



CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE
MAYOR

AMENDED

May 18, 2026

NOTICE OF CIVIL SERVICE COMMISSION MEETING

- SUBJECT:**
- 1. ANNUAL SALARY ADJUSTMENTS (3rd) YEAR OF 5-YEAR CYCLE OF SALARY FOR BOARD OF SUPERVISORS IN ACCORDANCE WITH CHARTER SECTION 2.100.**
 - 2. ANNUAL SALARY ADJUSTMENT (5TH) 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 2026-27.**
 - 3. ANNUAL CERTIFICATION OF BENEFITS FOR ELECTED OFFICIALS (INCLUDING MEMBERS OF THE BOARD OF SUPERVISORS) FOR FISCAL YEAR 2026-27 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 **May 18, 2026, 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

Lavena Holmes
Deputy Director

Attachment

cc: The Honorable Daniel Lurie, 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 Danny Sauter, Member, Board of Supervisors
The Honorable Connie Chan, Member, Board of Supervisors
The Honorable Jackie Fielder, Member, Board of Supervisors
The Honorable Alan Wong, Member, Board of Supervisors
The Honorable Chyanne Chen, 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 Bilal Mahmood, Member, Board of Supervisors
The Honorable Shamann Walton, Board of Supervisors
The Honorable Stephen Sherrill, 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
Rey Guillen, Chief Executive Officer, Health Service System



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

**DANIEL LURIE
MAYOR**

Date: May 18, 2026

To: Civil Service Commission

Through: Sandra Eng
Executive Officer

From: Preeti Grewal
Senior Human Resources Analyst

Subject: Report of Analysis & Recommendations – Review of Salary Setting and annual adjustments 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

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, 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 full-time 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 ensure 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 2024 to December 2025 is a **2.7%** increase. The Consumer Price Index Report information was collected from the United States Department of Labor, Bureau of Labor Statistics.

**Salary of Member, Board of Supervisors
 Fiscal Year July 1, 2023, to June 30, 2024
 (Final year of prior 5-year cycle)**

BOS Salary FY 2022-2023	\$ Increase Based on CBA Alignment 4.9% Change Effective 7/1/2023	FY 2023-2024 Annual Salary (includes 4.9% increase)
\$156,442	\$7,666 \$7,436	\$164,108 \$163,878

For Fiscal Year (FY) 2023–2024, the salary for the Board of Supervisors reflects an increase of 4.9 percent over the FY 2022–2023 salary, consistent with the applicable Collective Bargaining Agreement (CBA) alignment. While the Consumer Price Index (CPI-U) for all items increased by 6.5 percent from December 2021 to December 2022, Charter Section A8.409-1 limits annual cost-of-living adjustments for elected officials to a maximum of 5 percent.

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

Salary Adjustments 2024 through 2029: Members of the Board of Supervisors

June 17, 2024, the Commission approved the proposed salary adjustment 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, will be increased by 4%, which shall be \$170,430 effective July 1, 2024. Subsequent years provide an adjustment according to the CPI-U at a cap of 5% in a given year; if CPI-U is below 0 there will be no change in salary.

**Salary of Member, Board of Supervisors
 Fiscal Year July 1, 2023, to June 30, 2024**

BOS Salary FY 2023-24	4% Increase Effective 7/1/2024	Base Salary 7/1/24 to 6/30/2025
\$164,108 \$163,879	\$6,552	\$170,430

**Salary of Member, Board of Supervisors
Fiscal Year July 1, 2025, to June 30, 2026**

BOS Salary FY 2024-25	2.9% Increase Effective 7/1/2025	Base Salary 7/1/25 to 6/30/2026
\$170,430	\$4,940	\$175,370

**Salary of Member, Board of Supervisors
Fiscal Year July 1, 2026, to June 30, 2027**

BOS Salary FY 2025-26	2.7% Increase Effective 7/1/2026	Base Salary 7/1/26 to 6/30/2027
\$175,370	\$4,758	\$180,128

It should be noted that the calculated rate is based on the methodology applied by the classification and compensation of the Department of Human Resources who will verify the rates.

Recommendations: *For consideration by the Civil Service Commission in Setting the salary for year three (3) of five (5) commencing July 1, 2024 through June 30, 2027.*

Approve the proposed salary adjustment for Members, Board of Supervisors effective July 1, 2026, for Fiscal Year 2026-2027 based on the CPI-U increase of 2.7%; and transmit your determination to the Controller for inclusion in the Fiscal Year 2026-2027 budget.

Attachments: Charter Section 2.100
CPI-U Data

cc: The Honorable Daniel Lurie, 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 Danny Sauter, Member, Board of Supervisors
The Honorable Connie Chan, Member, Board of Supervisors
The Honorable Jackie Fielder, Member, Board of Supervisors
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Carol Isen, Human Resources Director
Steve Ponder, Director, Classification & Compensation
Ted Wisinski, Classification & Compensation Analyst
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
Rey Guillen Chief Executive Officer, Health Service System

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)



Economic News Release

Consumer Price Index News Release

Transmission of material in this release is embargoed until
8:30 a.m. (ET) Tuesday, January 13, 2026 USDL-26-0042

Technical information: (202) 691-7000 * cpi_info@bls.gov * www.bls.gov/cpi
Media contact: (202) 691-5902 * PressOffice@bls.gov

CONSUMER PRICE INDEX - DECEMBER 2025

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.3 percent on a seasonally adjusted basis in December, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 2.7 percent before seasonal adjustment.

The index for shelter rose 0.4 percent in December and was the largest factor in the all items monthly increase. The food index increased 0.7 percent over the month as did the food at home index and the food away from home index. The index for energy rose 0.3 percent in December.

The index for all items less food and energy rose 0.2 percent in December. Indexes that increased over the month include recreation, airline fares, medical care, apparel, personal care, and education. The indexes for communication, used cars and trucks, and household furnishings and operations were among the major indexes that decreased in December.

The all items index rose 2.7 percent for the 12 months ending December, the same increase as over the 12 months ending November. The all items less food and energy index rose 2.6 percent over the last 12 months. The energy index increased 2.3 percent for the 12 months ending December. The food index increased 3.1 percent over the last year.

Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Dec. 2025
	Jun. 2025	Jul. 2025	Aug. 2025	Sep. 2025	Oct. 2025	Nov. 2025	Dec. 2025	
All items	0.3	0.2	0.4	0.3	-	-	0.3	2.7
Food	0.3	0.0	0.5	0.2	-	-	0.7	3.1
Food at home	0.3	-0.1	0.6	0.3	-	-	0.7	2.4
Food away from home ⁽¹⁾	0.4	0.3	0.3	0.1	-	-	0.7	4.1
Energy	0.9	-1.1	0.7	1.5	-	-	0.3	2.3
Energy commodities	1.0	-1.9	1.7	3.8	-	-	-0.4	-3.0
Gasoline (all types)	1.0	-2.2	1.9	4.1	-2.1	3.0	-0.5	-3.4
Fuel oil	1.3	1.8	-0.3	0.6	-	-	-1.5	7.4
Energy services	0.9	-0.3	-0.2	-0.7	-	-	1.0	7.7
Electricity	1.0	-0.1	0.2	-0.5	-	-	-0.1	6.7
Utility (piped) gas service	0.5	-0.9	-1.6	-1.2	-	-	4.4	10.8
All items less food and energy	0.2	0.3	0.3	0.2	-	-	0.2	2.6
Commodities less food and energy commodities	0.2	0.2	0.3	0.2	-	-	0.0	1.4
New vehicles	-0.3	0.0	0.3	0.2	0.1	0.2	0.0	0.3
Used cars and trucks	-0.7	0.5	1.0	-0.4	0.7	0.3	-1.1	1.6
Apparel	0.4	0.1	0.5	0.7	-	-	0.6	0.6
Medical care commodities ⁽¹⁾	0.1	0.1	-0.3	-0.1	-	-	0.3	1.5
Services less energy services	0.3	0.4	0.3	0.2	-	-	0.3	3.0
Shelter	0.2	0.2	0.4	0.2	-	-	0.4	3.2
Transportation services	0.2	0.8	1.0	0.3	-	-	0.5	1.5
Medical care services	0.6	0.8	-0.1	0.3	-	-	0.4	3.5
Footnotes								
⁽¹⁾ Not seasonally adjusted.								
NOTE: The Oct and Nov 2025 data values are not available due to the 2025 lapse in appropriations.								

Food

The index for food rose 0.7 percent in December as did the index for food at home. Five of the six major grocery store food group indexes increased in December. The index for other food at home rose 1.6 percent over the month. The cereals and bakery products index increased 0.6 percent in December. The index for fruits and vegetables increased 0.5 percent



**Transmission of material in this release is embargoed until
 8:30 a.m. (ET) Tuesday, February 10, 2026**

USDL-26-0184

Technical information: (202) 691-6199 • ncsinfo@bls.gov • www.bls.gov/eci
 Media contact: (202) 691-5902 • pressoffice@bls.gov

EMPLOYMENT COST INDEX – DECEMBER 2025

Compensation costs for civilian workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending in December 2025, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 0.7 percent and benefit costs increased 0.7 percent from September 2025. (See chart 1 and tables A, 1, 2, and 3.)

Compensation costs for civilian workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in December 2025. Wages and salaries increased 3.3 percent and benefit costs increased 3.4 percent over the year. (See chart 2 and tables A, 4, 8, and 12.)

Chart 1. Three-month percent change, seasonally adjusted, civilian workers, total compensation

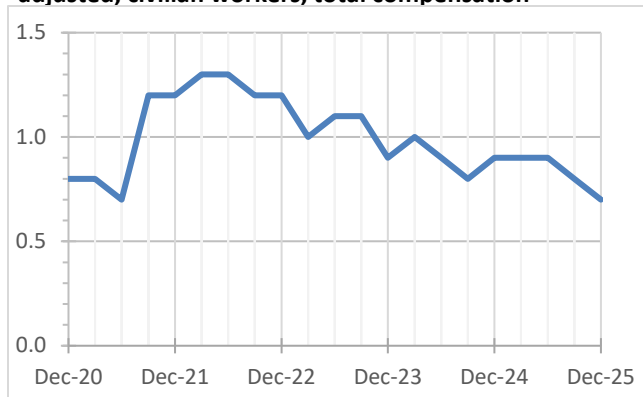
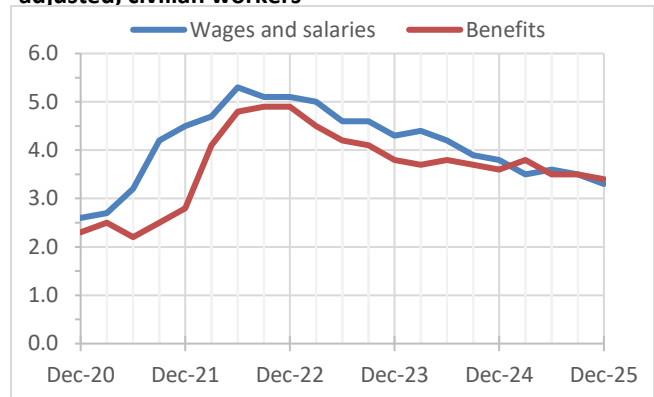


Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers



Compensation costs for private industry workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending in December 2025. Wages and salaries increased 0.7 percent and benefit costs increased 0.7 percent from September 2025. (See tables A, 1, 2, and 3.)

Compensation costs for private industry workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in December 2025. Wages and salaries increased 3.3 percent and benefit costs increased 3.4 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 0.7 percent over the year. (See charts 3 and 4 and tables A, 5, 9, and 12.)

Within the private industry, compensation costs increased 4.0 percent for union workers and 3.3 percent for non-union workers for the 12-month period ending in December 2025. Wages and salaries increased 4.3 percent for union workers and 3.3 percent for non-union workers over the year. Benefit costs increased 3.6 percent for union workers and 3.4 percent for non-union workers over the year. (See tables 6, 10, and 12.)

Chart 3. Twelve-month percent change, current dollar, private industry workers

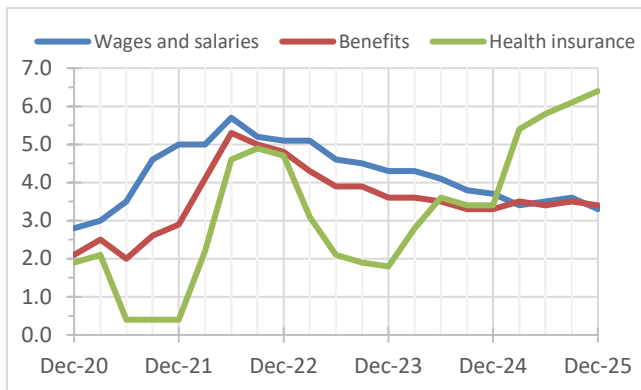
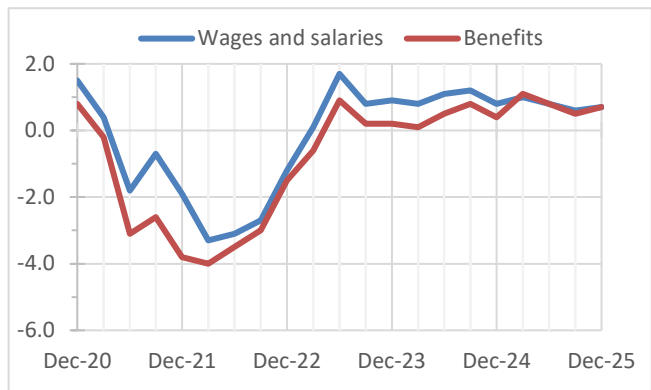


Chart 4. Twelve-month percent change, constant dollar, private industry workers



Compensation costs for state and local government workers increased 0.8 percent, seasonally adjusted, for the 3-month period ending in December 2025. Wages and salaries increased 0.8 percent and benefit costs increased 0.8 percent from September 2025. (See tables A, 1, 2, and 3.)

Compensation costs for state and local government workers increased 3.4 percent, not seasonally adjusted, for the 12-month period ending in December 2025. Wages and salaries increased 3.3 percent and benefit costs increased 3.5 percent over the year. Inflation-adjusted (constant dollar) wages and salaries increased 0.6 percent over the year. (See chart 5 and tables A, 7, 11, and 12.)

Chart 5. Twelve-month percent change, not seasonally adjusted, state and local government workers

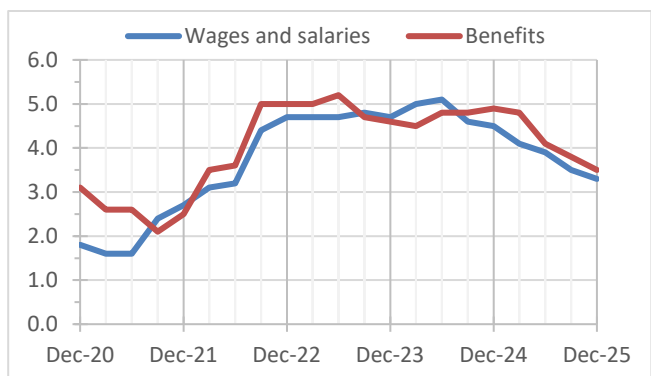


Table A. Major series of the Employment Cost Index [Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025	Dec. 2024	Sep. 2025	Dec. 2025
Civilian workers¹								
Compensation ²	0.8	0.7	3.8	3.5	3.4	0.8	0.5	0.7
Wages and salaries.....	0.8	0.7	3.8	3.5	3.3	0.9	0.6	0.7
Benefits.....	0.8	0.7	3.6	3.5	3.4	0.8	0.5	0.8
Private Industry								
Compensation ²	0.8	0.7	3.6	3.5	3.4	0.7	0.5	0.6
Wages and salaries.....	0.8	0.7	3.7	3.6	3.3	0.8	0.6	0.7
Benefits.....	0.8	0.7	3.3	3.5	3.4	0.4	0.5	0.7
Health benefits.....	-	-	3.4	6.1	6.4	-	-	-
State and local government								
Compensation ²	0.8	0.8	4.7	3.6	3.4	1.7	0.6	0.7
Wages and salaries.....	0.7	0.8	4.5	3.5	3.3	1.6	0.5	0.6
Benefits.....	0.8	0.8	4.9	3.8	3.5	1.9	0.8	0.8

¹ Includes private industry and state and local government.

² Includes wages and salaries and benefits.

Note: All estimates in the table can be found in the public database at www.bls.gov/eci/data.htm. Dashes indicate data not available.

The Employment Cost Index for March 2026 is scheduled to be released on Thursday, April 30, 2026, at 8:30 a.m. (ET).