

SAN FRANCISCO CIVIL SERVICE COMMISSION

FY 2026–27 Salary Adjustments

Elected Officials Salary Adjustments

Civil Service Commission

May 18, 2026

Presented by: Preeti Grewal, Senior HR Analyst

San Francisco



Elected Officials Salary

Why is Salary the Adjusted?



Elected Officials salary reviewed every 5-year



Annual CPI-U adjustments



FY 2026–27 increase:
2.7%



SURVEY

PURPOSE OF THE REPORT



Annual salary adjustments



Charter Sections A8.409-1 and
2.100



Final year of 5-year cycle



Based on CPI-U



Next survey coming soon

Class/Title	FY 2022- 23 Salary Setting	FY 2023-24 Salary (includes 4.75 % increase)	FY 2024-25 Salary (includes 2.6 % increase)	FY 2025-26 Salary (includes 2.9% increase)	*FY 2026-27 Salary (includes 2.7 % increase) Proposed*
4290 Assessor- Recorder	\$235,526	\$246,714	\$253,128	\$260,468	\$267,488
8197 City Attorney	\$294,736	\$308,724	\$316,750	\$325,936	\$334,724
8198 District Attorney	\$331,040	\$346,762	\$355,777	\$366,106	\$375,986
1190 Mayor	\$357,084	\$374,036	\$383,760	\$394,888	\$405,548
8196 Public Defender	\$271,102	\$283,972	\$291,355	\$299,806	\$307,892
4390 Treasurer	\$291,746	\$224,094	\$229,920	\$236,574	\$242,970
8350 Sheriff	\$213,925	\$305,604	\$313,549	\$322,660	\$331,370

Consumer Price Index (CPI-) Adjustment for FY 2026-27

CPI-U Dec
2024–Dec
2025: +2.7%

Within 5%
cap

May to all
positions

Effective
July 1, 2026

Elected Officials Salary Table (1 of 2)

<u>Class/Title</u>	FY 2025–26	Increase 2.7%	FY 2026–27 *Proposed
Assessor-Recorder	\$260,468	\$7,033	\$267,501
City Attorney	\$325,936	\$8,800	\$334,736
District Attorney	\$366,106	\$9,885	\$375,991
Mayor	\$394,888	\$10,662	\$405,550

Elected Officials Salary Table (2 of 2)

Class/Title	FY 2025–26	Increase 2.7%	FY 2026–27 *Proposed
Public Defender	\$299,806	\$8,095	\$307,901
Treasurer	\$236,574	\$6,387	\$242,961
Sheriff	\$322,660	\$8,712	\$331,372

SECTION 2

Board of Supervisors Salary Adjustments

Civil Service Commission

May 18, 2026

Presented by: Preeti Grewal, Senior HR Analyst



Board of Supervisors (BOS)

Why Is the Salary Adjusted?



BOS SALARY REVIEWED EVERY
5-YEAR



ANNUAL CPI-U ADJUSTMENTS



FY 2026–27 INCREASE: 2.7%

HOW IT WORKS



CPI-U MEASURES
INFLATION



ADJUSTMENTS MAX OUT
AT 5%



MAY ADJUST
SUPERVISORS' SALARY
CHARTER SEC. 2.100

BOS Salary Adjustment 2026-27 Update

CURRENT SALARY: \$175,370	PROPOSED SALARY: \$180,128	CPI- U Increased by 2.7
---	--	--

What's Next



EFFECTIVE JULY 1, 2026



COMMISSION APPROVES
SALARY ADJUSTMENT
2.7% INCREASE



NOTIFIES
CONTROLLER'S OFFICE
FOR BUDGET

Benefits Summary – FY 2026–27

Elected Officials & BOS

Retirement: Based on pay as of June 30, 2026; rate remains fixed

Health: City contribution via Cafeteria Plan (medical, dental, vision, life)

Dental: Employee-paid premiums; no employer contribution

Social Security & SDI: Employee contributions; City matches Social Security

Life Insurance: \$150,000 basic coverage

Deferred Comp: No City contribution

Other: No leave accrual or comp time

Note: Contributions not counted toward compensation calculations

Thank you

Questions?

Civil Service Commission
May 18, 2026

