



Executive Management Employee Benefits Overview (FY16-17)

The City and County of San Francisco offers a comprehensive benefit program to its executive management employees. The following is a summary of benefits as of July 1, 2016. Please note that additional benefit information is available on the Department of Human Resources Website: <http://www.sfdhr.org/index.aspx?page=28>.

▪ **Wages:**

- Annual Wage Increases: 3.25% on 7/1/16; *and*
- Annual Post-Appointment Performance Adjustments:
(<http://www.sfdhr.org/modules/showdocument.aspx?documentid=22702>)

▪ **Health:** (http://myhss.org/downloads/forms_guides/2015_MgmtRates.pdf);

- Management Cafeteria Plan: Provides up to \$7,878 annual flexible credits that may be used to offset any required medical plan premiums; to purchase available benefits such as disability insurance, life insurance and long-term care insurance; flex credits not used to pay for pre-tax benefits will be paid as taxable, but not pensionable, earnings; *and*
- Life Insurance: \$50,000 policy

▪ **Paid Leave:**

- Vacation: Ten (10) accrued per year upon hire; fifteen (15) days accrued per year upon 5 years of service; twenty (20) days per year upon 15 years of service; *and*
- Sick Leave: Thirteen (13) days accrued per year; *and*
- Legal Holidays: Eleven (11) per year; *and*
- Floating Holidays: Five (5) allotted per year; *and*
- Executive Leave Days: Five (5) days allotted per year

▪ **Post-Employment Benefits:**

- Pension: 2.3% @65 miscellaneous benefit based on highest three year average limited to 85% of the IRC § 401(a)(17) limit (i.e., \$225,250 for 2015) (<http://mysfers.org/wp-content/uploads/Plan-Provisions-Misc-603.pdf>); *and*
- Retiree Healthcare: Full coverage for retiree and half of one dependent upon 20 years of service (<http://www.sfdhr.org/modules/showdocument.aspx?documentid=15654>)

▪ **Employee Benefit Contributions:**

- A 2.0% mandatory contribution to the City's Retiree Health Care Trust Fund; *and*
- A 10.5% mandatory employee retirement contribution (this amount is subject to change depending on the employer's contribution rate, pursuant to recently enacted Proposition C on the City's November 2011 ballot—go to http://sfpl4.sfpl.org/pdf/main/gic/elections/november8_2011.pdf to access the voter pamphlet for more information); *and*
- A 7.65% mandatory contribution to Federal Insurance Contributions Act (FICA) consisting of 6.2% contribution to Social Security and 1.45% contribution to Medicare