



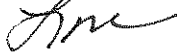
**CIVIL SERVICE COMMISSION  
CITY AND COUNTY OF SAN FRANCISCO**

LONDON N. BREED  
MAYOR

Date: March 18, 2024

To: Civil Service Commission

Through: Sandra Eng  
Executive Officer

From: Luz Morganti   
Senior Human Resources Analyst

**Subject: Preliminary Work Plan: 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**

In accordance with Charter Section 2.100 - Composition and Salary, the Civil Service Commission shall set the salary 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.

This Preliminary Work Plan is presented to the Commission to outline the tasks and timelines for conducting the salary survey.

**COMMISSION SALARY SETTING FOR BOARD OF SUPERVISORS**

*History*

The Civil Service 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 a five (5) year cycle (first cycle), effective July 1, 2004 through June 30, 2009. The Commission also acted to increase the salary for the Board of Supervisors 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.

The Charter indicates that the Civil Service Commission shall conduct and consider a salary survey of other fulltime California City Councils and County Boards of Supervisors, and that it may also consider the Consumer Price Index (CPI) in its determination. The Civil Service Commission is directed to transmit its salary determination to the Controller in a timely manner to ensure that funds are set aside and assure implementation. This determination may not be changed except 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.

**SALARY SURVEY**

The Commission now has for consideration to set the salary for the Board of Supervisors for the upcoming five (5) year cycle, effective July 1, 2024 through June 30, 2029. The current annual salary (Fiscal Year 2023-24) for the Member, Board of Supervisors is \$163,878.

<b>TIMELINE</b>	<b>BASIC INFORMATION</b>
February 2024 – May 2024	<b>Survey and obtain annual salary information for Councilmembers and/or Member of Board of Supervisors for California cities and counties that have full-time City Councils and County Supervisors.</b> Obtain Consumer Price Index Report for All Urban Consumers (CPI-U) issued by the United States, Department of Labor, Bureau of Labor Statistics, for the period from December 2022 to December 2023.
May 2024	Analyze, finalize, and prepare salary information to present to Commission.

**RECOMMENDATION:** Accept the report.