



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

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To: Civil Service Commissioners

From: Luz Morganti 
Senior Human Resources Analyst
Civil Service Commission

Date: May 8, 2020

Subject: Annual Salary Wage Adjustments for Members of the Board
of Supervisors (2nd year of 5-year cycle) and Elected
Officials (4th year of 5-year cycle) for Fiscal Year 2020-2021
Budget

Background

Civil Service Commission Authority - Salary Setting and Annual Salary Adjustment

Member, Board of Supervisors

Board of Supervisors' Salary Setting - Charter Section 2.100 Composition and Salary

Charter Section 2.100 - Composition and Salary directs that the Civil Service Commission shall set the Supervisors' salary once every five years.

Salary Concessions - If the City and County of San Francisco and employee organizations agree to amend the compensation provisions of existing memorandum of understanding to reduce costs, the Commission shall review and amend the Supervisors' salary as necessary to achieve comparable cost savings in the affected fiscal year or years.

Board of Supervisors' Salary Adjustment - Commission Action of May 20, 2019

At its meeting on May 20, 2019, the Commission approved for San Francisco Member, Board of Supervisors a salary increase of 12% effective July 1, 2019. This set the base salary for the five-year cycle. They also approved for the 2nd and 3rd years that they will receive a salary increase of 3.5% each July 1st. The increase for the 4th and 5th years will be based on the **Annual Average CPI-U** but not to exceed 5% in either year.

SANDRA ENG
ACTING EXECUTIVE OFFICER

Fiscal Year 2020-2021 is the 2nd year of the current 5-year cycle.

Accordingly, an annual salary increase for Members of the Board of Supervisors commencing the 2nd year of the five-year cycle in accordance with Charter Section 2.100 and Commission action on May 20, 2019, can go into effect as follows.

BOS Salary FY 2019-20	3.5% Increase	Base Salary FY 2020-21
\$140,148	\$4,905	\$145,053

It should be noted that this is an estimate and the actual salary will be determined by Class and Compensation methodology consistent with the City's process.

Elected Officials

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

Charter Section A8.409-1 (Proposition C - November 2006) provides that the Civil Service Commission shall set the wages and benefits of all elected officials of the City and County of San Francisco.

Salary Adjustment - For the 2nd, 3rd, 4th and 5th years of the period for which any base five-year salary has been set, the Commission shall annually adjust the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff, to account for upward annual movement in the Consumer Price Index during the prior calendar year; provided that whenever the upward movement in the Consumer Price Index during the prior calendar year exceeds 5%, the cost-of-living adjustment shall not be the annual increase in the Consumer Price Index for the prior calendar year but instead shall be 5%. The annual cost-of-living adjustment shall take effect July 1 of the 2nd, 3rd, 4th, and 5th years of the period for which the base five-year salary has been set.

Salary Concessions - If the City of San Francisco and employee organizations agree to amend the compensation provisions of existing memoranda of understanding to reduce costs, the Commission shall review and amend the respective salaries of the Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff as necessary to achieve comparable cost savings in the affected fiscal year or years.

Fiscal Year 2020-2021 is the 4th year of the current 5-year cycle.

Consumer Price Index

The annual CPI-U (Consumer Price Index – All Urban Consumers) issued by the Bureau of Labor Statistics comparing the CPI-U change in December 2019 to the previous CPI-U in December 2018 is a **2.5%** increase in the CPI-U. Therefore, in accordance with Charter Section A8.409-1, for the fourth (4th) year of the five-year cycle for elected

officials; the Commission may increase salaries by 2.5% based on the CPI-U effective July 1, 2020 as follows:

Proposed Salaries for Elected Officials Based on CPI-U of 2.5% Fiscal Year July 1, 2020 to June 30, 2021			
Class/Title	FY 2019-20 Certified Salary (included a 4.5% increase)	2.5 % Increase Based on CPI-U Change	FY 2020-21 Salary (includes 2.5% increase)
4290 Assessor-Recorder	\$218,596	\$5,465	\$224,061
8197 City Attorney	\$289,819	\$7,245	\$297,064
8198 District Attorney	\$307,553	\$7,689	\$315,242
1190 Mayor	\$351,116	\$8,778	\$359,894
8196 Public Defender	\$266,577	\$6,664	\$273,241
4390 Treasurer	\$206,424	\$5,161	\$211,585
8350 Sheriff	\$262,050	\$6,551	\$268,601

It should be noted that this is an estimate and the actual salary will be determined by Class and Compensation methodology consistent with the City's process.

Current Status of San Francisco City and County Wage Increase Implementation

According to recent notification from the Department of Human Resources Classification and Compensation Director, wage increases for City Labor Union members (City employees) will not go into effect July 1, 2020 as projected for Fiscal Year 2020-2021. The wage increases will be delayed to December 26, 2020 due to the projected budget deficit for Fiscal Year 2020-2021 that was reported in the City's March 2020 Joint Report. It has been reported that the deficit exceeded \$200 million as a result of expenses and resources allocated to combat the COVID-19 pandemic.

Proposal Regarding Salary Adjustments for Members of the Board of Supervisors and Elected Officials

Charter Section 2.100 Composition and Salary and Charter Section A8.409-1 Employees Covered states if the City and County of San Francisco and employee organizations agree to amend the compensation provisions of existing memorandum of understanding to reduce costs, the Commission shall review and amend the Supervisors' salary and salary of Elected Officials as necessary to achieve comparable cost savings in the affected fiscal year or years.

Given the current circumstances of the City's budget deficit, the Commission has for its consideration to implement a similar wage increase deferral for the Members of the Board of Supervisors and Elected Officials. Therefore, the Commission may defer/delay wage increases from July 1, 2020 to December 26, 2020 consistent with the wage increase deferrals for City employees to achieve comparable cost savings.

Recommendation: Accept the recommendation to defer wage increases for the Members of the Board of Supervisors and Elected Officials from July 1, 2020 to December 26, 2020.

OR

Approve the proposed salary adjustments for Members of the Board of Supervisors and Elected Officials effective July 1, 2020 for Fiscal Year 2020-2021.

And

Transmit your determination to the Controller for consideration of the Fiscal Year 2020-2021 budget.

cc: The Honorable London N. Breed, Mayor
The Honorable Manohar P. Raju, Public Defender
The Honorable Jose Cisneros, Treasurer - Tax Collector
The Honorable Chesa Boudin, District Attorney
The Honorable Paul M. Miyamoto, Sheriff
The Honorable Dennis Herrera, City Attorney
The Honorable Carmen Chu, Assessor - Recorder
The Honorable Norman Yee, President, Board of Supervisors
The Honorable Sandra Lee Fewer, Member Board of Supervisors
The Honorable Catherine Stefani, Member Board of Supervisors
The Honorable Aaron Peskin, Member Board of Supervisors
The Honorable Matt Haney, Member Board of Supervisors
The Honorable Dean Preston, Member Board of Supervisors
The Honorable Gordon Mar, Member Board of Supervisors
The Honorable Shamann Walton, Member Board of Supervisors
The Honorable Rafael Mandelman, Member Board of Supervisors
The Honorable Hillary Ronen, Member Board of Supervisors
The Honorable Asha Saha, Member Board of Supervisors
Angela Calvillo, Clerk, Board of Supervisors
Micki Callahan, Human Resources Director
Steve Ponder, Director of Classification and Compensation
Ben Rosenfield, Controller
Risa Sandler, Controller's Office, Budget and Analysis Division
Christie Beetz, Director, PPSD
Jay Huish, Director, San Francisco Retirement Service
Abbie Yant, Executive Director, Health Service System
Sandra Eng, Acting Executive Officer, Civil Service Commission

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



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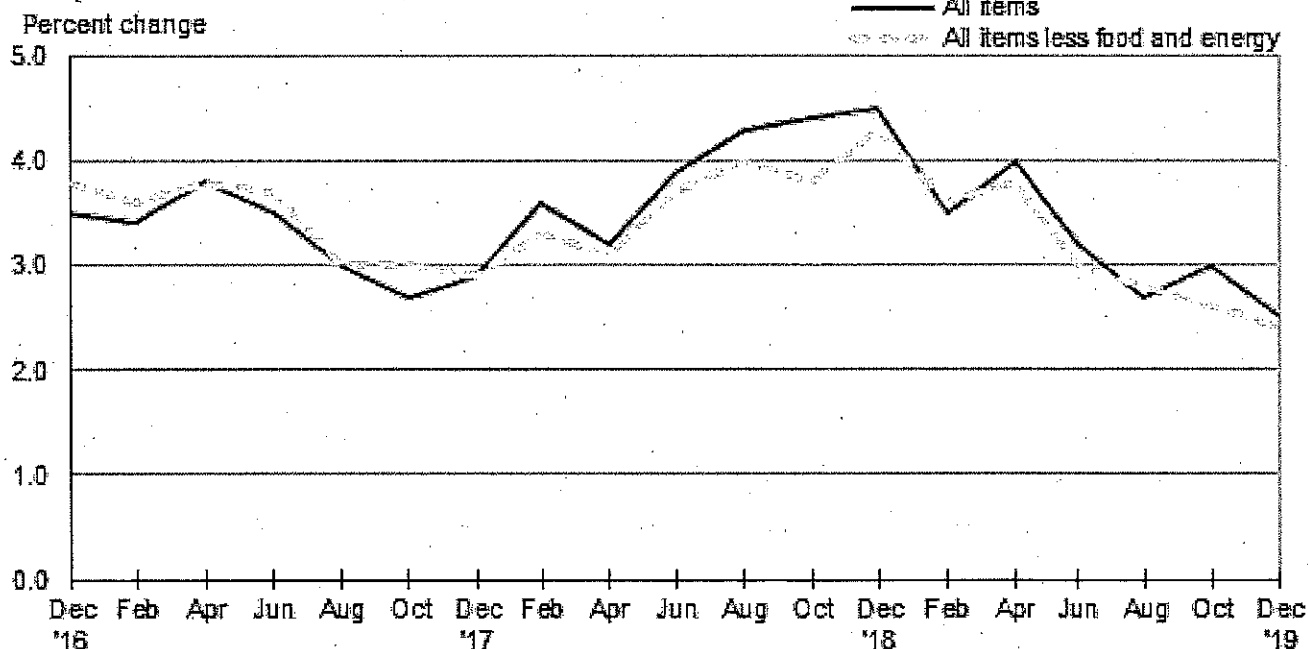
Consumer Price Index, San Francisco Area — December 2019

Area prices were down 0.5 percent over the past two months, up 2.5 percent from a year ago

Prices in the San Francisco area, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), decreased 0.5 percent for the two months ending in December 2019, the U.S. Bureau of Labor Statistics reported today. (See table A.) Assistant Commissioner for Regional Operations Richard Holden noted that the December decrease was influenced by lower prices for gasoline. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U advanced 2.5 percent. (See chart 1 and table A.) The index for all items less food and energy rose 2.4 percent over the year. Food prices rose 3.2 percent. Energy prices advanced 1.8 percent, largely the result of an increase in the price of electricity. (See table 1.)

Chart 1. Over-the-year percent change in CPI-U, San Francisco-Oakland-Hayward, CA, December 2016–December 2019



Source: U.S. Bureau of Labor Statistics.