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TO: The Honorable Civil Service Commission

FROM: Carol Isen, Human Resources Director

SUBJECT: **Salary Survey of Registered Nurse Classifications, FY2026-2027**
(Charter Section 48.403)

RECOMMENDATION: Adopt Staff Report; forward to Board of Supervisors

Charter Section 48.403 requires the Civil Service Commission to certify to the Board of Supervisors the highest collective bargaining salary schedule, at the maximum, for acute care nurses in the six Bay Area counties as of April 15th of each year. It also requires that the Board of Supervisors set a rate of pay for such nurses which does not exceed the schedule certified by the Civil Service Commission.

The Charter specifies: At the time the Board of Supervisors fixes the salary schedule as provided, the Board of Supervisors may fix as conditions and benefits of employment other than salaries as compensation for each classification, conditions and benefits not to exceed the intent of those conditions and benefits granted by collective bargaining agreements to comparable classifications by the employer used for certification of the highest prevailing salary schedule by the civil service commission. The Board of Supervisors may establish such conditions and benefits notwithstanding other provisions or limitations of this Charter, with the exception that such conditions and benefits shall not involve any change in the administration of or benefits of the Retirement System, health service system or vacation allowances provided elsewhere in this Charter.

The City and SEIU Local 1021 are currently in the second year of a three-year collective bargaining agreement covering the City's registered nurses. The purpose of this certification is to demonstrate that the value of wages and benefits provided by that collective bargaining agreement conform to the limits provided by the Charter.

The Department of Human Resources is submitting to the Civil Service Commission for certification to the Board of Supervisors the following:

I. Certification of the Highest Prevailing Salary Schedule

The highest prevailing salary schedule, at maximum, in effect on April 15, 2026 for the acute

care staff nurse classification granted by collective bargaining agreement is \$125.93 per hour. This was determined after conducting a survey of the following Bay Area hospitals and medical centers: Alameda County Medical Center, Alta Bates-Summit Medical Center, California Pacific Medical Center, Children's Hospital Medical Center (UCSF Benioff), Chinese Hospital, Contra Costa County Regional Medical Center, Kaiser Permanente Medical Care, MarinHealth Medical Center, San Mateo County General Hospital, Santa Clara Valley Medical Center, Stanford (CRONA), UCSF Medical Center, UCSF Stanyan Hospital (formerly St Mary's Medical Center), and Washington Hospital. The survey includes both public and private entities. Given the competitive nature of the labor market, maintaining the confidentiality of the private organizations is essential to ensuring their future cooperation, and consistent with salary survey best practices. Therefore, the highest payer will not be indicated by name, because the medical center specifically provided this data on the condition of anonymity. It should be noted that the medical center with the highest prevailing salary schedule, at maximum, for a journey-level nurse rate is \$15.02 higher per hour than our current hourly rate of \$110.91. For the purpose of this report, the medical center with the highest prevailing salary schedule, at maximum, will be referred to as "Medical Center A."

Some pertinent facts regarding the wages and conditions of the survey:

1. The survey confirmed with Medical Center A that the classification duties, responsibilities, and minimum qualifications of its nurses are comparable to those of the CCSF Registered Nurse classification. The survey matched the level that is considered the journey-level classification.
2. It should be noted that Medical Center A requires 30 years of service to reach the maximum wage rate. Registered nurses employed by the City and County of San Francisco require only 20 years to reach the maximum wage rate. At 20 years, Medical Center A is approximately \$12.51 higher per hour than our current hourly rate of \$110.91.

II. Certification of the wage and benefit hourly difference between the City and County of San Francisco and the employer with the highest prevailing wage rate

Since Medical Center A's Clinical Nurse II rate of pay exceeds that of the City and County of San Francisco's Registered Nurse, the attached table is provided to establish the dollar difference of maximum salary plus the dollar value of health, vacation and applicable benefits, pursuant to Charter Section A8.403(f), between CCSF and Medical Center A's comparable journey-level nurse classification.

A. Health Benefits

The relevant collective bargaining agreements provide for basic health care for nurses

and their dependents. Medical Center A pays \$934.01 to \$5,635.91 per month per nurse, i.e. \$5.39 to \$32.51 per hour for health, dental, and vision insurance, depending on which health and dental plan the nurse chooses. The City and County and SEIU Local 1021 current collective bargaining agreement establishes the model for employee health and dental insurance premiums. The City and County pays from \$814.88 to \$3,387.22 per month per nurse, i.e. \$4.70 to \$19.54 per hour for health, dental, and vision insurance, depending on which health and dental plan the nurse chooses. Medical Center A's maximum benefit of \$5,635.91 per month exceeds the City & County's maximum contribution of \$3,387.22 by approximately \$12.97 per hour.

B. Paid Time Off

1. Medical Center A's collective bargaining agreement contains provisions for paid time off accruals to be used for vacation, illness, holidays, family emergencies, religious observances, preventative health and dental care, and other excused elective absences. Paid time off is accrued depending on length of service.

Medical Center A nurses accrue the following number of days off:

First year through second year	26 days off earned
More than second year through fourth year	31 days off earned
More than fourth year through ninth year	36 days off earned
More than tenth and subsequent years	39 days off earned

The City and County of San Francisco's equivalent benefits (vacation, paid sick leave and holidays) are as follows:

First through fifth year	38 days off earned
More than fifth year through fifteenth year	43 days off earned
More than fifteenth year and subsequent years	48 days off earned

2. In addition, the City and County has a Longevity Leave provision of 1 to 6 days depending on length of service. The value of this benefit ranges from \$0.34 to \$2.56 per hour. Medical Center A does not offer this benefit.

C. Summary of Wages and Benefits

The total hourly dollar value of Medical Center A's Clinical Nurse II for wages and benefits at the maximum rate of pay and 30 years of service exceeds the wage rate and like benefits for the City and County of San Francisco by \$23.84 per hour.

D. Additional Notes

Because no actuarial information was available from the private institutions surveyed, we are unable to note any information regarding retirement comparisons.

III. Recommendations

1. Adopt Staff Report; certify to the Board of Supervisors Medical Center A's Clinical Nurse II rate of \$125.93 is the highest prevailing wage rate in effect on April 15, 2026.

Respectfully submitted,



Claire McCaleb
Acting Classification and Compensation Director

COMPARISON OF WAGES AND BENEFITS

Medical Center A's Clinical Nurse II
and
The City and County of San Francisco's Registered Nurse
as of April 15, 2026

Years of Service	Base Salary					Health and Dental Insurance			Paid Time Off*					Longevity Days Off			Total Value Salary and Benefits		Total Hourly Difference CCSF over/ (under) Med Center A	
	CCSF		MC A		CCSF over/ (under)	CCSF	MC A	CCSF over/ (under)	CCSF		MC A		CCSF over/ (under)	CCSF		MC A	CCSF over/ (under)	CCSF		MC A
	Hourly	Step	Hourly	Step	(under)	Hourly	Hourly	(under)	# Days	Hourly Value	# Days	Hourly Value	(under)	# Days	Hourly Value	(under)	CCSF	MC A		
0.0	\$82.86	1	\$92.77	1	(\$9.91)	\$19.54	\$32.51	(\$12.97)	38	\$12.11	26	\$9.28	\$2.83	0	\$0.00	\$0.00	\$0.00	\$114.51	\$134.56	(\$20.05)
0.5	\$82.86	1	\$96.35	2	(\$13.49)	\$19.54	\$32.51	(\$12.97)	38	\$12.11	26	\$9.64	\$2.47	0	\$0.00	\$0.00	\$0.00	\$114.51	\$138.50	(\$23.99)
1.0	\$85.45	2	\$96.35	2	(\$10.90)	\$19.54	\$32.51	(\$12.97)	38	\$12.49	26	\$9.64	\$2.85	0	\$0.00	\$0.00	\$0.00	\$117.48	\$138.50	(\$21.02)
1.5	\$85.45	2	\$100.32	3	(\$14.87)	\$19.54	\$32.51	(\$12.97)	38	\$12.49	26	\$10.03	\$2.46	0	\$0.00	\$0.00	\$0.00	\$117.48	\$142.86	(\$25.38)
2.0	\$89.01	3	\$100.32	3	(\$11.31)	\$19.54	\$32.51	(\$12.97)	38	\$13.01	31	\$11.96	\$1.05	1	\$0.34	\$0.00	\$0.34	\$121.90	\$144.79	(\$22.89)
2.5	\$89.01	3	\$104.32	4	(\$15.31)	\$19.54	\$32.51	(\$12.97)	38	\$13.01	31	\$12.44	\$0.57	1	\$0.34	\$0.00	\$0.34	\$121.90	\$149.27	(\$27.37)
3.0	\$91.53	4	\$104.32	4	(\$12.80)	\$19.54	\$32.51	(\$12.97)	38	\$13.38	31	\$12.44	\$0.94	1	\$0.35	\$0.00	\$0.35	\$124.80	\$149.27	(\$24.48)
3.5	\$91.53	4	\$108.59	5	(\$17.07)	\$19.54	\$32.51	(\$12.97)	38	\$13.38	31	\$12.95	\$0.43	1	\$0.35	\$0.00	\$0.35	\$124.80	\$154.05	(\$29.26)
4.0	\$94.38	5	\$108.59	5	(\$14.22)	\$19.54	\$32.51	(\$12.97)	38	\$13.79	31	\$12.95	\$0.84	1	\$0.36	\$0.00	\$0.36	\$128.07	\$154.05	(\$25.99)
4.5	\$94.38	5	\$112.83	6	(\$18.46)	\$19.54	\$32.51	(\$12.97)	38	\$13.79	31	\$13.45	\$0.34	1	\$0.36	\$0.00	\$0.36	\$128.07	\$158.79	(\$30.73)
5.0	\$94.38	5	\$112.83	6	(\$18.46)	\$19.54	\$32.51	(\$12.97)	43	\$15.61	36	\$15.62	(\$0.01)	2	\$0.73	\$0.00	\$0.73	\$130.26	\$160.96	(\$30.71)
5.5	\$94.38	5	\$112.83	6	(\$18.46)	\$19.54	\$32.51	(\$12.97)	43	\$15.61	36	\$15.62	(\$0.01)	2	\$0.73	\$0.00	\$0.73	\$130.26	\$160.96	(\$30.71)
6.0	\$98.20	6	\$112.83	6	(\$14.63)	\$19.54	\$32.51	(\$12.97)	43	\$16.24	36	\$15.62	\$0.62	2	\$0.76	\$0.00	\$0.76	\$134.74	\$160.96	(\$26.22)
6.5	\$98.20	6	\$117.48	7	(\$19.28)	\$19.54	\$32.51	(\$12.97)	43	\$16.24	36	\$16.27	(\$0.03)	2	\$0.76	\$0.00	\$0.76	\$134.74	\$166.26	(\$31.52)
7.0	\$98.20	6	\$117.48	7	(\$19.28)	\$19.54	\$32.51	(\$12.97)	43	\$16.24	36	\$16.27	(\$0.03)	4	\$1.51	\$0.00	\$1.51	\$135.49	\$166.26	(\$30.77)
7.5	\$101.25	7	\$117.48	7	(\$16.23)	\$19.54	\$32.51	(\$12.97)	43	\$16.75	36	\$16.27	\$0.48	4	\$1.56	\$0.00	\$1.56	\$139.10	\$166.26	(\$27.16)
8.0	\$101.25	7	\$117.48	7	(\$16.23)	\$19.54	\$32.51	(\$12.97)	43	\$16.75	36	\$16.27	\$0.48	4	\$1.56	\$0.00	\$1.56	\$139.10	\$166.26	(\$27.16)
8.5	\$101.25	7	\$117.48	7	(\$16.23)	\$19.54	\$32.51	(\$12.97)	43	\$16.75	36	\$16.27	\$0.48	4	\$1.56	\$0.00	\$1.56	\$139.10	\$166.26	(\$27.16)
9.0	\$101.25	7	\$117.48	7	(\$16.23)	\$19.54	\$32.51	(\$12.97)	43	\$16.75	36	\$16.27	\$0.48	4	\$1.56	\$0.00	\$1.56	\$139.10	\$166.26	(\$27.16)
9.5	\$101.25	7	\$117.48	7	(\$16.23)	\$19.54	\$32.51	(\$12.97)	43	\$16.75	36	\$16.27	\$0.48	4	\$1.56	\$0.00	\$1.56	\$139.10	\$166.26	(\$27.16)
10.0	\$104.40	8	\$117.48	7	(\$13.08)	\$19.54	\$32.51	(\$12.97)	43	\$17.27	39	\$17.62	(\$0.35)	6	\$2.41	\$0.00	\$2.41	\$143.62	\$167.61	(\$23.99)
10.5	\$104.40	8	\$118.66	8	(\$14.26)	\$19.54	\$32.51	(\$12.97)	43	\$17.27	39	\$17.80	(\$0.53)	6	\$2.41	\$0.00	\$2.41	\$143.62	\$168.97	(\$25.35)
11.0	\$104.40	8	\$118.66	8	(\$14.26)	\$19.54	\$32.51	(\$12.97)	43	\$17.27	39	\$17.80	(\$0.53)	6	\$2.41	\$0.00	\$2.41	\$143.62	\$168.97	(\$25.35)
12.0	\$104.40	8	\$118.66	8	(\$14.26)	\$19.54	\$32.51	(\$12.97)	43	\$17.27	39	\$17.80	(\$0.53)	6	\$2.41	\$0.00	\$2.41	\$143.62	\$168.97	(\$25.35)
13.0	\$104.40	8	\$118.66	8	(\$14.26)	\$19.54	\$32.51	(\$12.97)	43	\$17.27	39	\$17.80	(\$0.53)	6	\$2.41	\$0.00	\$2.41	\$143.62	\$168.97	(\$25.35)
14.0	\$104.40	8	\$118.66	8	(\$14.26)	\$19.54	\$32.51	(\$12.97)	43	\$17.27	39	\$17.80	(\$0.53)	6	\$2.41	\$0.00	\$2.41	\$143.62	\$168.97	(\$25.35)
15.0	\$107.68	9	\$121.05	9	(\$13.38)	\$19.54	\$32.51	(\$12.97)	48	\$19.88	39	\$18.16	\$1.72	6	\$2.48	\$0.00	\$2.48	\$149.58	\$171.72	(\$22.15)
20.0	\$110.91	10	\$123.42	10	(\$12.51)	\$19.54	\$32.51	(\$12.97)	48	\$20.48	39	\$18.51	\$1.97	6	\$2.56	\$0.00	\$2.56	\$153.49	\$174.44	(\$20.95)
25.0	\$110.91	10	\$124.68	11	(\$13.77)	\$19.54	\$32.51	(\$12.97)	48	\$20.48	39	\$18.70	\$1.78	6	\$2.56	\$0.00	\$2.56	\$153.49	\$175.89	(\$22.40)
30.0	\$110.91	10	\$125.93	12	(\$15.02)	\$19.54	\$32.51	(\$12.97)	48	\$20.48	39	\$18.89	\$1.59	6	\$2.56	\$0.00	\$2.56	\$153.49	\$177.33	(\$23.84)

* Paid Time Off includes vacation, sick and holiday leave as well as other elective absences.