



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

EDWIN M. LEE
MAYOR

Date: April 15, 2013

To: Civil Service Commission

Through: Jennifer Johnston
Executive Officer

From: Luz Morganti *Luz Morganti*
Senior Personnel Analyst

Subject: Annual Adjustment (5th year of 5-year cycle) of Salary of Member, Board of Supervisors in accordance with Civil Service Commission Action of May 4, 2009; and, Salaries (2nd year of 5-year cycle) of Elected Officials (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff) in accordance with Charter Section A8.409-1 for Fiscal Year 2013-14

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EXECUTIVE OFFICER

I. Civil Service Commission Authority - Salary Setting and Annual Salary Adjustment

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. At its meeting of May 4, 2009, the Civil Service Commission acted to set the salary for the full-time position of Member, Board of Supervisors at \$98,660 annually for a five (5) year cycle, effective July 1, 2009 through June 30, 2014.

Board of Supervisors Salary Adjustment: Commission Action of May 4, 2009

In addition to setting the salary, the Commission action of May 4, 2009 included "to increase the salary for each fiscal year, effective July 1, 2010 based on the CPI-U change of the prior calendar year reported in January of each year and not to exceed 5%." The Commission also acted that the salary will not decrease in the event the CPI-U falls below zero.

Fiscal Year 2013-14 is the 5th year of the 5-year cycle. For Fiscal Year 2014-15, a salary survey will be conducted to set the base salary for the next 5-year cycle.

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. On May 7, 2012, Civil Service Commission certified the base salary for Elected Officials (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer, and Sheriff) for the five (5) year salary cycle to apply for the period from July 1, 2012 through June 30, 2017.

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

In addition, Charter Section A8.409-1 provides that, “For the second, third, fourth, and fifth 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 actual 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 second, third, fourth, and fifth years of the period for which the base five-year salary has been set.”

Fiscal Year 2013-14 is the 2nd year of the 5-year cycle.

II. 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 2012 to the previous CPI-U in December 2011 is a **2.2% increase** in the CPI-U. Therefore, in accordance with Charter Section A8.409-1, for the second (2nd) year of the five year cycle for elected officials; and, by Commission action of May 4, 2009, for the fifth (5th) year of the five year cycle for members of the Board of Supervisors, the salaries are increased **2.2%** effective July 1, 2013.

III. Annual Salary Adjustment

Fiscal Year 2012-13 Certified Salaries

In Fiscal Year 2012-13, the salaries of members of the Board of Supervisors were adjusted as there was a 2.9% increase in the CPI-U. On May 7, 2012, the Commission set the base salary of Elected Officials for the five-year cycle effective July 1, 2012 through June 30, 2017.

The Fiscal Year 2012-13 salaries certified by the Commission for members of the Board of Supervisors and elected officials are as follows: (salary base used for FY 2013-14 salary adjustments)

Certified Salaries of Board of Supervisors and Elected Officials Fiscal Year 2012-13		
Class	Title	Annual
0720	Member, Board of Supervisors	\$105,723
4290	Assessor-Recorder	\$173,736
8197	City Attorney	\$223,765
8198	District Attorney	\$240,431
1190	Mayor	\$272,103
8196	Public Defender	\$217,574
4390	Treasurer-Tax Collector	\$169,332
8350	Sheriff	\$208,403

Fiscal Year 2013-14 Recommended/Adjusted Salaries

The Fiscal Year 2013-14 salaries based on the 2.2% CPI-U (increase) change for members of the Board of Supervisors and elected officials are as follows:

Salaries of Board of Supervisors and Elected Officials Fiscal Year July 1, 2013 to June 30, 2014			
Class/Title	FY 2012-13 Certified Salary	2.2% Increase Based on CPI-U Change	FY 2013-14 Salary (includes 2.2% increase)
0720 Member, Board of Supervisors	\$105,723	\$2,326	\$108,049
4290 Assessor-Recorder	\$173,736	\$3,822	\$177,558
8197 City Attorney	\$223,765	\$4,923	\$228,688
8198 District Attorney	\$240,431	\$5,289	\$245,720
1190 Mayor	\$272,103	\$5,986	\$278,089
8196 Public Defender	\$217,574	\$4,787	\$222,361
4390 Treasurer-Tax Collector	\$169,332	\$3,725	\$173,057
8350 Sheriff	\$208,403	\$4,585	\$212,988

Recommendation: *Accept the report; certify the salary of member, Board of Supervisors in accordance with Charter Section 2.100 and elected officials in accordance with Charter Section A8.409-1 for timely transmittal to the Controller for inclusion in the FY 2013-14 budget.*

Attachment: CPI-U San Francisco, Oakland, San Jose Metropolitan Area

Cc: The Honorable Edwin Lee, Mayor
 The Honorable David Chiu, President, Board of Supervisors
 The Honorable John Avalos, Member, Board of Supervisors
 The Honorable David Campos, Member, Board of Supervisors
 The Honorable Katy Tang, Member, Board of Supervisors
 The Honorable Malia Cohen, Member, Board of Supervisors
 The Honorable London Breed, Member, Board of Supervisors
 The Honorable Mark Farrell, Member, Board of Supervisors
 The Honorable Jane Kim, Member, Board of Supervisors
 The Honorable Eric Mar, Member, Board of Supervisors
 The Honorable Norman Yee, Member, Board of Supervisors
 The Honorable Scott Wiener, Member, Board of Supervisors
 The Honorable Jeff Adachi, Public Defender
 The Honorable Jose Cisneros, Treasurer
 The Honorable George Gascón, District Attorney
 The Honorable Ross Mirkarimi, Sheriff
 The Honorable Dennis Herrera, City Attorney
 The Honorable Carmen Chu, Assessor-Recorder
 Jay Huish, Executive Director, Employees' Retirement System
 Micki Callahan, Human Resources Director
 Angela Calvillo, Clerk, Board of Supervisors
 Catherine Dodd, Health Service System
 Cindy Czerwin, Budget and Revenue Manager, Controller's Office
 Steve Ponder, Manager, Compensation Unit, DHR
 Ben Rosenfield, Controller
 James Smothers, Director, PPSD
 Kate Howard, Mayor's Budget Director

U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS
 Western Information Office, 90 7th St., Suite 14-100, San Francisco, CA 94103
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SAN FRANCISCO-OAKLAND-SAN JOSE

Consumer Price Index, All Items, 1982-84=100 for All Urban Consumers (CPI-U)

01/14/13

YEAR	SEMIANNUAL												ANNUAL AVERAGE		
	JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC		1ST HALF	2ND HALF
1983	145.1	145.5	145.7	146.8	146.9	146.1	146.1	146.2	146.5	147.0	147.2	147.0	146.0	146.7	146.3
1984	147.5	147.4	148.2	148.0	148.3	148.1	148.9	149.4	149.4	149.4	149.8	149.4	149.4	149.4	148.7
1985	150.3	150.5	151.1	151.5	151.3	151.7	151.5	151.5	152.3	152.6	152.4	152.6	151.1	152.1	151.6
1986	152.9	153.2	152.9	153.9	155.1	155.2	155.9	155.6	156.3	156.9	156.9	156.9	156.9	156.3	155.1
1987	157.0	157.9	159.2	159.6	159.8	160.0	160.6	161.2	161.6	162.5	162.6	162.5	162.5	161.9	160.4
1988		163.2		164.6		165.5		166.6		167.2		167.2	167.4	166.9	165.5
1989		169.4		172.2		171.8		173.5		175.2		175.2	174.5	174.2	172.5
2000		176.5		178.7		179.1		181.7		183.4		183.4	184.1	182.6	180.2
2001		187.9		189.1		190.9		191.0		191.7		191.7	190.6	191.1	189.9
2002		191.3		193.0		193.2		193.5		194.3		194.3	193.2	193.7	193.0
2003		197.7		197.3		196.3		196.3		196.3		196.3	195.3	196.1	196.4
2004		198.1		198.3		199.0		198.7		200.3		200.3	198.5	199.5	198.8
2005		201.2		202.6		201.2		203.0		205.9		205.9	203.4	203.9	202.7
2006		207.1		208.9		209.1		210.7		211.0		211.0	210.4	210.6	209.2
2007		213.7		215.8		216.1		216.2		217.9		217.9	218.5	214.7	216.0
2008		219.612		222.074		225.181		225.411		225.824		225.824	218.528	223.804	222.767
2009		222.166		223.854		225.692		225.801		226.051		226.051	224.239	225.484	224.395
2010		226.145		227.697		228.110		227.954		228.107		228.107	227.658	227.944	227.469
2011		229.981		234.121		233.646		234.608		235.331		235.331	234.327	234.698	233.390
2012		236.880		238.985		239.806		241.170		242.834		242.834	239.533	241.201	239.650

Table of over-the-year percent increases. An entry for Feb. 2006 indicates the percentage increase from Feb. 2005 to Feb. 2006.

1994	1.7	1.3	1.7	0.8	1.0	1.4	1.9	2.2	2.0	1.6	1.8	1.6	1.3	1.8	1.6
1995	1.9	2.1	2.0	2.4	2.0	2.4	1.7	1.4	1.9	2.1	1.7	1.8	2.2	1.8	2.0
1996	1.7	1.8	1.2	1.6	2.5	2.3	2.9	2.7	2.6	2.8	3.0	2.6	1.9	2.8	2.3
1997	2.7	3.1	4.1	3.7	3.0	3.1	3.0	3.6	3.4	3.6	3.6	4.2	3.2	3.6	3.4
1998		3.4		3.1		3.4		3.3		2.9		3.0	3.3	3.1	3.2
1999		3.8		4.6		3.8		4.1		4.8		4.2	4.0	4.4	4.2
2000		4.2		3.8		4.2		4.7		4.7		5.5	4.0	4.8	4.5
2001		6.5		5.8		6.6		5.1		4.5		3.5	6.2	4.7	5.4
2002		1.8		2.1		1.2		1.3		1.4		1.4	1.9	1.4	1.6
2003		3.3		2.2		1.6		1.4		1.0		1.1	2.3	1.2	1.8
2004		0.2		0.5		1.4		1.2		2.0		2.2	0.7	1.7	1.2
2005		1.6		2.1		1.1		2.2		2.8		2.0	1.7	2.2	2.0
2006		2.9		3.2		3.9		3.8		2.5		3.4	3.2	3.3	3.2
2007		3.2		3.3		3.4		2.6		3.3		3.8	3.3	3.2	3.3
2008		2.8		2.9		4.2		4.2		3.6		0.0	3.3	3.0	3.1
2009		1.2		0.8		0.2		0.2		0.1		2.6	0.7	0.8	0.7
2010		1.8		1.7		1.1		1.0		0.9		1.5	1.7	1.1	1.4
2011		1.7		2.8		2.4		2.9		3.2		2.9	2.2	3.0	2.6
2012		3.0		2.1		2.6		2.8		3.2		2.2	2.6	2.8	2.7

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