



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

**LONDON N. BREED  
MAYOR**

*Sent via Electronic Mail*

May 4, 2023

**NOTICE OF CIVIL SERVICE COMMISSION MEETING**

**SUBJECT: 1) ANNUAL SALARY ADJUSTMENT (5th) YEAR OF 5-YEAR CYCLE OF SALARY OF MEMBER, BOARD OF SUPERVISORS IN ACCORDANCE WITH CHARTER SECTION 2.100 FOR FISCAL YEAR 2023-24 AND, ANNUAL SALARY ADJUSTMENT (2<sup>nd</sup>) 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 YEARS 2023-24.**

**2) ANNUAL CERTIFICATION OF BENEFITS OF ELECTED OFFICIALS (INCLUDING MEMBERS OF THE BOARD OF SUPERVISORS) FOR FISCAL YEAR 2023-24 OF THE CITY AND COUNTY OF SAN FRANCISCO IN ACCORDANCE WITH CHARTER SECTION A8.409-1.**

The above matter will be considered by the Civil Service Commission at a hybrid meeting (in-person and virtual) in Room 400, City Hall, 1 Dr. Goodlett Place, San Francisco, California 94102 and through Cisco WebEx to be held on **May 15, 2023, at 2:00 p.m.**

This item will appear on the Regular Agenda. Please refer to the attached notice for procedural and other information about Commission hearings.

Attendance by you or an authorized representative is recommended. Should you or your representative not attend, the Commission will rule on the information previously submitted and testimony provided at its meeting. All calendared items will be heard and resolved at this time unless good reasons are presented for a continuance.

CIVIL SERVICE COMMISSION

/s/

SANDRA ENG  
Executive Officer

Attachment

Notice of Meeting BOS & EO Salary Adjustments and Benefit Certification

May 4, 2023

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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 Shamann Walton, Member Board of Supervisors  
The Honorable Connie Chan, Member Board of Supervisors  
The Honorable Catherine Stefani, Member Board of Supervisors  
The Honorable Aaron Peskin, President Board of Supervisors  
The Honorable Matt Dorsey, Member Board of Supervisors  
The Honorable Dean Preston, Member Board of Supervisors  
The Honorable Joel Engardio, 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 Ahsha Safai, Member Board of Supervisors  
Angela Calvillo, Clerk, Board of Supervisors  
Carol Isen, 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  
Alison Romano, Chief Executive Officer, San Francisco Retirement Service  
Abbie Yant, Executive Director, Health Service System  
Sandra Eng, Executive Officer, Civil Service Commission  
Commission File  
Commissioners' Binder  
Chron

## **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](mailto:civilservice@sfgov.org) and the web address is [www.sfgov.org/civilservice/](http://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 (4<sup>th</sup>) 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/](http://www.sfgov.org/civilservice/).

#### **I. Speaking before the Civil Service Commission**

Speaker cards are not required. The Commission will take 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.

#### **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](mailto: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: [soff@sfgov.org](mailto:soff@sfgov.org), or on the City's website at [www.sfgov.org/bdsupvrs/sunshine](http://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

**London N Breed**  
**Mayor**

To: Civil Service Commissioners

From: Luz Morganti  
Senior Human Resources Analyst  
Civil Service Commission

Through: Sandra Eng  
Executive Officer

Date: May 15, 2023

Subject: **Annual Certification of Benefits for Elected Officials and Members of the Board of Supervisors for Fiscal Year 2023-2024**

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## **Introduction**

This is the annual certification of benefits by the Civil Service Commission for elected officials (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer-Tax Collector and Sheriff) including the Members of the Board of Supervisors.

## **Civil Service Commission Authority - Charter Section A8.409-1**

Charter Section A8.409-1 requires the Civil Service Commission to annually set the benefits of elected officials, to take effect July 1 of each fiscal year.

## **Certification of Benefits for Fiscal Year 2023-2024**

The Commission has the consideration to continue to set the benefits for elected officials including Members of the Board of Supervisors at the same level of benefits as those covered by the Municipal Executive's Association (MEA) in effect on July 1, 2023.

(Elected officials are excluded from earning vacation, sick leave with pay credits, and compensatory time.)

## **Recommendation**

Accept the report; certify the benefits of elected officials (including Members of the Board of Supervisors) for Fiscal Year 2023-2024 in accordance with Charter Section A8.409-1 at the same level of benefits as those provided to covered employees of the Municipal Executive's Association (MEA) in effect on July 1, 2023.

Attachment: Summary of Benefits Chart - Fiscal Year 2023-2024

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 Shamann Walton, Member Board of Supervisors  
The Honorable Connie Chan, Member Board of Supervisors  
The Honorable Catherine Stefani, Member Board of Supervisors  
The Honorable Aaron Peskin, President Board of Supervisors  
The Honorable Matt Dorsey, Member Board of Supervisors  
The Honorable Dean Preston, Member Board of Supervisors  
The Honorable Joel Engardio, 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 Ahsha Safai, Member Board of Supervisors  
Angela Calvillo, Clerk, Board of Supervisors  
Carol Isen, 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  
Alison Romano, Chief Executive Officer, San Francisco Retirement Service  
Abbie Yant, Executive Director, Health Service System  
Sandra Eng, Executive Officer, Civil Service Commission

**BENEFITS FOR ELECTED OFFICIALS**

**Fiscal Year 2023-24**

**(7/1/23-6/30/24)**

**Benefits as outlined in the Municipal Executives' Association (MEA)**

**Memorandum of Understanding**

<b>Retirement</b>	<p>Contributions</p> <p>As a member in the Miscellaneous New Plan, contributions are set at 11.5% of covered salary (excluding overtime), and for members in the Miscellaneous Old Plan contributions are set at 12% of covered salary.</p> <p>As a result of new contribution cost-sharing provisions established under Proposition C of November 2011, the member contribution rate will be adjusted once a year effective each July 1 based on:</p> <ul style="list-style-type: none"><li>• The City's required contribution amount each fiscal year</li><li>• The member's hourly base rate of pay at each June 30th each year</li></ul> <p>Refer to San Francisco Employees' Retirement System Summary of Key Provisions – Summary Plan Provisions.</p>
<b>Health Services</b>	<p>City and County contributes to the Management Cafeteria Plan for the employee which corresponds with the benefit plan year for all other Health Service System members.</p> <p>Benefits of the Management Cafeteria Plan include but are not limited to: dependent health care, DCAP, disability insurance, term life insurance and other life insurance, accident insurance, and other authorized mutually agreed benefits. Specific plan design shall be subject to administrative feasibility and shall be determined in consultation with the Association. The benefits plan shall conform to provisions of IRS Code Section 125.</p>
<b>Dental Plan</b>	<p>Bi-weekly employee premium contributions required for employee and/or employee + dependent(s) that are enrolled in the Delta Dental plan. No employee contributions required for either the Delta Care USA or Pacific Union Dental plans.</p>
<b>Social Security</b>	<p>Employee contributes percentage of salary for Social Security Medicare with the City and County matching contributions.</p>
<b>SDI</b>	<p>Employee contributes percentage of salary for State Disability Insurance.</p>
<b>Life Insurance</b>	<p>City and County provides \$50,000 in basic life insurance.</p>
<b>Deferred Compensation</b>	<p>No City and County contribution.</p>
<b>Other Benefits</b>	<p><b>No change. Elected officials are excluded from earning vacation, sick leave with pay credits, and compensatory time.</b></p>
<b>Miscellaneous Provision</b>	<p>Any City pickup of an employee's contributions shall not be considered as a part of an employee's compensation for the purpose of computing straight time earnings or retirement benefits; nor shall such contributions be taken into account in determining the level of any other benefit which is a function or, or percentage of salary.</p>