


Date: April 20, 2009

TO: The Honorable Civil Service Commission

FROM: Micki Callahan, Human Resources Director 

SUBJECT: **Salary Survey of Registered Nurse Classifications, 2009-2010**
(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.

In addition, the Charter specifies that if the highest prevailing wage exceeds the current City and County rate, the Civil Service Commission may also certify the amount of the difference between the City and County and the employer used for certification, the maximum salary plus the dollar value of health service and vacation benefits. The Board of Supervisors may then provide additional salary, conditions and benefits of employment not to exceed this dollar value.

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, 2009 for the acute care staff nurse classification granted by collective bargaining agreement is \$64.17 per hour. This was determined after conducting a survey of the following Bay Area hospitals and medical centers: Alta Bates Summit Medical Center, California Pacific Medical Center, Children's Hospital and Research Center of Oakland, Chinese Hospital, Contra Costa County Regional

Medical Center, Kaiser, Marin General Hospital, San Mateo County Medical Center, Santa Clara Valley Medical Center, Seton Medical Center, Stanford Medical Center, UCSF 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 insuring 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 \$4.32 higher per hour than our current hourly rate of \$59.85. 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 20 years of service to reach the maximum wage rate. Registered nurses employed by the City and County of San Francisco previously required only 10.5 years to reach the maximum wage rate. Two additional tenure steps were added effective the close of business June 30, 2006, providing a new higher maximum at 21 years. At 21 years, Medical Center A is approximately \$4.32 higher per hour than our current hourly rate of \$59.85.

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 Staff Nurse III 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

1. The relevant collective bargaining agreements provide for basic health care for nurses and their dependents. Medical Center A pays \$491 to \$1469 per month per nurse and offers three health plans. The City and County pays from \$418.80 to \$1,508.18 per month per nurse, depending on which of the four health plans the nurse chooses. The City & County of San Francisco's maximum benefit of \$1508.18 per month exceeds Medical Center A's maximum contribution of \$1,469 by approximately \$0.22 per hour.
2. Medical Center A also provides a dental coverage plan for such nurses, spouses and/or dependents at a maximum contribution cost of \$127 per month. The maximum coverage for the City and County nurses costs \$106.97 per month. The maximum monthly contribution rate for the City and County is approximately \$0.11 per hour less than Medical Center A.

B. Paid Time Off

1. The Medical Center A collective bargaining agreement contains provisions for Paid Time Off (PTO). PTO is accrued at the rate of .1111 to .1764 hours off (depending on length of service) for each hour worked. PTO covers vacation, holiday, and sick pay, as well as other elective absences.

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

First Year	26 PTO days earned
Second through third year	31 PTO days earned
Fourth through ninth year	36 PTO days earned
Tenth and subsequent year	39 PTO days earned

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

First through fifth year	37 PTO days earned
More than fifth year through fifteenth year	42 PTO days earned
More than fifteenth year and subsequent year	47 PTO days 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 \$0.19 to \$1.38 per hour. Medical Center A does not offer this benefit.

C. Longevity Premium

Effective July 1, 2001 the longevity premium for the CCSF Registered Nurse was replaced by a retention bonus for those nurses hired prior to July 1, 2003, which provides an additional 1% of base hourly salary commencing at Year 5 for those on Step 6 or below and 2% of base hourly salary at Year 10 for those on Step 7 or below. Since this bonus is in lieu of a longevity premium, it is included in the analysis since Medical Center A's maximum rate at 20 years of service includes a longevity premium in the base wage.

D. Summary of Wages and Benefits

The total hourly dollar value of Medical Center A's Staff Nurse III for wages and benefits at the maximum rate of pay and 20 years of service exceeds the wage rate and like benefits for the City and County of San Francisco by \$1.64 per hour.

E. Additional Notes

It should be noted that the City & County of San Francisco contributes 7.5% of pensionable wages into the City & County Retirement Plan for its Registered Nurses. The value of this benefit ranges from \$3.42 to \$4.49 per hour. Medical Center A contributes up to 5% of annual pension eligible earnings to their Employer Retirement Plan for their Staff Nurse IIIs. The value of this benefit ranges from \$2.53 to \$3.21 per hour. The maximum hourly value of the City & County of San Francisco's retirement pick-up exceeds that of Medical Center A's by \$1.28 per hour. If this amount were to be included in the calculation of the dollar value differences between the City & County of San Francisco Registered Nurses and Medical Center A's Staff Nurse III for wages and benefits at the maximum rate of pay and 20 years of service the total hourly dollar value of Medical Center A's wage rates and like benefits would exceed that of the City & County of San Francisco by \$0.36 an hour.

Date: April 20, 2009

III. Recommendations

1. Adopt Staff Report; certify to the Board of Supervisors the Medical Center A Staff Nurse III rate of \$64.17 is the highest prevailing wage rate in effect on April 15, 2009.

Respectfully submitted,



Martin Gran

Employee Relations Director

COMPARISON OF WAGES AND BENEFITS

Medical Center A's Staff Nurse III
and
the City and County of San Francisco Registered Nurse
as of April 15, 2009

Years of Service	Base Salary		Health Insurance (max)		Dental Insurance (max)		Paid Time Off*		Longevity Days Off		Retention Bonus**		Total Value Salary and Benefits		Total Hourly Difference CCSF over/ (under) Med Center A
	CCSF Hourly	MCA Hourly	CCSF Hourly	MCA Hourly	CCSF Hourly	MCA Hourly	CCSF # Days	MCA # Days	CCSF Hourly Value	MCA Hourly Value	% of Hourly Base Rate	CCSF Hourly Value	CCSF over/ (under)	MCA over/ (under)	
0	\$45.56	\$48.72	\$8.70	\$8.48	\$0.62	\$0.73	37	26	\$6.48	\$4.87	0	\$0.00	\$0.00	\$61.36	\$62.80
0.5	\$47.01	\$50.68	\$8.70	\$8.48	\$0.62	\$0.73	37	26	\$6.69	\$5.07	0	\$0.00	\$0.00	\$63.02	\$64.96
1.5	\$48.46	\$52.70	\$8.70	\$8.48	\$0.62	\$0.73	37	31	\$6.90	\$6.28	0	\$0.00	\$0.00	\$64.68	\$66.19
2.5	\$49.85	\$54.82	\$8.70	\$8.48	\$0.62	\$0.73	37	31	\$7.09	\$6.54	1	\$0.19	\$0.00	\$66.45	\$70.57
3.5	\$51.40	\$57.04	\$8.70	\$8.48	\$0.62	\$0.73	37	36	\$7.31	\$7.90	1	\$0.20	\$0.00	\$68.23	\$74.15
4.5	\$51.40	\$59.30	\$8.70	\$8.48	\$0.62	\$0.73	37	36	\$7.31	\$8.21	1	\$0.20	\$0.00	\$68.23	\$76.72
5.5	\$52.99	\$59.30	\$8.70	\$8.48	\$0.62	\$0.73	42	36	\$8.56	\$8.21	2	\$0.41	\$0.00	\$71.81	\$76.72
6.5	\$52.99	\$59.30	\$8.70	\$8.48	\$0.62	\$0.73	42	36	\$8.82	\$8.18	4	\$0.84	\$0.00	\$73.61	\$76.46
7.5	\$54.63	\$59.07	\$8.70	\$8.48	\$0.62	\$0.73	42	36	\$8.82	\$8.18	4	\$0.84	\$0.00	\$73.61	\$76.46
8.5	\$54.63	\$59.07	\$8.70	\$8.48	\$0.62	\$0.73	42	36	\$8.82	\$8.18	4	\$0.84	\$0.00	\$73.61	\$76.46
9.5	\$56.33	\$59.07	\$8.70	\$8.48	\$0.62	\$0.73	42	39	\$9.10	\$8.66	6	\$1.30	\$0.00	\$76.05	\$77.14
10.5	\$56.33	\$59.07	\$8.70	\$8.48	\$0.62	\$0.73	42	39	\$9.10	\$8.66	6	\$1.30	\$0.00	\$76.05	\$77.14
11.5	\$56.33	\$59.07	\$8.70	\$8.48	\$0.62	\$0.73	42	39	\$9.10	\$8.66	6	\$1.30	\$0.00	\$76.05	\$77.14
12.5	\$56.33	\$59.07	\$8.70	\$8.48	\$0.62	\$0.73	42	39	\$9.10	\$8.66	6	\$1.30	\$0.00	\$76.05	\$77.14
13.5	\$56.33	\$59.07	\$8.70	\$8.48	\$0.62	\$0.73	42	39	\$9.10	\$8.66	6	\$1.30	\$0.00	\$76.05	\$77.14
14.5	\$56.33	\$59.07	\$8.70	\$8.48	\$0.62	\$0.73	42	39	\$9.10	\$8.66	6	\$1.30	\$0.00	\$76.05	\$77.14
15.5	\$56.33	\$59.07	\$8.70	\$8.48	\$0.62	\$0.73	42	39	\$9.10	\$8.66	6	\$1.30	\$0.00	\$76.05	\$77.14
16.5	\$58.09	\$62.91	\$8.70	\$8.48	\$0.62	\$0.73	47	39	\$10.50	\$9.44	6	\$1.34	\$0.00	\$79.25	\$81.56
17.5	\$58.09	\$62.91	\$8.70	\$8.48	\$0.62	\$0.73	47	39	\$10.50	\$9.44	6	\$1.34	\$0.00	\$79.25	\$81.56
18.5	\$58.09	\$62.91	\$8.70	\$8.48	\$0.62	\$0.73	47	39	\$10.50	\$9.44	6	\$1.34	\$0.00	\$79.25	\$81.56
19.5	\$58.09	\$62.91	\$8.70	\$8.48	\$0.62	\$0.73	47	39	\$10.50	\$9.44	6	\$1.34	\$0.00	\$79.25	\$81.56
20.5	\$58.09	\$62.91	\$8.70	\$8.48	\$0.62	\$0.73	47	39	\$10.50	\$9.44	6	\$1.34	\$0.00	\$79.25	\$81.56
21.5	\$59.85	\$64.17	\$8.70	\$8.48	\$0.62	\$0.73	47	39	\$10.82	\$9.63	6	\$1.38	\$0.00	\$81.37	\$83.01

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

** Please note effective 7/1/01 the longevity premium of an additional 1% on base hourly salary at Year 10 changed to a retention bonus of 1% of base hourly salary at Year 5 for those below Step 7 and 2% of base hourly salary at Year 10 for those below Step 8. This premium is not available for nurses hired on or after 7/1/03.