



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

LONDON N. BREED
MAYOR

May 23, 2024

NOTICE OF CIVIL SERVICE COMMISSION MEETING

- SUBJECT:**
- 1. SALARY SETTING FOR THE CITY AND COUNTY OF SAN FRANCISCO BOARD OF SUPERVISORS FOR A FIVE (5) YEAR CYCLE, EFFECTIVE JULY 1, 2024, THROUGH JUNE 30, 2029, IN ACCORDANCE WITH CHARTER SECTION 2.100.**
 - 2. ANNUAL SALARY ADJUSTMENT (3rd) YEAR OF 5-YEAR CYCLE OF SALARY FOR 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 2024-25.**
 - 3. ANNUAL CERTIFICATION OF BENEFITS FOR ELECTED OFFICIALS (INCLUDING MEMBERS OF THE BOARD OF SUPERVISORS) FOR FISCAL YEAR 2024-25 OF THE CITY AND COUNTY OF SAN FRANCISCO IN ACCORDANCE WITH CHARTER SECTION A8.409-1.**

The above matters will be considered by the Civil Service Commission at a hybrid meeting (in-person and virtual) in Room 400, City Hall, 1 Dr. Carlton B. Goodlett Place, San Francisco, California 94102 and through Cisco WebEx to be held on **June 3, 2024, at 2:00 p.m.**

These items will appear on the regular agenda. Please refer to the attached Notice for procedural and other information about Commission hearings. All calendared items will be heard and resolved at this time unless good reasons are presented for a continuance.

CIVIL SERVICE COMMISSION

Sandra Eng
Executive Officer

Attachment

cc: The Honorable London N. Breed, Mayor
The Honorable Manohar P. Raju, Public Defender
The Honorable Jose Cisneros, Treasurer & Tax Collector
The Honorable Brooke Jenkins, District Attorney
The Honorable Paul M. Miyamoto, Sheriff
The Honorable David Chiu, City Attorney
The Honorable Joaquin Torres, Assessor - Recorder
The Honorable Aaron Peskin, President, Board of Supervisors
The Honorable Connie Chan, Member, Board of Supervisors
The Honorable Catherine Stefani, Member, Board of Supervisors
The Honorable Joel Engardio, Member, Board of Supervisors
The Honorable Dean Preston, Member, Board of Supervisors
The Honorable Matt Dorsey, Member, Board of Supervisors
The Honorable Myrna Melgar, Member, Board of Supervisors
The Honorable Rafael Mandelman, Member, Board of Supervisors
The Honorable Hillary Ronen, Member, Board of Supervisors
The Honorable Shamann Walton, Board of Supervisors
The Honorable Ahsha Safai, Member, Board of Supervisors
Angela Calvillo, Clerk, Board of Supervisors
Carol Isen, Human Resources Director
Steve Ponder, Director Classification & Compensation
Greg Wagner, Controller
Risa Sandler, Controller's office, Budget, and Analysis Division
Christie Beetz, Director, PPSD
Alison Romano, Chief Executive and Chief Investment Officer, SF Retirement
Abbie Yant, Director, Health Service System

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

A. Commission Office

The Civil Service Commission office is located at, 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. The telephone number is (628) 652-1100. The fax number is (628) 652-1109. The email address is civilservice@sfgov.org and the web address is www.sfgov.org/civilservice/. Office hours are from 8:00 a.m. to 5:00 p.m., Monday through Friday.

B. Policy Requiring Written Reports

It is the policy of the Civil Service Commission that except for appeals filed under Civil Service Commission Rule 111A Position-Based Testing, all items appearing on its agenda be supported by a written report prepared by Commission or departmental staff. All documents referred to in any Agenda Document are posted adjacent to the Agenda, or if more than one (1) page in length, available for public inspection and copying at the Civil Service Commission office. Reports from City and County personnel supporting agenda items are submitted in accordance with the procedures established by the Executive Officer. Reports not submitted according to procedures, in the format and quantity required, and by the deadline, will not be calendared.

C. Policy on Written Submissions by Appellants

All written material submitted by appellants to be considered by the Commission in support of an agenda item shall be submitted to the Commission office, no later than 5:00 p.m. on the fourth (4th) business day preceding the Commission meeting for which the item is calendared (ordinarily, on Tuesday). An original copy on 8 1/2-inch X 11 inch paper, three-hole punched on left margin, and page numbered in the bottom center margin, shall be provided. Written material submitted for the Commission's review becomes part of a public record and shall be open for public inspection.

D. Policy on Materials being Considered by the Commission

Copies of all staff reports and materials being considered by the Civil Service Commission are available for public view 72 hours prior to the Civil Service Commission meeting on the Civil Service Commission's website at <https://sf.gov/civilservice> and in its office located at 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. If any materials related to an item on this agenda have been distributed to the Civil Service Commission after distribution of the agenda packet, those materials will be available for public inspection at the Civil Service Commission's during normal office hours (8:00 a.m. to 5:00 p.m. Monday through Friday).

E. Policy and Procedure for Hearings to be Scheduled after 5:00 p.m. and Requests for Postponement

A request to hear an item after 5:00 p.m. should be directed to the Executive Officer as soon as possible following the receipt of notification of an upcoming hearing. Requests may be made by telephone at (628) 652-1100 and confirmed in writing or by fax at (628) 652-1109.

A request for a postponement (continuance) to delay an item to another meeting may be directed to the Commission Executive Officer by telephone or in writing. Before acting, the Executive Officer may refer certain requests to another City official for recommendation. Telephone requests must be confirmed in writing prior to the meeting. Immediately following the "Announcement of Changes" portion of the agenda at the beginning of the meeting, the Commission will consider a request for a postponement that has been previously denied. Appeals filed under Civil Service Commission Rule 111A Position-Based Testing shall be considered on the date it is calendared for hearing except under extraordinary circumstances and upon mutual agreement between the appellant and the Department of Human Resources.

F. Policy and Procedure on Hearing Items Out of Order

Requests to hear items out of order are to be directed to the Commission President at the beginning of the agenda. The President will rule on each request. Such requests may be granted with mutual agreement among the affected parties.

G. Procedure for Commission Hearings

All Commission hearings on disputed matters shall conform to the following procedures: The Commission reserves the right to question each party during its presentation and, in its discretion, to modify any time allocations and requirements.

If a matter is severed from the *Consent Agenda* or the *Ratification Agenda*, presentation by the opponent will be for a maximum time limit of five (5) minutes and response by the departmental representative for a maximum time limit of five (5) minutes. Requests by the public to sever items from the [*Consent Agenda* or] *Ratification Agenda* must be provided with justification for the record.

For items on the *Regular Agenda*, presentation by the departmental representative for a maximum time of five (5) minutes and response by the opponent for a maximum time limit of five (5) minutes.

For items on the *Separations Agenda*, presentation by the department followed by the employee or employee's representative shall be for a maximum time limit of ten (10) minutes for each party unless extended by the Commission.

Each presentation shall conform to the following:

1. Opening summary of case (brief overview);
2. Discussion of evidence;
3. Corroborating witnesses, if necessary; and
4. Closing remarks.

The Commission may allocate five (5) minutes for each side to rebut evidence presented by the other side.

H. Policy on Audio Recording of Commission Meetings

As provided in the San Francisco Sunshine Ordinance, all Commission meetings are audio recorded in digital form. These audio recordings of open sessions are available starting on the day after the Commission meeting on the Civil Service Commission website at www.sfgov.org/civilservice/.

I. Speaking before the Civil Service Commission

Speaker cards are not required. The Commission will take in-person public comment on all items appearing on the agenda at the time the item is heard. The Commission will take public comment on matters not on the Agenda, but within the jurisdiction of the Commission during the "Requests to Speak" portion of the regular meeting. Maximum time will be three (3) minutes. A subsequent comment after the three (3) minute period is limited to one (1) minute. The timer shall be in operation during public comment. Upon any specific request by a Commissioner, time may be extended. People who have received an accommodation due to a disability (as described below) may provide their public comments remotely. The Commission will also allow public comment from members of the public who choose to participate remotely. It is possible that the Commission may experience technical challenges that interfere with the ability of members of the public to participate in the meeting remotely. If that happens, the Commission will attempt to correct the problem, but may continue the hearing so long as people attending in-person are able to observe and offer public comment.

J. Public Comment and Due Process

During general public comment, members of the public sometimes wish to address the Civil Service Commission regarding matters that may come before the Commission in its capacity as an adjudicative body. The Commission does not restrict this use of general public comment. To protect the due process rights of parties to its adjudicative proceedings, however, the Commission will not consider, in connection with any adjudicative proceeding, statements made during general public comment. If members of the public have information that they believe to be relevant to a matter that will come before the Commission in its adjudicative capacity, they may wish to address the Commission during the public comment portion of that adjudicative proceeding. The Commission will not consider public comment in connection with an adjudicative proceeding without providing the parties an opportunity to respond.

K. Policy on use of Cell Phones, Pagers and Similar Sound-Producing Electronic Devices at and During Public Meetings

The ringing and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

Information on Disability Access

The Civil Service Commission normally meets in Room 400 (Fourth Floor) City Hall, 1 Dr. Carlton B. Goodlett Place. However, meetings not held in this room are conducted in the Civic Center area. City Hall is wheelchair accessible. The closest accessible BART station is the Civic Center, located 2 ½ blocks from City Hall. Accessible MUNI lines serving City Hall are 47 Van Ness Avenue, 9 San Bruno and 71 Haight/Noriega, as well as the METRO stations at Van Ness and Market and at Civic Center. For more information about MUNI accessible services, call (415) 923-6142. Accessible curbside parking has been designated at points in the vicinity of City Hall adjacent to Grove Street and Van Ness Avenue.

The following services are available on request 48 hours prior to the meeting; except for Monday meetings, for which the deadline shall be 4:00 p.m. of the last business day of the preceding week. For American Sign Language interpreters or the use of a reader during a meeting, a sound enhancement system, and/or alternative formats of the agenda and minutes, please contact the Commission office to make arrangements for the accommodation. Late requests will be honored, if possible.

Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our ADA coordinator at (628) 652-1100 or email civilservice@sfgov.org to discuss meeting accessibility. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical-based products. Please help the City to accommodate these individuals.

Know your Rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, or to obtain a free copy of the Sunshine Ordinance, contact Victor Young, Administrator of the Sunshine Ordinance Task Force, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689 at (415) 554-7724, by fax: (415) 554-7854, by e-mail: soft@sfgov.org, or on the City's website at www.sfgov.org/bdsupvrs/sunshine.

San Francisco Lobbyist Ordinance

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code Section 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Ave., Suite 220, San Francisco, CA 94102, telephone (415) 252-3100, fax (415) 252-3112 and web site <https://sfethics.org/>.




**CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO**

MAYOR LONDON BREED

Date: June 3, 2024

To: Civil Service Commission

Through: Sandra Eng
Executive Officer

From: Luz Morganti 
Senior Human Resources Analyst
Civil Service Commission

Subject: Report of Analysis & Recommendations - Salary Setting for the City and County of San Francisco Member, Board of Supervisors for a Five (5) Year Cycle, Effective July 1, 2024 through June 30, 2029, in accordance with Charter Section 2.100

**BACKGROUND OF SALARY SETTING FOR MEMBER,
BOARD OF SUPERVISORS**

In the Consolidation Act of 1856, San Francisco was established as a city and county, with coterminous boundaries, by the California State Legislature. Upon approval of the Consolidation Act, twelve (12) Supervisory districts were created and subsequently, the City and County of San Francisco has operated with a Board of Supervisors elected periodically by district or at large depending on prevailing Charter provisions approved by City and County of San Francisco Voters. On November 5, 1996, the Charter was amended to provide for eleven (11) supervisory districts. *The City and County of San Francisco is the only consolidated city and county in California with a Board of Supervisors that functions as both a City Council and a County Board of Supervisors.*

Historically, salary setting for the Board of Supervisors was the responsibility of the City and County of San Francisco voters. However, on November 5, 2002, the voters approved an amendment to the Charter making the position of Member, Board of Supervisors full-time and delegated salary setting to the Civil Service Commission.

The Civil Service Commission (Commission) first set the salary for the Board of Supervisors on May 19, 2003 for a one-year cycle beginning July 1, 2003 through June 30, 2004. At the Civil Service Commission meeting of May 17, 2004, the Commission set the salary for the Board of Supervisors at \$90,000 for the first five (5) year cycle, effective July 1, 2004 through June 30, 2009. The Commission also acted to increase the salary for each fiscal year effective July 1, 2005 based on the CPI-U reported in January of each year and not to exceed 5%. In addition, the Commission directed that the salary will not decrease in the event the CPI-U falls below zero.

CHARTER SECTION 2.100. – COMPOSITION AND SALARY

Charter Section 2.100 directs the Civil Service Commission to set the salary for the City and County of San Francisco Board of Supervisors' once every five (5) years. Before the Commission determines the Supervisors' salary, the Charter requires that the Civil Service Commission conduct and consider a salary survey of other fulltime City Councils and County Boards of Supervisors; and to transmit its salary determination to the Controller in a timely manner so that funds can be set aside to insure implementation.

Salary Concessions

If the City and County 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 Supervisors' salary as necessary to achieve comparable costs savings in the affected fiscal year or years.

CONSUMER PRICE INDEX

Charter Section 2.100 states the Civil Service Commission may consider the Consumer Price Index (CPI) when setting the salary for the Board of Supervisors. The Commission has the discretion to adjust the Board of Supervisor salary based on the CPI-U that is reported in January of each year to account for upward annual movement in the CPI-U during the prior calendar year, setting increases up to a maximum of 5%. In addition, the Commission directed that the salary will not decrease in the event the CPI-U falls below zero.

The CPI for All Urban Consumers (CPI-U) includes wage earners and clerical worker households, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force. According to the United States Department of Labor, Bureau of Labor Statistics, the CPI-U is the most widely used measure of inflation. The index is used as a guide in making economic decisions and as a means for adjusting income payments. The Bureau also estimates that over two (2) million workers are covered by collective bargaining agreements which tie wages to the CPI.

When determining cost of living adjustments for Member, Board of Supervisors, the Commission considers the CPI-U for the San Francisco, Oakland, and Hayward metropolitan area. The CPI-U change from December 2022 to December 2023 is a **2.6%** increase. The Consumer Price Index Report information was collected from the United States Department of Labor, Bureau of Labor Statistics.

For salary setting purposes, the Commission may take into consideration the CPI-U increase.

METHODOLOGY OF SURVEY DATA COLLECTION

Salary survey information was collected from various sources related to the jurisdictions including, but not limited to county and city websites, Human Resources Departments, County Board of Supervisors, Clerks of the Board of Supervisors, and City Council Offices.

SURVEY DATA

The State of California has four hundred eighty-two (482) cities and fifty-eight (58) counties. Of the four hundred eighty-two (482) cities, eight (8) cities have full-time City Council Members which includes San Francisco (Board of Supervisors). Of the fifty-eight (58) counties, there are forty-nine (49) counties including San Francisco that have full-time Board of Supervisors.

California Government Structure & Executive Authority

County Government

California is divided into fifty-eight (58) counties. Counties serve a dual role to their residents in providing a vast array of municipal services and State services. The specific organizational structure of a county in California will vary from county to county. The state constitution provides for three (3) classes of county government: general law, charter, or consolidated city and county (which must be a charter unit). Within California, there are forty-five (45) General Law counties which elect supervisors by district. The remaining twelve (12) Charter counties have the option of electing the Board of Supervisors at large or by district. ***Each county has five (5) Board of Supervisor members elected for four (4) year staggered terms, except for the City and County of San Francisco, which has eleven (11) Board of Supervisor Members.***

City Government

There are a total of four hundred eighty-two (482) incorporated cities within the State of California which are governed by general law or charter. Three hundred sixty-one (361) cities are governed by general law. General law cities are bound by the state's general law, regardless of whether the subject concerns a municipal affair. Government Code section 36501 authorizes general law cities to be governed by a city council of five members, a city clerk, a city treasurer, a police chief, a fire chief and any subordinate officers or employees as required by law. Whereas a charter city has supreme authority over "municipal affairs" and can provide for any form of government including the "mayor" and "city manager" forms.

City and County of San Francisco

San Francisco is the only consolidated city-county in California.

The government structure of San Francisco is that of a charter city and is constituted of two co-equal branches. The executive branch is headed by the mayor and includes other citywide elected and appointed officials as well as the civil service. San Francisco's government structure is unique in that the mayor is also the county executive and the county Board of Supervisors acts as the city council. The eleven (11) member Board of Supervisors is the legislative branch and is headed by a president and is responsible for passing laws and budgets in addition to voter direct ballot initiatives to pass legislation.

Executive Authority

Executive Authority refers to the appointing and or reporting relationship between department heads and the City Council or County Board of Supervisors.

Salary Survey Chart

Salary refers to the annual salary for the Member of City Councils or County Board of Supervisors (excluding benefits) for the jurisdictions surveyed. Salary information was

collected for all seven (7) California cities and forty-nine (49) California counties (including San Francisco) with full-time City Council Members or Supervisors. The 2024 salary survey chart includes the following data: number of council or board members; type of government structure – General Law or Charter Law; city/county population; number of cities within each county; annual salary; source of salary data; and executive authority.

SALARY ANALYSIS

History of Salary Increases
Board of Supervisors
Fiscal Years
2018 to 2024

Fiscal Year	Increases	Annual Salary
July 1, 2018 – June 30, 2019	2.9% Increase	\$125,132
July 1, 2019 – June 30, 2020	<i>Set 5-Year Base 12% increase = \$15,016</i>	\$140,148
July 1, 2020 – June 30, 2021	3.5% Increase = \$4,905	\$145,054
July 1, 2021 – June 30, 2022	3.5% Increase = \$5,077	\$150,130
July 1, 2022 – June 30, 2023	4.2% Increase = \$6,305	\$156,435
July 1, 2023 – June 30, 2024	4.75% Increase = \$7,443	\$163,878

**City & County of San Francisco Member, Board of Supervisors
Projected Salary Adjustment based on CPI-U Increase**

BOS Salary FY 2023-24	CPI-U 2.6% Increase	Base Salary FY 2024-25
\$163,878	\$4,261	\$168,139

It should be noted that the salary adjustments are an estimate, and the actual salary will be determined by Class and Compensation methodology consistent with the City’s process.

Salary Data

Salary survey information was collected for seven (7) California cities and forty-nine (49) counties which includes San Francisco data. The base salary for members of the Board of Supervisors and City Council members was included for calculating average salaries.

Survey of City Councilmember Salaries

There are only eight (8) cities, including San Francisco of the four hundred eighty-two (482) California cities that have full-time City Council Members. *The City and County of San Francisco is the only consolidated city and county in California with a Board of Supervisors that functions as both a City Council and a County Board of Supervisors.* The number of Council members varies among California cities, ranging from five (5) to fifteen (15). Los Angeles is the largest city with fifteen (15) City Council members. The City of Los Angeles pays the highest salary to its City Council Members

and has the largest city population.

San Francisco is the fourth (4th) most populous city in California and the thirteenth (13th) most populous city in the United States. The City is also the financial and cultural hub of the larger San Jose-San Francisco-Oakland metropolitan region.

**Average Salary for City Councilmembers of 8 Cities
(includes City of San Francisco)**

Minimum Salary	Average Salary	Maximum Salary
Cudahy \$10,303	\$126,661	Los Angeles \$238,478

City and County of San Francisco Board of Supervisors currently earn \$ 163,878 annually which is \$37,217 above the average annual salary of \$ 126,661 for cities with full-time council members/supervisors.

Survey of County Supervisor Salaries

There are forty-nine (49) of the fifty-eight (58) California counties that have full-time Board of Supervisors (including San Francisco). With the exception of Mariposa and Trinity County, which has no cities, all other counties have cities ranging from one (1) to eighty-eight (88) cities. Los Angeles County is the largest county within California and has eighty-eight (88) cities. For counties that have Chair/Vice Chair and Members the salary for Members was used to compute the average salary among the counties. The forty-nine (49) counties include San Francisco when determining the average salary.

Average Salary for Member, Board of Supervisors of 49 Counties

Minimum Salary	Average Salary	Maximum Salary
Lassen \$40,551	\$115,866	Los Angeles \$232,399

City and County of San Francisco Board of Supervisors currently earn \$163,878 annually which is \$48,012 above the average annual salary for Board Members of counties with full-time Board of Supervisors

Counties within Same Annual Salary Range

There are two (2) California counties which pays an annual salary close to the current annual salary as the City and County of San Francisco Board of Supervisors - \$163,878

County	Population - # of Cities	Salary
Monterey	439,035 - 12 cities	\$162,764
Ventura	843,843 - 11 cities	\$166,935

Counties within Population Range of 800,000 to 900,000

County	Population	Salary
San Francisco	843,843	\$163,878
Ventura	832,605	\$166,935

Counties Within Bay Area Region

These nine (9) California counties are within proximity of the Bay Area.

County	Population - # of Cities	Salary
Alameda	1,682,353 - 14 cities	\$190,777
Contra Costa	1,153,526 - 19 cities	\$155,011
Marin	260,206 - 11 cities	\$141,791
Napa	136,207 - 5 cities	\$107,916
San Francisco	884,363 - 1 city	\$163,878
San Mateo	764,442 - 20 cities	\$173,555
Santa Clara	1,936,259 - 15 cities	\$190,783
Solano	453,491 - 7 cities	\$150,241
Sonoma	482,650 - 9 cities	\$174,295

Minimum Salary	Average Salary	Maximum Salary
Napa \$107,916	\$160,916	Santa Clara \$190,783

The current salary of the City and County of San Francisco Member, Board of Supervisors is \$163,878 which is \$2,962 above the average salary range among the Bay Area counties listed above.

Survey of County & City Salaries

Average Salary for County Board of Supervisors Member and City Council Members

Minimum Salary	Average Salary	Maximum Salary
Cudahy City - \$10,303	\$119,477	City of Los Angeles - \$238,478

City and County of San Francisco Board of Supervisors currently earn \$163,878 annually which is \$44,401 above the average annual salary for Board of Supervisor Members and City Council Members that are full-time within California.

City & County of San Francisco Labor Contract Negotiated Increases

The Department of Human Resource’s recently completed contract negotiations with City Labor Organizations. The labor organizations agreed to the following salary adjustments for City employees. The percentage of increases listed below is only for FY 2024-25.

- Effective July 1, 2024 – 1.50% wage increase
- Effective January 4, 2025 – 1.50% wage increase
- Effective June 30, 2025 – 1% wage increase

**City & County of San Francisco Member, Board of Supervisors
Projected Salary Adjustments based on Comparable Negotiated Labor
Organization Increases to City Employees**

BOS Salary FY 2023-24	1.5 % Increase Effective 7/1/2024	Base Salary 7/1/24 to 1/3/2025
\$163,878	\$2,458	\$166,336

BOS Salary FY 2024-25 1/3/2025	1.5 % Increase Effective 1/4/2025	Salary 1/4/25 to 6/29/2025
\$166,336	\$2,495	\$168,831

BOS Salary FY 2024-25 6/29/2025	1 % Increase Effective 6/30/2025	Salary effective 6/30/2025
\$168,831	\$1,688	\$170,519

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

Conclusion/Recommendations

BASE SALARY SETTING FOR FIVE –YEAR CYCLE COMMENCING JULY 1, 2024 through JUNE 30, 2029 EFFECTIVE FISCAL YEAR 2024-25.

For Consideration by the Civil Service Commission in Setting the Salary for Member, Board of Supervisors:

1. The City and County of San Francisco Board of Supervisors currently earn \$163,878 annually which is above the average annual salary for Board of Supervisor Members and City Council Members within California that are full-time.

Therefore, the base salary for the upcoming five-year cycle will be set at their current annual salary of \$163,878 effective July 1, 2024 through June 30, 2025 for FY 2024-25; and transmit your determination to the Controller for consideration of the Fiscal Year 2024-2025 budget.

Or

2. Salary setting based on CPI-U increase: In accordance with Charter Section 2.100, the Commission has the discretion to adjust the Board of Supervisor salary based on the CPI-U that is reported in January of each year to account for upward annual movement in the CPI-U during the prior calendar year, setting increases up to a maximum of 5%.

BOS Salary FY 2023-24	CPI-U 2.6% Increase	Base Salary FY 2024-25
\$163,878	\$4,261	\$168,139

Therefore, set the base salary for the five (5) year cycle effective July 1, 2024 through June 30, 2029 based on the CPI-U increase of 2.6% for FY 2024-25. The annual salary to set the five (5) year cycle commencing FY 2024-25 would be \$168,139; and transmit your determination to the Controller for consideration of the Fiscal Year 2024-2025 budget.

Or

3. Set base salary and increases comparable to the percentage wage increases as negotiated with labor organizations; and transmit your determination to the Controller for consideration of the Fiscal Year 2024-2025 budget.

BOS Salary FY 2023-24	1.5 % Increase Effective 7/1/2024	Base Salary 7/1/24 to 1/3/2025
\$163,878	\$2,458	\$166,336

BOS Salary FY 2024-25 1/3/2025	1.5 % Increase Effective 1/4/2025	Salary 1/4/25 to 6/29/2025
\$166,336	\$2,495	\$168,831

BOS Salary FY 2024-25 6/29/2025	1 % Increase Effective 6/30/2025	Salary effective 6/30/2025
\$168,831	\$1,688	\$170,519

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

Attachments: Charter Section 2.100
Salary Survey Chart
CPI-U Data
Map of Bay Area Counties

cc: The Honorable Aaron Peskin, President, Board of Supervisors
The Honorable Connie Chan, Member, Board of Supervisors
The Honorable Catherine Stefani, Member, Board of Supervisors
The Honorable Joel Engardio, Member, Board of Supervisors
The Honorable Dean Preston, Member, Board of Supervisors
The Honorable Matt Dorsey, Member, Board of Supervisors
The Honorable Myrna Melgar, Member, Board of Supervisors
The Honorable Rafael Mandelman, Member, Board of Supervisors
The Honorable Hillary Ronen, Member, Board of Supervisors
The Honorable Shamann Walton, Board of Supervisors
The Honorable Ahsha Safai, Member, Board of Supervisors
Angela Calvillo, Clerk, Board of Supervisors
Carol Isen, Human Resources Director
Steve Ponder, Director Classification & Compensation
Greg Wagner, Controller
Risa Sandler, Controller's Office, Budget, and Analysis Division
Christie Beetz, Director, PPSD
Alison Romano, Chief Executive and Chief Investment Officer, SF Retirement
Abbie Yant, Director, Health Service System

City and County of San Francisco Charter

SEC. 2.100. COMPOSITION AND SALARY

The Board of Supervisors shall consist of eleven members elected by district.

The office of Board of Supervisors member is a full-time position. The Civil Service Commission shall set the Supervisors' salary once every five years. Before the Commission determines the Supervisors' salary, it shall conduct and consider a salary survey of other full time California City Councils and County Boards of Supervisors and it may consider the Consumer Price Index (CPI).

The Civil Service Commission shall timely transmit its determination of the Supervisors' salary to the Controller, so that funds can be set aside for that purpose. The Controller shall include the Civil Service Commission's determination in appropriate budget documents to insure implementation. This determination may not be changed except by the Civil Service Commission.

The Civil Service Commission shall establish dates for an appropriate five-year cycle for making the determinations required by this Section, in order to efficiently coordinate with City budget processes and related procedures. In order to institute this five-year cycle the initial determination may be for less than a five-year period, as determined by the Civil Service Commission.

If the City and employee organizations agree to amend the compensation provisions of existing memoranda of understanding to reduce costs, the Civil Service Commission shall review and amend the Supervisors' salary as necessary to achieve comparable cost savings in the affected fiscal year or years.

The provisions of this Section shall apply, notwithstanding any other provision of this Charter. (Amended November 1996; June 1998; November 2002)

2024
Salary Survey
California Counties with Fulltime Board of Supervisors

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
1.	Alameda (5 members) <i>Charter Law</i>	1,682,353 14 Cities	*\$190,777	County Auditor - Controller	Appoints all county officers other than elected officials
2.	Amador (5 members) <i>General Law</i>	40,474 5 Cities	*\$72,598	County Administrative Officer	Appoints management
3.	Butte (5 members) <i>Charter Law</i>	211,632 5 Cities	\$62,827	Salary Ordinance	Appoints all except elected officials
4.	Calaveras (5 members) <i>General Law</i>	45,292 1 City	Chair: \$99,029 Member: \$83,533	County HR website	Appoints dept. heads except elected officials
5.	Colusa (5 members) <i>General Law</i>	21,917 2 Cities	Chair: \$82,680 Vice Chair: \$80,280 Member: \$76,680	Payroll Dept	Appoints dept. heads except elected officials
6.	Contra Costa (5 members) <i>General Law</i>	1,153,526 19 Cities	\$155,011	County HR website	Appoints most dept. heads except elected officials
7.	El Dorado (5 members) <i>Charter Law</i>	191,185 2 Cities	\$82,904	County HR website	Appoints dept. heads except elected officials
8.	Fresno (5 members) <i>Charter Law</i>	1,008,654 14 Cities	Chair: \$156,052 Member: \$138,710	County HR website	Appoints all county officers, assistants, deputies & clerks
9.	Glenn (5 members) <i>General Law</i>	28,917 2 Cities	\$48,126	County HR website	Appoints dept. heads except elected officials
10.	Humboldt (5 members) <i>General Law</i>	135,558 7 Cities	\$99,934	County HR website	Appoints dept. heads except elected officials
11.	Imperial (5 members) <i>General Law</i>	179,702 17 Cities	\$63,810	County HR website	Appoints dept. heads except elected officials

Salary Survey 2024

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
12.	Inyo (5 members) <i>General Law</i>	19,016 1 City	\$77,940	County HR website	Appoints dept. heads except elected officials
13.	Kern (5 members) <i>General Law</i>	909,235 11 Cities	\$52,495	County HR website	Appoints dept. heads & individual district staff
14.	Lake (5 members) <i>General Law</i>	68,163 2 Cities	Chair: \$66,120 Member: \$63,708	Controller's Office	Appoints dept. heads except elected officials
15.	Lassen (5 members) <i>General Law</i>	32,730 1 City	\$40,551	County Administrator's Office	Appoints dept. heads but not elected officials
16.	Los Angeles (5 members) <i>Charter Law</i>	10,014,009 88 Cities	*\$232,399	County - BOS Executive Office	Appoints County Officers except elected officials
17.	Madera (5 members) <i>General Law</i>	159,410 2 Cities	Chair: \$106,005 Member: \$100,005	County HR website	Appoints County Administrative Officer, dept. heads except elected officials
18.	Marin (5 members) <i>General Law</i>	260,206 11 Cities	\$141,791	County HR website	Appoints dept. heads except elected officials
19.	Mariposa (5 members) <i>General Law</i>	17,147 No Cities	\$57,793	County HR website	Appoints dept. heads; Clerk of the Board; except elected officials
20.	Mendocino (5 members) <i>General Law</i>	91,601 4 Cities	\$95,302	Human Resources Analyst	Appoints Chief Executive Officer; County Counsel; Clerk of the Board
21.	Merced (5 members) <i>General Law</i>	281,202 6 Cities	\$125,296	County HR website	Appoints dept. heads except elected officials

Salary Survey 2024

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
22.	Mono (5 members) <i>General Law</i>	13,247 1 City	Chair: \$62,420 Member: \$57,512	County HR website	Appoints County Administrator
23.	Monterey (5 members) <i>General Law</i>	439,035 12 Cities	Chair: \$164,776 Member: \$162,764	County SR HR Analyst	Appoints County Administrative Officer
24.	Napa (5 members) <i>General Law</i>	136,207 5 Cities	\$107,916	County HR website	Appoints County Administrative Officer, all dept. heads except elected officials
25.	Orange (5 members) <i>General Law</i>	3,168,000 34 Cities	*\$185,919	County HR website	Appoints Exec Officer, Clerk of the Board, Auditor, Public Defender, County Counsel
26.	Placer (5 members) <i>Charter Law</i>	404,739 6 Cities	\$111,758	County HR website	Appoints County Executive Officer, County Counsel, confirm appts. of most non-elected officials
27.	Riverside (5 members) <i>General Law</i>	2,418,185 28 Cities	*\$190,783	County HR website	Appoints County Executive Officer, County Counsel
28.	Sacramento (5 members) <i>Charter Law</i>	1,589,000 7 Cities	*\$178,879	County HR website	Appoints Clerk of the Board, County Exec & County Counsel
29.	San Bernardino (5 members) <i>Charter Law</i>	2,195,000 24 Cities	*\$229,880	County HR website	Appoints County Administrative Officer, dept. heads
30.	San Diego (5 members) <i>Charter Law</i>	3,286,000 18 Cities	\$214,631	County HR website	Appoints Chief Admin Officer, County Counsel, Clerk of the Board, Probation Officer

Salary Survey 2024

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
31.	San Francisco (11 members) <i>Charter Law</i>	808,437 1 City	\$163,878	Civil Service Commission	Appoints Clerk of the Board & Budget Analyst
32.	San Joaquin (5 members) <i>General Law</i>	779,233 7 Cities	\$144,733	County HR Classification Analyst	Appoints dept. heads except elected officials
33.	San Luis Obispo (5 members) <i>General Law</i>	282,013 7 Cities	\$97,697	County HR website	Appoints dept. heads except elected officials
34.	San Mateo (5 members) <i>Charter Law</i>	764,442 20 Cities	\$173,555	County HR website	Appoints County Manager, Clerk of the Board
35.	Santa Barbara (5 members) <i>General Law</i>	443,837 8 Cities	\$112,850	Human Resources Director	Appoints County Admin Officer, County Counsel
36.	Santa Clara (5 members) <i>Charter Law</i>	1,936, 259 15 Cities	\$190,783	HR Assistant	Appoints County Executive, Clerk of the Board, County Counsel, Public Defender
37.	Santa Cruz (5 members) <i>General Law</i>	264,370 4 Cities	Chair: \$144,516 Member: \$143,328	County HR Website	Appoints County Administrative Officer, County Counsel, Board of the Clerk staff
38.	Shasta (5 members) <i>General Law</i>	180,930 3 Cities	\$53,508	County HR website	Appoints County Administrative Officer, County Counsel, all dept. heads
39.	Sierra (5 members) <i>General Law</i>	3,500 1 City	Chair: \$43,185 Member: \$41,984	Asst Personnel Director	Appoints dept. heads, except elected officials
40.	Siskiyou (5 members) <i>General Law</i>	44,076 9 Cities	\$44,526	County HR website	Appoints County Administrator, County Assessment Appeals Board
41.	Solano (5 members) <i>General Law</i>	453,491 7 Cities	\$150,241	Asst HR Director	Appoints County Administrator, County Counsel

Salary Survey 2024

	County Gov. Structure	Population & # of Cities	Annual Salary	Source of Salary Data	Executive Authority
42.	Sonoma (5 members) <i>General Law</i>	482,650 9 Cities	\$174,295	County HR website	Appoints most dept. heads except elected officials
43.	Stanislaus (5 members) <i>General Law</i>	551,275 9 cities	\$107,640	County HR website	Appoints Chief Executive Officer, County Counsel
44.	Trinity (5 members) <i>General Law</i>	15,781 No Cities	Chair: \$48,365 Member: \$47,165	County HR website	Appoints County Administrator, County Counsel
45.	Tulare (5 members) <i>General Law</i>	477,574 8 Cities	\$136,942	County HR website	Appoints dept. heads except elected officials
46.	Tuolumne (5 members) <i>General Law</i>	54,531 1 City	\$56,201	County HR website	Appoints CAO, County Counsel, Clerk of the Board
47.	Ventura (5 members) <i>General Law</i>	832,605 11 Cities	\$166,935	County HR website	Appoints and supervises Chief Executive Officer & non-elective dept. heads
48.	Yolo (5 members) <i>General Law</i>	222,115 4 Cities	\$104,582	County HR website	Appoints County Administrative Officer
49.	Yuba (5 members) <i>General Law</i>	84,310 2 Cities	\$64,380	County HR website	Appoints Administrative Officer, County Counsel, Library Director, Clerk of the Board

*** Salary based on percentage % of California State Superior Court Judge**

Salary as prescribed in County Ordinance:

- Alameda: 80%
- Amador: 35 %
- Los Angeles: Same as set by the State Legislature for Superior Court Judges
- Orange: 80 %
- Riverside: 80 %
- Sacramento: 75 %
- San Bernardino: Shall be set by, but shall never exceed, the average of the compensation paid to members of the Board of Supervisors in the Riverside, Orange & San Diego counties.

California Cities with Full-time Council Members

	City Gov. Structure	Population	Annual Salary	Source of Salary Data	Executive Authority
1.	Berkeley, <i>Alameda County</i> (8 Council Members) <i>Charter Law</i>	118,950	\$83,853	Deputy City Clerk	Council – Manager form of government
2.	Cudahy, <i>LA County</i> (Mayor, Vice Mayor & 3 Council Members) <i>General Law</i>	24,411	\$10,303	City Website	Council-Manager form of government
3.	Fresno, <i>Fresno County</i> (7 Council Members) <i>Charter Law</i>	545,567	President: \$103,000 Member: \$92,000	City Council Office – District 1	Mayor-Council form of government
4.	Los Angeles, <i>LA County</i> (15 Council Members) <i>Charter Law</i>	3,822,000	*\$238,478	Personnel Classification Director & City Clerk	Mayor-Council Executive/Legislative: appointments subject to confirmation by City Council
5.	Oakland, <i>Alameda County</i> (8 Council Members) <i>General Law</i>	430,553	\$103,622	HR Analyst	Mayor-Council Executive/Legislative
6.	San Diego – <i>San Diego County</i> (9 Council Members) <i>Charter Law</i>	1,381,000	\$178,859	City website	Mayor-Council Executive/Legislative
7.	San Jose, <i>Santa Clara County</i> (Mayor, Vice Mayor & 9 Council Members) <i>Charter Law</i>	971,233	\$142,298	HR Analyst	Council-Manager form of government

* Salary based on percentage % of California State Superior Court Judge Salary as prescribed in County/City Ordinance:

- Los Angeles: Amount equal to State Superior Court Judge salary.

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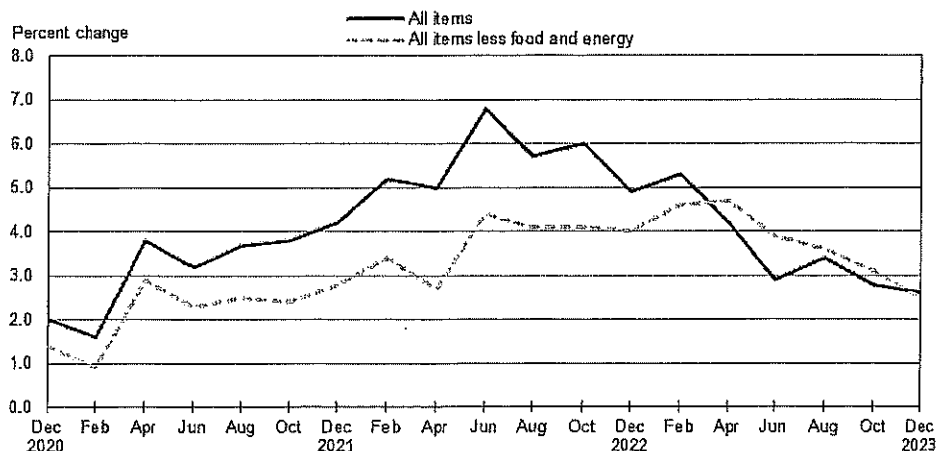
Consumer Price Index, San Francisco Area — December 2023

Area prices were down 0.4 percent over the past two months, up 2.6 percent from a year ago

Prices in the San Francisco area, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), declined 0.4 percent for the two months ending in December 2023, the U.S. Bureau of Labor Statistics reported today. (See [table A](#).) Regional Commissioner Chris Rosenfund 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 2.6 percent. (See [chart 1](#) and [table A](#).) Food prices advanced 2.0 percent. Energy prices increased 6.0 percent, largely the result of an increase in the price of electricity. The index for all items less food and energy rose 2.5 percent over the year. (See [table 1](#).)

Chart 1. Over-the-year percent change in CPI-U, San Francisco-Oakland-Hayward, CA, December 2020–December 2023



Source: U.S. Bureau of Labor Statistics.

[View Chart Data](#)

Food

Food prices were unchanged for the two months ending in December. (See [table 1](#).) Prices for food at home decreased 0.1 percent, with lower prices in four of the six grocery categories. Prices for food away from home increased 0.3 percent for the same period.

Over the year, food prices advanced 2.0 percent. Prices for food at home advanced 1.1 percent since a year ago, led by higher prices for cereals and bakery products (5.8 percent). Prices for food away from home increased 4.2 percent.

Map of Bay Area Counties

The Bay Area is home to many of the most diverse communities in the United States, and is influenced by cultures from around the globe.

Within the Bay Area's nine (9) counties – *Sonoma, Napa, Solano, Marin, Contra Costa, San Francisco, Alameda, San Mateo and Santa Clara*, there are one hundred one (101) cities. Among them, there are three (3) major cities – *San Francisco, Oakland and San Jose*.

