

PROPOSED  
ORDINANCE  
AND  
CHARTER  
AMENDMENT

To Be Voted on at  
SPECIAL MUNICIPAL ELECTION  
To Be Held  
FRIDAY, MAY 19, 1939



Published under provisions of Section 183 of the  
Charter of City and County of San Francisco.

A handwritten signature in cursive script, appearing to read "J. Hollins".

Registrar of Voters.

The Recorder Printing and Publishing Company  
99 South Van Ness Avenue, San Francisco



**PROPOSITION NO. 1**

**REFERENDUM—Shall Ordinance No. 60, as enacted by the Board of Supervisors of the City and County of San Francisco, standardizing the salaries of Municipal employees, be adopted?**

**SUBMITTING TO THE ELECTORS OF THE CITY AND COUNTY OF SAN FRANCISCO FOR THEIR APPROVAL OR DISAPPROVAL, PURSUANT TO THE PROVISIONS OF SECTION 179 OF THE CHARTER, ORDINANCE No. 60 (SERIES OF 1939) ENACTED BY THE BOARD OF SUPERVISORS ON THE 14TH DAY OF FEBRUARY, 1939, AND APPROVED BY THE MAYOR ON MARCH 1, 1939, ENTITLED "AN ORDINANCE FIXING SCHEDULES OF SALARIES AND WAGES TO BE PAID EMPLOYEES OF THE CITY AND COUNTY WHOSE SALARIES AND WAGES ARE SUBJECT TO THE PROVISIONS OF SECTION 151 OF THE CHARTER, AND PROVIDING FOR THE METHOD OF MAKING SAID COMPENSATION SCHEDULES EFFECTIVE FOR THE FISCAL YEAR 1939-40."**

**RESOLUTION NO. 192**  
**(Series of 1939)**

WHEREAS, The Board of Supervisors did on the 14th day of February, 1939, enact the above entitled ordinance; and

WHEREAS, The final passage of said ordinance was postponed for one week by reason of a motion to reconsider the same; and

WHEREAS, Said motion to reconsider said ordinance failed; and

WHEREAS, The Mayor of the City and County of San Francisco approved said ordinance on the 1st day of March, 1939; and

WHEREAS, Within thirty (30) days after the approval of said ordinance by said Mayor, and before said ordinance became effective, there was filed with the Board of Supervisors a petition signed by qualified electors of the City and County of San Francisco equal in number to at least ten per centum of the entire vote cast for all candidates for Mayor at the last preceding general municipal election at which a Mayor was elected, protesting against the passage of said ordinance; and

WHEREAS, Upon the receipt of said petition, this Board of Supervisors did reconsider said ordinance; and

WHEREAS, It was duly moved and seconded at the time of the reconsideration of said ordinance that the same be repealed; and

WHEREAS, This Board of Supervisors has not entirely repealed said ordinance; now, therefore, be it

**RESOLVED**, That this Board of Supervisors does hereby submit to the electors of the City and County of San Francisco the approval or disapproval of said ordinance at a Special Election to be held for that purpose on the 19th day of May, 1939, and this Board of Supervisors does hereby direct and call that a Special Election be held in the City and County of San Francisco on the 19th day of May, 1939, at which said election the aforesaid ordinance shall be submitted to the electors of the said City and County for their approval or disapproval, and this Board of Supervisors does hereby direct the Registrar of Voters to issue his call for said election and to hold said election in conformity with the provisions of this resolution.

**Adopted—Board of Supervisors, San Francisco, April 4, 1939.**

**Ayes:** Supervisors McGowan, McSheehy, Mead, Meyer, Ratto, Roncovieri, Shannon, Uhl.

**Noes:** Supervisor Brown.

**Absent:** Supervisors Colman, Schmidt.

I hereby certify that the foregoing resolution was adopted by the Board of Supervisors of the City and County of San Francisco.

DAVID A. BARRY, Clerk.

Approved San Francisco, April 6, 1939.

ANGELO J. ROSSI, Mayor.

(Series of 1939)

Bill No. 59, Ordinance No. 60, as follows:

An ordinance fixing schedules of salaries and wages to be paid employees of the City and County whose salaries and wages are subject to the provisions of Section 151 of the Charter, and providing for the method of making said compensation schedules effective for the fiscal year 1939-40:

Be it ordained by the People of the City and County of San Francisco, as follows:

Section 1. Pursuant to the provisions of Section 151 of the Charter, the salaries and wages set forth herein and hereinafter referred to as the compensation schedules shall be the compensation fixed and provided for the several classifications of employment in the San Francisco municipal service which are subject to the provisions of Section 151 of the Charter, subject, however, in so far as increases in salaries and wages for the fiscal year 1939-40 are concerned, to the provisions and conditions hereinafter set forth.

Section 2. No increases in salaries or wages shall be made operative or effective for the fiscal year 1939-40 under the said compensation schedules except that (a) those employees serving in classifications, the salary or wage for which is fixed herein on a per diem basis or a per hour basis or on a monthly basis without provision for seniority increases and who are receiving on June 30, 1939, less than the salary or wage herein fixed for the classification under which such employees are employed, shall be advanced, effective July 1, 1939, to the rate fixed herein for the classification under which such employees are employed; (b) all permanent employees serving in classifications, the maximum salary or wage for which is fixed herein at \$125 per month or less shall be advanced effective July 1, 1939, to the amount herein fixed for their respective classification in accordance with the years of service such employees have served under civil service appointment if such appointment is subject to Civil Service; (c) in addition to the increases in compensation authorized and provided under subsections (a) and (b) of this section, all other increases in salaries authorized under the said compensation schedules and based on seniority of employees shall be effective as follows: Thirty-three and one-third per cent of the amount of said increases computed to the nearest dollar commencing July 1, 1939; thirty-three and one-third per cent of accrued increases computed to the nearest dollar commencing July 1, 1940, and the remainder thereof commencing July 1, 1941; but provided, however, that no increase in salary under the provisions of this section shall be allowed or authorized during the fiscal year 1939-40 which will cause the salary of any employee to exceed \$500 per month.

Section 3. Employees entering the service on or after July 1, 1939, shall enter the service at the entrance rate fixed in the said compensation schedules for the classification to which such employee is appointed; provided that no new employee shall be paid more than other appointees then serving in the same classification under the same appointing officer.

Section 4. Employees being promoted to a new classification shall enter such promotive classification at the entrance rate fixed in said compensation schedules for the classification to which such employee is being promoted; provided that an employee receiving in the lower class a rate in excess of the minimum for the promotive class shall not be reduced in salary.

Section 5. No salary paid as of June 30, 1939, to an employee who is

regularly holding his position shall be reduced so long as such employee continues to regularly hold such position.

Section 6. Salaries and wages herein fixed are gross compensations. Deductions shall be made from the salaries or wages of employees as herein specified for maintenance and other accommodations as provided by law, and charges therefor shall be as fixed by law, provided, however, that no charge shall be made for maintenance furnished employees in institutions unless such employees use such accommodations and maintenance. Wages fixed herein on a per hour or per diem basis are for eight hours' work per day.

Section 7. Department heads are hereby directed to prepare and submit their budget estimates of personal services for the fiscal year 1939-40 in accordance with the provisions of this ordinance.

Section 8. If it shall be determined that any salary or wage fixed in the said compensation schedules is contrary to the provisions of Section 151 of the Charter, such determination shall not affect the validity of any other salary or wage fixed in the said compensation schedules.

Section 9. The compensation schedules for classifications included in Division A—Building Trades Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
A6	Supv. of Maintenance & Repair of School Bldgs. . . . .	\$325	\$345	\$365	\$385	\$400
A8	Asst. Supt. of Maintenance & Repair of Public Bldgs. . . . .	325	345	365	385	400
A10	Supt. of Maintenance & Repair of Public Bldgs. . . . .	400	420	440	460	475
A52	Hodcarrier . . . . .	\$10.00 day — \$1 day extra for work underground and/or \$1.20 a day for tending Plasterer.				
A56	Bricklayer . . . . .	\$14.00 day				
A58	Marble Setter's Helper . . . . .	\$6.50 day				
A60	Marble Setter . . . . .	\$10.50 day				
A62	Tile Setter . . . . .	\$11.00 day				
A106	Building Inspector . . . . .	250	262.50	275	287.50	300
A154	Carpenter . . . . .	\$10.00 day				
A155	Cribber . . . . .	\$8.80 day				
A156	Patternmaker . . . . .	\$12.00 day				
A158	Sub-Foreman Carpenter . . . . .	\$10.50 day				
A160	Foreman Carpenter, DPW . . . . .	250				
A161	Gen. Foreman Carpenter, DPW . . . . .	300				
A162	Foreman Carpenter, School Dept. . . . .	230—5-day week				
		275—6-day week				
A164	Foreman Carpenter, Utilities . . . . .	230—5-day week				
		275—6-day week				
A165	Stage Carpenter . . . . .	\$12.50 day				
A170	Stage Property Man . . . . .	\$12.50 day				
A172	Repair Foreman . . . . .	300				
A202	Cement Finisher's Helper . . . . .	9.00				
A204	Cement Finisher . . . . .	10.00				
A208	Gen. Foreman Cement Finishers . . . . .	300				
A252	Glazier . . . . .	9.70				
A302	Locksmith . . . . .	10.00				
A354	Painter . . . . .	10.00				
A357	Foreman Painter . . . . .	\$11.00 day				
A358	Gen. Foreman Painter, DPW . . . . .	300				
A364	Car and Auto Painter . . . . .	10.00				
A370	Gen. Foreman Car and Auto Paint Shop Mun. Ry. . . . .	300				
A396	Lather . . . . .	12.80				
A392	Plasterer . . . . .	13.83				
A401	Plumber . . . . .	11.20				
A408	Gen. Foreman Plumber, DPW . . . . .	330				
A412	Plumbing Inspector . . . . .	250	262.50	275	287.50	300

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
A416	Chief Plumbing Inspector .....	300	312.50	325	337.50	350
A456	Sheet Metal Worker .....	10.00				
A458	Sub-Foreman Sheet Metal Worker .....	10.50				
A460	Gen. Foreman Sheet Metal Worker .....	300				
A504	Steamfitter .....	11.00				
A506	Gen. Foreman Steamfitter, DPW .....	325				
A551	Apprentice (for all skilled trades and occupations, as well as for building trades) .....	40% of rate of craft for 1st yr.; 50% 2nd yr.; 65% 3rd yr.; 80% 4th yr.				

Section 10. The compensation schedules for classifications included in Division B—Clerical Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
B4	Bookkeeper .....	\$175	\$185	\$195	\$200	
B6	Senior Bookkeeper .....	200	215	225	235	\$245
B7	Asst. Supv. Disb., Controller .....	245	255	265	275	
B8	Supv. Disb., Controller .....	275	295	315	335	350
B9	Supervisor of Financial Reports, Board of Education .....	200	215	225	235	245
B10	Accountant .....	245	255	265	275	
B11	Cost Analyst .....	245	255	265	275	
B14	Senior Accountant .....	275	295	315	335	350
B18	Chief Accountant, Purchasing Dept. ....	275	295	315	335	350
B20	Fin. Expert, Chief Admin. Officer.....	350	362.50	375	387.50	400
B21	Chief Asst. Controller .....	550	575	600	625	650
B22	Asst. Supv. Bur. Accts., Utilities .....	400	425	450	475	500
B24	Auditor, Water Dept. ....	600	640	680	720	750
B26	Supv., Budget Statistics .....	245	255	265	275	
B28	Supervisor, Gen. Audits .....	350	362.50	375	387.50	400
B30	Supervisor, Util. Audits .....	350	362.50	375	387.50	400
B31	Supervisor, Bureau of Cost Accounts, Dept. of Public Works .....	275	287.50	300	312.50	325
B52	Exec. Sec., Assessor's Of. ....	350	375	400	425	450
B53	Dir. of Pub. Rel., Util. ....	350	375	400	425	450
B55	Supervisor Pay Rolls .....	250	270	290	310	325
B57	Secretary, Art Com. ....	250	262.50	275	287.50	300
B58	Secy., Bd. of Education .....	350	375	400	425	450
B59	Secy., Bd. of Trustees, War Memorial....	250	270	290	310	325
B60	Secy., Public Util. Com.....	275	295	315	335	350
B61	Secy., Board of Permit Appeals .....	225	237.50	250	262.50	275
B62	Chief Clerk of Elections, Elec. Dept.....	275	295	315	335	350
B64	Chief Clerk of Reg., Election Dept.....	275	295	315	335	350
B66	Registrar of Voters .....	416.66	440	460	480	500
B68	Chief Clerk, Fire Dept. ....	350	375	400	425	450
B69	Secy. of Co-ordinating Council .....	325	337.50	350	362.50	375
B72	Secy., Bd. of Library Tr. ....	250	270	290	310	325
B73	Exposition Hostess .....	200				
B74	Confidential Secy., Mayor .....	425				
B76	Executive Secy., Mayor .....	650				
B77	Exec. Secy. to Manager of Util. ....	300	315	335	355	375
B78	S. F. Exposition Commissioner .....	500				
B79	Asst. to S. F. Exposition Commissioner...	250				
B80	Chief Clerk, Recorder .....	275	295	315	335	350
B81	Recorder .....	416.66	440	460	480	500
B82	Secy.-Actuary Retirement .....	500	525	550	575	600
B83	Consulting Actuary .....	\$50.00 day				
B84	Under Sheriff .....	350	375	400	425	450
B85	Jury Commissioner, Munic. Court .....	400	425	450	475	500
B86	Jury Commissioner, Sup. Court .....	500	525	550	575	600
B88	Chief Asst. Clerk, Bd. of Sups. ....	300	325	350	375	400
B89	Dir., Bur. of Licenses .....	225	237.50	250	262.50	275

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
B90	Clerk, Board of Supvs. ....	500	525	550	575	600
B91	Dir., Bur. Del. Revenue ....	350	375	400	425	450
B92	Chief Clerk, Tax Col. Ofc. ....	275	295	315	335	350
B93	Tax Collector .....	416.66	440	460	480	500
B94	Chief Clerk, Bd. Pub. Wks. ....	350	375	400	425	450
B95	Dir., Finance & Records .....	500	525	550	575	600
B96	Managing Dir., War Memorial .....	500	525	550	575	600
B97	Exec. Secy., C. A. Officer.....	300	320	340	360	375
B98	Conf. Secy. to Sheriff .....	225	237.50	250	262.50	275
B100	Supvrs. of Real Property Records, Asses- sor's Office .....	225	237.50	250	262.50	275
B101	Supvrs. of Personal Property Records, As- sessor's Office .....	225	237.50	250	262.50	275
B102	Teller . . . . .	200	215	225	235	245
B104	Sr. Teller, Treas. Office .....	245	255	265	275	
B105	Asst. Cashier, Tax. Col. Office .....	245	255	265	275	
B108	Cashier, Tax Col. ....	275	295	315	335	350
B109	Cashier, Water Dept. ....	275	295	315	335	350
B112	Asst. Cashier, Treas. Ofc. ....	300	325	350	375	400
B120	Director, Accts. and Rec., Assessor .....	275	295	315	335	350
B152	Court Rm. Clerk .....	200	210	220	225	
B154	Crim. Law Clerk .....	185	195	205	215	225
B155	Confidential Secretary to District Attorney	200	212.50	225	237.50	250
B156	Sr. Crim. Law Clerk .....	225	237.50	250	262.50	275
B160	Civ. Law Clerk .....	185	195	205	215	225
B161	Cashier, Co. Clerk .....	250	262.50	275	287.50	300
B162	Asst. Dir., Bur. Dom. Rel., D. A. Ofc.....	200	212.50	225	237.50	250
B163	Dir., Bur. Dom. Rel., D. A. Ofc. ....	225	237.50	250	262.50	275
B164	Sr. Civil Law Clerk .....	225	237.50	250	262.50	275
B165	Cashier, Mun. Court .....	250	262.50	275	287.50	300
B166	Chief Clerk, D. A. Ofc. ....	250	262.50	275	287.50	300
B168	Chief Clerk, Co. Clerk .....	275	295	315	335	350
B169	County Clerk .....	416.66	440	460	480	500
B170	Chief Asst. Clerk, Mun. Ct. ....	275	295	315	335	350
B172	Clerk, Mun. Court .....	500	525	550	575	600
B173	Public Administrator .....	416.66	440	460	480	500
B174	Bond and Ordinance Clerk .....	200	212.50	225	237.50	250
B180	Administrative Asst., Bd. of Education ..	275	295	315	335	350
B181	Law Clerk, Registrar's Office .....	250	262.50	275	287.50	300
B185	Business Mgr. Recreation Dept. ....	275	295	315	335	350
B202	Judge of Elections .....	\$10.00 day				
B204	Inspector of Elections .....	\$10.00 day				
B210	Office Assistant .....	85	90	95		
B212	Special Messenger .....	150	170	175		
B222	General Clerk .....	150	160	170	180	185
B228	Senior Clerk .....	185	195	205	215	225
B234	Head Clerk .....	225	237.50	250	262.50	275
B235	Director of Ser. Assessor's Office .....	225	237.50	250	262.50	275
B236	WPA Proj. Supv. Pub. Welfare Dept. ....	200	210	220	225	
B237	Tax Redemption Clerk .....	185	195	205	215	225
B238	Hosp. Statistician .....	175	185	195	200	
B239	Statistician . . . . .	200	212.50	225	237.50	250
B242	Blockbook Draftsman .....	200	212.50	225	237.50	250
B244	Actuarial Clerk .....	225	237.50	250	262.50	275
B246	Map Clerk .....	150	160	170	180	185
B247	Meter Reader .....	150	160	170	180	185
B252	Court Interpreter .....	150	160	170	180	185
B254	Interpreter-Typist . . . . .	150	160	170	180	185
B301	Pay Roll Machine Operator .....	150	160	170	180	185
B302	Address. Machine Operator .....	150	160	170	180	185
B304	Senior Address. Machine Operator .....	185	195	205	215	
B305	Voting Machine Adjuster .....	150	160	170	180	185
B306	Multigraph Operator .....	150	160	170	180	185
B308	Key Drive Calculating Machine Operator.	150	160	170	180	185
B309	Rot. Type Cal. Mch. Opr. ....	150	160	170	180	185
B310a	Tab. Alph. Key Punch Operator .....	150	160	170	180	185
B310b	Tab. Number, Key Punch Operator .....	150	160	170	180	185

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
B311	Bookkeeping Machine Operator .....	165	175	185		
B312	Senior Bookkeeping Machine Operator ...	200	215	225	235	245
B325	Blue Printer .....	150	160	170	175	
B327	Photostat Operator .....	165	175	185		
B330	Photographer, Water Service .....	175	185	195	200	
B332	Photographer, Dept. Public Works .....	175	185	195	200	
B352	Storekeeper .....	150	160	170	175	
B354	General Storekeeper .....	175	185	195	200	
B355	Custodian of Voting Machine .....	225	237.50	250	262.50	275
B356	Senior Storekeeper .....	200	212.50	225	237.50	250
B357	Chief Storekeeper, Purchasing Dept. ....	250	262.50	275	287.50	300
B358	Assistant Stationery Buyer .....	175	187.50	200	212.50	225
B360	Printing and Stationery Buyer .....	225	237.50	250	262.50	275
B362	Prod. Buyer and Storekeeper .....	175	187.50	200	212.50	225
B364	Prod. Buyer and General Storekeeper ....	225	237.50	250	262.50	275
B366	Assistant Purchaser General Supplies ...	225	237.50	250	262.50	275
B368	Chief Asst. Purch. of General Supplies ...	350	375	400	425	450
B370	Ry. Equip. Purch. Agent .....	225	237.50	250	262.50	275
B371	Purchasing Agent Water Service .....	275	295	315	335	350
B372	Purch. Agent Other Services .....	275	295	315	335	350
B374	Purchaser of Supplies .....	666.66	700	750	800	833.33
B380	Armorer ROTC .....	*75				
B382	Supv. Equip. and Supplies .....	175	187.50	200	212.50	225
B408	General Clerk-Stenographer .....	150	160	170	180	185
B412	Senior Clerk-Stenographer .....	185	195	205	215	225
B413	Asst. Clerk, Board of Supervisors .....	225	237.50	250	262.50	275
B414	Head Clerk-Stenographer .....	225	237.50	250	262.50	275
B415	Conf. Sec. to C. A. O. ....	175	187.50	200	212.50	225
B416	Asst. to Executive Staff, Mayor's Office ...	200	212.50	225	237.50	250
B417	Exec. Sec. to Controller .....	250	262.50	275	287.50	300
B418	Conf. Sec. to Assessor .....	175	187.50	200	212.50	225
B419	Asst. to the Secretary, Civil Service Comm.	200	212.50	225	237.50	250
B420	Phonographic Reporter .....	225	237.50	250	262.50	275
		\$12.50 day, plus trans.				
B454	Tel. Operator .....	150				
B458	Chief Tel. Operator .....	175	185	195	200	
B460	Sec. Tel. Operator .....	150	160	170	180	185
B510	Braille Typist .....	150				
B512	General Clerk-Typist .....	150	160	170	180	185
B516	Senior Clerk-Typist .....	185	195	205	215	225

\*For services as needed.

Section 11. The compensation schedules for classifications included in Division C—Custodial Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
C2	Asst. Supt. of Auditorium .....	\$225	\$237.50	\$250	\$262.50	\$275
C4	Supt. of Auditorium .....	275	295	315	335	350
C6	Supt. of Bldg., T. B. Hosp. ....	200	212.50	225	237.50	250
C52	Elevator Operator .....	145	155			
C54	Elevator Starter .....	155	165	170		
C101	Dressing Room Maid .....	75c hr.				
C102	Janitress .....	130	140			
C104	Janitor .....	145	155			
C105	Special Janitor .....	152.50	162.50			
C106	Sub-Foreman Janitor .....	155	165	170		
C107	Working Foreman .....	165	175	185		
C108	Foreman Janitor .....	170	180	190	195	
C109	Stage Hand (Grips, Clearers, Lamp Oper- ators and Extra Flyman) .....	\$7.00 day				
	(Head Flyman, Front Light Operators, Bridge Light Operators—for perform- ance of 4 hrs. or less) .....	\$7.50 day				



Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
C110	Head Janitor .....	225	237.50	250	262.50	275
C112	Supt. of School Janitors .....	225	237.50	250	262.50	275
C152	Watchman .....	145	155			
C153	Bridge Attendant .....	145	155			
C154	Keeper, Sheriff's Office .....	145	155			
C156	Head Keeper, Sheriff's Office .....	225	237.50	250	262.50	275
C202	Window Cleaner .....	187.50	193.75	200		
C204	Sub-Foreman Window Cleaner .....	200	210	215		
C251	Supt. of Opera House Attendants .....	\$1.00 hr.				
C252	Opera House Attendant .....	75c hr.				

Section 12. The compensation schedules for classifications included in Division D—Detention Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
D2	Bailiff .....	\$190	\$200	\$210		
D3	Woman Bailiff .....	190	200	210		
D4	Sergt.-at-Arms, Board of Supervisors ....	185	195	205	215	\$225
D5	Detention Hospital Bailiff .....	220	230	240	250	
D6	Spec. Officer .....	150	160	170	175	
D52	Jail Matron .....	170	180	190		
D54	Head Jail Matron .....	190	200	210	220	225
D60	Jailer .....	170	180	190		
D64	Captain of Watch .....	190	200	210	220	225
D66	Supt. of Jails .....	275	295	315	335	350
D102	Writ Server .....	190	200	210	220	

Section 13. The compensation schedules for classifications included in Division E—Electrical Trades Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
E2	Line Inspector .....	\$240	\$250	\$260	\$265	
E4	Electrical Inspector .....	250	262.50	275	287.50	\$300
E8	Chief Electrical Inspector .....	300	312.50	325	337.50	350
E52	Fire Dispatcher .....	225	237.50	250	262.50	275
E54	Chief Fire Dispatcher .....	275	287.50	300	312.50	325
E104	Batteryman-Electrician .....	\$11 day				
E106	Armature Winder .....	\$10 day				
E107	Power House Electrician .....	\$11 day				
E108	Electrician .....	\$11 day				
E109	Stage Electrician .....	\$12.50 day				
E110	Radio Maintenance Man .....	\$10 day				
E112	Gen. Foreman Electrician, DPW .....	325				
E116	Supt. of Plant Electricity .....	300	312.50	325	337.50	350
E120	Governorman .....	150	160	170	175	
E122	Power House Operator .....	175	185	195	200	
E128	Supt. Power House, Power Division .....	200	212.50	225	237.50	250
E130	Elevator Mech. ....	\$12 day				
E150	Lineman Helper .....	\$7 day				
E151	Transmission Line Patrolman Helper ....	\$7 day				
E152	Transmission Line Patrolman .....	\$9.60 day				
E154	Lineman .....	\$9.60 day				
E155	Cable Splicer's Helper .....	\$8.00 day				
E156	Cable Splicer .....	\$12.00 day				
E160	Foreman Lineman .....	220—5-day week				
		265—6-day week				
E162	Foreman Lineman Electricity .....	220—5-day week				
		265—6-day week				
E164	Foreman Lineman Power Operation .....	220—5-day week				
		265—6-day week				



Section 14. The compensation schedules for classifications included in Division F—Engineering Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
F2	Asst. Engineer, Water Service .....	\$425	\$450	\$475	\$500	\$525
F4	Second Assistant City Engineer .....	500	537.50	575	612.50	650
F8	Utilities Engineer .....	666.66	700	750	800	833.33
F10	City Engineer .....	650	700	750	800	833.33
F50	Maintenance Chief, Municipal Airport ...	200	212.50	225	237.50	250
F51	Airport Attendant .....	150	160	170	175	
F52	Crew Chief, Airport .....	175	185	195	200	
F53	Control Tower Operator, Airport .....	200	212.50	225	237.50	250
F53½	Junior Airport Control Tower Operator ..	175	185	195	200	
F54	Meteorologist .....	200	212.50	225	237.50	250
F60	Asst. Superintendent, Municipal Airport ..	250	275	300	325	350
F62	Manager, S. F. Airport .....	500	525	550	575	600
F102	Architectural Draftsman .....	200	212.50	225	237.50	250
F104	Architectural Estimator .....	275	295	315	335	350
F106	Architectural Designer .....	275	295	315	335	350
F108	Architect .....	325	345	365	385	400
F112	City Architect .....	500	525	550	575	600
F158	City Planning Engineer and Secretary ...	275	300	325	350	375
F202	Inspector, Pub. Wks. Construct. ....	175	185	195	200	
F204	Civil Engineering Inspector .....	225	235	245	250	
F206	Senior Civil Engineering Inspector .....	250	262.50	275	287.50	300
F208	Chief Civil Engineering Inspector, Minor Proj. ....	300	312.50	325	337.50	350
F210	Chief Civil Engineering Inspector, Major Proj. ....	325	350	375	400	425
F212	Engineering Asst. Power Operation Divi- sion .....	225	235	245	250	
F214	Construction Engineer .....	325	337.50	350	362.50	375
F216	Maintenance of Way Engineer, Munic. Ry.	300	312.50	325	337.50	350
F220	Genl. Superintendent of Streets .....	500	525	550	575	600
F252	Junior Civil Engineering Draftsman ....	160	170	180	190	200
F254	Civil Engineering Draftsman .....	200	212.50	225	237.50	250
F255	City Planning Draftsman .....	200	212.50	225	237.50	250
F256	Cartographer and Art Designer .....	200	212.50	225	237.50	250
F258	Senior Civil Engineering Draftsman ....	250	262.50	275	287.50	300
F260	Civil Engineering Designer .....	275	295	315	335	350
F262	Sanitary Engineer Designer .....	275	295	315	335	350
F270	Chief Civil Engineer Designer .....	425	450	475	500	525
F304	Supervisor Playground Construction and Maintenance .....	275	295	315	335	350
F320	Senior Civil Engineer .....	425	450	475	500	525

Class	Title	Compensation Schedule					
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service	6th Year of Service
F351	Junior Elec. Engineer .....	\$175	\$190	\$205	\$220	\$235	\$250
F401	Junior Hydraulic Engineer .....	175	190	205	220	235	250

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
F352	Elec. Draftsman .....	\$200	\$212.50	\$225	\$237.50	\$250
F354	Elec. Engr. Designer .....	275	295	315	335	350
F356	Elec. Engr. Inspr. ....	250	262.50	275	287.50	300
F360	Asst. Elec. Engr. ....	300	320	340	360	375
F362	Elec. Engineer .....	350	370	390	410	425
F366	Chief Dept. Elec. ....	500	525	550	575	600
F370	Chief Elec. Engr. ....	550	575	600	625	650
F372	Manager & Chief Engr. Elec. Power Bureau	833.33				
F404	Hydraulic Engr. Designer .....	275	295	315	335	350
F406	Asst. Hyd. Engr. ....	300	320	340	360	375
F408	Hydraulic Engr. ....	350	370	390	410	425
F452	Mechanical Drfsmn .....	200	212.50	225	237.50	250

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
F454	Mech. Engr. Des. ....	275	295	315	335	350
F456	Designer, St. Ry. Equipment .....	275	295	315	335	350
F460	Asst. Mech. Engr. ....	300	320	340	360	375
F462	Mech. Engr. ....	350	370	390	410	425
F502	Engr. Assessments & Complaints .....	275	287.50	300	312.50	325
F506	Engr. of Grades .....	275	287.50	300	312.50	325
F510	Engr. of Str. Improve. Invest. ....	275	287.50	300	312.50	325
F514	Engr. of Str. Improve. Plans .....	300	320	340	360	375
F518	Office Engr. ....	300	320	340	360	375
F524	Water Purif. Engr. ....	200	212.50	225	237.50	250
F526	Chief Water Purif. Engr. ....	300	312.50	325	337.50	350
F527	Supt. Sewage Treatment Plant .....	350	362.50	375	387.50	400
F552	Struct. Draftsman .....	200	212.50	225	237.50	250
F554	Struct. Engr. Des. ....	275	295	315	335	350
F558	Struct. Engr. ....	275	295	315	335	350
F560	Supt. Bureau of Bldg. Inspection .....	500	537.50	575	612.50	650
F605	Surveyor's Field Asst. ....	175	185	195	200	
F610	Surveyor .....	250	262.50	275	287.50	300
F612	Office Surveyor .....	250	262.50	275	287.50	300
F614	Asst. Chief Surv. ....	300	312.50	325	337.50	350
F616	Chief Surveyor .....	350	362.50	375	387.50	400
F664	Traffic Engr. ....	300	320	340	360	375
F702	Valuation Engr. ....	250	262.50	275	287.50	300
F704	Sr. Valua. Engr. ....	300	320	340	360	375
F706	Chief Val. Engr. ....	600	637.50	675	712.50	750

Section 15. The compensation schedules for classifications included in Division G—Examining and Evaluation Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
G2	Land Appraiser .....	200	212.50	225	237.50	250
G4	Supervg. Land Appraiser .....	250	262.50	275	287.50	300
G5	Chief Land Appraiser .....	300	312.50	325	337.50	350
G8	Building Appraiser .....	200	212.50	225	237.50	250
G10	Supv. Bldg. Appraiser .....	250	262.50	275	287.50	300
G11	Chief Bldg. Appraiser .....	300	312.50	325	337.50	350
G15	Prop. Auditor Assessor's Office .....	175	187.50	200	212.50	225
G16	Sup. Pers. Prop. Appraiser .....	250	262.50	275	287.50	300
G17	Chief Pers. Prop. Appr. ....	300	312.50	325	337.50	350
G20	Chief Asst. Assessor .....	375	395	415	435	450
G51	Jr. Personnel Asst. ....	150	160	170	180	185
G54	Spec. Civ. Ser. Examiner .....	\$10.00 day				
G58	Civ. Service Examiner .....	225	245	265	285	300
G59	Asst. Personnel Expert .....	225	245	265	285	300
G59 1/4	Supv. of Wage Scales & Class .....	300	312.50	325	337.50	350
G59 1/2	Supv. of Examinations .....	300	312.50	325	337.50	350
G60	Pers. Director .....	350	375	400	425	450
G62	Pers. Director and Secy. Civ. Serv. Comm. ....	500	525	550	575	600
G106	Claims Adj. ....	350	375	400	425	450
G153	Adj. Tax Col. ....	200	212.50	225	237.50	250
G154	Senior Inspector of Licenses .....	250	262.50	275	287.50	300
G202	Div. Right of Way Agent .....	250	262.50	275	287.50	300
G204	Asst. Ch. Right of Way Agent .....	350	375	400	425	450
G206	Chief Right of Way Agent .....	600	637.50	675	712.50	750

Section 16. The Compensation schedules for classifications included in Division I—Institutional Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
I2	Kitchen Helper .....	75	80	85	90	
I6	Pastry Cook .....	200				
I8	Head Baker .....	230				
I10	Cook's Asst. ....	100				
I12	Cook .....	175				
I14	Junior Chef .....	200				
I16	Chef .....	250				
I22	Butcher .....	190				
I24	Senior Butcher .....	216				
I26	Hog Killer .....	\$9.00 day				
I54	Waitress .....	130				
I56	Waiter .....	130				
I58	Dining Room Steward LHH .....	156				
I60	Housekeeper .....	90	100	110		
I102	Inmate Help .....					
I106	Morgue Attendant .....	100	110	120	125	
I112a	Steward .....	200	210	220	225	
I112b	Stewardess .....	200	210	220	225	
I116	Orderly .....	90	100	110	115	
I120	Senior Orderly .....	115	125	135		
I122	House Mother .....	125	135			
I152	Flatwork Ironer .....	100				
I154	Laundress .....	114				
I156	Starcher .....	130				
I158	Sorter .....	140				
I164	Marker & Distr. ....	148				
I166	Wringerman .....	148				
I170	Washer .....	148				
I172	Head Washer .....	167				
I174	Supt. Laundry LHH .....	175	187.50	200	212.50	225
I178	Supr. Laundry SFH .....	200	220	240	260	275
I204	Porter .....	90	100	110	115	
I206	Porter, Sub-Foreman .....	115	125	130		
I208	Porter, Foreman .....	130	140	150		
I210	Head Porter .....	150	160	170	175	
I254	Seamstress .....	100	110	120		
I256	Head Seamstress .....	120	130	140		
I302	Instr. Basketry .....	130	140			
I304	Instr. Weaving .....	130	140			

Section 17. The Compensation schedules for classifications included in Division J—Labor Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
J4	Laborer .....	\$6.50 day				
J6	Water Pipe Welder .....	7.50				
J10	Labor Sub-Foreman .....	7.00				
J12	Labor—Foreman .....	7.50				
J54	Book Repairer .....	120				
J58	Disinfector .....	167.50				
J66	Garageman .....	\$6.50 day				
J67	Vulcanizer .....	6.50				
J70	Hostler .....	180				
J72	Playground Caretaker .....	145	155			
J74	Rat Catcher .....	145	155			
J76	Traffic Button Maint. Man .....	\$6.50 day				
J78	Stockman .....	155	165	175	180	
J80	Foreman, Stockman .....	180	190	200	205	
J108	Dist. Director of St. Cleaning .....	200	212.50	225	237.50	250
J112	Supv. Street Cleaning .....	300	325	350	375	400
J152	Trackman .....	.81¼c hr.				
J156	Switch Repairer .....	.87½c hr.				

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
J160	Track Welder .....	\$7.50 day				
J162	Car Repairer Welder .....	7.50 day				
J166	Track Foreman .....	.93¾c hr.				
J168	Supvrsr. of Maintenance of Way .....	225	237.50	250	262.50	275

Section 18. The Compensation schedule for classifications included in Division K—Legal Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
K4	Attorney, Civil .....	*up to 350				
K6	Senior Atty., Civil .....	*up to 450				
K8	Principal Attorney, Civil .....	*up to 800				
K12	Chief Atty., Civil .....	*up to 800				
K16	Special Counsel, Water Service .....	*up to 800				
K54	Attorney, Criminal .....	*up to 300				
K56	Senior Atty., Criminal .....	*up to 400				
K58	Principal Atty., Criminal .....	*up to 500				

\*For service as needed based upon amount of time required. Salaries for the respective positions to be as fixed each year in the Salary Ordinance.

Section 19. The compensation schedules for classifications included in Division L—Medical and Scientific Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
L2	Asst. Supt. of Hosp. Gen. Div. ....	275	295	315	335	350
L6	Supt. San Francisco Hospital .....	625	660	690	720	750
L8	Asst. to Supt. Laguna Honda Home .....	275	287.50	300	312.50	325
L10	Supt. Laguna Honda Home and Director of Institutions .....	833.33				
L16	Asst. Director of Pub. Health .....	450	475	500	525	550
L18	Director of Health .....	750	800	850	900	916.66
L52	Bacteriological Lab. Tech. ....	135	145	155	160	
L54	Asst. Bacteriologist .....	160	170	175		
L56	Bacteriologist .....	175	187.50	200	212.50	225
L58	Director of Laboratories .....	375	395	415	435	450
L60	Bacteriol. Milk Inspector .....	250	262.50	275	287.50	300
L62	Pathologist .....	*up to 225				
L64	Consult. Bacter. ....	*up to 100				
L70	Physiotherapist .....	*up to 100				
L72	Electro-Cardiograph Tech. ....	*up to 100				
L102	Food Chem. Asst. ....	135	145	155	160	
L104	Food Chemist .....	175	187.50	200	212.50	225
L106	Sr. Food Chemist .....	225	237.50	250	262.50	275
L110	Toxicologist .....	*up to 300				
L114	Engr. Chemist .....	225	237.50	250	266.50	275
L115	Asst. Supt. & Technician, Sewage Treat- ment Plant .....	300	312.50	325	337.50	350
L116	Sr. Engr. Chem. ....	350	375	400	425	450
L152	Dental Hygiene .....	150	160	170	175	
L156	Dentist .....	*up to 100				
L160	Dir. Dental Bureau .....	*up to 250				
L202	Dietician .....	150	160	170	175	
L206	Chief of Dietic. ....	175	187.50	200	212.50	225
L252	Optometrist .....	*up to 150				
L304	Pharmacist .....	175	187.50	200	212.50	225
L306	Sr. Pharmacist .....	225	237.50	250	262.50	275

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
L352	Interne .....	37				
L354	House Officer .....	47				
L356	Sr. Hse. Offc. S. F. Hosp. ....	72				
L357	Resid. Physic. ....	135				
L360	Physician .....	*up to 325				
L362	Supv. of City Physicians .....	*up to 400				
L363	Resid. Physic. & Supt. Has. H. H. ....	350	375	400	425	450
L364	Pediatrician .....	*up to 300				
L368	Director of Bu. of Child Hygiene .....	500	525	550	575	600
L370	Epidemiologist .....	*up to 300				
L371	Director Bureau of Communic. Diseases..	500	525	550	575	600
L373	Physic., Com. Diseases .....	350	375	400	425	450
L404	Psychologist .....	150	160	170	175	
L408	Psychiatrist .....	*up to 300				
L452	X-ray Tech. ....	135	145	155	160	
L456	Sr. X-ray Tech. ....	160	170	180	185	
L502	Autopsy Surgeon .....	*up to 400				
L504	Emerg. Hosp. Sur. ....	*up to 200				
L506	Asst. Chief Sur. Emerg. Hosps. ....	*up to 400				
L508	Chief Surgeon Emerg. Hosp. ....	*up to 600				
L602	Audiometer Technician .....	135	145	155	160	

\*For services as needed, based upon the amount of time required. Salaries for the respective positions to be as fixed each year in the Salary Ordinance.

Section 20. The compensation schedules for classifications included in Division M—Metal Trades Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
M2	Gen. Foreman Machinist .....	300				
M4	Master Mech. Fire Dept. ....	300	312.50	325	337.50	350
M5	Asst. Supt. of Equip. & Overhead line Mun. Ry. ....	300	320	340	360	375
M6	Supt. Equip. & Overhead line Mun. Ry. ...	375	387.50	400	412.50	425
M8	Gen. Supt. of Shops .....	400	415	435	455	475
M54	Auto Machinist .....	\$10 day				
M55	Sub-Foreman, Auto Mach. ....	10.50 day				
M56	Garage Foreman Mun. Ry. ....	300				
M60	Auto Fender & Body Worker .....	\$10 day				
M104	Blacksmith's Helper .....	7.20 day				
M107	Blacksmith's Finisher .....	8.80 day				
M108	Blacksmith .....	10.40 day				
M154	Boilermaker's Helper .....	7.20 day				
M156	Boilermaker .....	10 day				
M158	Boiler Insp. ....	225	235	245	250	
M202	Car Repairer .....	.85c hr.				
M206	Sub-Foreman Car Repairer .....	.91 $\frac{1}{4}$ c hr.				
M208	Foreman Car Repairer .....	.97 $\frac{1}{2}$ c hr.				
M252	Machinist's Helper .....	\$6.80 day				
M254	Machinist .....	\$10 day				
M255	Bracemaker .....	\$10 day				
M256	Mechanical Inspector .....	225	235	245	250	
M260	Instrument Maker .....	\$10 day				
M264	Foreman, Instrument Maker .....	230—5-day week 275—6-day week				
M266	Foreman Meter Repairer .....	200	210	220	225	
M268	Foreman Machinist, Water Service .....	275				

Section 21. The compensation schedules for classifications included in Division N—Miscellaneous Inspection Service, as set forth in the Civil Ser-

vice Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
N4	Coroner's Investigator .....	\$200	\$210	\$220	\$230	
N8	Coroner's Chief Investigator .....	230	242.50	255	267.50	\$280
N10	Coroner .....	416.66	440	460	480	500
N52	Food and Restaurant Inspector, Male ...	175	185	195	200	
N53	Asst. Chief Food Inspector .....	200	212.50	225	237.50	250
N54	Chief Food Inspector .....	250	270	290	310	325
N56	Market Inspector .....	190	200	210	220	225
N58	Chief Market Inspector .....	225	237.50	250	262.50	275
N60	Abattoir Inspector .....	200	212.50	225	237.50	250
N62	Veterinarian .....	200	212.50	225	237.50	250
N63	Chief Abattoir Inspector .....	250	262.50	275	287.50	300
N64	Dairy Inspector .....	200	210	220	225	
N102	Light & Water Complaint Investigator ...	200	212.50	225	237.50	250
N110	Pipe Joint Inspector .....	162.50				
N154	Horticultural Inspector .....	175	185	195	200	
N155	Sr. Horticultural Inspr. ....	200	212.50	225	237.50	250
N156	County Agricultural Commissioner .....	300	325	350	375	400
N204	Housing Inspector .....	175	185	195	200	
N205	Industrial Inspector .....	175	185	195	200	
N206	Chief Housing Inspector .....	250	262.50	275	287.50	300
N208	Chief Industrial Inspr. ....	225	237.50	250	262.50	275
N302	Inspector of General Supplies .....	200	212.50	225	237.50	250
N354	Inspector of Weights and Measures .....	175	185	195	200	
N356	Sr. Inspector of Weights and Measures ...	200	212.50	225	237.50	250
N358	Sealer of Weights and Measures .....	300	325	350	375	400
N404	Inspector of Complaints, Mayor's Office ...	300	312.50	325	337.50	350
N410	Investigator .....	175	187.50	200	212.50	225
N420	Consumers Complaint Investigator .....	200	212.50	225	237.50	250

Section 22. The compensation schedules for classifications included in Division O—Miscellaneous Trades Services, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
O1	Chauffeur, Passenger Cars .....	\$200				
		*225				
			Up to and incl. 2½ t.			
			\$ 8.00			
			Over 2½ t. & incl. 3¾ t.			
			8.60			
			Over 3¾ t. & incl. 6¼ t.			
			9.15			
			Over 6¼ t. & incl. 7½ t.			
			9.75			
			Over 7½ t.			
			10.30			
			Tractor			
			10.30			
O6	Ambulance Driver .....	200				
O8	Morgue Ambulance Driver .....	200				
O16	Truck Driver-Laborer .....	(See definition duties)				
O19	Sub-Station Foreman .....	\$9.15 day				
O52	Farmer .....	135	\$145	\$155		
O54	Foreman, Bldg. & Grounds .....	175	185	195	\$200	
O58	Gardener .....	135	145	155		
O60	Head Gardener .....	155	165	175		
O60a	Head Gardener, Pub. Util. Com. ....	155	165	175		
O61	Foreman Gardener, School Dept. ....	175	185	195	200	
O62	Supt. of Grounds, Recreation Dept. ....	200	210	220	225	
O104	Moving Picture Opr. ....	175	185	195	200	
O108	Leatherworker .....	\$8.50 day				
O116	Teamster, 2-horse vehicle .....	6.50				
O122	Window Shade Worker .....	8.80				
O152	Engineer of Holsting & Portable Engines	12.00				
O158	Motor Boat Operator .....	200				

\*For positions carrying long and unusual hours.

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
O166	Fireman of Stationary Steam Engines ...	185				
O168	Engineer of Stationary Steam Engines ...	236.50				
O170	Asst. Chief Engineer of S. S. Engines, Water Service .....	250				
O172	Chief Engineer S. S. Engines, Water Service .....	275	287.50	300	312.50	325
O172a	Chief Engineer of S. S. Engines, DPW ..	275	287.50	300	312.50	325
O172b	Chief Engineer S. S. Engines, Dept. Pub. Health .....	275	287.50	300	312.50	325
O172c	Chief Engineer S. S. Engines, Water Dept.	275	287.50	300	312.50	325
O172d	Chief Engineer S. S. Engines, School Dept.	275	287.50	300	312.50	325
O202	Sewer Pumping Station Attendant .....	145	155			
O208	Gen. Foreman Sewer Connections and Re- pairs .....	270				
O210	Sewer Cleaner .....	3.50				
O214	Asst. Supt., Bur. of Sewer Repairs .....	270	272.50	295	307.50	320
O216	Supt., Bur. of Sewer Repairs .....	375	395	415	435	450
O252	Dryer Man .....	\$9.80	day			
O254	Foreman, Asphalt Plant .....	10.80				
O260	Rammer .....	7.80				
O264	Paver .....	8.80				
O268	Granite Cutter .....	9.00				
O270	Foreman Granite Cutter .....	10.00				
O274	Asphalt Mixer Man .....	9.80				
O276	Asphalt Worker .....	8.30				
O278	Asphalt Finisher .....	8.80				
O280	Sub-Foreman Asphalt Finisher .....	9.30				
O282	Foreman Asphalt Finisher .....	9.80				
O294	Gen. Foreman of Street Repair .....	270				
O298	Supv. of Street Repair .....	300	312.50	325	337.50	350
O304	Hydrantman-Gateman .....	190	200	210	215	
O308	Asst. Foreman Hydrantman-Gateman ....	227.50				
O310	Foreman Hydrantman-Gateman .....	240				

Section 23. The compensation schedules for classifications included in Division P—Nursing Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
P2	Emergency Hospital Steward .....	\$175	\$187.50	\$200	\$212.50	\$225
P3	Senior Emergency Hospital Steward ....	225	237.50	250	262.50	275
P4	Chief Emergency Hospital Steward .....	275	295	315	335	350
P52	Field Nurse .....	160	170	180		
P54	Supv. Field Nurse .....	180	190	200		
P57	Asst. to Director of Field Nursing .....	200	210	220	225	
P58	Director of Field Nursing .....	225	245	265	285	300
P60	Supvsng. Nurse, Bureau of Commun. Dis- eases .....	180	190	200		
P101	Chinese Visiting Nurse .....	160	170	180		
P102	Registered Nurse .....	135	145	155	160	
P103	Special Nurse .....	(Rates of pay to be submitted when new rates are fixed.)				
P104	Head Nurse .....	160	170	180		
P110	Asst. Supt. of Nursing, S. F. Hospital ....	180	190	200		
P112	Supt. of Nursing, Hassler Health Home ..	180	190	200		
P116	Supt., Isolation Hospital .....	225	237.50	250	262.50	275
P118	Supt. of Nursing, Laguna Honda Home ..	200	212.50	225	237.50	250
P122	Director of Inst. Nursing .....	250	270	290	310	325
P204	Anaesthetist .....	160	170	180		
P206	Senior Anaesthetist .....	180	190	200		
P208	Operating Room Nurse .....	160	170	180		
P210	Senior Operating Room Nurse .....	180	190	200		
P212	Head Nurse, Obstetrical .....	160	170	180		
P214	Head Nurse, Pediatric .....	160	170	180		



Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
P216	Head Nurse, Psychiatric .....	160	170	180		
P252	Student Nurse, Probationary .....					
P254	Student Nurse .....					
P304	Instructor of Nursing .....	180	190	200		
P306	Senior Instructor of Nursing .....	200	212.50	225	237.50	250

Section 24. The compensation schedules for classifications included in Division R—Recreation Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
R2	Secretary and Supv. of Spec. Activities, Rec. Dept. ....	\$225	\$237.50	\$250	\$262.50	\$275
R3	Asst. Supt., Rec. Dept. ....	250	262.50	275	287.50	300
R4	Supt., Rec. Dept. ....	400	425	450	475	500
R56	Playground Director .....	150	160	170	180	185
	Temporary work 75c per hour					
R58	Director-at-Large, Rec. Dept. ....	185	195	205	215	225
R101	Camp Assistant .....	90	100	110		
R102	Camp Manager .....	250	262.50	275	287.50	300
R105	Supv. of Athletics—Male .....	225	237.50	250	262.50	275
R106	Supv. of Dramatics .....	175	187.50	200	212.50	225
R107	Supv. of Women's Athletics—Female ....	225	237.50	250	262.50	275
R108	Supervisor of Music .....	175	187.50	200	212.50	225
R112	Matron—Swimming Pool .....	130	140			
R114	Swimming Instructor .....	150	160	170	175	
R116	Supervisor of Swimming .....	175	187.50	200	212.50	225

Section 25. The compensation schedules for classifications included in Division S—Street Railway Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
S10	Manager, Municipal Railway .....	\$666.66	\$700	\$750	\$800	\$833.33
S60	Instructor, Municipal Railway .....	225	237.50	250	262.50	275
S102	Conductor . . . . .	*75c hr.				
S104	Motorman . . . . .	*75c hr.				
S106	Bus Operator .....	*80c hr.				
S110	Inspector, Municipal Railway .....	165	175	185	195	200
S114	Claims Investigator .....	250	270	290	310	325
S120	Day Dispatcher .....	200	210	220	225	
S124	Supervisor of Schedules .....	200	210	220	225	
S128	Division Supt., Municipal Railway .....	225	245	265	285	300
S130	Asst. Supt. of Transportation, Munic. Ry.	300	325	350	375	400
S132	Supt. of Transportation, Munic. Ry. ....	400	425	450	475	500

\*10c per hour extra for instructing new employees when so assigned by the Superintendent of the Municipal Railway.

Section 26. The compensation schedules for classifications included in Division T—Welfare Service, as set forth in the Civil Service Commission's classification of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
T2	Male Attendant, Juvenile Detention Home . . . . .	\$135	\$145	\$155		
T4	Woman Attendant, Juvenile Detention Home . . . . .	135	145	155		
T12	Supt., Juvenile Detention Home .....	200	212.50	225	237.50	250
T56	Probation Officer .....	175	187.50	200	212.50	225
T57	Psychiatric Social Service Investigator ..	175	187.50	200	212.50	225

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
T58	Probation Officer Stenographer .....	175	187.50	200	212.50	225
T60	Senior Probation Officer .....	225	237.50	250	262.50	275
T64	Referee, Juvenile Court .....	*250-300				
T70	Chief Adult Probation Officer .....	300	325	350	375	400
T72	Chief Juvenile Probation Officer .....	350	375	400	425	450
T74	Collector for Juvenile Court .....	175	187.50	200	212.50	225
T152	Junior Social Service Investigator .....	150	160	170	175	
T156	Social Service Investigator .....	175	185	195	200	
T156M	Social Service Investigator (Male) .....	175	185	195	200	
T158	Supervisor of Inquiries .....	200	210	220	225	
T160	Senior Social Service Investigator .....	200	212.50	225	237.50	250
T161	Case Supervisor .....	200	212.50	225	237.50	250
T162	Director of County Welfare Bureau .....	250	275	300	325	350
T163	Director of Public Welfare .....	600	640	680	720	750
T166	Director of Indigent Relief .....	250	275	300	325	350
T218	Supervisor of Single Men's Registry .....	200	210	220	225	

\*For services as needed.

Section 27. The compensation schedules for classifications included in Division U—Water Service, as set forth in the Civil Service Commission's classifications of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
U44	General Manager and Chief Engineer .....	\$833.33				
U51	Supervisor of Docks and Shipping.....	225	\$237.50	\$250	\$262.50	\$275
U52	Supervisor of Collections .....	250	262.50	275	287.50	300
U56	Asst. Supervisor, Consumers Accounts ...	250	262.50	275	287.50	300
U60	Supv. of Consumer Accounts .....	275	295	315	335	350
U61	Supervisor of Service and Supply, Water Dept. ....	225	235	245	250	
U62	Supervisor of Closing Bills, Water Dept. ..	225	235	245	250	
U63	Chief Adjuster, Water Dept. ....	225	235	245	250	
U80	Asst. Manager, Water Sales .....	300	325	350	375	400
U88	Manager, Water Sales .....	400	425	450	475	500
U104	Leadman .....	\$6.00 day				
U108	Compressor Operator, Portable .....	\$8.00 day				
U112	Pipe Calker .....	\$8.00 day				
U114	Main Pipe Foreman .....	\$8.50 day				
U116	Serviceman .....	\$8.00 day				
U120	Gateman .....	\$8.50 day				
U122	Shut-off Man .....	175	185			
U123	Service Inspector .....	200	210	220	225	
U124	Special Complaint Inspector .....	200	212.50	225	237.50	250
U125	Hoseman, Ships and Docks .....	175	185	195	200	
U126	Meter Inspector .....	175	185	195	200	
U128	Chief Meter Inspector .....	200	210	220	225	
U130	Reservoir Keeper .....	150	160	170	175	
U132	Contractor's and Builder's Inspector .....	200	210	220	225	
U136	Gen. Foreman, Service and Meters .....	275				
U140	Gen. Foreman, Main Pipes .....	300				
U142	Asst. Supt., City Distribution .....	300	320	340	360	375
U144	Supt. City Distribution .....	400	425	450	475	500
U206	Water Dept. Worker .....	\$6.50 day				
U212	Ranger .....	150	160	170	175	
U214	Pump Operator .....	150	160	170	175	
U215	Head Pump Operator .....	185				
U225	Gen. Maint. Foreman, Coast Range Div. ..	225				
U226	Gen. Maint. Foreman .....	225				
U228	Meterman, Country .....	175	185	195	200	
U230	Maintenance Foreman .....	200				
U231	Asst. Supt., Alameda District .....	200	212.50	225	237.50	250
U232	Supt., Alameda Dist. ....	250	262.50	275	287.50	300
U236	Asst. Supt., Peninsula District .....	275	287.50	300	312.50	325
U246	Supt., Peninsula District .....	400	425	450	475	500

Section 28. The compensation schedules for classifications included in Division V—Agriculture Service, as set forth in the Civil Service Commission's classifications of positions, are as follows, subject to the provisions of this ordinance:

Class	Title	Compensation Schedule				
		1st Year of Service	2nd Year of Service	3rd Year of Service	4th Year of Service	5th Year of Service
V8	Sub-Foreman, Agriculture .....	\$ 6.50				
V20	Agriculture Assistant .....	175	185	195	200	
V30	Assist. Supt., Agriculture .....	200	212.50	225	237.50	250
V40	Supt., Agriculture .....	250	262.50	275	287.50	300

## PROPOSITION NO. 2

**CHARTER AMENDMENT No. 1. REVENUE BONDS.** Adding 19 new sections numbered 121.1 to 121.19, both numbers inclusive, to the Charter of the City and County of San Francisco, authorizing issuance of bonds or other obligations payable wholly out of revenue in an amount not exceeding \$55,000,000 for a system of generation and distribution of hydro-electric power.

## CHARTER AMENDMENT No. 1

### REVENUE BONDS—ELECTRICAL SYSTEM

Describing and setting forth a proposal to the qualified electors of the City and County of San Francisco, State of California, to amend the Charter of the City and County of San Francisco by adding 19 new sections thereto to be known as Sections 121.1 to 121.19, both inclusive, relating to a system for the generation and distribution of electric power, and providing for the financing of the cost of said system by the issuance of bonds or other obligations payable wholly out of the revenue of said system, in an amount not to exceed \$55,000,000.

The Board of Supervisors of the City and County of San Francisco hereby submits to the qualified electors of the City and County at a Special Election to be held in the City and County of San Francisco on the 19th day of May, 1939, a proposal to amend, as herein set forth, the Charter of said City and County by adding thereto 19 new sections to be known as Sections 121.1 to 121.19, both inclusive, relating to the acquisition or construction of a system for the generation and distribution of electric power, and providing for the financing of the cost of said system by the issuance of bonds or other obligations payable wholly out of the revenue of said system, in an amount not to exceed \$55,000,000.

### REVENUE BONDS—ELECTRICAL SYSTEM

Section 121.1. The Public Utilities Commission shall, for the purpose of meeting the cost of acquisition, construction and completion by purchase, construction or other lawful method, of a system or systems including all extensions, betterments and replacements thereto as herein provided for the generation and distribution to the people of the City and County of San Francisco, or to the people of any territory adjacent to or adjoining said city and county, of the hydro-electric power generated in the Hetch Hetchy Project, or for the generation or distribution of any other electric power necessary or convenient for the purpose of furnishing said city and county, or the people thereof, or any territory adjacent to said city and county, or to the people thereof, with heat, light and power, and to borrow money by the issuance of revenue bonds or other evidences of indebtedness, payable wholly out of the revenue of said system in such amount or amounts, as may, in the judgment of said public utilities commission, be necessary to meet the cost of the acquisition, extension and completion of said system, provided that the total amount of said money to be so borrowed, or bonds or other evidences of indebtedness

issued, shall not exceed in the aggregate the sum of \$55,000,000. Said system to be acquired shall hereafter be referred to as The System.

Section 121.2. Any and all money borrowed, or bond or other evidence of indebtedness authorized or issued pursuant to this section, as well as the interest to accrue thereon, shall be payable solely and only out of the revenue from The System to be acquired with said moneys so borrowed, or received for said bonds or other evidences of indebtedness.

Section 121.3. The public utilities commission shall, except as herein provided, determine the form, conditions and denominations of all bonds or other evidences of indebtedness issued under the provisions of this section, and shall fix the maximum rate of interest which said bonds or other evidences of indebtedness shall bear, which rate of interest shall not exceed six (6%) per cent per annum, payable semi-annually. The payment of the principal of said bonds or other evidences of indebtedness shall commence not later than five years from the date of issuance, and shall be completed in not more than forty years from date of issuance. Said bonds or other evidences of indebtedness shall mature and shall be payable at such places and during the period over which said bonds or other evidences of indebtedness are payable and in such amounts each year as may be fixed by the commission. All of said bonds or other evidences of indebtedness so issued may, at the option of the owner thereof, be registered, as to either principal or interest or both, with the treasurer of the City and County in such manner as may be provided by the commission. Said bonds or other evidences of indebtedness may be sold at such time and in such amounts as the public utilities commission shall deem proper, provided that said bonds shall not be sold at less than their par value and accrued interest at date of delivery. Said bonds or other evidences of indebtedness may be offered for sale either on the basis of a fixed rate of interest or on the basis of the lowest net interest cost and power is hereby given to the commission to fix said rate of interest at any time prior to the delivery of said bonds in accordance with the bid of the purchaser thereof. All bonds or other evidences of indebtedness issued as herein provided shall be signed by the president of the public utilities commission or by the manager of utilities, and by the secretary of the public utilities commission, and countersigned by the treasurer of the city and county. The signature of the president of the public utilities commission or of the manager of utilities may be by facsimile. Any interest coupon attached to said bonds shall have affixed thereto the facsimile signature of the said treasurer. The official seal of the public utilities commission shall be affixed to said bonds or other evidences of indebtedness and full authority is hereby given to said commission to adopt a seal in such form and device as it shall deem proper. Each of said bonds or other evidences of indebtedness so issued shall state plainly on its face that it is payable, both as to principal and interest, only from the special fund created for that purpose, out of the revenues of The System and set aside for such payment, and that it does not constitute a general indebtedness against the City and County of San Francisco. All revenue bonds issued under authority of this Charter shall be negotiable instruments and shall have all of the attributes of negotiability under the laws relating to negotiable instruments of this state.

Section 121.4. The public utilities commission shall have power to determine the method for the acquisition, construction or completion of The System, and the determination of said method by said public utilities commission shall be binding and conclusive. Should said commission determine that The System, or any part thereof, should be acquired other than by construction, the same may be acquired by purchase or by any other lawful means. If said public utilities commission should determine that The System, or any part thereof, should be constructed, it shall have full power to proceed with the said construction when said method is approved by the board of supervisors. When said public utilities commission shall have determined the manner of acquiring The System it shall adopt a resolution specifying the method and

manner of acquiring the same and shall, in said resolution, fix and determine the estimated cost thereof, and shall include in said estimate of cost such amount as said commission shall estimate to be sufficient to pay the interest on the bonds or other evidences of indebtedness during the actual period of construction of The System and for six months after the same is in operation by said commission, and if The System is to be acquired by any method other than by construction, then said commission shall estimate the cost of said acquisition including the cost of all legal proceedings incident thereto and add the amount of said estimate to the cost of said acquisition, as well as the amount of interest on all of said bonds or other evidences of indebtedness which may be outstanding during the period of said acquisition, and interest on any bonds or other evidences of indebtedness issued or sold to defray the cost of said acquisition for a period of six months after the commencement of the operation of The System by said commission, and said commission shall include in the cost of The System, whether acquired by construction or otherwise, an amount sufficient to provide working capital as estimated by the commission to be sufficient to pay the operating expenses of The System for a period not exceeding six months after the operation of The System shall commence. Not more than fifteen (15%) per cent of the cost of the acquisition or construction of said system shall be applied to interest and working capital.

Section 121.5. The public utilities commission is hereby given full power and authority, with the approval of the board of supervisors, given at any time or from time to time, to deviate from said Plan to such extent as may be deemed necessary or proper and at the same time enable said commission to carry out the general objects and purposes of said Plan and no change made in said Plan or in the execution of the same shall render invalid or shall have any effect upon the validity of any bond or other evidence of indebtedness authorized or issued to meet the cost of the acquisition, construction and completion of The System, and no purchaser or holder of any bond or other evidence of indebtedness authorized or issued pursuant to this section shall be required to see to the existence of any of the facts or to the performance of any of the conditions or the taking of any of the proceedings herein required prior to the issuance of said bonds or other evidences of indebtedness, or to the application of the proceeds thereof.

Section 121.6. When said public utilities commission shall have adopted said resolution specifying the manner of the acquisition or construction of The System, as well as the total estimated cost thereof, and when the method and cost of the acquisition of The System have been approved by resolution of the board of supervisors, said commission shall adopt an additional resolution authorizing the issuance of the amount of revenue bonds or other evidences of indebtedness payable solely out of the revenue of said system necessary to pay the said estimated cost of acquiring, constructing or completing said system, not to exceed the sum of \$55,000,000; provided that if said resolution in fixing the amount of said bonds or other evidences of indebtedness to be issued, fixes said amount at less than \$55,000,000, said commission may adopt a subsequent resolution or resolutions authorizing the issuance of an additional amount of bonds or other evidences of indebtedness not to exceed the difference between the amount theretofore issued and said \$55,000,000.

Section 121.7. Said resolution shall fix the amount of bonds or other evidences of indebtedness to be issued and state generally the purpose thereof, but no purchaser of said bonds shall be required to look to the application of the funds derived from the sale of said bonds. Said resolution shall also state the number and denomination and maturities of said bonds or other evidences of indebtedness, and may provide, all and singular, the conditions to be inserted in said bonds or other evidences of indebtedness as well as the interest thereon if said interest is to be fixed, or it may defer the fixing of interest until the time of the sale of said bonds, and full power and authority is hereby given to said commission to cause to be inserted in said bonds or other evi-

dences of indebtedness such terms and conditions as it shall deem proper, provided that there shall always be inserted in said bonds or other evidences of indebtedness the fact that the same are payable, both as to principal and interest, solely out of the revenue of The System, set aside for such payment.

Said resolution may also provide, and the public utilities commission is hereby authorized and empowered in and by the terms of said resolution to agree with the holders of any of the revenue bonds issued thereunder, so long as the same shall be outstanding, as follows:

(a) That the proceeds of the sale of said revenue bonds shall be deposited in a fund separate and apart from all other funds of the City and County and shall with any interest accrued thereon, be applied solely and exclusively to the objects and purposes for which such revenue bonds are authorized to be issued and that any proceeds of the sale of such bonds remaining unused upon the acquisition of such system shall be applied to the retirement of the revenue bonds outstanding, by purchase in the open market or by call and redemption, if the same are by their terms made callable by the commission, as the case may be, and that none of such moneys shall be transferred to any other fund of the City and County of San Francisco;

(b) That the public utilities commission will maintain and operate The System constructed from the proceeds of said revenue bonds, in good repair, working order and condition and will, from time to time, make all needful and proper repairs, renewals and replacements, and will continuously operate the same;

(c) That the commission will (subject to all applicable laws of the State of California and the rules and orders of all regulatory bodies of the State of California which may hereafter have jurisdiction over the commission or the project acquired from the proceeds of said revenue bonds) to establish reasonable rates for the sale of electric energy distributed through such system and that such rates in the aggregate shall be adequate to enable the commission to pay the principal and interest of said revenue bonds as the same become due, and all costs of maintenance, operation and repairs of The System, acquired from the proceeds of the sale of such revenue bonds;

(d) That accurate books and records of account will be kept and maintained, showing all payments received by the commission from the operation of The System acquired from the proceeds of the sale of such revenue bonds, which records shall be open at all times for inspection, while any of the revenue bonds are outstanding and unpaid, to the holders of any one or more of such revenue bonds or their duly authorized representatives;

(e) That if any part of The System shall be taken from the commission or from the City and County of San Francisco by eminent domain proceedings, or other proceedings authorized by law, the proceeds realized by said City and County or by said commission shall be applied solely and exclusively to the payment of the principal and interest of said revenue bonds until the same shall have been paid in full;

(f) That neither the commission nor the City and County shall mortgage or otherwise encumber, sell, or lease or dispose of The System acquired from the proceeds of the sale of said revenue bonds or any substantial part thereof, or enter into any lease or contract which shall impair the operation of said system or otherwise impair the right of the holders of any of said revenue bonds to secure payment in full of the principal or interest of said revenue bonds as the same shall mature;

(g) That the commission shall maintain insurance on The System acquired from the proceeds of the sale of said revenue bonds, of the kind and character and in the amount which is usual and customarily carried by private companies engaged in the operation of a system of works similar to that to be acquired from the proceeds of the sale of said revenue bonds;

(h) That none of the facilities of The System shall be furnished free. In the event that the City and County of San Francisco, or any department,



agency or instrumentality thereof shall avail itself of the facilities afforded by The System acquired from the proceeds of the sale of said revenue bonds, a reasonable charge shall be made against said City and County, agency or instrumentality and shall be paid as the services shall accrue;

(i) That any terms, covenants or conditions herein contained or made a part of any bond issued under authority of this section shall be subject to alteration, amendment or modification by agreement between the commission and the holders of at least eighty (80%) per cent of the principal of the amount of the said bonds then outstanding;

(j) Said commission may also agree to any other terms or conditions, whether hereinabove referred to or not, which, in the judgment of the commission, shall be necessary, advisable or convenient in effecting the sale of said revenue bonds; provided, that such conditions do not permit said bonds to be sold at less than the par value thereof or increase the rate of interest thereon above six (6%) per cent per annum, payable semi-annually, and provided further, that none of said covenants, agreements or conditions, nor anything herein provided shall obligate said commission or the City and County of San Francisco to do or perform any of said terms, covenants or conditions by the expenditure of any funds other than those arising from the operation of The System to be acquired from the proceeds of the sale of said revenue bonds, and under no circumstances shall the City and County be obligated to levy or collect taxes to provide moneys to perform any of the terms or conditions contained in any of such resolutions, and all obligations assumed by said commission which shall require the expenditure of any funds shall be limited solely and exclusively to the funds arising from the operation of said system.

When said last mentioned resolution is adopted, said public utilities commission shall have full power and authority to issue and sell the revenue bonds or other evidences of indebtedness payable solely out of revenue to the amount specified in said resolution, but not to exceed the sum of \$55,000,000.

Section 121.8. The public utilities commission shall regulate the time of the issuance of any bonds or other evidences of indebtedness authorized by this section, and may cause the same to be issued as one issue or in successive issues under the same authorization. Said bonds or other evidences of indebtedness shall be sold by said commission at public sale to the highest and best bidder therefor, after notice of said sale has been given by the publication of notice of said sale for a period of two days in the official newspaper. Said sale shall be held not less than five days after the last publication of said notice. The commission shall require a cashier's or certified check payable to the order of the commission, or other security in such amount as it may deem proper from all bidders to insure the fulfilling of any bid made for said bonds or other evidences of indebtedness. When any of said bonds or other evidences of indebtedness are sold, the proceeds of said sale shall be deposited in the treasury of the City and County and shall be used only for the purposes for which the same were approved. If a bid acceptable to the commission should not be received for said bonds offered for sale the commission may direct that said bonds, or any part thereof, be sold by the Treasurer of the City and County of San Francisco at private sale, at a price not less than par and accrued interest at the date of delivery of said bonds to purchaser.

Bonds or other evidences of indebtedness authorized or issued under the authority of this section shall not be subject to the Charter limitations as to the bonded indebtedness of the City and County, nor shall they be taken into consideration in determining the amount of bonded indebtedness as provided in Section 104 of the Charter.

Section 121.9. Nothing in this section contained shall in any way abridge, control or revoke the power of the electors of the City and County to vote for and cause to be issued general obligation bonds or other evidences of indebtedness of the City and County for the acquisition, construction, completion



or extension of The System, but the manner provided in this section for the acquisition, construction, completion or extension of the same shall be deemed to be a supplemental and additional manner for providing funds for said purpose.

Section 121.10. Bonds or other evidences of indebtedness issued pursuant to this section may be called and paid before maturity upon such terms and conditions as may be determined by the public utilities commission, provided that said conditions are inserted in said bonds at the time of the issuance thereof.

Section 121.11. The commission is hereby authorized, from time to time, to provide for the refunding, extension or renewal of any bonds or other evidence of indebtedness issued pursuant to this section and remaining outstanding and unpaid, at or prior to maturity thereof by agreement of modification endorsed on said bonds, or by the issuance, sale or exchange of new bonds or other evidences of indebtedness in the same aggregate principal amount as the bonds or other evidences of indebtedness outstanding or unpaid, said new bonds or other evidences of indebtedness to be of such denomination and maturing at such times, and bearing such rates of interest, and otherwise modified as said commission shall deem proper, provided that such new bonds or evidences of indebtedness shall be payable, both as to principal and interest, solely out of the revenue of The System and the latest maturity of said new issue shall not be more than forty years from the date of said new issue and the interest thereon shall not exceed six (6%) per cent per annum payable semi-annually.

Section 121.12. The public utilities commission shall fix and establish just and reasonable rates for any service furnished by The System, which said rates shall not be less than will provide an amount sufficient to pay, as the same become due, the following:

(a) All amounts necessary to pay the interest and principal on all bonds or evidences of indebtedness issued and sold, as provided in this section, and remaining unpaid.

(b) All the operating expenses of The System.

(c) All amounts necessary to provide for the repairs and maintenance of The System.

(d) A surplus fund equal to the amount required to meet the interest and principal payments which will become due in the next succeeding year on outstanding bonds.

(e) An amount which shall be sufficient to meet the cost of reconstruction and replacements made necessary by the physical and functional depreciation of The System, as the same may occur.

Section 121.13. The board of supervisors shall not have power to reduce said rates fixed by said public utilities commission for service from The System if said rates as so reduced will not be sufficient to pay, as the same become due, all and singular the obligations mentioned in sub-paragraphs (a), (b), (c), (d), and (e) above set forth. The board of supervisors is further given authority to agree with the holders of any of said bonds that said board of supervisors will not reduce rates fixed by the public utilities commission below an amount sufficient to provide funds to meet the obligations above mentioned. The board of supervisors is further given authority to agree with the holders of said bonds to carry out and perform all covenants and agreements of the public utilities commission if said commission should be abolished or cease to exist, and no successor to said commission or other body vested with its power, is in existence.

Section 121.14. The public utilities commission shall cause all moneys accruing from The System to be paid into the treasury of the City and County of San Francisco daily, and said moneys, together with any interest earned thereon, shall be used only for the following purposes and in the order herein set forth, to-wit:

(a) To pay the principal sum and the interest thereon on all bonds or other evidences of indebtedness issued under the above mentioned sections and remaining unpaid, as said principal and interest become due and payable;

(b) To pay all the operating expenses of said system;

(c) To pay all amounts to become due for the repair and maintenance of said system;

(d) A surplus fund equal to the amount required to meet the interest and principal payments which will become due in the next succeeding year on outstanding bonds;

(e) An amount which shall be sufficient to meet the cost of reconstruction and replacements made necessary by the physical and functional depreciation of The System, as the same may occur;

(f) To pay for extensions and betterments to said system, or to establish a reserve to pay for said extensions and betterments;

(g) To establish a surplus fund, which shall be maintained at \$1,500,000, and all of said surplus in excess of said amount shall be subject to the provisions of Section 129 of the Charter.

Section 121.15. Said commission shall cause to be set up a bond interest and redemption fund into which shall be paid an amount at least sufficient to pay, as the same become due, the principal and interest upon the outstanding unpaid bonds or other evidences of indebtedness. Said bonds and the interest thereon shall constitute a first lien and charge upon all of the income and revenue from The System set aside for such payment, and if at any time the revenues of The System are not sufficient to permit the payment of said sum into said fund, any deficiency shall be paid into said fund from the surplus fund. Said commission shall estimate the proper amounts to be applied to the purposes mentioned in schedules (c), (e), and (f) above set forth and shall cause said estimated amounts to be set aside in proper funds established to meet said purposes. Said estimates may be changed from time to time. Said commission shall also pay into said interest and redemption fund an amount sufficient to meet all existing delinquencies, if any, upon any of said bonds or other evidences of indebtedness.

Section 121.16. Notwithstanding any other provision of this Charter which may be in conflict with the provisions of this section, the provisions of this section shall prevail in so far as the same pertain to the financing and acquisition, construction or completion of The System by the sale of bonds or other evidences of indebtedness payable solely out of revenue; provided, however, that nothing herein contained shall prevent the financing or acquisition of The System or any additions thereto by general obligation bonds issued as provided by law.

Section 121.17. The System shall be considered a separate utility, and revenue from any other utility shall not be applied to The System unless otherwise expressly provided by Charter.

Section 121.18. The board of supervisors may, by ordinance, confer upon said public utilities commission such additional powers not in conflict with this section as may be necessary to carry out the purposes of this section.

Section 121.19. Upon the taking effect of this amendment the public utilities commission shall immediately proceed to acquire, construct and complete The System and promptly perform all acts required of said public utilities commission.

Board of Supervisors, San Francisco, April 6, 1939.

**Ordered submitted by the following vote:**

Ayes: Supervisors McGowan, McSheehy, Mead, Meyer, Ratto, Uhl.

No: Supervisor Brown.

Absent: Supervisors Colman, Roncovieri, Schmidt, Shannon.

I hereby certify that the foregoing Charter amendment was ordered submitted by the Board of Supervisors of the City and County of San Francisco.

DAVID A. BARRY, Clerk.

May 19, 1929

# **VOTE NO ON**

## **\$55,000,000 REVENUE BONDS**

This is a charter amendment which would simply make it easier, by majority vote only, for the City to go into debt — to the extent of \$55,000,000.

The amendment, it is frankly admitted, is a device to get around a safeguard set up in the Charter and Constitution, requiring a two-thirds vote to incur indebtedness.

The amendment would affect the City's credit and probably would hamper future financing required for solution of traffic and other problems.

Under the amendment, the Public Utilities Commission is authorized to buy the local power distribution system — OR to build a duplicating electric distribution system. The latter course would be costly, wasteful and extravagant. This is a dangerous grant of power.

The amendment will produce no reduction in rates. Plan 8, which was before the Board of Supervisors when the amendment was drafted, declares that "no changes in rates below those of the Company" could be made.

So nothing is offered the consumer of electric service but a change from private to political ownership, even after the expenditure of \$55,000,000 or more.

Under the amendment, the taxpayers would have to make up the loss of over \$2,000,000 annual revenue which is now derived from Hetch Hetchy power.

# **Vote NO ON PROPOSITION No. 2**

# **Don't Make It Easy for the City to Go Into Debt**

**Proposition No. 2** is a charter amendment which would authorize the issuance of \$55,000,000 in "revenue bonds" for the *purchase* or *construction* of an electric distribution system in San Francisco for distributing Hetch Hetchy power. This power is now being distributed to San Francisco citizens through an agency contract with the Pacific Gas and Electric Company, which contract returns over \$2,000,000 annually in revenue to the City. This revenue is used to pay interest and redemption charges on Hetch Hetchy bonds, reducing taxes 25 cents per year on every \$100 of assessed valuation.

## ***Amendment Promises No Reduction in Electric Rates***

**Proposition No. 2** would transfer control over electric rates from the Railroad Commission to the same officials who would be responsible for the management of the system — the Public Utilities Commission. Electric light and power rates have been progressively lowered during the last fifteen years under existing conditions, to the point where even the optimistic official estimates cannot offer a reduction in electric rates under City ownership and operation of the distribution system!

## ***Under Amendment Rates May Have to Be Increased***

This charter amendment provides that if revenues prove insufficient to meet all operating costs and debt charges on the revenue bonds issued to buy or build an electric distribution system, the Public Utilities Commission must increase rates to meet expenses. There is no assurance that rates will not be increased. Quite the contrary. You are more likely to get an increase rather than a decrease in electric power rates under City Operation.

## ***No Commitment as to Any Plan***

The proposition on the ballot does not commit City officials to any course of action nor to any given plan. The so-called "Plan No. 8" is not adopted in the amendment. The Public Utilities Commission is not required to follow it in every particular, but may engage in a wasteful piece-meal construction scheme that will duplicate existing facilities. An uneconomic and extravagant duplicating-competing system means higher costs, ultimately, to the taxpayer or the ratepayer, or to both.

## ***No Estimate of Cost Submitted to Voters***

No official estimate has been made of the cost of building a duplicating competitive distribution system, nor of the operating results thereof, although such duplication is authorized by the charter amendment. Likewise, no one can tell at this time what the price of the Pacific Gas and Electric Company's properties will be. City officials have not secured a price from the company nor has the Railroad Commission placed a sale-value on the property.

It would take years for the City, through the Railroad Commission and the courts, to determine the actual price. The last valuation proceedings

were started in 1924, cost \$395,000 and took nearly six years to complete. By the time the proceedings were completed, the value of the property jumped millions of dollars, due to additions and improvements.

### ***Only a Partial System for the \$55,000,000 Investment***

Large as the sum of \$55,000,000 seems, it will provide the City only with a partial and incomplete electric power system — even assuming that the official estimates are correct. It will not provide steam standby power plants, nor transmission lines from Newark, nor a step-down station. The Hetch Hetchy power plants can produce only one-third of San Francisco's *present* requirements. Therefore, the City would have to buy the other two-thirds from the Pacific Gas and Electric Company, and, also, would have to lease Company transmission lines from Newark and buy standby service from the Company.

### ***Additional Millions Needed to Complete System***

Many more millions would be necessary for the City to have a complete system. Even then the City would be dependent upon the Company for a part of its power, unless the City built costly hydro-electric plants on the Hetch Hetchy project or steam generating plants.

In 1930, following the last valuation proceedings of the Railroad Commission, the late City Engineer, Mr. M. M. O'Shaughnessy, reported that it would require an investment of \$85,000,000 if the City were to undertake to provide adequate and proper electric service independent of the Company. This estimate was made nine years ago, since which time the distribution system has required large amounts of additional capital in order to meet San Francisco's increased requirements for electricity.

### ***City's Funds Needed for Other Necessary Projects***

Purchase of an electric distribution system by the City is not necessary or vital at this time. It will not create a single new job, nor put additional money into circulation in San Francisco, nor lower electric rates. On the other hand, there are many other major problems to be solved. For example, the vexing traffic and transit problems, which will require millions of dollars to be invested in the near future.

### ***Citizens Have Eight Times Voted "NO"***

San Francisco citizens have, in the last twelve years, voted "NO" on three proposals to issue general obligation bonds for power — in 1927, against \$2,000,000 of bonds for a transmission line; in 1930, against \$68,115,000 of bonds for purchase of the whole local distribution system and the construction of other works; and in 1933, against \$6,308,000 of bonds for a partial distribution system.

Also they have voted "NO" on revenue bond measures five times in the same period. In 1928, a charter amendment authorizing revenue bonds for the acquisition, construction or extension of any utility was voted down. In 1932, a revenue bond amendment for water department extensions, limited to \$5,000,000 in amount and to five years in time, was likewise defeated. Again, in May, 1935, the voters were forced to go to the polls and defeat an amendment providing for the issuance of unlimited amounts of revenue bonds. Only two years ago, on March 9, 1937, the people again said "NO" to a \$50,000,000 revenue bond charter amendment for power distribution.

## ***Legal Safeguards on Indebtedness Removed***

A serious objection to Proposition No. 2 is that safeguards that have been in existence for many decades in the City's Charter and the State Constitution will be removed. Only a majority vote is required on this measure and a \$55,000,000 bonded debt will be created. These bonds can be issued at will by the Public Utilities Commission and the Board of Supervisors in any amount up to \$55,000,000 without any further say-so by the voters of San Francisco.

The City's charter and the State constitution now provide for a two-thirds vote on every bond issue. Under these wise provisions, San Francisco has voted over \$238,000,000 in bonds since 1904. On July 1st of last year, the City had \$160,806,000 in bonds authorized or outstanding. This was increased by \$2,800,000 voted for schools on September 27, 1938.

The two-thirds requirement has never hampered the development of this City nor hindered the financing of worthwhile projects.

## ***Don't Be Stampeded by Fear of Court Decisions***

The legality of the existing agency contract for the distribution of Hetch Hetchy power is now before the Federal Courts. A lower court has decided that the contract is in violation of the Raker Act. The City has taken an appeal from that decision and the controversy has entered its second stage. The points involved in the lower court's decision are technical and legal, involving the interpretation of a single phrase in the Raker Act, rather than the respective equities of the City and the Federal Government. It should be borne in mind that the Government does not ask for any forfeiture of the City's rights to Hetch Hetchy and that its suit does not jeopardize the City's huge investment therein.

## ***The Raker Act Can Be Amended***

The citizens of San Francisco cannot be forced into the power business against their will. The Raker Act can be amended by Congress at any time. Only an official request by the City or its representatives is required to start the amendment on its way.

BUILDING OWNERS' AND MANAGERS' ASSOCIATION  
OF SAN FRANCISCO

SAN FRANCISCO REAL ESTATE BOARD

SAN FRANCISCO CHAMBER OF COMMERCE

DOWN TOWN ASSOCIATION OF SAN FRANCISCO

SAN FRANCISCO JUNIOR CHAMBER OF COMMERCE

# **VOTE NO ON**

## **\$55,000,000 REVENUE BONDS**

**Special Election FRIDAY, May 19**

**VOTE**

**NO**

On  
Proposition  
Number

**1**

**CITY HALL PAY RAISE**

*(So-Called "Salary Standardization" Ordinance)*

**This Ordinance Means:**

- **Exorbitant Pay Increases for City Employees Up to \$4,200.00 a Year Over Present Salaries.**
- **18-Cent Boost in the Tax Rate**
- **Higher Rents**
- **Higher Costs of Living**
- **Violation of the City Charter**

**This Ordinance Provides**

**SUPER SALARIES**

**FOR CITY EMPLOYEES**

**STOP THIS RAID ON THE CITY TREASURY**

**Vote NO**

On  
Proposition  
Number

**1**



# Vote NO

ON  
PROPOSITION  
NUMBER

# 1

## So-Called "Salary Standardization" Ordinance

Salary Standardization, as set forth in the City Charter, specifies pay for City employees at rates NOT HIGHER than those actually prevailing in private employment or in other governmental agencies in this State.

The "Salary Standardization" ordinance applies to less than half of the City's employees.

Large groups, such as fire, police, teachers, librarians and others, are not subject to the Charter provisions regarding salary standardization.

Proposition No. 1, the so-called "Salary Standardization" ordinance, unless defeated, will involve an ultimate estimated increase in taxes of more than \$1,350,000 a year to give increases to 3,600 City employees.

**THIS INCREASE IS EQUIVALENT TO 18 CENTS MORE PER \$100 ASSESSED VALUATION ON YOUR ANNUAL TAX BILL.** (San Francisco now has the second highest tax rate in its history.)

A majority of the salary rates in the ordinance have been fixed IN VIOLATION OF THE CITY CHARTER, at figures HIGHER than rates paid in private employment or in other governmental agencies in this State.

The increases range up to \$4,200 per year OVER PRESENT SALARIES.

You are voting on this ordinance because more than 25,000 citizens signed referendum petitions, protesting the high salary rates, and causing the Supervisors to submit the ordinance to you, the voters, for your verdict.

### ***Increased Cost Equals Bond Issue of \$33,750,000***

The increased tax bill, \$1,350,000 per year, is the equivalent of 4 per cent interest, on a permanent non-retirable bond issue of \$33,750,000.

The voters, therefore, might well consider this "Salary Standardization" ordinance in the same manner as they would consider a bond issue of approximately \$34,000,000 — nothing ever paid off, on the principal — \$1,350,000 every year, forever, as interest.

### ***More Salary Raises Pending!***

City employees have already planned to use this ordinance as a springboard for EVEN STILL HIGHER SALARIES. Sixty more proposals for increased rates are now on file with the Civil Service Commission, most of which will probably be approved (unless this ordinance is defeated) and thereby add another \$315,000 a year to the City pay roll — equal to 4 cents more in the tax rate.

### ***Taxpayers Favor REAL Salary Standardization***

Every one of the civic and property owners' organizations comprising the Taxpayers Committee Against Charter Violation is in favor of genuine salary standardization — as provided under the Charter — but they are opposed to this "Salary Standardization" ordinance because, in most cases, it violates the Charter and is "Salary Standardization" in name only but not in substance.

### ***City Hall Employees Have Unsurpassed Employment Conditions***

The increases provided in this salary standardization ordinance would be paid to City Hall employees who are already peculiarly favored in comparison with other workers in San Francisco. They are exceptionally well paid, have two weeks' annual vacation with pay, have two weeks' sick leave per year with pay (which can be accumulated to a total of six months' sick leave with pay), have a liberal retirement pension system to which the taxpayers contribute the major part, and HAVE SECURITY OF EMPLOYMENT REGARDLESS OF DEPRESSIONS OR BUSINESS CONDITIONS.

# CITY HALL PAY RAISE

## Stop Super Salaries for City Employees

### ***Charter Provisions Governing Salary Standardization***

The Charter, Section 151, is specific as to the manner in which City salaries shall be standardized. The Civil Service Commission is supposed to report to the Board of Supervisors a schedule of compensations which "SHALL BE NOT HIGHER THAN PREVAILING RATES FOR LIKE SERVICE AND WORKING CONDITIONS IN PRIVATE EMPLOYMENT OR IN OTHER COMPARABLE GOVERNMENTAL ORGANIZATIONS IN THIS STATE."

### ***Violation of City Charter***

Despite this very clear Charter provision, many of the rates included in the so-called "Salary Standardization" ordinance are higher than the highest that can be found anywhere.

Many other rates were ARBITRARILY FIXED BY THE CIVIL SERVICE COMMISSION WITHOUT CONSIDERATION OF PREVAILING PAY ON THE OUTSIDE.

The Bureau of Governmental Research filed with the Board of Supervisors and the Mayor a statement criticizing 440 of the 689 rates fixed by the ordinance on the ground they did not conform with provisions of the Charter.

Some rates for institutional workers and per diem journeymen building craftsmen, laborers and other per diem and hourly workers in the City employ are justifiable to equalize their wages with pay on the outside. HOWEVER, THE CITY ATTORNEY STATES THAT THESE INCREASES CAN BE MADE AT ANY TIME WITHOUT ADOPTING THE OTHER RATES.

### ***Rates Based on Policy of "No Decreases"***

The high schedule of rates in the ordinance is due in large part to a policy of the Civil Service Commission to the effect that an ordinance providing for any decreases would not be adopted by the Supervisors.

### ***The City, as Model Employer, Should Pay "Prevailing Rates"***

The City, as a model employer, should pay its employees at rates generally prevailing for similar services. On the other hand, the taxpayers, most of whom are also employees, should not have to meet a City pay roll that is based on rates in excess of those generally prevailing.

### ***Voters Should Read Salary Ordinance***

Every voter should take the time to see for himself some of the absurd rates included in the "Salary Standardization" ordinance.

The rates for each of the 689 classifications are shown in the ordinance mailed to each voter by the Registrar of Voters in the same envelope containing this pamphlet.

Compare the rates in this enclosed ordinance with your own compensation and that of your friends and relatives.

### ***DO NOT BE MISLED!***

CITY EMPLOYEES WILL NOT LOSE ANY OF THEIR PRESENT HIGH PAY AND SPECIAL BENEFITS BY DEFEAT OF THIS ORDINANCE. *Nothing will be taken from them.*

A "NO" VOTE ON PROPOSITION NO. 1 WILL HALT EXORBITANT CITY HALL SALARIES AND A RAID ON THE CITY TREASURY.

Vote "NO" on Proposition No. 1 and urge your friends and relatives to vote "NO" also.

*May 19. 1929*  
**VOTE**

**NO**

On  
Proposition  
Number

**1**

## **CITY HALL PAY RAISE**

**☛ DON'T FAIL TO VOTE — FRIDAY, MAY 19**

These Organizations urge YOU to vote NO on Proposition Number 1, the so-called "Salary Standardization" Ordinance boosting the pay of City employees:

APARTMENT HOUSE OWNERS AND MANAGERS ASSOCIATION  
BALBOA TERRACE HOMES ASSOCIATION  
BUILDING OWNERS AND MANAGERS ASSOCIATION  
SAN FRANCISCO CENTER

CALIFORNIA LEAGUE OF WOMEN VOTERS  
CALIFORNIA NORTHERN HOTEL ASSOCIATION  
COLUMBUS CIVIC CLUB

DOWN TOWN ASSOCIATION  
EMPLOYING PRINTERS ASSOCIATION  
FOREST HILL ASSOCIATION

INGLESIDE TERRACE HOMES ASSOCIATION  
LAFAYETTE CLUB

LAGUNA HONDA IMPROVEMENT ASSOCIATION  
LAKESIDE HOMES ASSOCIATION

MARINA BOOSTERS  
MARINA HOME OWNERS PROTECTIVE ASSOCIATION  
MARINA MERCHANTS ASSOCIATION

MERCED MANOR PROPERTY OWNERS ASSOCIATION  
MIRALOMA PARK IMPROVEMENT CLUB

NOB HILL PROTECTIVE ASSOCIATION  
NORTH CENTRAL IMPROVEMENT ASSOCIATION  
NORTH END IMPROVEMENT CLUB

OWNERS AND LESSEES APARTMENT HOUSE ASSOCIATION  
PARK-PRESIDIO IMPROVEMENT ASSOCIATION

POINT LOBOS IMPROVEMENT ASSOCIATION  
REAL ESTATE ASSOCIATION OF SAN FRANCISCO  
REIS TRACT AND PAUL TRACT IMPROVEMENT CLUB

RETAIL MERCHANTS ASSOCIATION  
ST. FRANCIS HOMES ASSOCIATION

SAN FRANCISCO CHAMBER OF COMMERCE  
SAN FRANCISCO GARAGE OWNERS ASSOCIATION  
SAN FRANCISCO JUNIOR CHAMBER OF COMMERCE

SAN FRANCISCO PROPERTY OWNERS LEAGUE  
SAN FRANCISCO REAL ESTATE BOARD

SAN FRANCISCO RESTAURANT ASSOCIATION  
TAXPAYERS DEFENSE LEAGUE

29TH AND CASTRO DISTRICT IMPROVEMENT CLUB  
WEST OF TWIN PEAKS CENTRAL COUNCIL

WESTWOOD HIGHLANDS ASSOCIATION  
WESTWOOD PARK ASSOCIATION

WOMEN'S CIVIC CENTER

**Vote NO**

On  
Proposition  
Number

**1**

**Taxpayers Committee Against Charter Violation**

# VOTE NO ON PROPOSITION No. 2

## *The \$55,000,000 Bond Scheme for an Electric Distribution System*

**It is the Same Old Revenue Bond Scheme** that was defeated on March 9, 1937. The only difference is that it now calls for \$55,000,000 instead of \$50,000,000.

THE \$55,000,000 would be ONLY A START to acquire or construct a wholly unnecessary, partial and incomplete system. THERE IS NO PLAN. The Charter Amendment (Proposition No. 2) does not adopt any plan. It gives the Utilities Commission "power to determine the method for the acquisition, construction or completion of the system". And then it lets down all bars by giving the Commission authority to "deviate" from any plan it may have adopted. *The Voters Would Have Nothing More to Say About It.*

**THE TAX RATE** beginning July 1 (estimated at around \$4.18) will be the **HIGHEST** in the City's history

San Francisco has not the slightest need for a municipal electric distribution system. It has all the electricity it can use at the turn of a switch or by pressing a button. **BUT** the street railway problem is not yet solved. Neither is the City's traffic problem. Their solution will cost millions and will have to be provided for by bond issues. The City should save its bonding capacity and risk increased taxes only for absolutely necessary public projects. The City's bonded indebtedness is now about \$163,000,000, within approximately \$60,000,000 of its bond limit under the Charter.

This \$55,000,000 revenue bond scheme is submitted as a **CHARTER AMENDMENT** to get around the Charter. It requires only a majority vote instead of the two-thirds vote now required by the Charter and the state Constitution for bond issues.

**\$55,000,000 IS ONLY A START**—It is admitted that the City cannot get a complete distribution system for \$55,000,000. City Engineer O'Shaughnessy nine years ago said a complete system would cost \$85,000,000. It would cost more now. Even Plan 8, now abandoned, does not provide for steam stand-by plants, nor for transmission lines from Newark nor for step-down stations — altogether costing many millions of dollars.

**THE CITY** would have to buy from the Pacific Gas and Electric Company more power than the City could produce in its own plants, even after completion of Red Mountain Bar power plant as contemplated. Instead of receiving more than \$2,000,000 a year for its Hetch Hetchy power, the City would pay the Pacific Gas and Electric Company—as admitted by the Utilities Commission — \$3,000,000 a year for power, and that sum would increase every year as the City's needs grow, **UNLESS** the City, once started on this scheme, undertakes to spend more millions on additional power plants. The Utilities Commission says the Red Mountain Bar plant is the last source of cheap power on the Hetch Hetchy project. Other power plants could be built only at enormous expense. But once started the voters would never know how much further they would be asked to go.

**HOW THE MILLIONS GROW** is shown by the City's experience with Hetch Hetchy. It **STARTED** in 1910 with a bond issue of \$42,000,000 for construction and **COMPLETION**, and has run up to \$142,000,000. That is \$89,000,000 for the Hetch Hetchy system, \$41,000,000 for Spring Valley purchase, and \$12,000,000 for additions and extensions.

## **NO RATE REDUCTIONS ARE PROMISED THE VOTERS**

under this scheme. San Francisco's electric rates today are admitted to be among the lowest in the United States — so low that it was impossible to promise lower rates under the proposed amendment, which means that all the people are now offered is a change from private to political ownership, provided the voters will furnish the millions required to make the experiment.

**IF THE CITY BUYS** the San Francisco system of the P. G. and E., it is only passing out millions of dollars to the stockholders of that company. **THERE IS SCARCELY A DOLLAR'S WORTH OF NEW WORK IN THE WHOLE SCHEME.** It will make no new employment for the working men of San Francisco, will do nothing to take people off of relief rolls. Street railway reconstruction, rapid transit and traffic regulation, which would make millions of dollars in pay roll, would have to wait while the City swaps tens of millions of dollars for paper receipts for something it does not need.

The advocates of the \$55,000,000 bond scheme are trying to **SCARE THE VOTERS** with the **RAKER ACT**. They tried the same thing two years ago, but San Francisco voters don't scare easily. Municipal ownership advocates instigated an attack on the City's disposition of power under the Raker Act. A lower Federal Court has held that distribution of Hetch Hetchy power under the agency contract is illegal. The City has taken an appeal to a higher court. City Attorney John J. O'Toole has filed his brief contending forcefully that the City is complying substantially with the Raker Act. The attorneys for the City expect the judgment of the lower court to be reversed. If it is not, the City can still go to the United States Supreme Court. **THE CITY SHOULD BE ALLOWED TO EXHAUST ALL ITS RIGHTS BEFORE BEING RUSHED INTO \$55,000,000 BONDED INDEBTEDNESS.**

**THERE IS ANOTHER REMEDY — AMEND THE RAKER ACT** to give San Francisco the right to do what the Alameda County water district and all Federal power projects are doing — selling power to private corporations. The Federal government sells to private companies power developed at Boulder Dam on the Colorado River, at the Bonneville Dam on the Columbia River, and on the Tennessee Valley project in Tennessee and Alabama. The U. S. Interior Department sells surplus power produced by a government-owned plant in the Yosemite Valley to the Pacific Gas and Electric Company.

**WHY SHOULD SAN FRANCISCO BE DISCRIMINATED AGAINST?** The City's request that it be treated as fairly as the rest of the country on its power project is **REASONABLE.**

A resolution was presented in March to the Board of Supervisors to memorialize Congress for amendment of the Raker Act. A majority of the Supervisors refused to pass the resolution. WHY?

BECAUSE THE ADVOCATES OF THE \$55,000,000 BOND SCHEME DON'T WANT THE RAKER ACT AMENDED. They said so positively. They want unfair federal discrimination against San Francisco to continue in order to SCARE the voters into approving an electric distribution system AT ANY COST.

WHY NOT TRY TO AMEND THE RAKER ACT? Is it because zealots for municipal ownership have determined to block any reasonable solution of this problem, to bludgeon San Francisco into millions of indebtedness for something wholly unneeded?

Is it because the politicians know that if the Raker Act was amended, they could no longer hope to SCARE the voters into a scheme that would make more political jobs and fasten their control tighter upon our municipal government?

SIX TIMES the voters have defeated efforts to force upon them bonds for power distribution.

AGAIN the voters of San Francisco must go to the polls and assert their right to control their own civic affairs by VOTING

# NO ON PROPOSITION No. 2

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Remember it is a Special Election  
on an unusual week day  
FRIDAY, MAY 19

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CITIZENS' COMMITTEE AGAINST \$55,000,000 POWER BONDS  
206 Hobart Bldg., San Francisco

Samuel G. Buckbee, *Chairman*



May 19-1939

# For Fair Pay Standards



Save good government and decent pay standards, from the flood of misrepresentation by low wage chisellers. Vote YES to maintain standard pay scales, to maintain buying power for business and to maintain American standards of living in San Francisco.

## Vote Yes on Number One

# VOTE FOR EQUAL PAY FOR EQUAL WORK

## Falsehoods Nailed

The opponents are making many misstatements in their desperate efforts to beat down San Francisco's pay schedules.

They say Number 1 means higher taxes. The fact is that it means lower taxes through elimination of the high salaries based on political pull.

They say Number 1 will cost \$1,350,000 a year. The fact is that this "estimate" is based upon the false assumptions that temporary employees will get top pay, which can't happen; that part time employees will get top pay, which can't happen; and that during the next five years no city employee will die, retire, resign or be fired, which is silliness itself.

They say that the ordinance raises the "higher ups". The ordinance prohibits any raise for those getting \$500 a month or more.

They say that underpaid employees can be cared for by a "piecemeal" standardization. Their own attorneys have filed briefs with city officials proving that "piecemeal" standardization is illegal.

## EMPLOYEES ON RELIEF

Porters and orderlies of the San Francisco hospital are being paid \$60 a month in cash while those doing this kind of work in private and other public institutions receive \$130 a month and more.

Some of these employees are so near the subsistence level that they have had to seek charity to eke out a bare existence for themselves and their families.

A VOTE YES on Number 1 will stop this shameful condition!

The people first wrote a mandate for Salary Standardization into the Charter in 1924. They wanted to abolish the political pay-fixing system that favored the few with pull. Nothing happened.

An even stronger mandate was written into the new Charter. In 1937 experts from the University of California and Stanford University investigated wages and salaries ACTUALLY being paid by hundreds of the biggest employers in San Francisco.

They found that of 700 kinds of city jobs, 347 were overpaid and are reduced in this ordinance, some were correctly paid and some were grossly underpaid. These latter were the poorest paid—the men and women without "pull" or influence.

These findings were given to a Citizens' Advisory Committee. On the Committee were representatives of the employers, of women's clubs, of civic clubs, of property owners, of labor organizations. This committee approved the rates now before the people. The rates later were approved by the Civil Service Commission, the Supervisors and the Mayor.

The proposed rates, it is true, are not based on wages and salaries paid by a few chiselers. They are based on the rates ACTUALLY paid by a majority of San Francisco employers.

If the people vote YES on Number 1, the chiselers will have to meet the rates paid by the majority. But if the people vote against the ordinance, the majority of enlightened employees will have to meet the competition by lowering their standards — and then the entire pay structure of San Francisco will tumble.

This is the real issue involved.

Shall the people of San Francisco by their votes approve sub-standard rates of pay? Shall the people approve a general pay and salary reduction for all the bread-winners of San Francisco?

Or, shall the vast majority of the voters join with progressive business men, civic leaders, organized labor and enlightened clubwomen to UPHOLD decent pay?

A YES vote on Friday, May 19, means that San Francisco again has turned its back on the propaganda of the handful of chiselers who are leading the opposition.

FOR FAIR PAY STANDARDS — VOTE YES ON NUMBER ONE!

## Let's Abolish Favoritism!



This photo represents two of YOUR city employees. They do exactly the same work. The man, who has "pull", gets \$250 per month. The young lady, with several to support, gets only \$79.50 a month. 99-9-10ths per cent of City Employees favor Salary Standardization because it will bring the young lady to a decent living wage and wipe out the political favoritism that has resulted in these grossly unequal salaries. Incidentally, the average salary for all city employees is \$142 per month.

## A FEW OF MANY COMPARISONS:

### WAGES AND SALARIES

Occupation	City Pays	Others pay
Nurses	*\$100. Month	\$145.00—
Waitresses	*\$110. Month	\$132.00x
Kitchen helpers	* \$63. Month	\$90.00x
Porters	* \$63. Month	\$130.00x
Orderlies	* \$63. Month	\$130.00
Car repairers	85c Hour	\$1.00
Ass't. Food Chemists	\$125. Month	\$250.00
Laboratory Technicians	\$125. Month	\$250.00
Plasterers	\$12. Day	\$13.33
Bricklayers	\$12. Day	\$14.00
Plumbers	\$10. Day	\$11.20
Marble setters	\$9. Day	\$10.50
Carpenters	\$9. Day	\$10.00

\* Cash, 6 days no tips. — 5 days and tips. x tips.

### TAX RATES\*

Rate per \$1000

BOSTON	\$41.30
MILWAUKEE	34.75
CHICAGO	32.30
DETROIT	32.22
BUFFALO	31.37
PITTSBURGH	29.52
BALTIMORE	27.90
LOS ANGELES	27.20
NEW YORK	26.96
SAN DIEGO	26.35
OAKLAND	26.15
PHILADELPHIA	23.63
SAN FRANCISCO	19.36

\* By Detroit Bureau Governmental Research. Based on actual valuation.

# THEY SAY:

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## S. F. LABOR COUNCIL:

"Salary Standardization means a fair day's pay for a fair day's work for everybody, irrespective of race, color or religious creed."

## CIVIC LEAGUE OF IMPROVEMENT CLUBS:

"Wages will be set by law and not by political favoritism. . . . which will effect a material saving which is to be spread among those receiving the scantiest salaries."

## BUILDING TRADES COUNCIL:

"We are facing a collapse of all our wage scales unless the city meets those ACTUALLY paid by private industry. City-employed mechanics are getting from \$1 to \$2 a day less than those working for private employers and already have been short-changed by \$350,000."

## S. F. INDUSTRIAL UNION COUNCIL:

"There will be no relief for white collar employees in private employment, if the voters approve low salaries paid by a handful of selfish chisellers. VOTE YES on Number One."

Scores of fraternal, civic, neighborhood and merchant organizations have endorsed Proposition Number 1 in order to maintain decent living standards and buying power.

# Vote Yes on Number One

Friday, May 19, 1939

CITIZEN'S COMMITTEE FOR SALARY STANDARDIZATION

620 Grant Building — UNDERHILL 2921

# **VOTE** **YES** ON PROPOSITION **2** NUMBER

## *Charter Amendment for Revenue Bonds for Distribution of Electric Energy*

This Amendment provides for the issuance of revenue bonds in an amount not to exceed \$55,000,000, payable wholly out of revenue, the proceeds of the sale of said bonds to be used for the purpose of acquiring a publicly owned system for the distribution of electric energy.

*By voting YES on the only Charter Amendment submitted at this election you will APPROVE:*

1. Distributing the electric power you now own, to yourself and your neighbors, through poles and wires which will become yours.

2. Paying for these poles, wires and other necessary properties from the revenues resulting from such distribution and sale of electricity.

3. Reducing electric rates by cutting profits or applying part of the profits to reducing taxes and part to reducing electric rates.

4. Meeting fully the Federal Government's interpretation of the Raker Act of 1913.

5. Joining the people of Los Angeles, Seattle, Tacoma and many other prominent cities of the Pacific Coast and elsewhere in owning and managing your own electric supply.

*By voting YES on this Charter Amendment—*

1. You DO NOT open the way for increasing taxes.
2. You DO NOT agree to pay an exorbitant price for the distribution property of the Pacific Gas and Electric Company.
3. You DO NOT prevent securing for your benefit any electricity which may at any time become available under favorable terms.
4. You DO NOT prevent the extension of modern high-class electric service to all parts of your City.

### *The Corporations Find Electricity Profitable.*

All public utilities corporations, including the Pacific Gas and Electric Company, finance their undertakings by selling stocks and bonds, whose value is dependent entirely on earnings from the business. The local electric company has become one of the largest electric corporations through the use of such revenue financing. In this election this company is fighting to hold the business which the approval of this amendment will permit the people of San Francisco to take over as their own. Were it not a profitable venture the Pacific Gas and Electric Company would raise no objection to you relieving it of a burden.

The present revenue from the distribution of electricity in San Francisco has been proven sufficient to meet all cost of operating and financing under City ownership and to leave a surplus of between Five and Seven and One-half Millions of Dollars each year. This surplus will permit returning all of the money borrowed in twenty-five years and still leave from Three to Five and One-half Million Dollars for reducing taxes, rates, or both. These figures are based on actual results of company operation, ad-

justed to municipal conditions, and allow for rates of interest above those recently paid on similar revenue bonds by neighboring cities having, possibly, less favorable financial histories.

### *There Will Be No Increase in Taxes.*

Under the terms of this amendment the buyers of these bonds cannot call on the taxpayers for either interest or repayment, as both are guaranteed by electric supply earnings alone. Our sister cities have borrowed vast sums for similar purposes under similar conditions at exceedingly low rates of interest.

Municipal distribution of electricity financed with bonds dependent on the revenue therefrom, has proven highly successful in every way in many communities both larger and smaller than San Francisco and there can be no question as to its success here under the plan proposed.

## MUNICIPAL POWER DISTRIBUTION IS AN EVENTUAL NECESSITY— WHY NOT VOTE IT NOW?

### *Pending Litigation.*

The District Court of the United States for the Northern District of California has decided that the method for the distribution of our Hetch Hetchy power which has been in effect since July, 1925, is a violation of the Raker Act and has issued its judgment restraining the City from continuing this distribution. The decision of the District Court has been appealed from and the appeal is now pending in the United States Circuit Court of Appeals. The decision of the District Court became effective on

December 28, 1938, and Honorable Michael J. Roche, before whom the case was tried, has from time to time extended the effective date of the injunction. The last extension granted will expire on the 12th day of June, 1939.

If the opinion of the District Court is upheld it will be incumbent upon the City to acquire a municipal system for the distribution of electric energy generated on the Hetch Hetchy Project or to forego an income of some Two Million Dollars a year.

**LET US TAKE NO CHANCES—  
LET US BE PREPARED  
FOR ALL EVENTUALITIES**

**VOTE**  
**YES** **ON** **2**  
**PROPOSITION**  
**NUMBER**

This argument is submitted to the voters of the City and County of San Francisco pursuant to Resolution No. 230, adopted by the Board of Supervisors on the 17th day of April, 1939, and approved by Angelo J. Rossi, Mayor.

**BOARD OF SUPERVISORS,**

**DAVID A. BARRY,**

**Clerk.**

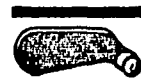
**Special Election FRIDAY, May 19, 1939**



# SAMPLE BALLOT • SPECIAL ELECTION MAY 19, 1939

## REFERENDUM PROPOSITION AND CHARTER AMENDMENT

Vote "Yes" or "No" on Each Proposition



PROPOSITION No. 1

**YES**



**NO**

**REFERENDUM**—Shall Ordinance No. 60, as enacted by the Board of Supervisors of the City and County of San Francisco, standardizing the salaries of Municipal employees, be adopted?



PROPOSITION No. 2

**YES**



**NO**

**CHARTER AMENDMENT No. 1. REVENUE BONDS.** Adding 19 new sections numbered 121.1 to No. 121.19, both numbers inclusive, to the Charter of the City and County of San Francisco, authorizing issuance of bonds or other obligations payable wholly out of revenue in an amount not exceeding \$55,000,000 for a system of generation and distribution of hydro-electric power.



### DIRECTIONS FOR VOTING

1st. Move **RED HANDLE** at the top of **MACHINE** to the **RIGHT** as far as it will go and **LEAVE IT THERE**.

2nd. **TO VOTE FOR OR AGAINST ANY REFERENDUM PROPOSITION OR CHARTER AMENDMENT**, pull down the **POINTER** from this position over the word **YES** or **NO** as you desire to vote, and **LEAVE IT DOWN**.



to this position



3rd. **LEAVING** the pointers as you have placed them (**DOWN** in the voting position) move the **RED HANDLE** at top of the **MACHINE** to the **LEFT** as far as it will go and you have voted.

Study this Sample Ballot **CAREFULLY**, so that when you go to Vote you can  
**VOTE WITHOUT DELAY**

Polls Open 7 a. m.—Close 8 p. m. **VOTE EARLY**. Do not wait until the last minute.

INDICATE YOUR CHOICE ON THIS CARD AND TAKE IT TO  
YOUR POLLING PLACE. IT WILL FACILITATE YOUR VOTING

**SPECIAL ELECTION**  
**May 19, 1939**

**PRECINCT No. 39**

**DISTRICT No. 27**

Your Polling Place is located at

 **Garage, 2833 Union**

**POLLS OPEN AT 7 A. M. AND CLOSE AT 8 P. M. VOTE EARLY**

**PROPOSITIONS**

**YES**

**NO**

**1**

**2**