

# CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

MARK FARRELL  
MAYOR

Sent Via Electronic Mail

June 22, 2018

KATE FAVETTI  
PRESIDENT

F. X. CROWLEY  
VICE PRESIDENT

DOUGLAS S. CHAN  
COMMISSIONER

SCOTT R. HELDFOND  
COMMISSIONER

ELIZABETH SALVESON  
COMMISSIONER

## NOTICE OF CIVIL SERVICE COMMISSION MEETING

**SUBJECT: SURVEY OF MONTHLY RATES PAID TO POLICE OFFICERS AND FIREFIGHTERS IN ALL CITIES OF 350,000 OR MORE IN THE STATE OF CALIFORNIA (FY 18-19).**

The above matter will be considered by the Civil Service Commission at a meeting to be held on **July 10, 2018 at 3:00 p.m. in Room 416**, Fourth Floor, City Hall, 1 Dr. Carlton B. Goodlett Place.

This item will appear on the Consent Agenda. Please refer to the attached Notice for procedural and other information about Commission hearings. The meeting agenda and all meeting materials will be posted on the Civil Service Commission's website at [www.sfgov.org/CivilService](http://www.sfgov.org/CivilService) under "Meetings" no later than end of day on Thursday, July 5, 2018. If you would like a copy of the staff report on the above-captioned matter emailed to you in advance of July 5<sup>th</sup>, please contact the Civil Service Commission's Office at [CivilService@sfgov.org](mailto:CivilService@sfgov.org) or (415) 252-3247.

Attendance by you or an authorized representative is welcome. Should you or your representative not attend, the Commission will rule on the information previously submitted and testimony provided at its meeting.

*All non-privileged materials being considered by the Civil Service Commission for this item will be 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.*

MICHAEL L. BROWN  
EXECUTIVE OFFICER

CIVIL SERVICE COMMISSION

MICHAEL L. BROWN  
Executive Officer

Attachment

Cc: Micki Callahan, Department of Human Resources  
Chief William Scott, San Francisco Police Department  
Chief Joanne Hayes-White, San Francisco Fire Department  
Susan Gard, Department of Human Resources  
Claire McCaleb, Department of Human Resources  
Jay Huish, Employee Retirement System  
Tony Montoya, San Francisco Police Officers  
Thomas P. O'Connor, San Francisco Firefighters, Local 798  
Steven Ponder, Department of Human Resources  
Raquel Silva, San Francisco Municipal Executives Association  
Commission File  
Commissioners' Binder  
Chron

THIS DOCUMENT SUPPORTS  
CALENDAR 11/18



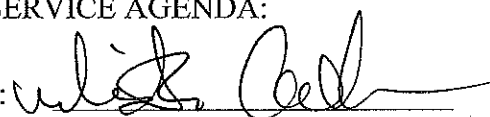
# STAFF REPORT



**CIVIL SERVICE COMMISSION**

1. CIVIL SERVICE COMMISSION REGISTER NUMBER: \_\_\_\_\_
2. FOR CIVIL SERVICE COMMISSION MEETING OF: 7/10/18
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 (FY18-19)
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: Claire McCaleb  
TELEPHONE NUMBER: 415-557-4898
7. NOTIFICATIONS: SEE ATTACHED

8. REVIEWED AND APPROVED FOR CIVIL SERVICE AGENDA:

HUMAN RESOURCES DIRECTOR: 

DATE: 6/20/18

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

<b>CSC RECEIPT STAMP</b>

NOTIFICATIONS:

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

Chief William Scott  
San Francisco Police Department  
850 Bryant Street  
San Francisco, CA 94103

Tony Montoya, 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 Director  
Department of Human Resources  
One South Van Ness Avenue, 4th Floor  
San Francisco, CA 94103

Carol Isen  
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

Claire McCaleb  
Classification & Compensation Analyst  
Department of Human Resources  
One South Van Ness Avenue, 4th Floor  
San Francisco, CA 94103

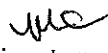
Susan Gard  
Chief of Policy  
Department of Human Resources  
One South Van Ness Avenue, 4th Floor  
San Francisco, CA 94103

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

City and County of San Francisco  
Micki Callahan  
Human Resources Director



Department of Human Resources  
*Connecting People with Purpose*  
www.sfdhr.org

**DATE:** July 5, 2018  
**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 (FY18-19).

**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

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### 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 requires 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, 2018, the average maximum monthly wage for Police Officers at the agencies in our survey is \$8,243 per month. This is \$1,873 less than the maximum monthly wage currently paid to San Francisco Police Officers. This average maximum monthly rate of \$8,243 is 22.73% below the \$10,116 maximum monthly rate for San Francisco Police Officers. The percent increase between last year's maximum monthly rate and the current average maximum monthly rate is 4.80%. 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 at the agencies in our survey, as of July 1, 2018, is \$7,510, or \$2,608 less than the maximum monthly rate paid to San Francisco Firefighters. This average maximum monthly rate of \$7,510 is 34.73% below the \$10,118 maximum monthly rate for San Francisco Firefighters. The rates of pay for Firefighter classes, if A8.405 were in effect, 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 3.81% and the average increase in cost of living for the other cities surveyed was 3.51% during this period. There is a 0.30% difference between the cost of living increase for San Francisco and the cost of living for the cities surveyed.

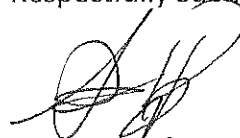
Section 4 E of the 2007-2018 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association provides that "members assigned to the Motorcycle and Honda units shall continue to receive a premium in an amount in accord with current practice pursuant to Charter Section A8.405(b)." The survey results show the average monthly Motorcycle Pay for two-wheel motorcycle traffic duty at the other agencies is \$474 per month. The comparable current rate for San Francisco Police Officers is \$464 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 Director



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

**Rates of Pay Effective July 1, 2018**

City	Class Title	MC Pay*	Number of Positions	Monthly Salary	
				Minimum	Maximum
San Francisco	Police Officer	\$464	1,691	\$7,269	\$10,116
Fresno	Police Officer	\$275	665	\$5,438	\$7,290
Long Beach	Police Officer	\$406	698	\$6,262	\$8,142
Los Angeles	Police Officer II	\$901	3,872	\$5,853	\$7,973
Oakland	Police Officer	\$503	620	\$7,181	\$10,056
Sacramento	Police Officer	---	615	\$5,804	\$7,055
San Diego	Police Officer II	\$230	1,346	\$5,427	\$6,560
San Jose	Police Officer	\$531	905	\$7,934	\$10,625
Average of Other Cities		\$474		\$6,271	\$8,243

\* Two-Wheeled Motorcycle Pay

San Francisco maximum rate exceeds the Average of Other Cities by:	22.73%
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Number of Positions in San Francisco from HRMS as of June 15, 2018

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

**Rates of Pay Effective July 1, 2018**

City	Class Title	Number of Positions	Monthly Salary	
			Minimum	Maximum
San Francisco	Firefighter	896	\$6,556	\$10,118
Fresno	Firefighter	115	\$5,320	\$6,794
Long Beach	Firefighter	267	\$5,769	\$7,085
Los Angeles	Firefighter III	1,467	\$6,405	\$7,973
Oakland	Firefighter	187	\$6,921	\$9,107
Sacramento	Firefighter	360	\$5,532	\$6,724
San Diego	Firefighter II	404	\$4,537	\$5,475
San Jose	Fire Engineer	230	\$7,743	\$9,412
Average of Other Cities:			\$6,032	\$7,510
San Francisco maximum rate exceeds Average of Other Cities by:				34.73%

Number of Positions in San Francisco from HRMS as of June 15, 2018

**CONSUMER PRICE INDEX**  
**Urban Wage Earners and Clerical Workers (CPI-W)**

City	February 2017*	February 2018*	Percent Increase
San Francisco	265.6	275.7	3.81%
Long Beach	244.3	253.2	3.55%
Los Angeles	244.3	253.2	3.55%
Oakland	265.6	275.7	3.81%
**San Diego	259.9	267.2	2.82%
San Jose	265.6	275.7	3.81%
The average cost of living in all other cities increased by:			3.51%
The cost of living in San Francisco increased by:			3.81%

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 2016 and the 2nd half of 2017 using Urban Wage Earners and Clerical Workers (CPI-W).

## A8.405 Rates of Pay for Police Classes

Effective Date	Percent Increase	July 1, 2018			
		4.80%			
		Biweekly	Monthly		
0390	Chief of Police	\$10,189	\$22,160		
0395	Assistant Chief	\$9,046	\$19,674		
0380	Inspector	\$4,395	\$9,560		
0381	Inspector II	\$4,569	\$9,937		
0382	Inspector III	\$4,660	\$10,135		
0400	Deputy Chief	\$8,576	\$18,653		
0401	Deputy Chief II	\$8,918	\$19,396		
0402	Deputy Chief III	\$9,091	\$19,773		
0488	Commander	\$6,971	\$15,162		
0489	Commander II	\$7,250	\$15,768		
0490	Commander III	\$7,389	\$16,072		
Q 35	Assistant Inspector	\$4,061	\$8,833		
Q 35	Assistant Inspector (with 2 years svc)	\$4,395	\$9,560		
Q 36	Assistant Inspector II	\$4,223	\$9,186		
Q 36	Assistant Inspector II (with 2 years svc)	\$4,569	\$9,937		
Q 37	Assistant Inspector III	\$4,307	\$9,368		
Q 37	Assistant Inspector III (with 2 years svc)	\$4,660	\$10,135		
Q 50	Sergeant	\$4,395	\$9,560		
Q 51	Sergeant II	\$4,569	\$9,937		
Q 52	Sergeant III	\$4,660	\$10,135		
Q 60	Lieutenant	\$5,018	\$10,915		
Q 61	Lieutenant II	\$5,221	\$11,356		
Q 62	Lieutenant III	\$5,320	\$11,571		
Q 63	Criminologist	\$5,895	\$12,821		
Q 80	Captain	\$5,895	\$12,821		
Q 81	Captain II	\$6,129	\$13,331		
Q 82	Captain III	\$6,250	\$13,594		
Q 2	Police Officer	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>		
		--	1st year	\$2,886	\$6,277
		1st year	2nd year	\$3,276	\$7,126
		2nd year	3rd year	\$3,436	\$7,474
		3rd year	4th year	\$3,607	\$7,845
		4th year	5th year	\$3,790	\$8,243
Q 3	Police Officer II	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>		
		--	1st year	\$3,002	\$6,529
		1st year	2nd year	\$3,405	\$7,406
		2nd year	3rd year	\$3,574	\$7,773
		3rd year	4th year	\$3,750	\$8,156
		4th year	5th year	\$3,940	\$8,570
Q 4	Police Officer III	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>		
		--	1st year	\$3,059	\$6,653
		1st year	2nd year	\$3,469	\$7,545
		2nd year	3rd year	\$3,645	\$7,927
		3rd year	4th year	\$3,823	\$8,314
		4th year	5th year	\$4,017	\$8,737

## A8.405 Rates of Pay for Fire Classes

Effective Date	July 1, 2018																													
Percent increase	4.81%																													
	Biweekly	Monthly																												
0140 Chief of Department	\$10,189	\$22,160																												
0150 Deputy Chief of Department	\$8,576	\$18,653																												
H 51 Assistant Deputy Chief II	\$6,972	\$15,165																												
H 53 Emergency Medical Services Chief	\$6,972	\$15,165																												
H 4 Inspector, Bureau of Fire Prevention and Public Safety	\$4,531	\$9,856																												
H 6 Investigator, Bureau of Fire Investigation	\$4,531	\$9,856																												
H 10 Chief's Operator	\$4,125	\$8,971																												
H 16 Technical Training Specialist	\$4,391	\$9,551																												
H 18 Coordinator of Community Service	\$4,391	\$9,551																												
H 19 Operations-Training Supervisor, Airport	\$4,391	\$9,551																												
H 20 Lieutenant	\$4,397	\$9,563																												
H 22 Lieutenant, Bureau of Fire Prevention and Public Safety	\$4,966	\$10,800																												
H 24 Lieutenant, Bureau of Fire Investigation	\$4,966	\$10,800																												
H 28 Lieutenant, Division of Training	\$5,018	\$10,915																												
H 30 Captain	\$5,019	\$10,917																												
H 32 Captain, Bureau of Fire Prevention and Public Safety	\$5,676	\$12,346																												
H 33 EMS Captain	\$5,019	\$10,917																												
H 39 Captain, Division of Training	\$6,028	\$13,111																												
H 40 Battalion Chief	\$6,030	\$13,115																												
H 43 EMS Section Chief	\$6,030	\$13,115																												
H 50 Assistant Chief of Department	\$6,971	\$15,162																												
H110 Marine Engineer of Fire Boats	\$5,018	\$10,915																												
H120 Pilot of Fire Boats	\$5,018	\$10,915																												
H 2 Firefighter	<table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">Pre-</td> <td style="text-align: center;">7/1/96 to</td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;"><u>7/1/1996</u></td> <td style="text-align: center;"><u>present</u></td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;">--</td> <td style="text-align: center;">1st year</td> <td style="text-align: right;">\$2,886</td> <td style="text-align: right;">\$6,277</td> </tr> <tr> <td style="text-align: center;">1st year</td> <td style="text-align: center;">2nd year</td> <td style="text-align: right;">\$3,276</td> <td style="text-align: right;">\$7,126</td> </tr> <tr> <td style="text-align: center;">2nd year</td> <td style="text-align: center;">3rd year</td> <td style="text-align: right;">\$3,436</td> <td style="text-align: right;">\$7,474</td> </tr> <tr> <td style="text-align: center;">3rd year</td> <td style="text-align: center;">4th year</td> <td style="text-align: right;">\$3,607</td> <td style="text-align: right;">\$7,845</td> </tr> <tr> <td style="text-align: center;">4th year</td> <td style="text-align: center;">5th year</td> <td style="text-align: right;">\$3,790</td> <td style="text-align: right;">\$8,243</td> </tr> </table>	Pre-	7/1/96 to			<u>7/1/1996</u>	<u>present</u>			--	1st year	\$2,886	\$6,277	1st year	2nd year	\$3,276	\$7,126	2nd year	3rd year	\$3,436	\$7,474	3rd year	4th year	\$3,607	\$7,845	4th year	5th year	\$3,790	\$8,243	
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H 3 Firefighter/Paramedic	\$4,378	\$9,522																												

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

Effective Date	July 1, 2018	
Percent increase	4.81%	
	Biweekly	Monthly
<b>Police Department</b>		
0360 Chief of Inspectors	\$8,576	\$18,653
0420 Department Secretary	\$6,971	\$15,162
0460 Secretary, Police Commission	\$5,018	\$10,915
0470 Supervising Captain	\$6,971	\$15,162
0480 Director of Traffic	\$8,576	\$18,653
0485 Supervising Captain of Patrol	\$6,971	\$15,162
0490 Captain of Traffic	\$6,334	\$13,776
0520 Police Surgeon	\$3,790	\$8,243
Q20 Police Woman		
	Pre- <u>7/1/1996</u>	7/1/96 to <u>present</u>
	-	1st year
	\$2,886	\$6,277
	1st year	2nd year
	\$3,276	\$7,126
	2nd year	3rd year
	\$3,436	\$7,474
	3rd year	4th year
	\$3,607	\$7,845
	4th year	5th year
	\$3,790	\$8,243
Q90 Dir, Police Psych	\$6,160	\$13,399
<b>Fire Department</b>		
0145 Assistant Deputy Chief	\$8,575	\$18,651
0155 Secretary to the Chief of Department	\$6,748	\$14,677
H 17 Medical Coordinator	\$4,391	\$9,551
H 19 Operations-Training Supervisor, Airport	\$4,391	\$9,551
H 29 Special Svcs. Officer	\$5,018	\$10,915