

STAFF REPORT

SUBJECT: LAVTA Annual Salary Band Review

FROM: Tamara Edwards, Director of Finance

DATE: June 1, 2020

Action Requested

Approve the proposed Resolution 15-2020 resulting from the annual review of the LAVTA organization and of salary bands as required by the LAVTA Human Resources Policy.

Background

LAVTA's Human Resources Policy states that "As part of the annual budget approval process, salary ranges will be established in accordance with procedures in the Human Resources Manual, which includes adherence to the Executive Director Compensation Policy and an annual salary survey for all established positions within the Authority." LAVTA also reviews the organization for any changes that have occurred over the last fiscal year or that are recommended to the Board for the next fiscal year. Last year, LAVTA's Board approved an adjustment to the salary bands for FY2020 based on the update to the salary survey conducted by a third-party contractor.

Discussion

The Board of Directors approved a budget for Fiscal Year 2021 on May 4, 2020. That budget included a new position of Senior Capital Projects Specialist. Upon further consideration by the Executive Team following the hire of the new Director of Operations and Innovations, the Executive Team has determined that capital projects be divided amongst the Executive Director, the Director of Operations and Innovation and the Senior Grants and Management Specialist in favor of the creation of a Senior Operations Specialist (job description attached). The Senior Operations Specialist will provide a high level of support in the analysis and implementation of improvement with the fixed route system, and will resolve highly complex operations issues through the combination of experience and creative strategies were procedures may not yet be prescribed or well-defined.

Organization Chart

The updated FY2021 budget forecast includes the positions as reflected in the attached organization chart.

Salary Bands

A thorough compensation study conducted by the third part contractor was completed in 2014, with an update to the survey, including any adjustments subsequent to the study, was completed in 2015, 2016, 2017, 2018, 2019 and this year. The first four updates were made based on 11

comparator transit agencies. Beginning in the 2019 study staff asked that one of the comparator agencies, Foothill Transit be eliminated from comparison based on Board Discussion.

Based on the update this year, there is no indication that salaries in the transit agency labor market have fluctuated enough to warrant more than a CPI-based increase in the salary bands (Table A. San Francisco-Oakland-Hayward, CA CPI-U bi-monthly and annual percent changes). Therefore, staff recommends 1.1% CPI increase in the salary bands in order to ensure that the bands stay competitive in the labor market. The changes are summarized below.

Please note: Changes to the Salary Bands do not affect individual salaries which are increased based solely on performance and in accordance with the adopted budget.

Table of Proposed Monthly Salary Range Changes

Band	Current FY2020 Monthly Salary Range		Proposed FY2021 Monthly Salary Range	
1	\$3,699	\$5,180	\$3,740	\$5,237
2	\$4,625	\$6,475	\$4,625	\$6,546
3	\$5,552	\$7,772	\$5,613	\$7,857
4	\$6,661	\$9,325	\$6,734	\$9,428
5	\$7,992	\$11,190	\$8,080	\$11,313
6	\$9,592	\$13,426	\$9,698	\$13,574

Proposed Salary Band Ranges

Monthly Salary Ranges

Band 1 **\$3,740 - \$5,237**

Customer Service Representative

Band 2 **\$4,676 - \$6,546**

Executive Assistant
Customer Service Supervisor

Band 3 **\$5,613 - \$7,857**

Accounting Analyst
Marketing and Communications Specialist
Paratransit Specialist

Band 4 **\$6,734 - \$9,428**

Senior Transit Planner
Senior Fleet & Technology Management Specialist
Senior Grants, and Management Specialist
Senior Operations Specialist

Band 5 **\$8,080 - \$11,313**

Manager

Band 6 **\$9,698 - \$13,574**

Director of Finance
Director of Planning and Marketing
Director of Operations and Innovation

Budget Impact

These Salary Band Ranges and the Organizational Chart are consistent with the proposed FY2021 operating budget.

Recommendation

Staff recommends approval of the attached Resolution 15-2020 adjusting the salary bands for LAVTA positions.

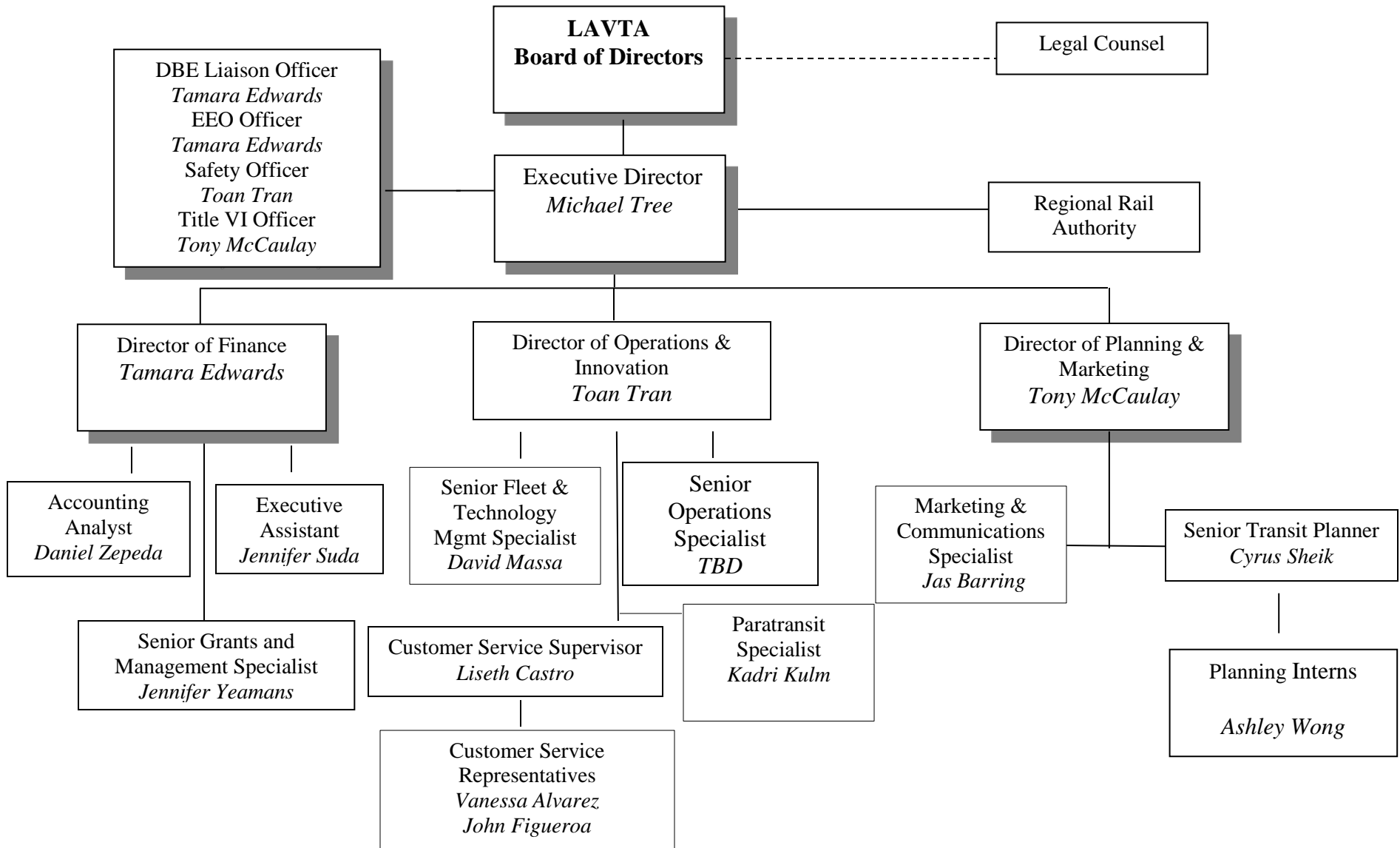
Attachments:

1. LAVTA Organization Chart
2. Senior Operations Specialist Job Description
3. Resolution 15-2020 of the Board of Directors of the Livermore Amador Valley Transit Authority Establishing FY2021 Salary Bands
4. Annual Organizational Review Results Summary
5. Bureau of Labor Statistics

Approved: _____

LIVERMORE AMADOR VALLEY TRANSIT AUTHORITY

Organizational Chart



LIVERMORE/AMADOR VALLEY TRANSIT AUTHORITY

POSITION DESCRIPTION

POSITION Senior Operations Specialist

CLASSIFICATION Non-Exempt

POSITION DESCRIPTION

The Senior Operations Specialist works under the direction of the Director of Operations and Innovation and is responsible for developing, planning, budgeting, and administering the design, implementation, and analysis of fixed route service. Performs administrative and analytical assignments in support of operations functions in the areas of computer modeling, business process improvement, budgeting, and program management. Frequently resolves highly complex operations issues by using a combination of experience and creative strategies where procedures may not yet be prescribed or well-defined.

SPECIFIC DUTIES AND RESPONSIBILITIES

50% *Fixed Route Service Oversight*

- Oversees and monitors contractor service to ensure the performance and quality assurance standards set forth in the contract/solicitation are met.
- Oversees contractor maintenance performance in regards to rolling stock and facilities operated and/or maintained by contractor to ensure compliance with agency and FTA requirements.
- Monitors contractor compliance with Title VI, EEO, ADA, drug testing regulations and contractor safety program.
- Ensures accuracy with contractor billing and reporting.
- Recommends and develops key performance indicators (KPIs) for performance monitoring.
- Assesses performance trends and identifies key areas for improvements.
- Collects, reviews, analyzes, and prepares monthly performance measurement reports for fixed-route service.

50% *Analytical Objectives*

- Serves as team expert in statistical analysis, database querying, report and tool development, and business process improvements for the department.
- Identifies and notifies management of potential operational, legal, and financial issues and recommends solutions to address the issues.
- Develops scope of work for purchased transportation services and support activities, participates in competitive procurement activities, and administers resulting contracts including invoice verification, contractor oversight, and provision of quality assurance.
- Develops business practices and methods to be used within the department and by contractors.

- Assists management in the development of capital projects by reviewing cost estimates, establishing schedules, budgets and funding sources. Analyzes project costs to assure conformance with available funding sources.
- Monitors national transit trends and developments, reports on significant items, and makes recommendations.
- Prepares fixed route component of annual National Transit Database Report.
- Provides technical and analytical support to the development of department annual budgets by compiling information, gathering support documents, calculating data, projecting costs, tracking expenditures and conducting budget variance analysis; advises management on budget and financial matters.
- Other duties as assigned.

Professional Conduct

The employee shall work well under pressure meeting multiple and sometimes competing deadlines. The employee shall at all times demonstrate cooperative behavior with colleagues, supervisors, contract service providers, and the public.

KNOWLEDGE/SKILLS REQUIRED BY POSITION

Ability to:

- Think strategically and proactively.
- Demonstrate excellent research, analytical and investigative skills, with exceptional attention to detail.
- Identify business process improvements.
- Work independently and in a team-oriented environment.
- Build rapport and effectively address the public, particularly members of the disabled community and their representatives.
- Communicate clearly and effectively, both in speaking and writing.
- Establish and maintain effective customer-focused working relationships with all levels of LAVTA management, employees, employee organizations and their representatives, other governmental officials, community groups, and the public.

Knowledge of:

- Statistics, cost-benefit analysis, and performance measurements.
- Principles and techniques of written and oral communication, including public speaking and presentations.
- Business practices policies for fixed route and paratransit operations.
- Federal ADA transportation rules and regulations.
- Microsoft Office Suite, including Word, Outlook, Access, PowerPoint, and especially Excel
- Google Suite and other.

ORGANIZATIONAL RELATIONSHIPS

Position reports directly to:

- LAVTA Director of Operations and Innovation

Position coordinates with:

- LAVTA Board of Directors and staff
- LAVTA's contract service providers, other outside vendors, and the public
- Representatives of Local, County, Regional, State and Federal agencies

QUALIFICATIONS

Any combination of education and experience equivalent to a bachelor's degree in business, public administration, transportation, finance, planning, or related fields with a minimum of five years of professional experience with passenger transportation. Contract oversight experience preferred. Must be detailed oriented, have strong analytical and organizational skills, and have the ability to multi-task.

RESOLUTION NO. 15-2020**RESOLUTION OF THE BOARD OF DIRECTORS OF THE
LIVERMORE AMADOR VALLEY TRANSIT AUTHORITY
ESTABLISHING FY2020 SALARY BANDS**

WHEREAS, the Board of Directors of the Livermore Amador Valley Transit Authority adopted Resolution No. 03-2020 which established the current Human Resources Policy; and

WHEREAS, Section 4.2, Rates of Pay, of the Human Resources Policy requires an annual review of the Salary Ranges as part of the annual budget process; and

WHEREAS, it is desirable and necessary to revise the Salary Bands.

NOW, THEREFORE, BE IT RESOLVED that the Salary Bands for FY2021 are revised as follows:

Salary Bands

The following salary bands represent the categories of employment within the agency. Bands will be adjusted annually as part of the budget process. Periodically the Board of Directors may make additional one time adjustments to the bands based on market conditions, or other relevant factors indicating that the bands have become non-competitive. The Executive Director will have the authority to set salaries for positions within each band based on adopted budget constraints.

Monthly salary ranges as of July 1, 2020.

Monthly Salary Ranges

<u>Band 1</u>	<u>\$3,740 - \$5,237</u>
---------------	--------------------------

Customer Service Representative

<u>Band 2</u>	<u>\$4,676 - \$6,546</u>
---------------	--------------------------

Executive Assistant

Customer Service Supervisor

<u>Band 3</u>	<u>\$5,613 - \$7,857</u>
---------------	--------------------------

Accounting Analyst

Marketing and Communications Specialist

Paratransit Specialist

<u>Band 4</u>	<u>\$6,734 - \$9,428</u>
---------------	--------------------------

Senior Transit Planner

Senior Fleet & Technology Management Specialist

Senior Grants, and Management Specialist
Senior Operations Specialist

Band 5 \$8,080 - \$11,313
Manager

Band 6 \$9,698 - \$13,574
Director of Finance
Director of Planning and Marketing
Director of Operations and Innovation

PASSED AND ADOPTED this 1st day of June 2020.

David Haubert, Chair

ATTEST:

Michael Tree, Executive Director

Approved as to form:

Michael Conneran, Legal Counsel

Classification	# of Matches	Top Monthly Salary Data					Total Monthly Compensation Data				
		LAVTA Max Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	LAVTA Total Comp	Average of Comparators	% above or below	Median of Comparators	% above or below
Accounting Analyst	5	\$ 7,772	\$ 7,596	2.3%	\$ 7,294	6.2%	\$ 12,429	\$ 11,734	5.6%	\$ 11,619	6.5%
Administrative Assistant	8	\$ 6,475	\$ 5,634	13.0%	\$ 5,623	13.2%	\$ 10,889	\$ 9,113	16.3%	\$ 9,095	16.5%
Customer Service Representative	3	\$ 5,180	ISD	ISD	ISD	ISD	\$ 9,352	ISD	ISD	ISD	ISD
Customer Service Supervisor	4	\$ 6,475	\$ 6,566	-1.4%	\$ 6,268	3.2%	\$ 10,889	\$ 10,468	3.9%	\$ 10,262	5.8%
Director of Finance	9	\$ 13,426	\$ 13,343	0.6%	\$ 13,280	1.1%	\$ 19,502	\$ 19,092	2.1%	\$ 19,508	-0.0%
Director of Operations and Innovation	8	\$ 13,426	\$ 12,907	3.9%	\$ 12,897	3.9%	\$ 19,502	\$ 18,751	3.9%	\$ 19,098	2.1%
Director of Planning and Marketing	9	\$ 13,426	\$ 12,432	7.4%	\$ 12,453	7.2%	\$ 19,502	\$ 18,098	7.2%	\$ 18,128	7.0%
Executive Director	10	\$ 18,009	\$ 17,397	3.4%	\$ 17,735	1.5%	\$ 27,636	\$ 24,732	10.5%	\$ 25,728	6.9%
Marketing and Communications Specialist	4	\$ 7,772	\$ 7,518	3.3%	\$ 7,573	2.6%	\$ 12,429	\$ 11,660	6.2%	\$ 11,898	4.3%
Paratransit Planner	5	\$ 7,772	\$ 7,490	3.6%	\$ 6,927	10.9%	\$ 12,429	\$ 11,856	4.6%	\$ 10,982	11.6%
Senior Fleet and Technology Management Specialist	4	\$ 9,325	\$ 8,614	7.6%	\$ 8,751	6.2%	\$ 14,272	\$ 12,602	11.7%	\$ 12,544	12.1%
Senior Grants, Project Management and Contract Specialist	6	\$ 9,325	\$ 9,014	3.3%	\$ 8,114	13.0%	\$ 14,272	\$ 13,528	5.2%	\$ 12,489	12.5%
Senior Transit Planner	7	\$ 9,325	\$ 9,316	0.1%	\$ 8,928	4.3%	\$ 14,272	\$ 13,741	3.7%	\$ 13,446	5.8%
			AVERAGE:	3.9%	AVERAGE:	6.1%	AVERAGE:	6.7%	AVERAGE:	7.6%	

ISD = Insufficient number of comparable matches to calculate market average and median

Livermore Amador Valley Transit Authority
 Results Summary
 May 2020

Classification	# of Matches	Midpoint Monthly Salary Data					Top Monthly Salary Data				
		LAVTA Midpoint Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	LAVTA Max Salary	Average of Comparators	% above or below	Median of Comparators	% above or below
Accounting Analyst	5	\$ 6,662	\$ 6,641	0.3%	\$ 6,504	2.4%	\$ 7,772	\$ 7,596	2.3%	\$ 7,294	6.2%
Administrative Assistant	8	\$ 5,550	\$ 4,821	13.1%	\$ 4,834	12.9%	\$ 6,475	\$ 5,634	13.0%	\$ 5,623	13.2%
Customer Service Representative	3	\$ 4,440	ISD	ISD	ISD	ISD	\$ 5,180	ISD	ISD	ISD	ISD
Customer Service Supervisor	4	\$ 5,550	\$ 5,333	3.9%	\$ 5,437	2.0%	\$ 6,475	\$ 6,566	-1.4%	\$ 6,268	3.2%
Director of Finance	9	\$ 11,509	\$ 11,577	-0.6%	\$ 11,843	-2.9%	\$ 13,426	\$ 13,343	0.6%	\$ 13,280	1.1%
Director of Operations and Innovation	8	\$ 11,509	\$ 10,848	5.7%	\$ 11,196	2.7%	\$ 13,426	\$ 12,907	3.9%	\$ 12,897	3.9%
Director of Planning and Marketing	9	\$ 11,509	\$ 10,588	8.0%	\$ 11,538	-0.3%	\$ 13,426	\$ 12,432	7.4%	\$ 12,453	7.2%
Executive Director	10	N/A	N/A	N/A	N/A	N/A	\$ 18,009	\$ 17,397	3.4%	\$ 17,735	1.5%
Marketing and Communications Specialist	4	\$ 6,662	\$ 6,364	4.5%	\$ 6,259	6.1%	\$ 7,772	\$ 7,518	3.3%	\$ 7,573	2.6%
Paratransit Planner	5	\$ 6,662	\$ 6,281	5.7%	\$ 5,914	11.2%	\$ 7,772	\$ 7,490	3.6%	\$ 6,927	10.9%
Senior Fleet and Technology Management Specialist	4	\$ 7,993	\$ 7,314	8.5%	\$ 7,402	7.4%	\$ 9,325	\$ 8,614	7.6%	\$ 8,751	6.2%
Senior Grants, Project Management and Contract Specialist	6	\$ 7,993	\$ 7,605	4.9%	\$ 7,048	11.8%	\$ 9,325	\$ 9,014	3.3%	\$ 8,114	13.0%
Senior Transit Planner	7	\$ 7,993	\$ 7,977	0.2%	\$ 7,962	0.4%	\$ 9,325	\$ 9,316	0.1%	\$ 8,928	4.3%

AVERAGE: 4.9% AVERAGE: 4.9% AVERAGE: 3.9% AVERAGE: 6.1%

ISD = Insufficient number of comparable matches to calculate market average and median

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. D E P A R T M E N T O F L A B O R



For Release: Tuesday, May 12, 2020

20-955-SAN

WESTERN INFORMATION OFFICE: San Francisco, Calif.

Technical information: (415) 625-2270 BLSinfoSF@bls.gov www.bls.gov/regions/west

Media contact: (415) 625-2270

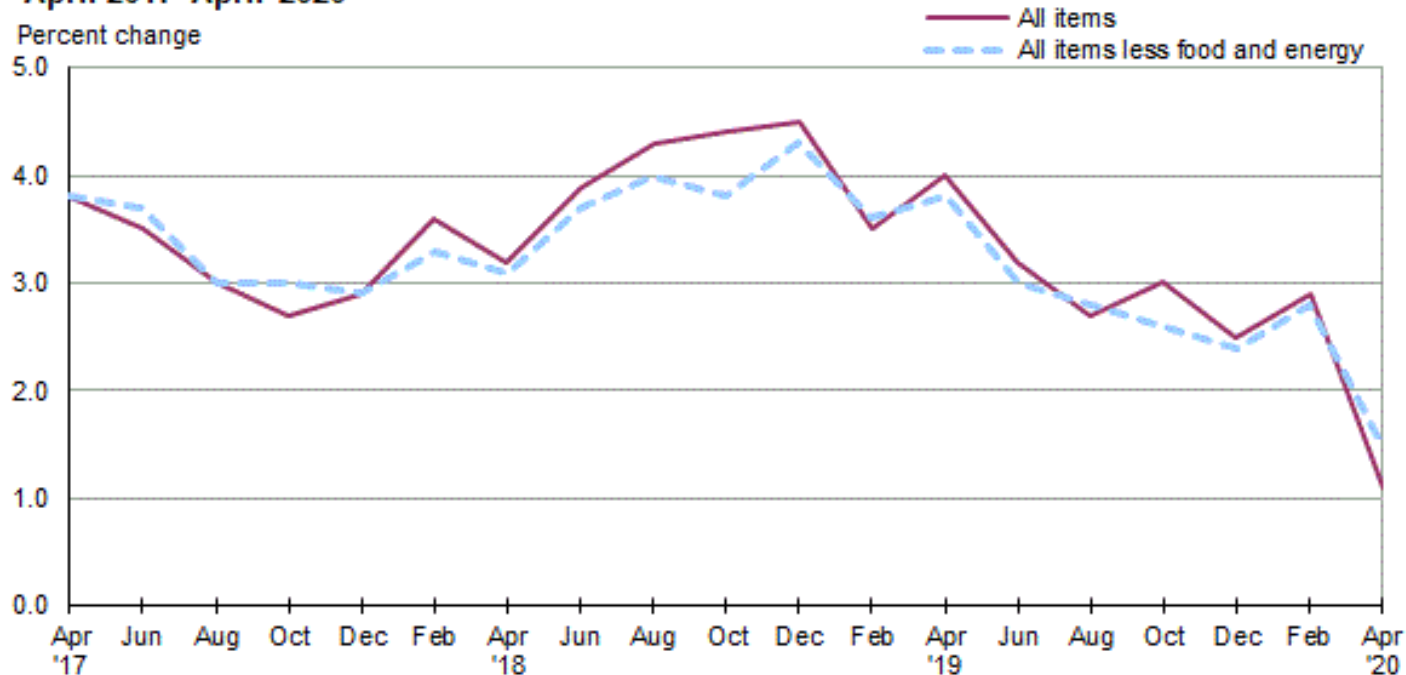
Consumer Price Index, San Francisco Area — April 2020

Area prices were down 0.5 percent over the past two months, up 1.1 percent from a year ago

Prices in the San Francisco area, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), declined 0.5 percent for the two months ending in April 2020, the U.S. Bureau of Labor Statistics reported today. (See [table A](#).) Assistant Commissioner for Regional Operations Richard Holden noted that the April decrease was influenced by lower prices for gasoline and apparel. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U advanced 1.1 percent. (See [chart 1](#) and [table A](#).) The index for all items less food and energy advanced 1.5 percent over the year. Food prices rose 4.4 percent. Energy prices fell 13.9 percent, largely the result of a decrease in the price of gasoline. (See [table 1](#).)

Chart 1. Over-the-year percent change in CPI-U, San Francisco-Oakland-Hayward, CA, April 2017–April 2020



Source: U.S. Bureau of Labor Statistics.

Food

Food prices advanced 1.6 percent for the two months ending in April. (See [table 1.](#)) Prices for food at home rose 5.5 percent, but prices for food away from home declined 2.3 percent for the same period.

Over the year, food prices rose 4.4 percent. Prices for food at home advanced 6.7 percent since a year ago, and prices for food away from home increased 2.0 percent.

Energy

The energy index decreased 7.6 percent for the two months ending in April. The decrease was mainly due to lower prices for gasoline (-16.5 percent). Prices for natural gas service jumped 12.5 percent, but prices for electricity decreased 0.8 percent for the same period.

Energy prices fell 13.9 percent over the year, largely due to lower prices for gasoline (-27.8 percent). Prices paid for electricity increased 7.7 percent, and prices for natural gas service advanced 0.6 percent during the past year.

All items less food and energy

The index for all items less food and energy decreased 0.5 percent in the latest two-month period. Lower prices for apparel (-12.8 percent) were partially offset by higher prices for household furnishings and operations (1.9 percent), education and communication (0.5 percent), and medical care (0.4 percent).

Over the year, the index for all items less food and energy advanced 1.5 percent. Components contributing to the increase included household furnishings and operations (5.4 percent) and shelter (2.8 percent). Partly offsetting the increases was a price decrease in apparel (-12.0 percent).

Table A. San Francisco-Oakland-Hayward, CA, CPI-U 2-month and 12-month percent changes, all items index, not seasonally adjusted

Month	2016		2017		2018		2019		2020	
	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month	2-month	12-month
February	0.9	3.0	0.8	3.4	1.4	3.6	0.5	3.5	0.9	2.9
April	0.7	2.7	1.1	3.8	0.8	3.2	1.2	4.0	-0.5	1.1
June	0.6	2.7	0.3	3.5	0.9	3.9	0.2	3.2		
August	0.7	3.1	0.2	3.0	0.6	4.3	0.1	2.7		
October	0.9	3.6	0.6	2.7	0.7	4.4	1.0	3.0		
December	-0.3	3.5	-0.1	2.9	0.1	4.5	-0.5	2.5		

The June 2020 Consumer Price Index for the San Francisco area is scheduled to be released on July 14, 2020

Coronavirus (COVID-19) Pandemic Impact on April 2020 Consumer Price Index Data

Data collection by personal visit for the Consumer Price Index (CPI) program has been suspended since March 16, 2020. When possible, data normally collected by personal visit were collected either online or by phone. Additionally, data collection in April was affected by the temporary closing or limited operations of certain types of establishments. These factors resulted in an increase in the number of prices considered temporarily unavailable and imputed. While the CPI program attempted to collect as much data as possible, many indexes are based on smaller amounts of collected prices than usual, and a small number of indexes that are normally published were not published this month. Additional information is available at www.bls.gov/bls/effects-of-covid-19-pandemic-on-bls-price-indexes.htm#CPI

Technical Note

The Consumer Price Index (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Bureau of Labor Statistics publishes CPIs for two population groups: (1) a CPI for All Urban Consumers (CPI-U) which covers approximately 94 percent of the total population and (2) a CPI for Urban Wage Earners and Clerical Workers (CPI-W) which covers 28 percent of the total population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. Each month, prices are collected in 75 urban areas across the country from about 5,000 housing units and approximately 22,000 retail establishments--department stores, supermarkets, hospitals, filling stations, and other types of stores and service establishments. All taxes directly associated with the purchase and use of items are included in the index.

The index measures price changes from a designated reference date (1982-84) that equals 100.0. An increase of 16.5 percent, for example, is shown as 116.5. This change can also be expressed in dollars as follows: the price of a base period "market basket" of goods and services in the CPI has risen from \$10 in 1982-84 to \$11.65. For further details see the CPI home page on the Internet at www.bls.gov/cpi and the BLS Handbook of Methods, Chapter 17, The Consumer Price Index, available on the Internet at www.bls.gov/opub/hom/homch17_a.htm.

In calculating the index, price changes for the various items in each location are averaged together with weights that represent their importance in the spending of the appropriate population group. Local data are then combined to obtain a U.S. city average. Because the sample size of a local area is smaller, the local area index is subject to substantially more sampling and other measurement error than the national index. In addition, local indexes are not adjusted for seasonal influences. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. **NOTE: Area indexes do not measure differences in the level of prices between cities; they only measure the average change in prices for each area since the base period.**

The San Francisco-Oakland-Hayward, CA. metropolitan area covered in this release is comprised of Alameda, Contra Costa, Marin, San Francisco, San Mateo Counties in the State of California.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods San Francisco-Oakland-Hayward, CA (1982-84=100 unless otherwise noted)

Item and Group	Indexes			Percent change from-		
	Feb. 2020	Mar. 2020	Apr. 2020	Apr. 2019	Feb. 2020	Mar. 2020
Expenditure category						
All items	299.690	-	298.074	1.1	-0.5	-
All items (1967=100)	921.330	-	916.364	-	-	-
Food and beverages	294.897	-	299.485	3.9	1.6	-
Food	293.860	-	298.539	4.4	1.6	-
Food at home	255.459	261.013	269.499	6.7	5.5	3.3
Cereals and bakery products	260.713	-	271.507	5.2	4.1	-
Meats, poultry, fish, and eggs	259.584	-	286.649	14.5	10.4	-
Dairy and related products	276.983	-	286.772	9.6	3.5	-
Fruits and vegetables	337.537	-	350.323	2.2	3.8	-
Nonalcoholic beverages and beverage materials(1)	205.500	-	215.232	5.4	4.7	-
Other food at home	215.951	-	224.227	3.3	3.8	-
Food away from home	338.700	-	330.932	2.0	-2.3	-
Food away from home	338.700	-	330.932	2.0	-2.3	-
Alcoholic beverages	310.927	-	314.451	-0.6	1.1	-
Housing	355.875	-	356.770	3.1	0.3	-
Shelter	406.369	408.835	406.463	2.8	0.0	-0.6
Rent of primary residence(2)	469.062	469.878	466.196	2.7	-0.6	-0.8
Owners' equiv. rent of residences(2)(3)	435.428	436.202	433.239	2.2	-0.5	-0.7
Owners' equiv. rent of primary residence(1)(2)	435.428	436.202	433.239	2.2	-0.5	-0.7
Fuels and utilities	428.216	-	433.404	4.2	1.2	-
Household energy	371.120	373.737	376.787	4.8	1.5	0.8
Energy services(2)	372.547	375.304	378.732	5.1	1.7	0.9
Electricity(2)	405.709	406.932	402.571	7.7	-0.8	-1.1
Utility (piped) gas service(2)	286.953	294.682	322.823	0.6	12.5	9.5
Household furnishings and operations	143.846	-	146.647	5.4	1.9	-
Apparel	118.319	-	103.168	-12.0	-12.8	-
Transportation	207.576	-	194.267	-7.8	-6.4	-
Private transportation	199.614	-	187.999	-8.0	-5.8	-
New and used motor vehicles(4)	94.584	-	93.022	-0.2	-1.7	-
New vehicles(1)	158.826	-	155.978	-1.3	-1.8	-
Used cars and trucks(1)	247.896	-	250.754	-1.0	1.2	-
Motor fuel	251.171	235.263	209.994	-27.6	-16.4	-10.7
Gasoline (all types)	250.046	234.133	208.818	-27.8	-16.5	-10.8
Gasoline, unleaded regular(4)	249.274	233.790	207.452	-28.4	-16.8	-11.3
Gasoline, unleaded midgrade(4)(5)	236.047	227.897	203.073	-23.7	-14.0	-10.9
Gasoline, unleaded premium(4)	239.787	222.019	202.433	-25.5	-15.6	-8.8
Motor vehicle insurance(1)	543.610	-	496.802	-3.8	-8.6	-
Medical care	545.970	-	548.136	2.0	0.4	-
Recreation(6)	119.462	-	119.902	0.5	0.4	-
Education and communication(6)	150.916	-	151.603	0.1	0.5	-
Tuition, other school fees, and child care(1) ..	1,832.748	-	1,841.368	0.3	0.5	-
Other goods and services	506.920	-	511.625	2.4	0.9	-
Commodity and service group						
All items	299.690	-	298.074	1.1	-0.5	-
Commodities	194.559	-	192.190	-1.9	-1.2	-
Commodities less food & beverages	141.125	-	135.594	-7.2	-3.9	-
Nondurables less food & beverages	186.302	-	174.114	-11.5	-6.5	-
Durables	97.551	-	97.191	-0.6	-0.4	-
Services	387.182	-	386.096	2.4	-0.3	-

Note: See footnotes at end of table.

Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods San Francisco-Oakland-Hayward, CA (1982-84=100 unless otherwise noted) - Continued

Item and Group	Indexes			Percent change from-		
	Feb. 2020	Mar. 2020	Apr. 2020	Apr. 2019	Feb. 2020	Mar. 2020
Special aggregate indexes						
All items less medical care	289.597	-	287.854	1.0	-0.6	-
All items less shelter.....	255.428	-	252.856	-0.2	-1.0	-
Commodities less food	148.395	-	143.116	-6.7	-3.6	-
Nondurables	241.910	-	238.401	-2.2	-1.5	-
Nondurables less food.....	196.037	-	184.991	-10.1	-5.6	-
Services less rent of shelter(3).....	379.913	-	376.932	1.7	-0.8	-
Services less medical care services.....	376.538	-	375.246	2.2	-0.3	-
Energy	300.439	291.818	277.682	-13.9	-7.6	-4.8
All items less energy	303.282	-	302.643	1.9	-0.2	-
All items less food and energy	305.596	-	304.121	1.5	-0.5	-

Footnotes

(1) Indexes on a December 1977=100 base.

(2) This index series was calculated using a Laspeyres estimator. All other item stratum index series were calculated using a geometric means estimator.

(3) Indexes on a December 1982=100 base.

(4) Special index based on a substantially smaller sample.

(5) Indexes on a December 1993=100 base.

(6) Indexes on a December 1997=100 base.

- Data not available

NOTE: Index applies to a month as a whole, not to any specific date.