

CCSF-CPR Proposed Joint Charter Amendment – February 4, 2008

RETIREE HEALTH CARE (for employees hired after 1/9/09)	STATUS QUO	JOINT PROPOSAL
1. QUALIFICATIONS FOR EMPLOYEE CONTRIBUTION TO RETIREE MEDICAL – New Hires after 1/9/09	Hired up to 1/9/08	Hired after 1/9/09
<i>a) Time Allowed After Separation and Before Retirement</i>	NO LIMIT	180 DAYS
<i>b) Age at which City subsidy applies</i>	AGE 50	AGE 50
<i>c) Years of Service for City subsidy</i>	5 YRS	10 YRS
<i>d) Limitation on Reciprocity Retirement from SF</i>	NONE	NO RECIPROCITY
<i>e) New Pre-tax Employee Contribution towards retiree health</i>	NONE	Up to 2% of new employee payroll
<i>f) Employer Pre-funding Contribution towards retiree health</i>	NONE	1% of new employee payroll
2. PERCENT OF CITY CONTRIBUTION FOR QUALIFIED RETIREES BASED ON SERVICE:		
<i>a) 5-10 years</i>	100% OF EMPLOYER CONTRIBUTION	ACCESS TO BENEFIT - NO EMPLOYER CONTRIBUTION
<i>b) 10-15 years</i>	100%	50%
<i>c) 15-20 years</i>	100%	75%
<i>d) 20 years or more</i>	100%	100%
<i>e) 5 years or more but does not satisfy 1.a or 1.b above</i>	100%	ACCESS TO BENEFIT – NO EMPLOYER CONTRIBUTION

PENSION	STATUS QUO	JOINT PROPOSAL (for all employees)
AGE/TOP RATE x YRS OF SVC	60/2%	60/2.1; 61/2.2%; 62/2.3%
MAXIMUM % OF SALARY	75%	UNCHANGED
BASIC COLA	MAX 2% SIMPLE INT.	MAX 2% COMPOUNDED
SUPPLEMENTAL COLA	ADDT'L 1% COMPOUNDED	ADDT'L 1.5% COMPOUNDED
SUPPLEMENTAL COLA ROUNDING:	NEAREST 1%	NEAREST 0.5%
COLA BANK	CPI > 2% APPLIED TO YRS OF < 2% COLA	UNCHANGED
EMPLOYEE CONTRIBUTION	7.5%	UNCHANGED

The Coalition for Pension Reform (CPR) includes:

IAFF Local 798, IBEW Local 6, IFPTE Local 21, Machinists Local 1414, MEA, Plumbers Local 38, POA, SEIU 1021, SFBTC, TWU Local 200, and TWU Local 250-A

COLLECTIVE BARGAINING:	STATUS QUO	JOINT PROPOSAL
CONTRACT EXTENSIONS	Bargaining for most major agreements in 2009	Extend contracts for one year to 2010
DEFERRAL OF WAGES TOWARDS PENSION INCREASE	Previously bargained FY08-09 increases remain in effect	New wage increases (except steps) for 2010-2011 in 2 nd half of FY

RETIREE HEALTH CARE TRUST FUND	STATUS QUO	JOINT PROPOSAL
RETIREE HEALTH CARE TRUST FUND	None	Form Irrevocable Trust Fund
BOARD of TRUSTEES:	None	Five (5) – Three (3) named by Controller, City Treasurer and SFERS and two (2) elected by active and retired employee members.
ADMINISTRATION:	None	Retiree Health Care Trust Fund Board
PRE-TAX EMPLOYEE CONTRIBUTION TO PRE-FUNDING:	None	Up to 2% of payroll to offset "Normal Costs"
EMPLOYER CONTRIBUTIONS TO PRE-FUNDING:	None	1% of payroll
DISBURSEMENTS:	None	After January 1, 2015 or later TBD by Retiree Health Care Trust Fund Board

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