

Recommended Remuneration Scale for Hearing Officers, Paralegals and Conference Settlement Facilitators

ACTIVITY	HOURLY RATE 1)	HOURLY CAP
Hearing Officers:	\$300	
- Uncontested Tenant Hardship Petition (stand-alone)	Hearing, Prep and Writing	4 hours*
- Tenant Petitions A/B, Contested Hardship Petition (stand-alone)	Hearing, Prehearing, Site Visit; Prep and Writing	15 hours*
- Landlord Petition	Hearing, Prehearing, Site Visit; Prep and Writing	20 hours*
- Decision on Remand after Appeal (same Hearing Officer)	Prep and Writing	5 hours*
- Decision on Remand after Appeal (new Hearing Officer)	Prep and Writing	10 hours*
Para-Legals:	\$175	Included in caps for Hearing Officers*
Attending Trainings:	\$150	N/A
Settlement Conference Facilitators:	\$125	4 hours*

(per January 1, 2026)

*) Unless prior express authorization for additional hours is approved by the City.

1) Subject to annual Cost-of-Living Adjustment (COLA) increases, consisting of the same Consumer Price Index (CPI) used for the Annual General Adjustment of Rent (CPI-U, All Items, San Francisco Bay Area—February to February).