



**OFFICE OF THE CONTROLLER**  
CITY AND COUNTY OF SAN FRANCISCO

Greg Wagner  
Controller

ChiaYu Ma  
Deputy Controller

## MEMORANDUM

**TO:** Ms. Angela Calvillo  
Clerk of the Board of Supervisors

**FROM:** Greg Wagner

**DATE:** March 29, 2025

**SUBJECT:** **File No. 250533 – Ordinance on Compensation for Unrepresented Employees**

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Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of the ordinance to set wage increases for Unrepresented Employees for July 1, 2025 through June 30, 2026. The wage increases are 1% on July 1, 2025, 1.50% on January 3, 2026, and 2.00% at the close of business on June 30, 2026.

The MOUs affect 67 budgeted positions with an overall salary and benefits base of approximately \$17.1 million. Our analysis finds that the July and January wage increases in the Ordinance will result in increased costs to the City of about \$260,000. The June wage increase has no cost in FY 2025-26 but will result in additional costs in FY 2026-27 of approximately \$340,000.

If you have additional questions or concerns, please contact Carol Lu of my staff at [carol.lu@sfgov.org](mailto:carol.lu@sfgov.org).

Sincerely,

/s/

Greg Wagner

Controller