

CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

LONDON N. BREED
MAYOR

ELIZABETH SALVESON
PRESIDENT

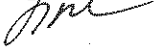
KATE FAVETTI
VICE PRESIDENT

DOUGLAS S. CHAN
COMMISSIONER

F. X. CROWLEY
COMMISSIONER

JACQUELINE P. MINOR
COMMISSIONER

To: Civil Service Commissioners

From: Luz Morganti 
Senior Human Resources Analyst
Civil Service Commission

Date: April 14, 2020

Subject: **Annual Certification of Benefits for Elected Officials and
Members of the Board of Supervisors for Fiscal Year
2020-2021**

Introduction

This is the annual certification of benefits by the Civil Service Commission for elected officials (Mayor, City Attorney, District Attorney, Public Defender, Assessor-Recorder, Treasurer-Tax Collector and Sheriff) including the Members of the Board of Supervisors.

Civil Service Commission Authority - Charter Section A8.409-1

Charter Section A8.409-1 requires the Civil Service Commission to annually set the benefits of elected officials, to take effect July 1 of each fiscal year.

Certification of Benefits for Fiscal Year 2020-2021

The Commission has the consideration to continue to set the benefits for elected officials including Members of the Board of Supervisors at the same level of benefits as those covered by the Municipal Executive's Association (MEA) in effect on July 1, 2020.

(Elected officials are excluded from earning vacation, sick leave with pay credits, and compensatory time.)

Recommendation

Accept the report; certify the benefits of elected officials (including Members of the Board of Supervisors) for Fiscal Year 2020-2021 in accordance with Charter Section A8.409-1 at the same level of benefits as those provided to covered employees of the Municipal Executive's Association (MEA) in effect on July 1, 2020.

Attachment: Summary of Benefits Chart - Fiscal Year 2020-2021

cc: The Honorable London N. Breed, Mayor
The Honorable Manohar P. Raju, Public Defender
The Honorable Jose Cisneros, Treasurer - Tax Collector
The Honorable Chesa Boudin, District Attorney
The Honorable Paul M. Miyamoto, Sheriff
The Honorable Dennis Herrera, City Attorney
The Honorable Carmen Chu, Assessor - Recorder
The Honorable Norman Yee, President, Board of Supervisors
The Honorable Sandra Lee Fewer, Member Board of Supervisors
The Honorable Catherine Stefani, Member Board of Supervisors
The Honorable Aaron Peskin, Member Board of Supervisors
The Honorable Matt Haney, Member Board of Supervisors
The Honorable Dean Preston, Member Board of Supervisors
The Honorable Gordon Mar, Member Board of Supervisors
The Honorable Shamann Walton, Member Board of Supervisors
The Honorable Rafael Mandelman, Member Board of Supervisors
The Honorable Hillary Ronen, Member Board of Supervisors
The Honorable Asha Saha, Member Board of Supervisors
Angela Calvillo, Clerk, Board of Supervisors
Micki Callahan, Human Resources Director
Steve Ponder, Director of Classification and Compensation
Ben Rosenfield, Controller
Risa Sandler, Controller's Office, Budget and Analysis Division
Christie Beetz, Director, PPST
Jay Huish, Director, San Francisco Retirement Service
Abbie Yant, Executive Director, Health Service System
Sandra Eng, Acting Executive Officer, Civil Service Commission

BENEFITS FOR ELECTED OFFICIALS**Fiscal Year 2020-21****(7/1/20-6/30/21)****Benefits as outlined in the Municipal Executives' Association (MEA)****Memorandum of Understanding**

Retirement	<p>Contributions</p> <p>As a member in the Miscellaneous New Plan, contributions are set at 11.5% of covered salary (excluding overtime), and for members in the Miscellaneous Old Plan contributions are set at 12% of covered salary.</p> <p>As a result of new contribution cost-sharing provisions established under Proposition C of November 2011, the member contribution rate will be adjusted once a year effective each July 1 based on:</p> <ul style="list-style-type: none">• The City's required contribution amount each fiscal year• The member's hourly base rate of pay at each June 30th each year <p>Refer to San Francisco Employees' Retirement System Summary of Key Provisions – Summary Plan Provisions.</p>
Health Services	<p>City and County contributes to the Management Cafeteria Plan for the employee which corresponds with the benefit plan year for all other Health Service System members.</p> <p>Benefits of the Management Cafeteria Plan include but are not limited to: dependent health care, DCAP, disability insurance, term life insurance and other life insurance, accident insurance, and other authorized mutually agreed benefits. Specific plan design shall be subject to administrative feasibility and shall be determined in consultation with the Association. The benefits plan shall conform to provisions of IRS Code Section 125.</p>
Dental Plan	<p>Bi-weekly employee premium contributions required for employee and/or employee + dependent(s) that are enrolled in the Delta Dental plan. No employee contributions required for either the Delta Care USA or Pacific Union Dental plans.</p>
Social Security	<p>Employee contributes percentage of salary for Social Security Medicare with the City and County matching contributions.</p>
SDI	<p>Employee contributes percentage of salary for State Disability Insurance.</p>
Life Insurance	<p>City and County provides \$50,000 in basic life insurance.</p>
Deferred Compensation	<p>No City and County contribution.</p>
Other Benefits	<p>No change. Elected officials are excluded from earning vacation, sick leave with pay credits, and compensatory time.</p>
Miscellaneous Provision	<p>Any City pickup of an employee's contributions shall not be considered as a part of an employee's compensation for the purpose of computing straight time earnings or retirement benefits; nor shall such contributions be taken into account in determining the level of any other benefit which is a function of, or percentage of salary.</p>