  
San Francisco, CA 94107

Chief Gregory Suhr  
San Francisco Police Department  
850 Bryant Street  
San Francisco, CA 94103

Martin Halloran, President  
San Francisco Police Officers  
Association  
510 Seventh Street  
San Francisco, CA 94103

Thomas P. O'Connor, President  
San Francisco Firefighters, Local 798  
1139 Mission Street  
San Francisco, CA 94103

Steven Ponder  
Classification & Compensation Manager  
Department of Human Resources  
One South Van Ness Avenue, 4th Floor  
San Francisco, CA 94103

Martin Gran  
Employee Relations Director  
Department of Human Resources  
One South Van Ness Avenue, 4th Floor  
San Francisco, CA 94103

Jay Huish  
Executive Director  
Employee Retirement System  
30 Van Ness Avenue, 3<sup>rd</sup> Floor  
San Francisco, CA 94103

Rich David  
Sr. Administrative Analyst  
Department of Human Resources  
One South Van Ness Avenue, 4th Floor  
San Francisco, CA 94103

Rebecca Rhine  
Executive Director  
S.F. Municipal Executives Association  
870 Market Street, Rm. 450  
San Francisco, CA 94147-4146

City and County of San Francisco

Edwin M. Lee  
Mayor



Department of Human Resources

Micki Callahan  
Human Resources Director

DATE: August 04, 2014

TO: The Honorable Civil Service Commission

FROM: Micki Callahan, Human Resources Director

SUBJECT: SURVEY OF MONTHLY RATES PAID TO POLICE OFFICERS AND FIREFIGHTERS IN ALL CITIES OF 350,000 OR MORE IN THE STATE OF CALIFORNIA.

RECOMMENDATION: ADOPT REPORT; TRANSMIT RATES TO THE RETIREMENT SYSTEM IN ACCORDANCE WITH CHARTER SECTION A8.590-1 THROUGH A8.590-7. PROVIDE REPORT TO THE BOARD OF SUPERVISORS.

**BACKGROUND AND ISSUES**

In November 1990, the electorate passed Proposition D, which allows for collective bargaining to set wages and working conditions of the uniformed force of the Police and Fire Departments. Charter Sections A8.590-1 through A8.590-7 require that the rates of pay for retired Police Officers and Firefighters shall be based on rates that are not lower than the rates that would be established if Charter Section A8.405 were still in effect.

Per Section A8.405 of the Charter, the staff has surveyed rates of compensation paid to Police Officers and Firefighters in all cities of 350,000 population or more in the State of California, based on the 2010 federal decennial census. The cities used in the survey are Fresno, Long Beach, Los Angeles, Oakland, Sacramento, San Diego, and San Jose. Staff also surveyed compensation paid for police two-wheeled motorcycle duty in these same cities. The results of our survey are attached. Please note this survey reflects the Charter mandated jurisdictions. The City uses different, regional comparator jurisdictions for salary negotiations.

**THE FINDINGS**

As of July 1, 2014, the average maximum monthly wage for Police Officers in our survey is \$7,206 per month. This is \$2,141 less than the maximum monthly wage currently paid to San Francisco Police Officers. This average maximum monthly rate of \$7,206 is 29.70% below the \$9,347 maximum monthly rate for San Francisco Police Officers. The rates of pay for Police Department classes, if A8.405 were in effect, are shown in the tables following the survey results.

For Firefighters, the average maximum monthly rate in our survey, as of July 1, 2014, is \$6,592, or \$2,757 less than the maximum monthly rate paid to San Francisco Firefighters. This average maximum monthly rate of \$6,592 is 41.82% below the \$9,349 maximum monthly rate for San Francisco Firefighters. Since the maximum monthly rate paid to San Francisco Firefighters has long been above the average of the surveyed

cities, the A8.405 rates for Firefighters are based on the increase provided to the Police classes, according to A8.405(d). The A8.405 rates of pay for Firefighter classes are shown in the tables following the survey results.

Since the Bureau of Labor Statistics changed the reporting period for the San Francisco metropolitan area Consumer Price Index from monthly to bimonthly, we can no longer report the March to March change as provided in the Charter. Therefore, the February CPI rates for San Francisco and the other surveyed cities are indicated in this report. The cost of living for San Francisco increased by 2.03% and the average increase in cost of living for cities surveyed was 1.31%. There is a 0.73% difference between the cost of living increase for San Francisco and the cost of living for the cities surveyed.

Section 4 E of the 2007-2015 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association provides that "members assigned to the Motorcycle and Honda units shall continue to receive a premium in an amount in accord with current practice pursuant to Charter Section A8.405(b)." The survey results show the average monthly Motorcycle Pay for two-wheel motorcycle traffic duty is \$427 per month. The current rate being paid to San Francisco Police Officers is \$414 per month.

In conclusion, the collectively bargained monthly rates for the Police Officers and Firefighters exceed the average maximum monthly rates as defined by Charter Section A8.405.

#### RECOMMENDATION

It is recommended that the Civil Service Commission approve and transmit to the Retirement System and to the Board of Supervisors this survey of rates certified in the attached report in accordance with Charter Sections A8.405 and A8.590-1 through A8.590-7.

Respectfully Submitted,



Steven Ponder  
Classification and  
Compensation Manager

**City and County of San Francisco  
POLICE OFFICER SALARY SURVEY**

**Rates of Pay Effective July 1, 2014**

City	Class Title	MC Pay*	Number of Positions	Monthly Salary	
				Minimum	Maximum
San Francisco	Police Officer	\$414	1,865	\$6,715	\$9,347
Fresno	Police Officer	\$275	587	\$4,973	\$6,348
Long Beach	Police Officer	\$366	645	\$5,903	\$7,310
Los Angeles	Police Officer	\$849	4,313	\$5,620	\$7,369
Oakland	Police Officer	\$417	446	\$5,954	\$8,338
Sacramento	Police Officer	---	569	\$4,955	\$6,025
San Diego	Police Officer	\$222	1,282	\$5,254	\$6,350
San Jose <sup>1</sup>	Police Officer	\$435	870	\$6,500	\$8,705
Average of Other Cities		\$427		\$5,594	\$7,206
* Two-Wheeled Motorcycle Pay					
San Francisco maximum rate exceeds the Average of Other Cities by:					29.70%

<sup>1</sup> Reflects San Jose's partial resoration of POA 6/26/11 negotiated 10% decrease

**City and County of San Francisco  
FIREFIGHTER SALARY SURVEY**

**Rates of Pay Effective July 1, 2014**

City	Class Title	Number of Positions	Monthly Salary	
			Minimum	Maximum
San Francisco	Firefighter	935	\$6,056	\$9,349
Fresno	Firefighter	102	\$4,916	\$6,278
Long Beach	Firefighter	189	\$5,384	\$6,612
Los Angeles	Firefighter	1,851	\$5,803	\$7,224
Oakland	Firefighter	188	\$5,830	\$7,670
Sacramento	Firefighter	273	\$4,684	\$5,694
San Diego	Firefighter	267	\$4,392	\$5,300
San Jose	Firefighter	244	\$5,496	\$7,368
Average of Other Cities:			\$5,215	\$6,592
San Francisco maximum rate exceeds Average of Other Cities by:				41.82%

**CONSUMER PRICE INDEX**  
**Urban Wage Earners and Clerical Workers**

City	February 2013*	February 2014*	Percent Increase	
San Francisco	240.3	245.1	2.03%	
Long Beach	233.0	233.9	0.39%	
Los Angeles	233.0	233.9	0.39%	
Oakland	240.3	245.1	2.03%	
**San Diego	243.1	247.2	1.69%	
San Jose	240.3	245.1	2.03%	
The average cost of living in all other cities increased by:				1.31%
The cost of living in San Francisco increased by:				2.03%

Note:

The Bureau of Labor Statistics does not compile cost-of-living indexes for Sacramento and Fresno.

\* The reporting period for the San Francisco-Oakland-San Jose metropolitan area changed several years ago from monthly to bi-monthly. The rates shown reflect the CPI in February of each year. To maintain consistency, the February CPI rates are indicated for Los Angeles and Long Beach.

\*\* The Bureau of Labor Statistics publishes only a semi-annual rate for San Diego. As such, the CPI data listed for San Diego is the 2nd half of 2012 and the 2nd half of 2013, using Urban Wage Earners and Clerical Workers

## A8.405 Rates of Pay for Police Classes

Effective Date		July 1, 2014	
Percent Increase		2.14%	
		Biweekly	Monthly
0390	Chief of Police	\$8,907	\$19,373
0395	Assistant Chief	\$7,908	\$17,199
0380	Inspector	\$3,842	\$8,357
0381	Inspector II	\$3,994	\$8,687
0382	Inspector III	\$4,074	\$8,860
0400	Deputy Chief	\$7,497	\$16,307
0401	Deputy Chief II	\$7,796	\$16,957
0402	Deputy Chief III	\$7,948	\$17,287
0488	Commander	\$6,094	\$13,255
0489	Commander II	\$6,337	\$13,784
0490	Commander III	\$6,460	\$14,050
Q 35	Assistant Inspector	\$3,550	\$7,722
Q 35	Assistant Inspector (with 2 years svc)	\$3,842	\$8,357
Q 36	Assistant Inspector II	\$3,692	\$8,030
Q 36	Assistant Inspector II (with 2 years svc)	\$3,994	\$8,687
Q 37	Assistant Inspector III	\$3,765	\$8,189
Q 37	Assistant Inspector III (with 2 years svc)	\$4,074	\$8,860
Q 50	Sergeant	\$3,842	\$8,357
Q 51	Sergeant II	\$3,994	\$8,687
Q 52	Sergeant III	\$4,074	\$8,860
Q 60	Lieutenant	\$4,387	\$9,542
Q 61	Lieutenant II	\$4,564	\$9,927
Q 62	Lieutenant III	\$4,651	\$10,116
Q 63	Criminologist	\$5,154	\$11,209
Q 80	Captain	\$5,154	\$11,209
Q 81	Captain II	\$5,358	\$11,654
Q 82	Captain III	\$5,464	\$11,884
Q 90	Dir, Police Psych	\$5,386	\$11,714
Q 2	Police Officer	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>
		--	1st year
		1st year	2nd year
		2nd year	3rd year
		3rd year	4th year
		4th year	5th year
Q 3	Police Officer II	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>
		--	1st year
		1st year	2nd year
		2nd year	3rd year
		3rd year	4th year
		4th year	5th year
Q 4	Police Officer III	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>
		--	1st year
		1st year	2nd year
		2nd year	3rd year
		3rd year	4th year
		4th year	5th year



## A8.405 Rates of Pay for Fire Classes

Effective Date		July 1, 2014	
Percent increase		2.14%	
		Biweekly	Monthly
0140	Chief of Department	\$8,907	\$19,373
0150	Deputy Chief of Department	\$7,497	\$16,307
H 51	Assistant Deputy Chief II	\$6,096	\$13,258
H 53	Emergency Medical Services Chief	\$6,096	\$13,258
H 4	Inspector, Bureau of Fire Prevention and Public Safety	\$3,962	\$8,617
H 6	Investigator, Bureau of Fire Investigation	\$3,962	\$8,617
H 10	Chief's Operator	\$3,606	\$7,842
H 16	Technical Training Specialist	\$3,839	\$8,350
H 18	Coordinator of Community Service	\$3,839	\$8,350
H 19	Operations-Training Supervisor, Airport	\$3,839	\$8,350
H 20	Lieutenant	\$3,843	\$8,359
H 22	Lieutenant, Bureau of Fire Prevention and Public Safety	\$4,341	\$9,442
H 24	Lieutenant, Bureau of Fire Investigation	\$4,341	\$9,442
H 28	Lieutenant, Division of Training	\$4,387	\$9,542
H 30	Captain	\$4,388	\$9,544
H 32	Captain, Bureau of Fire Prevention and Public Safety	\$4,962	\$10,793
H 33	EMS Captain	\$4,388	\$9,544
H 39	Captain, Division of Training	\$5,269	\$11,461
H 40	Battalion Chief	\$5,271	\$11,465
H 43	EMS Section Chief	\$5,271	\$11,465
H 50	Assistant Chief of Department	\$6,094	\$13,255
H110	Marine Engineer of Fire Boats	\$4,387	\$9,542
H120	Pilot of Fire Boats	\$4,387	\$9,542
H 2	Firefighter	<div> <div>Pre-7/1/1996</div> <div>7/1/96 to present</div> </div>	
		--	1st year
		1st year	2nd year
		2nd year	3rd year
		3rd year	4th year
		4th year	5th year
		\$2,523	\$5,488
		\$2,864	\$6,230
		\$3,004	\$6,534
		\$3,153	\$6,858
		\$3,313	\$7,206
H 3	Firefighter/Paramedic	\$3,827	\$8,324

## A8.405 Rates of Pay for Abolished Police and Fire Classes

Effective Date	July 1, 2014	
Percent increase	2.14%	
	Biweekly	Monthly

### Police Department

0360	Chief of Inspectors			\$7,497	\$16,307
0420	Department Secretary			\$6,094	\$13,255
0460	Secretary, Police Commission			\$4,387	\$9,542
0470	Supervising Captain			\$6,094	\$13,255
0480	Director of Traffic			\$7,497	\$16,307
0485	Supervising Captain of Patrol			\$6,094	\$13,255
0490	Captain of Traffic			\$5,537	\$12,043
0520	Police Surgeon			\$3,313	\$7,206
Q20	Police Woman	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>		
		--	1st year	\$2,523	\$5,488
		1st year	2nd year	\$2,864	\$6,230
		2nd year	3rd year	\$3,004	\$6,534
		3rd year	4th year	\$3,153	\$6,858
		4th year	5th year	\$3,313	\$7,206

### Fire Department

0145	Assistant Deputy Chief	\$7,497	\$16,305
0155	Secretary to the Chief of Department	\$5,899	\$12,830
H 17	Medical Coordinator	\$3,839	\$8,350
H 29	Special Svcs. Officer	\$4,387	\$9,542