


CIVIL SERVICE COMMISSION

1. CIVIL SERVICE COMMISSION REGISTER NUMBER: _____
2. FOR CIVIL SERVICE COMMISSION MEETING OF: Aug 7, 2017
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 (FY17-18)
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: Monica Guzman
TELEPHONE NUMBER: 415-557-4965
7. NOTIFICATIONS: SEE ATTACHED
8. REVIEWED AND APPROVED FOR CIVIL SERVICE AGENDA:
HUMAN RESOURCES DIRECTOR: 
DATE: 7/7/17
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

NOTIFICATIONS:

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

Chief William Scott
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 Director
Department of Human Resources
One South Van Ness Avenue, 4th Floor
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Department of Human Resources
One South Van Ness Avenue, 4th Floor
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Executive Director
Employee Retirement System
30 Van Ness Avenue, 3rd Floor
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One South Van Ness Avenue, 4th Floor
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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 7, 2017
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 (FY17-18).

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 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, 2017, the average maximum monthly wage for Police Officers at the agencies in our survey is \$7,865 per month. This is \$1,957 less than the maximum monthly wage currently paid to San Francisco Police Officers. This average maximum monthly rate of \$7,865 is 24.88% below the \$9,822 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 4.39%. 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, 2017, is \$7,346, or \$2,478 less than the maximum monthly rate paid to San Francisco Firefighters. This average maximum monthly rate of \$7,346 is 33.72% below the \$9,824 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 3.28% and the average increase in cost of living for the other cities surveyed was 2.67% during this period. There is a 0.61% difference between the cost of living increase for San Francisco and the cost of living for the cities surveyed.

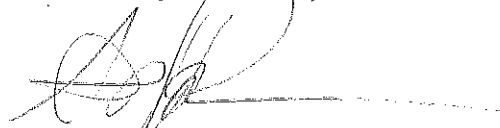
Section 4 E of the 2007-2018 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association provides that "members assigned to the Motorcycle and Honda units shall continue to receive a premium in an amount in accord with current practice pursuant 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 \$464 per month. The comparable current rate for San Francisco Police Officers is \$445 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, 2017

City	Class Title	MC Pay*	Number of Positions	Monthly Salary	
				Minimum	Maximum
San Francisco	Police Officer	\$445	1,801	\$7,057	\$9,822
Fresno	Police Officer	\$275	553	\$5,279	\$6,740
Long Beach	Police Officer	\$413	665	\$6,080	\$7,905
Los Angeles	Police Officer II	\$884	4,819	\$5,625	\$7,663
Oakland	Police Officer	\$476	620	\$6,800	\$9,523
Sacramento	Police Officer	---	628	\$5,416	\$6,583
San Diego	Police Officer II	\$222	969	\$5,254	\$6,350
San Jose	Police Officer	\$515	870	\$7,684	\$10,291
Average of Other Cities		\$464		\$6,020	\$7,865

* Two-Wheeled Motorcycle Pay

San Francisco maximum rate exceeds the Average of Other Cities by:	24.88%
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Number of Positions in San Francisco from HRMS as of June 26, 2017

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

Rates of Pay Effective July 1, 2017

City	Class Title	Number of Positions	Monthly Salary	
			Minimum	Maximum
San Francisco	Firefighter	874	\$6,366	\$9,824
Fresno	Firefighter	86	\$5,215	\$6,660
Long Beach	Firefighter	159	\$5,601	\$6,878
Los Angeles	Firefighter III	1,478	\$6,156	\$7,663
Oakland	Firefighter	187	\$6,921	\$9,107
Sacramento	Firefighter	363	\$5,269	\$6,404
San Diego	Firefighter II	337	\$4,392	\$5,300
San Jose	Fire Engineer	230	\$7,743	\$9,412
Average of Other Cities:			\$5,899	\$7,346

San Francisco maximum rate exceeds Average of Other Cities by:	33.72%
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Number of Positions in San Francisco from HRMS as of June 27, 2017

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

City	February 2016*	February 2017*	Percent Increase
San Francisco	257.1	265.6	3.28%
Long Beach	238.3	244.3	2.45%
Los Angeles	238.3	244.3	2.45%
Oakland	257.1	265.6	3.28%
**San Diego	255.1	259.9	1.89%
San Jose	257.1	265.6	3.28%
The average cost of living in all other cities increased by:			2.67%
The cost of living in San Francisco increased by:			3.28%

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 2015 and the 2nd half of 2016 using Urban Wage Earners and Clerical Workers (CPI-W).

A8.405 Rates of Pay for Police Classes

Effective Date	Percent Increase	July 1, 2017			
		4.39%			
		Biweekly	Monthly		
0390	Chief of Police	\$9,721	\$21,143		
0395	Assistant Chief	\$8,630	\$18,771		
0380	Inspector	\$4,194	\$9,121		
0381	Inspector II	\$4,359	\$9,481		
0382	Inspector III	\$4,446	\$9,670		
0400	Deputy Chief	\$8,183	\$17,797		
0401	Deputy Chief II	\$8,509	\$18,506		
0402	Deputy Chief III	\$8,674	\$18,866		
0488	Commander	\$6,651	\$14,466		
0489	Commander II	\$6,917	\$15,044		
0490	Commander III	\$7,050	\$15,334		
Q 35	Assistant Inspector	\$3,875	\$8,428		
Q 35	Assistant Inspector (with 2 years svc)	\$4,194	\$9,121		
Q 36	Assistant Inspector II	\$4,029	\$8,764		
Q 36	Assistant Inspector II (with 2 years svc)	\$4,359	\$9,481		
Q 37	Assistant Inspector III	\$4,109	\$8,938		
Q 37	Assistant Inspector III (with 2 years svc)	\$4,446	\$9,670		
Q 50	Sergeant	\$4,194	\$9,121		
Q 51	Sergeant II	\$4,359	\$9,481		
Q 52	Sergeant III	\$4,446	\$9,670		
Q 60	Lieutenant	\$4,788	\$10,414		
Q 61	Lieutenant II	\$4,982	\$10,835		
Q 62	Lieutenant III	\$5,076	\$11,040		
Q 63	Criminologist	\$5,624	\$12,233		
Q 80	Captain	\$5,624	\$12,233		
Q 81	Captain II	\$5,848	\$12,719		
Q 82	Captain III	\$5,963	\$12,970		
Q 90	Dir, Police Psych	\$5,878	\$12,784		
Q 2	Police Officer	Pre- 7/1/1996	7/1/96 to present		
		-	1st year	\$2,754	\$5,989
		1st year	2nd year	\$3,126	\$6,799
		2nd year	3rd year	\$3,279	\$7,131
		3rd year	4th year	\$3,441	\$7,485
		4th year	5th year	\$3,616	\$7,865
Q 3	Police Officer II	Pre- 7/1/1996	7/1/96 to present		
		-	1st year	\$2,864	\$6,229
		1st year	2nd year	\$3,249	\$7,066
		2nd year	3rd year	\$3,410	\$7,416
		3rd year	4th year	\$3,578	\$7,782
		4th year	5th year	\$3,760	\$8,177
Q 4	Police Officer III	Pre- 7/1/1996	7/1/96 to present		
		-	1st year	\$2,919	\$6,348
		1st year	2nd year	\$3,310	\$7,199
		2nd year	3rd year	\$3,477	\$7,563
		3rd year	4th year	\$3,647	\$7,932
		4th year	5th year	\$3,833	\$8,336

A8.405 Rates of Pay for Fire Classes

Effective Date	July 1, 2017																						
Percent increase	4.39%																						
	Biweekly	Monthly																					
0140 Chief of Department	\$9,721	\$21,143																					
0150 Deputy Chief of Department	\$8,183	\$17,797																					
H 51 Assistant Deputy Chief II	\$6,652	\$14,469																					
H 53 Emergency Medical Services Chief	\$6,652	\$14,469																					
H 4 Inspector, Bureau of Fire Prevention and Public Safety	\$4,324	\$9,404																					
H 6 Investigator, Bureau of Fire Investigation	\$4,324	\$9,404																					
H 10 Chief's Operator	\$3,935	\$8,559																					
H 16 Technical Training Specialist	\$4,190	\$9,113																					
H 18 Coordinator of Community Service	\$4,190	\$9,113																					
H 19 Operations-Training Supervisor, Airport	\$4,190	\$9,113																					
H 20 Lieutenant	\$4,195	\$9,124																					
H 22 Lieutenant, Bureau of Fire Prevention and Public Safety	\$4,737	\$10,304																					
H 24 Lieutenant, Bureau of Fire Investigation	\$4,737	\$10,304																					
H 28 Lieutenant, Division of Training	\$4,788	\$10,414																					
H 30 Captain	\$4,789	\$10,416																					
H 32 Captain, Bureau of Fire Prevention and Public Safety	\$5,416	\$11,779																					
H 33 EMS Captain	\$4,789	\$10,416																					
H 39 Captain, Division of Training	\$5,751	\$12,509																					
H 40 Battalion Chief	\$5,753	\$12,513																					
H 43 EMS Section Chief	\$5,753	\$12,513																					
H 50 Assistant Chief of Department	\$6,651	\$14,466																					
H110 Marine Engineer of Fire Boats	\$4,788	\$10,414																					
H120 Pilot of Fire Boats	\$4,788	\$10,414																					
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> </tr> <tr> <td style="text-align: center;"><u>7/1/1996</u></td> <td style="text-align: center;"><u>present</u></td> <td></td> </tr> <tr> <td style="text-align: center;">--</td> <td style="text-align: center;">1st year</td> <td></td> </tr> <tr> <td style="text-align: center;">1st year</td> <td style="text-align: center;">2nd year</td> <td></td> </tr> <tr> <td style="text-align: center;">2nd year</td> <td style="text-align: center;">3rd year</td> <td></td> </tr> <tr> <td style="text-align: center;">3rd year</td> <td style="text-align: center;">4th year</td> <td></td> </tr> <tr> <td style="text-align: center;">4th year</td> <td style="text-align: center;">5th year</td> <td></td> </tr> </table>	Pre-	7/1/96 to		<u>7/1/1996</u>	<u>present</u>		--	1st year		1st year	2nd year		2nd year	3rd year		3rd year	4th year		4th year	5th year		
Pre-	7/1/96 to																						
<u>7/1/1996</u>	<u>present</u>																						
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	\$3,279	\$7,131																					
	\$3,441	\$7,485																					
	\$3,616	\$7,865																					
H 3 Firefighter/Paramedic	\$4,177	\$9,085																					

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

Effective Date	July 1, 2017	
Percent increase	4.39%	
	Biweekly	Monthly

Police Department

0360	Chief of Inspectors	\$8,183	\$17,797
0420	Department Secretary	\$6,651	\$14,466
0460	Secretary, Police Commission	\$4,788	\$10,414
0470	Supervising Captain	\$6,651	\$14,466
0480	Director of Traffic	\$8,183	\$17,797
0485	Supervising Captain of Patrol	\$6,651	\$14,466
0490	Captain of Traffic	\$6,043	\$13,144
0520	Police Surgeon	\$3,616	\$7,865
Q20	Police Woman		
	Pre- 7/1/96 to		
	<u>7/1/1996</u> <u>present</u>		
	-- 1st year	\$2,754	\$5,989
	1st year 2nd year	\$3,126	\$6,799
	2nd year 3rd year	\$3,279	\$7,131
	3rd year 4th year	\$3,441	\$7,485
	4th year 5th year	\$3,616	\$7,865

Fire Department

0145	Assistant Deputy Chief	\$8,182	\$17,795
0155	Secretary to the Chief of Department	\$6,438	\$14,003
H 17	Medical Coordinator	\$4,190	\$9,113
H 19	Operations-Training Supervisor, Airport	\$4,190	\$9,113
H 29	Special Svcs. Officer	\$4,788	\$10,414