

From: Commissioner Jerdonek
Date: October 17, 2022

SUBJECT: Racial Equity Action Item: Research on Commissioner Compensation

During agenda item #5 (“Racial Equity”) of the August 10, 2022 meeting of the Budget and Oversight of Public Elections Committee (BOPEC), I volunteered to research the topic of Commissioner compensation in San Francisco. The questions I intended to research included—are Commissioners in San Francisco allowed to be compensated; and if so, to what extent are they compensated?

Commissioner compensation was of interest during the agenda item because for people with financial hardships, the lack of compensation can be a barrier to participating on Commissions like the Elections Commission. Conversely, providing compensation could be the difference that allows them to participate.

2018 City Attorney Memo

One very helpful and comprehensive resource on this topic is the San Francisco City Attorney’s “Mayoral Appointments Memo for 2018.” This memo is dated July 18, 2018 and can be found on the SF City Attorney’s website here: <https://www.sfcityattorney.org/legalopinions/> . The memo is periodically updated by the City Attorney. The previous update was August 18, 2014 (“Mayoral Appointments Memo for 2014”) and can also be found on the web page above.

The memo is 115 pages. It consists of a 14-page discussion divided into nine sections, followed by three lengthy appendices. Section V.A. on page 8 includes the following information about compensation:

A. Compensation

Under Charter section A8.400, the Board of Supervisors, by ordinance, sets compensation, if any, for all City officers—which includes members of bodies that exercise the City’s sovereign power—except where the Charter or other controlling law specifies otherwise. Compensation is rarely, if ever, available for members of purely advisory bodies.

Compensation for members of boards and commissions that are legally distinct from the City because created under state or federal law, including multi-jurisdictional agencies, is governed by the laws and agreements and by-laws applicable to each of those bodies. They vary from entity to entity.

The three appendices include detailed information about the various bodies organized into three categories. The appendices are—

- Appendix A: “City Boards, Commissions, and Other Bodies Created by Charter” (37 pages), which starts on page 15 and covers 37 bodies, including the Elections Commission.
- Appendix B: “City Boards, Commissions, and Other Bodies Created by Ordinance” (38 pages), which starts on page 54 and covers 37 other bodies (coincidentally the same number as above).
- Appendix C: “Non-City Bodies Created Under State or Federal Law” (21 pages), which starts on page 94 and covers 18 bodies.

For convenience, I compiled the compensation information from above and included it as a table at the end of this memo. For time reasons, I completed only Appendix A, which is the most relevant group.

Additional Resources

Here are also four resources that Vice President Stone sent me after the BOPEC meeting:

- "Explainer: San Francisco Has 100 Boards and Commissions. Why?" by Mike Ege, *San Francisco Standard*, March 31, 2022:
<https://sfstandard.com/politics/city-hall/explanier-san-francisco-boards-and-commissions/>
- "Dear San Francisco, you’ve changed but I still love you" by Megan Rose Dickey, *Axios San Francisco*, August 3, 2022:
<https://www.axios.com/local/san-francisco/2022/08/03/san-francisco-black-race-population>
- "Investment of Funds to Support the Black Community in San Francisco: Community Engagement/Input Status Update" (Working Draft) by Sheryl E. Davis, San Francisco Human Rights Commission, August 2020:
<https://sf.gov/sites/default/files/2022-04/Reallocation-of-SFPD-Funding-Report-09-2020.pdf>
- "2020 Census: As San Francisco grew, the ethnic makeup of its neighborhoods changed. Here’s how." by David Mamaril Horowitz and Will Jarrett, *Mission Local*, September 27, 2021:
<https://missionlocal.org/2021/09/census-2020-as-san-francisco-grew-the-ethnic-makeup-of-its-neighborhoods-changed-heres-how/>

	Body	Compensation Summary
1	Aging and Adult Services Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400.
2	Airport Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$100 per month or meeting.
3	Arts Commission	None. (But, the Mayor and the Board of Supervisors could set compensation as part of the City budget under Charter section A8.400.)
4	Asian Art Commission	Prohibited. (Charter§ 5.102.)
5	Board of Appeals	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400.
6	Building Inspection Commission	Prohibited. (Charter§ D3.750-1.)
7	Children, Youth and Their Families Oversight and Advisory Committee	Not eligible for compensation.
8	Civil Service Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$100 per month.
9	Commission on the Environment	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$25 per meeting.
10	Commission on the Status of Women	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$25 per meeting.
11	Dignity Fund Oversight and Advisory Committee	None; but City Employees serving in an official capacity may receive their respective salaries for time spent on the Committee. (Admin. Code§ 5.34-2(d).)
12	Elections Commission	Not eligible for compensation. (Charter §13.103.5.)
13	Elections Task Force	Not specified.
14	Entertainment Commission	\$50 per meeting. (Administrative Code§ 90.3(d).)
15	Ethics Commission	Not eligible for compensation. (Charter§ 15.100.)
16	Fine Arts Museums Board of Trustees	Prohibited. (Charter §5.102.)
17	Fire Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$100 per month.
18	Health Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$100 per month.
19	Health Service Board	Not eligible for compensation.
20	Historic Preservation Commission	\$50 per hearing.
21	Human Rights Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$50 per meeting for attending up to two meetings per month.
22	Human Services Commission	Set by the Mayor and the Board of Supervisors in the Annual Salary Ordinance as part of the City budget under Charter section A8.400.
23	Juvenile Probation Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$25 per meeting for attending up to two meetings per month.
24	Law Library Board of Trustees	Not specified.
25	Library Commission	None. But, the Mayor and the Board of Supervisors could set compensation as part of the City budget under Charter section A8.400.
26	Municipal Transportation Agency Board of Directors	Receive reasonable compensation for attending Agency meetings that does not exceed the average of the two highest compensations paid to members of any board or commission with authority over a transit system in the nine Bay Area counties. (Charter § 8A.102(a).) Currently, each member is paid \$100 per month.
27	Municipal Transportation Agency Citizens' Advisory Council	Not eligible for compensation.
28	Planning Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$200 per meeting.
29	Police Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$100 per month.
30	Port Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$100 per month.

31	Public Utilities Commission	Set by the Mayor and the Board of Supervisors as part of the City budget under Charter Section A8.400. Currently, each member is paid \$100 per month.
32	Public Utilities Rate Fairness Board	Not specified.
33	Recreation and Park Commission	None. (But, the Mayor and the Board of Supervisors could set compensation as part of the City budget under Charter section A8.400.)
34	Retirement Board	Not eligible for compensation.
35	Small Business Commission	None specified. (But, the Mayor and the Board of Supervisors could set compensation as part of the City budget under Charter section A8.400.)
36	War Memorial and Performing Arts Board of Trustees	None. (But, the Mayor and the Board of Supervisors could set compensation as part of the City budget under Charter section A8.400.)
37	Youth Commission	Both compensation and reimbursement for expenses are prohibited. (Charter § 4.123(d).)