

File No. 260199

Committee Item No. 1

Board Item No. 16

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Budget and Appropriations Committee Date March 18, 2026

Board of Supervisors Meeting Date March 24, 2026

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| <input type="checkbox"/> | <input type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Department/Agency Cover Letter and/or Report |
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| <input type="checkbox"/> | <input type="checkbox"/> | Grant Information Form |
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| <input type="checkbox"/> | <input type="checkbox"/> | Form 126 – Ethics Commission |
| <input type="checkbox"/> | <input type="checkbox"/> | Notice of Award/Award Letter |
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Completed by: Brent Jalipa Date March 19, 2026

Completed by: Brent Jalipa Date _____

1 [Board of Supervisors Budget Process - FYs 2026-2027 and 2027-2028]

2

3 **Motion establishing priorities for the Board of Supervisors’ Budget and Appropriations**
4 **Committee, and the process to guide the Board’s deliberations on the City budget, for**
5 **Fiscal Years (FYs) 2026-2027 and 2027-2028.**

6

7 WHEREAS, Each year, the Board of Supervisors strives for a budget process that
8 includes broad involvement from all members of the Board, the Mayor’s Office, labor partners,
9 service providers, nonprofit partners, and members of the public; and

10 WHEREAS, In 2019, the Board of Supervisors passed Motion M19-180 and Ordinance
11 No. 294-19, on file with the Clerk of the Board of Supervisors in File No. 191072, which is
12 hereby declared to be a part of this Motion as if set forth fully herein, to require greater
13 accountability, transparency, accessibility, and engagement between these stakeholders and
14 accomplishes the above goals, including requirements for public hearings, centralized
15 information, and clear guidelines for public input; and

16 WHEREAS, Each year, it is up to the Chair of the Budget and Appropriations
17 Committee to develop a budget process that accomplishes these goals; and

18 WHEREAS, The City’s balanced budget for FY2025-2026 totaled \$16.3 billion,
19 however, looking ahead to FY2026-2027 and FY2027-2028, while the Controller is reporting
20 that the city’s budget trajectory is finally trending in a better direction, the City is still facing up
21 to a \$1 billion budget deficit; and

22 WHEREAS, Unfortunately, in addition to slow recovery, San Francisco is also facing
23 unprecedented attacks from the federal administration, threatening significant cuts to critical
24 funding for healthcare, food programs, and housing; and

25

1 WHEREAS, In addition to these threats from the federal level, this year will be
2 complicated by the fact that the Board will also be considering enterprise department budgets,
3 including the Airport, San Francisco Public Utilities Commission, and San Francisco Municipal
4 Transportation Agency, among others departments that generate their own revenue; and

5 WHEREAS, To address potential federal, state, and local cuts, City departments and
6 policy makers must continue to make some difficult funding decisions; and

7 WHEREAS, The City budget is the most important policy document deliberated by the
8 Board of Supervisors, and therefore should be reflective of the values of this body, as well as
9 the Mayor of San Francisco; and

10 WHEREAS, The Board of Supervisors urges the Mayor, the Mayor's Budget Director,
11 and city departs to consider the following guiding principles as part of their budget proposal,
12 including:

- 13 a. **Chop from the Top:** For the past few fiscal years, the city has hired managers at
14 twice the rate of essential frontline workers. Before the city continues to reduce its
15 workforce, the city should prioritize the elimination of vacant management positions
16 and other vacant positions and reduce management positions accordingly; and
- 17 b. **Leverage Federal and State Grants and Funding:** The city needs to prioritize
18 services and contracts that receive federal and state grants and maximize our
19 reimbursement rate; and
- 20 c. **Review Contracts of \$1 million or Less and Consolidate Processes:** The city
21 should review and consolidate grant contracts that are \$1 million or less to increase
22 accountability, maximize performance and deliverables, reduce administrative costs
23 by consolidating grants, and eliminate redundancies across multiple departments, in
24 order to maximize investments without reducing direct services and while protecting
25 the needs of vulnerable communities ; and

- 1 d. **Reduce Administrative Costs:** The city should immediately eliminate unused cell
2 phone lines, re-evaluate and streamline existing lease agreements for all city
3 departments, consolidate equipment contracts to reduce costs, and aim for
4 efficiency and reduction for related administrative costs; and
- 5 e. **Invest in Oversight to Reduce Wasteful and Corrupt Spending:** The city needs
6 to continue investments in oversight bodies such as commissions, inspector
7 generals, controller auditors, public integrity and whistleblower investigators to
8 reduce corrupt and wasteful spendings as well as reduce the city's liability; and
- 9 f. **Streamline Capital Improvement Projects:** The city should prioritize existing
10 funding and staffing resources for shovel-ready and near-completion projects and
11 streamline processes to tackle backlogged projects that are critical to public safety
12 before launching new projects that are not design-ready; now, therefore, be it
- 13 **MOVED,** That the Board of Supervisors, through the Budget and Appropriations
14 Committee, establish the following guiding principles to ensure that the basic needs of San
15 Franciscans are met, by evaluating and prioritizing:
- 16 a. Availability and capacity of city services serving immigrants, LGBTQ+
17 community, seniors and people with disabilities, children and youth, tenants and unhoused
18 people, BIPOC and African American communities, and working families; and
- 19 b. Collective fiscal impact of fee waivers and tax revenue suspensions on housing
20 production, local business revitalization, and city services that are critical in delivering public
21 safety; and
- 22 c. The utilization of debt and financing policies including but not limited to bonds,
23 enhanced infrastructure finance districts, and certification of participation in correlation with
24 the projection of economic growth for the city; and, be it
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1 FURTHER MOVED, That Board of Supervisors, through the work Budget and
2 Appropriations Committee, shall prioritize a budget that supports these principles, efficiency
3 while preserving effectiveness, and equitable services and resources citywide.

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From: [Megan Price](#)
To: [Jalipa, Brent \(BOS\)](#)
Subject: concerns about under-funding the public defender's office
Date: Friday, March 20, 2026 10:11:49 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Budget and Appropriations Committee,

I am extremely concerned that the budget for the San Francisco Public Defender's Office has been decreased in the face of such increasing demands, demands directly resulting from the *increased* budget provided to the San Francisco police and District Attorney's Office.

Court records indicate that active misdemeanor cases have increased 78% over the past seven years, and active felony cases have increased 56% over the same time period. With this expanding case load, now is the time to hire *more* public defense attorneys, not cut their budget.

A functioning legal system requires *both* prosecutors and defense attorneys. I hope you will give this need the serious attention it requires and consider it when reviewing the city budget.

Thank you,
Megan price

Patrick Monette-Shaw

975 Sutter Street, Apt. 6
San Francisco, CA 94109
Phone: (415) 292-6969 • e-mail: pmonette-shaw@earthlink.net

March 17, 2026

Board of Supervisors Budget and Appropriations Committee
The Honorable Connie Chan, Supervisor, Chair
The Honorable Danny Sauter, Supervisor, District 3
The Honorable Matt Dorsey, Supervisor, District 6
The Honorable Raphael Mandelman, Supervisor, District 8
The Honorable Shamann Walton, Supervisor, District 10
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

“ If the Board of Supervisors, Mayor, and the Mayor’s Budget Director Sophia Kittler really want to address the City’s \$900 million budget deficit, use this information to start *‘Chopping From the Top!’*”

Start by clawing back savings eliminating job classifications 1165 – 1167 at SFDPH!”

Re: **Board File #260199 Board of Supervisors Budget Process – FYs 2026-2027 and 2027-2028 — “Chop From the Top”**

Dear Chair Chan and members of the Budget and Appropriations Committee,

It’s good seeing in Legislative Version 1 for this hearing that it involves a Motion establishing priorities for the Board of Supervisors’ Budget and Appropriations Committee, and the process to guide the Board’s deliberations on the City budget for Fiscal Years 2026-2027 and 2027-2028. The Motion contains a WHEREAS clause stating:

“The Board of Supervisors urges the Mayor, the Mayor’s Budget Director, and City departments to consider the following guiding principals as part of their budget proposal, including:

- “
- a. **Chop from the Top:** For the past few fiscal years, the City has hired managers at twice the rate of essential frontline workers. Before the City continues to reduce its workforce, the City should prioritize the elimination of **vacant** management positions and other vacant positions and reduce management positions accordingly.”

Unfortunately, the Motion doesn’t go far enough, since it states that **vacant** management positions should be prioritized for elimination. The Motion should be amended, to include both vacant and **filled** management positions.

That’s because in early March 2026, Mayor Lurie asked city departments to eliminate at least 500 positions to help address the nearly \$900 million budget deficit, as part of a broader mandate to cut \$100 million in personnel spending for the upcoming FY 2026–2027 City budget.

The Mayor expects some of the reductions to come from vacant positions, but his Budget Office has indicated that reaching the target **will require eliminating filled positions**.

I think I can help identify some of the needed cuts shown in the Exhibits to this testimony. The Exhibits are based on data in annual City Controller payroll databases stored in Excel format, that I receive under public records requests annually.

Exhibit 1 gets to the heart of the matter, focusing in on the **bloat of Senior Managers inflating the City budget**. Senior City managers are defined as employees in job classification code 0922 Manager 1 through 0943 Manager 8, 0951 Deputy Director 1 through 0965 Deputy Director 5, 0961 Department Head 1 through 0965 Department Head 5, 0971, 1114 through 1118, 1165 through 1165 through 1167, and various SFMTA manager positions in job classification codes 9172 through 9187, as shown in breakouts in **Exhibits 3 and Exhibit 4**.

- **Exhibit 1** shows that between FY 2010–2011 and FY 2024–2025 stratified by City Department, successive annual City budgets have added fully 815 **senior managers** to the City payroll, at an increased cost of \$211.9 *million* dollars, including annual pay raises, but excluding fringe benefits.

The Exhibit shows that the 14 bodies highlighted in yellow added a combined total of 685 — 85% — of the 815 addition City employees, at an increased cost of \$174.4 million — 82% — of the total \$211.9 million increase across

the past 14 years. **That was a massive increase in the cost of senior city managers. “Chop From the Top!”**

- **Exhibit 2** is a year-over-year comparison of FY 2023–2024 vs. 2024–2025 stratified by City Department, which shows that in a single one-year period, 45 additional **senior manager** positions were added to the City budget, at an increased cost of \$21 **million**, admittedly again including annual pay raises.

Of the 45 additional senior managers, just 5 of the City’s 54 City Departments accounted for 40 of the 45 additional senior managers, including the Airport Commission, SFMTA Police Department, Public Utilities Commission, and the San Francisco Port Authority, at a cost of \$13.2 **million**. **That \$13.2 millin represents 63% — nearly two-thirds — of the one-year increase of \$21 million.**

- **Exhibit 3** shows that between FY 2010–2011 and FY 2024–2025 **stratified by Job Classification Code**, successive annual City budgets have added fully 815 **senior managers** to the City payroll, at an increased cost of \$211.9 **million** dollars, including annual pay raises, but again excluding fringe benefits.

Shockingly, of the 815 additional senior managers added, 622 — fully 76.3% — were added in Job Classification codes 0922 to 0943, Managers job classification series, at a cost of \$147.7 million. Another 83 — 10.2% — were added in the Deputy Director job classification series 0951 to 0955, at a cost of \$26.7 million,

Exhibit 3 also shows that the Department of Public Health’s Community Health Network (SFHN) created 16 new senior manager positionss in job classifications 1165, 1166, and 1167 — at an increased cost of \$5.8 million — which were all formerly senior managers in the 0951 to 0965 job classification codes. If you really want to “**Chop From the Top**,” you could easily start by **clawing back savings** eliminating those three new job classification codes in SFDPH that were only recently created in the last several Fiscal Years!

Also shockingly, of the 815 additional senior managers added, SFMTA aounted for 83 of them — 10.2% of the 815 — at a staggering increase of \$19.8 million! **No wonder the SFMTA has its own massive budget deficit — and is begging San Franciscans to pass another bond measure to help bail out MUNI’s budget!**

The Mayor should **start by trimming the 83 additional managers SFMTA has added**, causing severe management bloat. “**Chop From the Top.**”

- **Exhibit 4** is another year-over-year comparison of FY 2023–2024 vs. 2024–2025 **stratified by Job Classification Code**, which shows that in a single one-year period, 45 additional **senior manager** positions were added to the City budget, at an increased cost of \$21 **million**, admittedly again including annual pay raises.

Of note, almost half of the 45 additional senior managers were added in a single job classification code — 0932, adding 22 additional Manager 4’s. Somewhat shockingly, durng that single year, another 9 Manager 1’s in classification code 0922 were added.

As well, the SFMTA added (or promoted) an additional 10 senior managers across job classifications 9172 Manager 2, 9174 Manager 4, and 9180 Manager 6. This totals 41 or the 45 additional senior managers across a single year.

- **Exhibit 5** shows that between FY 2010–2011 and FY 2024–2025 stratified by City Department, successive annual City budgets hve added fully 8,704 positions to the City payroll, at an increased cost of \$2.7 **billion** dollars, including annual pay raises, but again excluding fringe benefits.

That exhibit shows that just six of the City’s 56 City Departments — the Department of Public Health, Public Utilities Commission, Municipal Transportation Agency, Human Services Agency, General Services Agency – Public Works, and the Recreation and Parks Department — accounted for 7,504 — 86.2% — of the 8,704 additional City employees, at a cost of \$1.624 **billion** of the total cost of additional Cty employees, including pay raises.

March 17, 2026

Testimony on Board File #260199 Board of Supervisors Budget Process – FYs 2026-2027 and 2027-2028 —

“Chop From the Top”

Page 3

- **Exhibit 6** is another year-over-year comparison of FY 2023–2024 vs. 2024–2025 stratified by City Department, which shows that in a single one-year period, 99 additional positions were added to the City budget, at an increased cost of \$336.2 **million**, admittedly again including annual pay raises.

This Exhibit is deceptive, in that it shows that during the past one year of a year-over-year change there was an addition of just 99 additional City employees across 54 City Departments.

That’s deceptive precisely because there was an addition of fully 483 City employees at a cost of \$185.7 million (including pay raises) across just five City Departments, including Airport Commission (15), Police Department (117), Department of Public Health (79), Elections Department (70), and the Public Utilities Commission (67). Clearly, there was a massive cut of 384 employees in the remaining 49 City Departments to come up with a net increase of just 99 employees.

If the Board of Supervisors, Mayor, and the Mayor’s Budget Director Sophia Kittler really want to address the City’s \$900 million budget deficit, use this information to start **“Chopping From the Top”!**

Respectfully submitted,

/s/

Patrick Monette-Shaw

Columnist/Reporter

Westside Observer Newspaper

cc: The Honorable Stephen Sherrill, Supervisor, District 2
The Honorable Alan Wong, Supervisor, District 4
The Honorable Bilal Mahmood, District 5
The Honorable Myrna Melgar, District 7
The Honorable Jackie Fielder, Supervisor, District 9
The Honorable Chyanne Chen, District 11
Angela Calvillo, Clerk of the Board
Alisa Somera, Legislative Deputy Director, Clerk of the Board’s Office
Sophia Kittler, Budget Director to Mayor Daniel Lurie.

**Exhibit 1: Senior City Managers — By City Department
 FY 2010–2011 to FY 2024–2025**

**Senior City Managers Within Each City Departments
 (Excluding San Francisco Superior Court Employees)**

Sort Order: City Department Names

Code	Department Name	Number of Employees				Total Pay			
		FY 10-11	FY 24-25	Change		FY 10-11	FY 24-25	Change	
		Count	Count	Count	% Change	Amount	Amount	Amount	% Change
1	SCI Academy Of Sciences			0			\$	-	
2	ADP Adult Probation	1	6	5	500.0%	\$ 136,858	\$ 1,012,558	\$ 875,700	639.9%
3	AIR Airport Commission	88	140	52	59.1%	\$ 11,906,033	\$ 26,936,097	\$ 15,030,064	126.2%
4	ART Arts Commission	2	7	5	250.0%	\$ 283,352	\$ 1,008,504	\$ 725,152	255.9%
5	AAM Asian Art Museum	3	4	1	33.3%	\$ 404,545	\$ 728,238	\$ 323,694	80.0%
6	ASR Assessor-Recorder	8	20	12	150.0%	\$ 953,991	\$ 3,731,785	\$ 2,777,794	291.2%
7	BOA Board Of Appeals	1	1	0	0.0%	\$ 139,518	\$ 222,947	\$ 83,429	59.8%
8	BOS Board Of Supervisors	4	7	3	75.0%	\$ 509,032	\$ 1,366,700	\$ 857,667	168.5%
9	CSS Child Support Services	4	5	1	25.0%	\$ 561,641	\$ 960,317	\$ 398,676	71.0%
10	CHF Children Youth & Families	4	10	6	150.0%	\$ 492,126	\$ 1,951,036	\$ 1,458,910	296.5%
11	CFC Childm & Families Commission	1		(1)	-100.0%	\$ 135,197		\$ (135,197)	-100.0%
12	CAT City Attorney's Office	4	8	4	100.0%	\$ 461,054	\$ 1,668,839	\$ 1,207,786	262.0%
13	CON City Controller's Office	21	37	16	76.2%	\$ 2,974,759	\$ 7,875,620	\$ 4,900,861	164.7%
14	CPC City Planning Department	5	15	10	200.0%	\$ 755,370	\$ 3,365,770	\$ 2,610,400	345.6%
15	CSC Civil Service Commission	2	2	0	0.0%	\$ 239,217	\$ 415,264	\$ 176,047	73.6%
16	DBI Dept of Building Inspection	6	16	10	166.7%	\$ 911,538	\$ 3,115,683	\$ 2,204,144	241.8%
17	DEC Dept of Early Childhood		12	12			\$ 2,226,850	\$ 2,226,850	
18	REG Dept of Elections	3	2	(1)	-33.3%	\$ 396,728	\$ 463,357	\$ 66,629	16.8%
19	DEM Dept of Emergency Management	16	51	35	218.8%	\$ 2,272,947	\$ 9,736,036	\$ 7,463,088	328.3%
20	HOM Dept of Homelessness and Supportive Housing		34	34			\$ 6,844,830	\$ 6,844,830	
21	HRD Dept of Human Resources	16	33	17	106.3%	\$ 2,180,137	\$ 6,143,857	\$ 3,963,719	181.8%
22	DPA Dept of Police Accountability		4	4			\$ 909,766	\$ 909,766	
23	DPH Dept of Public Health	98	237	139	141.8%	\$ 13,212,041	\$ 46,508,569	\$ 33,296,527	252.0%
24	WOM Dept of Status of Women	1	2	1	100.0%	\$ 135,720	\$ 427,346	\$ 291,626	214.9%
25	DAT District Attorney	5	15	10	200.0%	\$ 675,309	\$ 3,144,275	\$ 2,468,967	365.6%
26	ECN Economic Workforce Development	19	27	8	42.1%	\$ 2,367,914	\$ 5,259,728	\$ 2,891,814	122.1%
27	ENV Environment Department	2	4	2	100.0%	\$ 268,982	\$ 833,696	\$ 564,715	209.9%
28	ETH Ethics Commission	2	4	2	100.0%	\$ 253,727	\$ 678,181	\$ 424,454	167.3%
29	FAM Fine Arts Museum	4	5	1	25.0%	\$ 537,415	\$ 966,186	\$ 428,771	79.8%
30	FIR Fire Department	4	6	2	50.0%	\$ 484,137	\$ 1,215,742	\$ 731,605	151.1%
31	ANC General Services Agency – Animal Care and Control	3		(3)	-100.0%	\$ 390,354		\$ (390,354)	-100.0%
32	ADM General Services Agency – City Administrator	44	90	46	104.5%	\$ 6,057,741	\$ 17,223,376	\$ 11,165,635	184.3%
33	DPW General Services Agency – Public Works	33	62	29	87.9%	\$ 4,849,095	\$ 11,912,982	\$ 7,063,887	145.7%
34	TIS General Services Agency – Technology & Info Services	16	22	6	37.5%	\$ 2,409,968	\$ 4,742,736	\$ 2,332,768	96.8%
35	HSS Health Service System	6	8	2	33.3%	\$ 750,463	\$ 1,764,088	\$ 1,013,625	135.1%
36	HHP Hetch Hetchy	19		(19)	-100.0%	\$ 2,557,492		\$ (2,557,492)	-100.0%
37	HRC Human Rights Commission	2	12	10	500.0%	\$ 285,385	\$ 1,856,057	\$ 1,570,672	550.4%
38	HSA Human Services Agency	59	111	52	88.1%	\$ 7,728,116	\$ 20,241,637	\$ 12,513,521	161.9%
39	JUV Juvenile Probation	3	7	4	133.3%	\$ 369,682	\$ 1,028,141	\$ 658,459	178.1%
40	LLB Law Library			0				\$ -	
41	MYR Mayor	2	3	1	50.0%	\$ 242,640	\$ 722,322	\$ 479,682	197.7%
42	MTA Municipal Transportation Agcy	108	182	74	68.5%	\$ 13,378,391	\$ 35,521,413	\$ 22,143,021	165.5%
43	POL Police Department	11	31	20	181.8%	\$ 1,616,519	\$ 6,562,089	\$ 4,945,571	305.9%
44	PDR Public Defender	2	3	1	50.0%	\$ 216,398	\$ 600,146	\$ 383,748	177.3%
45	LIB Public Library	9	18	9	100.0%	\$ 1,256,235	\$ 3,628,092	\$ 2,371,856	188.8%
46	PUC Public Utilities Commission	64	188	124	193.8%	\$ 9,078,845	\$ 38,514,191	\$ 29,435,346	324.2%
47	REC Recreation and Park Commission	25	51	26	104.0%	\$ 3,158,363	\$ 9,539,270	\$ 6,380,907	202.0%
48	RNT Rent Arbitration Board	2	3	1	50.0%	\$ 254,229	\$ 578,483	\$ 324,253	127.5%
49	RET San Francisco City Employees' Retirement System	12	45	33	275.0%	\$ 1,978,421	\$ 12,649,265	\$ 10,670,845	539.4%
50	PRT San Francisco Port Authority	22	44	22	100.0%	\$ 2,935,293	\$ 8,367,332	\$ 5,432,039	185.1%
51	SHF Sheriff's Office	4	9	5	125.0%	\$ 586,971	\$ 1,724,943	\$ 1,137,972	193.9%
52	SDA Shrf Dept Of Inspctr Genl		1	1			\$ 151,735	\$ 151,735	
53	TTX Treasurer/Tax Collector	11	18	7	63.6%	\$ 1,463,642	\$ 3,719,022	\$ 2,255,380	154.1%
54	WAR War Memorial	3	5	2	66.7%	\$ 406,434	\$ 857,076	\$ 450,642	110.9%
55	CWP Wastewater Enterprise	5		(5)	-100.0%	\$ 785,191		\$ (785,191)	-100.0%
56	WTR Water Department	23		(23)	-100.0%	\$ 3,327,083		\$ (3,327,083)	-100.0%
Total:		812	1,627	815	100.4%	\$ 109,732,238	\$ 321,622,169	\$ 211,889,932	193.1%

Source: San Francisco City Controller, analysis of "Annual Payroll Database" received under Public Records Requests in July 2011 and July 2025.

Exhibit 2: Senior City Managers — By City Department
Year-Over-Year Change: FY 2023–2024 vs. FY 2024–2025

Senior City Managers Within Each City Department
 (Excluding San Francisco Superior Court Employees)

Code	Department Name	Number of Employees				Total Pay			
		FY 23–24	FY 24–25	Change		FY 23–24	FY 24–25	Change	
		Count	Count	Count	% Change	Amount	Amount	Amount	% Change
1	SCI Academy Of Sciences							\$	-
2	ADP Adult Probation	7	6	(1)	-14.3%	\$ 932,482	\$ 1,012,558	\$ 80,076	8.6%
3	AIR Airport Commission	133	140	7	5.3%	\$ 24,645,879	\$ 26,936,097	\$ 2,290,218	9.3%
4	ART Arts Commission	7	7	0	0.0%	\$ 995,881	\$ 1,008,504	\$ 12,623	1.3%
5	AAM Asian Art Museum	4	4	0	0.0%	\$ 750,172	\$ 728,238	\$ (21,934)	-2.9%
6	ASR Assessor-Recorder	18	20	2	11.1%	\$ 3,328,850	\$ 3,731,785	\$ 402,935	12.1%
7	BOA Board Of Appeals	1	1	0	0.0%	\$ 215,377	\$ 222,947	\$ 7,570	3.5%
8	BOS Board Of Supervisors	7	7	0	0.0%	\$ 1,324,795	\$ 1,366,700	\$ 41,904	3.2%
9	CSS Child Support Services	4	5	1	25.0%	\$ 798,760	\$ 960,317	\$ 161,557	20.2%
10	CHF Children Youth & Families	11	10	(1)	-9.1%	\$ 2,104,655	\$ 1,951,036	\$ (153,619)	-7.3%
11	CFC Childrn & Families Commission								
12	CAT City Attorney's Office	7	8	1	14.3%	\$ 1,471,079	\$ 1,668,839	\$ 197,760	13.4%
13	CON City Controller's Office	37	37	0	0.0%	\$ 7,537,532	\$ 7,875,620	\$ 338,087	4.5%
14	CPC City Planning Department	16	15	(1)	-6.3%	\$ 3,207,600	\$ 3,365,770	\$ 158,171	4.9%
15	CSC Civil Service Commission	2	2	0	0.0%	\$ 386,095	\$ 415,264	\$ 29,169	7.6%
16	DBI Dept of Building Inspection	15	16	1	6.7%	\$ 2,631,298	\$ 3,115,683	\$ 484,385	18.4%
17	DEC Dept of Early Childhood	13	12	(1)		\$ 2,004,108	\$ 2,226,850	\$ 222,742	
18	REG Dept of Elections	2	2	0	0.0%	\$ 453,627	\$ 463,357	\$ 9,731	2.1%
19	DEM Dept of Emergency Management	51	51	0	0.0%	\$ 8,738,236	\$ 9,736,036	\$ 997,800	11.4%
20	HOM Dept of Homelessness and Supportive Housing	36	34	(2)		\$ 6,699,975	\$ 6,844,830	\$ 144,855	
21	HRD Dept of Human Resources	33	33	0	0.0%	\$ 5,899,831	\$ 6,143,857	\$ 244,026	4.1%
22	DPA Dept of Police Accountability	4	4	0		\$ 876,563	\$ 909,766	\$ 33,203	
23	DPH Dept of Public Health	236	237	1	0.4%	\$ 45,427,376	\$ 46,508,569	\$ 1,081,193	2.4%
24	WOM Dept of Status of Women	3	2	(1)	-33.3%	\$ 406,705	\$ 427,346	\$ 20,640	5.1%
25	DAT District Attorney	15	15	0	0.0%	\$ 2,709,504	\$ 3,144,275	\$ 434,771	16.0%
26	ECN Economic Workforce Development	28	27	(1)	-3.6%	\$ 5,124,586	\$ 5,259,728	\$ 135,142	2.6%
27	ENV Environment Department	4	4	0	0.0%	\$ 766,132	\$ 833,696	\$ 67,565	8.8%
28	ETH Ethics Commission	3	4	1	33.3%	\$ 514,137	\$ 678,181	\$ 164,044	31.9%
29	FAM Fine Arts Museum	5	5	0	0.0%	\$ 932,889	\$ 966,186	\$ 33,297	3.6%
30	FIR Fire Department	5	6	1	20.0%	\$ 1,093,852	\$ 1,215,742	\$ 121,890	11.1%
31	ANC General Services Agency – Animal Care and Control								
32	ADM General Services Agency – City Administrator	91	90	(1)	-1.1%	\$ 17,682,219	\$ 17,223,376	\$ (458,843)	-2.6%
33	DPW General Services Agency – Public Works	62	62	0	0.0%	\$ 11,955,669	\$ 11,912,982	\$ (42,688)	-0.4%
34	TIS General Services Agency – Technology & Info Services	20	22	2	10.0%	\$ 4,695,103	\$ 4,742,736	\$ 47,633	1.0%
35	HSS Health Service System	8	8	0	0.0%	\$ 1,771,610	\$ 1,764,088	\$ (7,523)	-0.4%
36	HHP Hetch Hetchy			0					
37	HRC Human Rights Commission	9	12	3	33.3%	\$ 1,625,658	\$ 1,856,057	\$ 230,399	14.2%
38	HSA Human Services Agency	110	111	1	0.9%	\$ 19,904,704	\$ 20,241,637	\$ 336,933	1.7%
39	JUV Juvenile Probation	5	7	2	40.0%	\$ 910,446	\$ 1,028,141	\$ 117,695	12.9%
40	LLB Law Library							\$	-
41	MYR Mayor	3	3	0	0.0%	\$ 707,618	\$ 722,322	\$ 14,704	2.1%
42	MTA Municipal Transportation Agcy	175	182	7	4.0%	\$ 31,855,537	\$ 35,521,413	\$ 3,665,876	11.5%
43	POL Police Department	24	31	7	29.2%	\$ 5,091,283	\$ 6,562,089	\$ 1,470,806	28.9%
44	PDR Public Defender	3	3	0	0.0%	\$ 554,418	\$ 600,146	\$ 45,727	8.2%
45	LIB Public Library	17	18	1	5.9%	\$ 3,281,075	\$ 3,628,092	\$ 347,016	10.6%
46	PUC Public Utilities Commission	175	188	13	7.4%	\$ 34,459,653	\$ 38,514,191	\$ 4,054,538	11.8%
47	REC Recreation and Park Commission	53	51	(2)	-3.8%	\$ 9,012,212	\$ 9,539,270	\$ 527,059	5.8%
48	RNT Rent Arbitration Board	3	3	0	0.0%	\$ 517,678	\$ 578,483	\$ 60,804	11.7%
49	RET San Francisco City Employees' Retirement System	46	45	(1)	-2.2%	\$ 11,748,192	\$ 12,649,265	\$ 901,073	7.7%
50	PRT San Francisco Port Authority	38	44	6	15.8%	\$ 6,526,612	\$ 8,367,332	\$ 1,840,720	28.2%
51	SHF Sheriff's Office	9	9	0	0.0%	\$ 1,770,103	\$ 1,724,943	\$ (45,160)	-2.6%
52	SDA Shrf Dept Of Inspctr Genl	1	1	0		\$ 99,539	\$ 151,735	\$ 52,196	
53	TTX Treasurer/Tax Collector	19	18	(1)	-5.3%	\$ 3,688,267	\$ 3,719,022	\$ 30,754	0.8%
54	WAR War Memorial	4	5	1	25.0%	\$ 740,886	\$ 857,076	\$ 116,189	15.7%
55	CWP Wastewater Enterprise								
56	WTR Water Department								
Total:		1,582	1,627	45	2.8%	\$ 300,576,459	\$ 321,622,169	\$ 21,045,710	7.0%

Source: San Francisco City Controller, analysis of "Annual Payroll Database" received under Public Records Requests in July 2024 and July 2025.

**Exhibit 3: Senior City Managers — By Job Classification Code
 FY 2010–2011 to FY 2024–2025**

**Senior City Managers Across All City Departments
 (Excluding San Francisco Superior Court Employees)**

Class Job Class Title	Number of Employees				Total Pay			
	FY 10-11	FY 24-25	Change		FY 10-11	FY 24-25	Change	
	Count	Count	Count	% Change	Total Pay	Total Pay	Total Pay	% Change
1 0922 Manager I	101	236	135	133.7%	\$ 10,804,431	\$ 37,076,589	\$ 26,272,158	243.2%
2 0923 Manager II	95	285	190	200.0%	\$ 10,873,458	\$ 47,756,227	\$ 36,882,770	339.2%
3 0931 Manager III	126	233	107	84.9%	\$ 15,533,242	\$ 43,107,479	\$ 27,574,237	177.5%
4 0932 Manager IV	93	182	89	95.7%	\$ 12,442,850	\$ 34,289,863	\$ 21,847,013	175.6%
5 0933 Manager V	64	126	62	96.9%	\$ 9,354,886	\$ 26,344,866	\$ 16,989,980	181.6%
6 0941 Manager VI	61	81	20	32.8%	\$ 9,519,912	\$ 17,035,110	\$ 7,515,198	78.9%
7 0942 Manager VII	24	34	10	41.7%	\$ 3,981,615	\$ 8,729,222	\$ 4,747,607	119.2%
8 0943 Manager VIII	17	26	9	52.9%	\$ 3,220,065	\$ 7,049,707	\$ 3,829,642	118.9%
9 0951 Deputy Director I	4	12	8	200.0%	\$ 434,396	\$ 2,001,493	\$ 1,567,097	360.8%
10 0952 Deputy Director II	20	25	5	25.0%	\$ 2,538,643	\$ 4,841,304	\$ 2,302,661	90.7%
11 0953 Deputy Director III	24	78	54	225.0%	\$ 3,800,620	\$ 18,799,205	\$ 14,998,585	394.6%
12 0954 Deputy Director IV	19	30	11	57.9%	\$ 3,394,373	\$ 8,343,011	\$ 4,948,638	145.8%
13 0955 Deputy Director V	14	19	5	35.7%	\$ 2,685,347	\$ 5,581,407	\$ 2,896,060	107.8%
14 0961 Department Head I	11	12	1	9.1%	\$ 1,496,898	\$ 2,584,105	\$ 1,087,207	72.6%
15 0962 Department Head II	7	8	1	14.3%	\$ 1,127,790	\$ 2,044,097	\$ 916,307	81.2%
16 0963 Department Head III	8	10	2	25.0%	\$ 1,480,644	\$ 2,543,890	\$ 1,063,246	71.8%
17 0964 Department Head IV	5	8	3	60.0%	\$ 1,041,745	\$ 2,327,762	\$ 1,286,017	123.4%
18 0965 Department Head V	7	4	(3)	-42.9%	\$ 1,670,892	\$ 1,080,819	\$ (590,072)	-35.3%
19 0971 Transitional Department Head		4	4			\$ 1,073,348	\$ 1,073,348	
20 1114 Senior Portfolio Manager		2	2			\$ 529,733	\$ 529,733	
21 1115 Director		7	7			\$ 3,212,697	\$ 3,212,697	
22 1116 Managing Director		4	4			\$ 2,291,583	\$ 2,291,583	
23 1117 Deputy Director for Investments, Retirement System	1	1	0		\$ 291,184	\$ 454,860	\$ 163,676	56.2%
24 1119 Chf Executive & Investment Ofc		1	1			\$ 717,404	\$ 717,404	
25 1165 Manager, Dept Public Health		10	10			\$ 3,089,743	\$ 3,089,743	
26 1166 Administrator, DPH		4	4			\$ 1,716,072	\$ 1,716,072	
27 1167 Physician Administrator, DPH		2	2			\$ 1,016,459	\$ 1,016,459	
28 9172 Manager II, Municipal Transportation Age	9	48	39	433.3%	\$ 997,880	\$ 6,840,448	\$ 5,842,569	585.5%
29 9174 Manager IV, Municipal Transportation Age	20	43	23	115.0%	\$ 2,313,283	\$ 8,011,653	\$ 5,698,369	246.3%
30 9175 Manager I, Municipal Transportation Agen	9		(9)	-100.0%	\$ 650,646		\$ (650,646)	-100.0%
31 9177 Manager III, Municipal Transportation Ag	10	18	8	80.0%	\$ 1,027,571	\$ 3,039,490	\$ 2,011,919	195.8%
32 9179 Manager V, Municipal Transportation Agen	16	22	6	37.5%	\$ 1,937,549	\$ 4,428,902	\$ 2,491,353	128.6%
33 9180 Manager VI, Municipal Transportation Age	18	18	0		\$ 2,033,656	\$ 4,232,908	\$ 2,199,252	108.1%
34 9181 Manager VII, Municipal Transportation Ag	5	5	0		\$ 811,646	\$ 1,258,492	\$ 446,846	55.1%
35 9182 Manager VIII, Municipal Transportation Ag	10	11	1	10.0%	\$ 1,408,029	\$ 2,689,674	\$ 1,281,645	91.0%
36 9183 Deputy Director I, Municipal Transportat	6	11	5	83.3%	\$ 960,329	\$ 3,073,780	\$ 2,113,451	220.1%
37 9186 General Manager, Public Transportation D	1	2	1	100.0%	\$ 310,026	\$ 648,879	\$ 338,853	109.3%
38 9187 Deputy Director II Municipal Transportat	5	4	(1)	-20.0%	\$ 1,053,152	\$ 1,297,186	\$ 244,035	23.2%
38 9989 Executive Contract Employee with FBP (PUC)	2	1	(1)	-50.0%	\$ 528,996	\$ 462,703	\$ (66,293)	-12.5%
Senior Managers T total:	812	1,627	815	100.4%	\$ 109,725,751	\$321,622,169	\$211,896,418	193.1%

Source: San Francisco City Controller, analysis of "Annual Payroll Database" received under Public Records Requests in July 2011 and July 2025.

Exhibit 4: Senior City Managers — By Job Classification Code
Year-Over-Year Change: FY 2023–2024 vs. FY 2024–2025

Senior City Managers Across All City Departments
 (Excluding San Francisco Superior Court Employees)

Class Job Class Title	Number of Employees				Total Pay			
	FY 23-24	FY 24-25	Change		FY 23-24	FY 24-25	Change	
	Count	Count	Count	% Change	Total Pay	Total Pay	Total Pay	% Change
1 0922 Manager I	227	236	9	4.0%	\$ 34,415,803	\$ 37,076,589	\$ 2,660,786	7.7%
2 0923 Manager II	289	285	-4	-1.4%	\$ 45,782,625	\$ 47,756,227	\$ 1,973,603	4.3%
3 0931 Manager III	231	233	2	0.9%	\$ 41,140,357	\$ 43,107,479	\$ 1,967,121	4.8%
4 0932 Manager IV	160	182	22	13.8%	\$ 29,883,911	\$ 34,289,863	\$ 4,405,952	14.7%
5 0933 Manager V	123	126	3	2.4%	\$ 24,397,367	\$ 26,344,866	\$ 1,947,499	8.0%
6 0941 Manager VI	83	81	-2	-2.4%	\$ 16,868,747	\$ 17,035,110	\$ 166,363	1.0%
7 0942 Manager VII	36	34	-2	-5.6%	\$ 8,412,874	\$ 8,729,222	\$ 316,348	3.8%
8 0943 Manager VIII	23	26	3	13.0%	\$ 6,439,109	\$ 7,049,707	\$ 610,598	9.5%
9 0951 Deputy Director I	11	12	1	9.1%	\$ 1,692,307	\$ 2,001,493	\$ 309,186	18.3%
10 0952 Deputy Director II	26	25	-1	-3.8%	\$ 4,529,354	\$ 4,841,304	\$ 311,950	6.9%
11 0953 Deputy Director III	77	78	1	1.3%	\$ 17,739,632	\$ 18,799,205	\$ 1,059,573	6.0%
12 0954 Deputy Director IV	31	30	-1	-3.2%	\$ 7,824,431	\$ 8,343,011	\$ 518,580	6.6%
13 0955 Deputy Director V	20	19	-1	-5.0%	\$ 5,914,445	\$ 5,581,407	\$ (333,038)	-5.6%
14 0961 Department Head I	12	12	0		\$ 2,411,071	\$ 2,584,105	\$ 173,034	7.2%
15 0962 Department Head II	8	8	0		\$ 2,138,096	\$ 2,044,097	\$ (93,999)	-4.4%
16 0963 Department Head III	9	10	1	11.1%	\$ 2,534,352	\$ 2,543,890	\$ 9,538	0.4%
17 0964 Department Head IV	7	8	1	14.3%	\$ 2,272,127	\$ 2,327,762	\$ 55,635	2.4%
18 0965 Department Head V	3	4	1	33.3%	\$ 1,190,062	\$ 1,080,819	\$ (109,242)	-9.2%
19 0971 Transitional Department Head	2	4	2	100.0%	\$ 639,099	\$ 1,073,348	\$ 434,249	67.9%
20 1114 Senior Portfolio Manager	1	2	1	100.0%	\$ 347,603	\$ 529,733	\$ 182,130	52.4%
21 1115 Director	7	7	0		\$ 3,140,041	\$ 3,212,697	\$ 72,656	2.3%
22 1116 Managing Director	4	4	0		\$ 2,258,698	\$ 2,291,583	\$ 32,885	1.5%
23 1117 Deputy Director for Investments, Retirement System	1	1	0		\$ 424,446	\$ 454,860	\$ 30,414	7.2%
24 1119 Chf Executive & Investment Ofc	1	1	0		\$ 692,114	\$ 717,404	\$ 25,289	3.7%
25 1165 Manager, Dept Public Health	8	10	2	25.0%	\$ 2,460,305	\$ 3,089,743	\$ 629,438	25.6%
26 1166 Administrator, DPH	4	4	0		\$ 1,657,798	\$ 1,716,072	\$ 58,274	3.5%
27 1167 Physician Administrator, DPH	2	2	0		\$ 1,075,562	\$ 1,016,459	\$ (59,103)	-5.5%
28 9172 Manager II, Municipal Transportation Age	44	48	4	9.1%	\$ 6,302,967	\$ 6,840,448	\$ 537,481	8.5%
29 9174 Manager IV, Municipal Transportation Age	41	43	2	4.9%	\$ 7,451,979	\$ 8,011,653	\$ 559,674	7.5%
30 9175 Manager I, Municipal Transportation Agen								
31 9177 Manager III, Municipal Transportation Ag	19	18	-1	-5.3%	\$ 2,813,383	\$ 3,039,490	\$ 226,107	8.0%
32 9179 Manager V, Municipal Transportation Agen	25	22	-3	-12.0%	\$ 4,184,835	\$ 4,428,902	\$ 244,067	5.8%
33 9180 Manager VI, Municipal Transportation Age	14	18	4	28.6%	\$ 3,065,006	\$ 4,232,908	\$ 1,167,902	38.1%
34 9181 Manager VII, Municipal Transportation Ag	4	5	1	25.0%	\$ 983,412	\$ 1,258,492	\$ 275,080	28.0%
35 9182 Manager VIII, Municipal Transportation Ag	13	11	-2	-15.4%	\$ 2,980,000	\$ 2,689,674	\$ (290,326)	-9.7%
36 9183 Deputy Director I, Municipal Transportat	10	11	1	10.0%	\$ 2,592,245	\$ 3,073,780	\$ 481,535	18.6%
37 9186 General Manager, Public Transportation D	1	2	1	100.0%	\$ 401,804	\$ 648,879	\$ 247,075	61.5%
38 9187 Deputy Director II Municipal Transportat	4	4	0	0.0%	\$ 1,079,907	\$ 1,297,186	\$ 217,280	20.1%
38 9989 Executive Contract Employee with FBP (PUC)	1	1	0	0.0%	\$ 438,586	\$ 462,703	\$ 24,117	5.5%
Senior Managers Total:	1,582	1,627	45	2.8%	\$ 300,576,459	\$321,622,169	\$ 21,045,710	7.0%

Source: San Francisco City Controller, analysis of "Annual Payroll Database" received under Public Records Requests in July 2024 and July 2025.

**Exhibit 5: All City Employees — By City Department
FY 2010–2011 to FY 2024–2025**

**Individual City Departments
(Excluding San Francisco Superior Court Employees)**

Code	Department Name	Number of Employees				Total Pay			
		FY 10-11	FY 24-25	Change		FY 10-11	FY 24-25	Change	
		Count	Count	Count	% Change	Amount	Amount	Amount	% Change
1	SCI Academy Of Sciences	12	13	1	8.3%	\$ 1,023,947	\$ 1,620,938	\$ 596,992	58.3%
2	ADP Adult Probation	125	146	21	16.8%	\$ 7,824,503	\$ 17,994,091	\$ 10,169,588	130.0%
3	AIR Airport Commission	1,611	1,978	367	22.8%	\$ 106,079,989	\$ 225,002,441	\$ 118,922,452	112.1%
4	ART Arts Commission	38	56	18	47.4%	\$ 2,360,675	\$ 5,148,482	\$ 2,787,808	118.1%
5	AAM Asian Art Museum	72	75	3	4.2%	\$ 3,235,842	\$ 5,563,347	\$ 2,327,505	71.9%
6	ASR Assessor-Recorder	158	190	32	20.3%	\$ 9,649,031	\$ 22,313,433	\$ 12,664,402	131.3%
7	BOA Board Of Appeals	10	9	(1)	-10.0%	\$ 362,128	\$ 436,253	\$ 74,125	20.5%
8	BOS Board Of Supervisors	103	141	38	36.9%	\$ 5,433,189	\$ 12,907,737	\$ 7,474,548	137.6%
9	DBI Dept of Building Inspection	223	320	97	43.5%	\$ 19,597,467	\$ 42,612,261	\$ 23,014,794	117.4%
10	CSS Child Support Services	112	61	(51)	-45.5%	\$ 7,317,817	\$ 7,498,761	\$ 180,944	2.5%
11	CFC Childrn & Families Commission	18		(18)	-100.0%	\$ 1,086,577		\$ (1,086,577)	-100.0%
12	CHF Children Youth & Families	56	73	17	30.4%	\$ 2,315,007	\$ 8,772,320	\$ 6,457,313	278.9%
13	CAT City Attorney	308	369	61	19.8%	\$ 38,681,450	\$ 67,883,831	\$ 29,202,380	75.5%
14	CPC City Planning	159	205	46	28.9%	\$ 12,030,873	\$ 26,673,580	\$ 14,642,706	121.7%
15	CSC Civil Service Commission	11	13	2	18.2%	\$ 523,759	\$ 1,038,861	\$ 515,102	98.3%
16	CON Controller	218	353	135	61.9%	\$ 17,677,173	\$ 50,661,631	\$ 32,984,458	186.6%
17	DEC Dept of Early Childhood		59	59			\$ 7,317,506	\$ 7,317,506	
18	DPA Dept of Police Accountability		41	41			\$ 6,297,675	\$ 6,297,675	
19	DEM Dept of Emergency Management	271	376	105	38.7%	\$ 22,593,860	\$ 55,706,811	\$ 33,112,950	146.6%
20	WOM Dept of Status of Women	12	18	6	50.0%	\$ 377,405	\$ 1,145,813	\$ 768,408	203.6%
21	DAT District Attorney	268	360	92	34.3%	\$ 27,998,659	\$ 56,102,200	\$ 28,103,541	100.4%
22	ECN Economic Workforce Development	75	152	77	102.7%	\$ 5,929,466	\$ 20,887,487	\$ 14,958,021	252.3%
23	REG Elections	231	438	207	89.6%	\$ 3,709,204	\$ 6,747,749	\$ 3,038,545	81.9%
24	ENV Environment	133	119	(14)	-10.5%	\$ 5,990,117	\$ 11,467,665	\$ 5,477,548	91.4%
25	ETH Ethics Commission	17	31	14	82.4%	\$ 1,231,429	\$ 3,446,552	\$ 2,215,123	179.9%
26	FAM Fine Arts Museum	297	206	(91)	-30.6%	\$ 7,774,286	\$ 12,781,943	\$ 5,007,657	64.4%
27	FIR Fire Department	1,539	2,061	522	33.9%	\$ 213,044,501	\$ 387,688,823	\$ 174,644,322	82.0%
28	ANC General Services Agency – Animal Care and Control	43		(43)	-100.0%	\$ 2,618,420		\$ (2,618,420)	-100.0%
29	ADM General Services Agency – City Administrator	820	1,155	335	40.9%	\$ 46,626,120	\$ 124,162,634	\$ 77,536,514	166.3%
30	DPW General Services Agency – Public Works	1,247	1,681	434	34.8%	\$ 81,537,621	\$ 194,908,655	\$ 113,371,034	139.0%
31	TIS General Services Agency – Technology & Info Services	262	316	54	20.6%	\$ 21,251,944	\$ 46,780,708	\$ 25,528,764	120.1%
32	HSS Health Service System	42	53	11	26.2%	\$ 2,785,475	\$ 6,853,221	\$ 4,067,746	146.0%
33	HHP Hetch Hetchy	362		(362)	-100.0%	\$ 25,487,869		\$ (25,487,869)	-100.0%
34	HOM Homelessness Services		254	254			\$ 31,872,728	\$ 31,872,728	
35	HRD Human Resources	218	324	106	48.6%	\$ 11,035,083	\$ 33,451,859	\$ 22,416,776	203.1%
36	HRC Human Rights Commission	54	66	12	22.2%	\$ 2,739,358	\$ 6,627,125	\$ 3,887,767	141.9%
37	HSA Human Services Agency	2,501	3,019	518	20.7%	\$ 118,550,852	\$ 268,371,287	\$ 149,820,435	126.4%
38	JUV Juvenile Probation	362	221	(141)	-39.0%	\$ 17,400,045	\$ 22,641,853	\$ 5,241,808	30.1%
39	LLB Law Library	2	2	0	0.0%	\$ 244,922	\$ 423,223	\$ 178,301	72.8%
40	MYR Mayor	100	188	88	88.0%	\$ 7,608,509	\$ 23,300,496	\$ 15,691,987	206.2%
41	MTA Municipal Transportation Agcy	5,160	6,465	1,305	25.3%	\$ 373,083,187	\$ 710,989,661	\$ 337,906,474	90.6%
42	POL Police	2,798	3,022	224	8.0%	\$ 323,471,426	\$ 588,896,675	\$ 265,425,249	82.1%
43	PRT Port	260	304	44	16.9%	\$ 20,081,543	\$ 39,646,144	\$ 19,564,601	97.4%
44	PDR Public Defender	182	253	71	39.0%	\$ 17,707,857	\$ 39,430,192	\$ 21,722,335	122.7%
45	DPH Public Health	7,036	10,048	3,012	42.8%	\$ 523,166,163	\$ 1,213,046,933	\$ 689,880,770	131.9%
46	LIB Public Library	907	996	89	9.8%	\$ 38,429,590	\$ 79,203,217	\$ 40,773,626	106.1%
47	PUC Public Utilities Commission	840	2,692	1,852	220.5%	\$ 63,081,991	\$ 357,454,276	\$ 294,372,285	466.7%
48	REC Recreation And Park Commission	1,848	2,231	383	20.7%	\$ 53,028,883	\$ 110,360,472	\$ 57,331,589	108.1%
49	RNT Rent Arbitration Board	39	59	20	51.3%	\$ 2,835,390	\$ 6,325,085	\$ 3,489,696	123.1%
50	RET Retirement System	96	132	36	37.5%	\$ 7,732,936	\$ 22,049,521	\$ 14,316,585	185.1%
51	SHF Sheriff	1,089	1,032	(57)	-5.2%	\$ 99,270,925	\$ 184,566,170	\$ 85,295,246	85.9%
52	SDA Shrf Dept Of Inspctr Genl		10	10			\$ 279,267	\$ 279,267	
53	TTX Treasurer/Tax Collector	219	194	(25)	-11.4%	\$ 13,918,614	\$ 23,751,028	\$ 9,832,414	70.6%
54	WAR War Memorial	95	103	8	8.4%	\$ 4,570,416	\$ 7,904,889	\$ 3,334,473	73.0%
55	CWP Wastewater Enterprise	531		(531)	-100.0%	\$ 40,869,912		\$ (40,869,912)	-100.0%
56	WTR Water Department	789		(789)	-100.0%	\$ 58,468,269		\$ (58,468,269)	-100.0%
Total:		33,979	42,683	8,704	25.6%	\$ 2,501,451,674	\$ 5,209,015,511	\$ 2,707,563,836	108.2%

Source: San Francisco City Controller, analysis of "Annual Payroll Database" received under Public Records Requests in July 2011 and July 2025.

Exhibit 6: All City Employees — By City Department
Year-Over-Year Change: FY 2023–2024 vs. FY 2024–2025

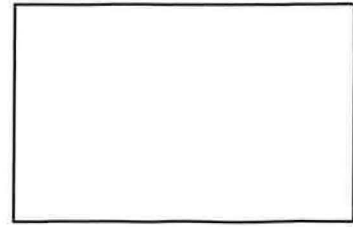
Individual City Departments
 (Excluding San Francisco Superior Court Employees)

Code	Department Name	Number of Employees				Total Pay			
		FY 23–24	FY 24–25	Change		FY 23–24	FY 24–25	Change	
		Count	Count	Count	% Change	Amount	Amount	Amount	% Change
1	SCI Academy Of Sciences	13	13	0		\$ 1,502,667	\$ 1,620,938	\$ 118,271	7.9%
2	ADP Adult Probation	144	146	2	1.4%	\$ 17,032,250	\$ 17,994,091	\$ 961,841	5.6%
3	AIR Airport Commission	1,828	1,978	150	8.2%	\$ 199,882,774	\$ 225,002,441	\$ 25,119,667	12.6%
4	ART Arts Commission	56	56	0		\$ 4,799,308	\$ 5,148,482	\$ 349,174	7.3%
5	AAM Asian Art Museum	72	75	3	4.2%	\$ 5,430,288	\$ 5,563,347	\$ 133,059	2.5%
6	ASR Assessor-Recorder	184	190	6	3.3%	\$ 21,418,644	\$ 22,313,433	\$ 894,788	4.2%
7	BOA Board Of Appeals	9	9	0		\$ 469,021	\$ 436,253	\$ (32,769)	-7.0%
8	BOS Board Of Supervisors	131	141	10	7.6%	\$ 12,768,785	\$ 12,907,737	\$ 138,951	1.1%
9	DBI Dept of Building Inspection	313	320	7	2.2%	\$ 40,080,106	\$ 42,612,261	\$ 2,532,155	6.3%
10	CSS Child Support Services	62	61	(1)	-1.6%	\$ 7,552,951	\$ 7,498,761	\$ (54,190)	-0.7%
11	CFC Childrn & Families Commission								
12	CHF Children Youth & Families	76	73	(3)	-3.9%	\$ 8,267,998	\$ 8,772,320	\$ 504,322	6.1%
13	CAT City Attorney	368	369	1	0.3%	\$ 65,144,881	\$ 67,883,831	\$ 2,738,949	4.2%
14	CPC City Planning	236	205	(31)	-13.1%	\$ 27,320,005	\$ 26,673,580	\$ (646,425)	-2.4%
15	CSC Civil Service Commission	12	13	1	8.3%	\$ 797,775	\$ 1,038,861	\$ 241,086	30.2%
16	CON Controller	354	353	(1)	-0.3%	\$ 47,855,187	\$ 50,661,631	\$ 2,806,444	5.9%
17	DEC Dept of Early Childhood	50	59	9	18.0%	\$ 5,826,347	\$ 7,317,506	\$ 1,491,159	25.6%
18	DPA Dept of Police Accountability	43	41	(2)	-4.7%	\$ 6,343,345	\$ 6,297,675	\$ (45,671)	-0.7%
19	DEM Dept of Emergency Management	357	376	19	5.3%	\$ 50,375,044	\$ 55,706,811	\$ 5,331,767	10.6%
20	WOM Dept of Status of Women	24	18	(6)	-25.0%	\$ 1,415,951	\$ 1,145,813	\$ (270,137)	-19.1%
21	DAT District Attorney	364	360	(4)	-1.1%	\$ 54,398,079	\$ 56,102,200	\$ 1,704,121	3.1%
22	ECN Economic Workforce Development	158	152	(6)	-3.8%	\$ 20,334,692	\$ 20,887,487	\$ 552,795	2.7%
23	REG Elections	368	438	70	19.0%	\$ 6,157,798	\$ 6,747,749	\$ 589,951	9.6%
24	ENV Environment	110	119	9	8.2%	\$ 9,767,497	\$ 11,467,665	\$ 1,700,168	17.4%
25	ETH Ethics Commission	25	31	6	24.0%	\$ 3,388,547	\$ 3,446,552	\$ 58,005	1.7%
26	FAM Fine Arts Museum	203	206	3	1.5%	\$ 12,316,396	\$ 12,781,943	\$ 465,547	3.8%
27	FIR Fire Department	2,056	2,061	5	0.2%	\$ 372,130,531	\$ 387,688,823	\$ 15,558,292	4.2%
28	ANC General Services Agency – Animal Care and Control								
29	ADM General Services Agency – City Administrator	1,161	1,155	(6)	-0.5%	\$ 118,638,228	\$ 124,162,634	\$ 5,524,406	4.7%
30	DPW General Services Agency – Public Works	1,684	1,681	(3)	-0.2%	\$ 176,702,350	\$ 194,908,655	\$ 18,206,305	10.3%
31	TIS General Services Agency – Technology & Info Services	325	316	(9)	-2.8%	\$ 44,023,736	\$ 46,780,708	\$ 2,756,973	6.3%
32	HSS Health Service System	53	53	0		\$ 6,534,596	\$ 6,853,221	\$ 318,626	4.9%
33	HHP Hetch Hetchy								
34	HOM Homelessness Services	247	254	7	2.8%	\$ 28,968,100	\$ 31,872,728	\$ 2,904,628	10.0%
35	HRD Human Resources	325	324	(1)	-0.3%	\$ 32,070,428	\$ 33,451,859	\$ 1,381,431	4.3%
36	HRC Human Rights Commission	58	66	8	13.8%	\$ 5,868,335	\$ 6,627,125	\$ 758,790	12.9%
37	HSA Human Services Agency	3,071	3,019	(52)	-1.7%	\$ 250,379,801	\$ 268,371,287	\$ 17,991,486	7.2%
38	JUV Juvenile Probation	212	221	9	4.2%	\$ 20,988,957	\$ 22,641,853	\$ 1,652,897	7.9%
39	LLB Law Library	2	2	0		\$ 378,694	\$ 423,223	\$ 44,529	11.8%
40	MYR Mayor	181	188	7	3.9%	\$ 23,337,662	\$ 23,300,496	\$ (37,166)	-0.2%
41	MTA Municipal Transportation Agcy	6,645	6,465	(180)	-2.7%	\$ 679,625,440	\$ 710,989,661	\$ 31,364,221	4.6%
42	POL Police	2,905	3,022	117	4.0%	\$ 557,168,959	\$ 588,896,675	\$ 31,727,716	5.7%
43	PRT Port	292	304	12	4.1%	\$ 35,784,226	\$ 39,646,144	\$ 3,861,918	10.8%
44	PDR Public Defender	246	253	7	2.8%	\$ 36,425,065	\$ 39,430,192	\$ 3,005,127	8.3%
45	DPH Public Health	9,969	10,048	79	0.8%	\$ 1,115,059,863	\$ 1,213,046,933	\$ 97,987,071	8.8%
46	LIB Public Library	995	996	1	0.1%	\$ 74,353,822	\$ 79,203,217	\$ 4,849,394	6.5%
47	PUC Public Utilities Commission	2,625	2,692	67	2.6%	\$ 327,148,454	\$ 357,454,276	\$ 30,305,822	9.3%
48	REC Recreation And Park Commission	2,399	2,231	(168)	-7.0%	\$ 106,285,205	\$ 110,360,472	\$ 4,075,266	3.8%
49	RNT Rent Arbitration Board	62	59	(3)	-4.8%	\$ 5,984,244	\$ 6,325,085	\$ 340,841	5.7%
50	RET Retirement System	124	132	8	6.5%	\$ 19,757,384	\$ 22,049,521	\$ 2,292,137	11.6%
51	SHF Sheriff	1,080	1,032	(48)	-4.4%	\$ 173,742,520	\$ 184,566,170	\$ 10,823,650	6.2%
52	SDA Shrf Dept Of Inspctr Genl	9	10	1	11.1%	\$ 223,124	\$ 279,267	\$ 56,143	25.2%
53	TTX Treasurer/Tax Collector	199	194	(5)	-2.5%	\$ 23,025,237	\$ 23,751,028	\$ 725,790	3.2%
54	WAR War Memorial	99	103	4	4.0%	\$ 7,588,318	\$ 7,904,889	\$ 316,571	4.2%
55	CWP Wastewater Enterprise								
56	WTR Water Department								
Total:		42,584	42,683	99	0.2%	\$ 4,872,839,618	\$ 5,209,015,511	\$ 336,175,893	6.9%

Source: San Francisco City Controller, analysis of "Annual Payroll Database" received under Public Records Requests in July 2011 and July 2025.

Introduction Form

(by a Member of the Board of Supervisors or the Mayor)



I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee (Ordinance, Resolution, Motion or Charter Amendment)
- 2. Request for next printed agenda (For Adoption Without Committee Reference)
(Routine, non-controversial and/or commendatory matters only)
- 3. Request for Hearing on a subject matter at Committee
- 4. Request for Letter beginning with "Supervisor _____ inquires..."
- 5. City Attorney Request
- 6. Call File No. _____ from Committee.
- 7. Budget and Legislative Analyst Request (attached written Motion)
- 8. Substitute Legislation File No. _____
- 9. Reactivate File No. _____
- 10. Topic submitted for Mayoral Appearance before the Board on _____

The proposed legislation should be forwarded to the following (please check all appropriate boxes):

- Small Business Commission Youth Commission Ethics Commission
- Planning Commission Building Inspection Commission Human Resources Department

General Plan Referral sent to the Planning Department (proposed legislation subject to Charter 4.105 & Admin 2A.53):

- Yes No

(Note: For Imperative Agenda items (a Resolution not on the printed agenda), use the Imperative Agenda Form.)

Sponsor(s):

Chan, WALTON

Subject:

Board of Supervisors Budget Process - FYs 2026-2027 and 2027-2028

Long Title or text listed:

Motion establishing priorities for the Board of Supervisors' Budget and Appropriations Committee, and the process to guide the Board's deliberations on the City budget, for Fiscal Years (FYs) 2026-2027 and 2027-2028.

Signature of Sponsoring Supervisor: