



## Classification & Compensation

City and County of San Francisco  
Department of Human Resources

### Health Contribution Models

*Last Updated on 12/15/17*

Unions	Employee Only	Employee Plus One	Employee Plus Two or More
Crafts <sup>1</sup> Professional <sup>2</sup> Public Safety <sup>3</sup>	93% of 2 <sup>nd</sup> Highest	93% of 2 <sup>nd</sup> Highest	83% of 2 <sup>nd</sup> Highest
MEA Unrep.	Charter <sup>4</sup> and 65% of Kaiser Ee 2+	Charter <sup>4</sup> and 75% of Kaiser Ee 2+	83% of 2 <sup>nd</sup> Highest
SEIU, Misc.	100%	96% of 2 <sup>nd</sup> Highest	83% of 2 <sup>nd</sup> Highest
SEIU, Nurse Sup. Nurse	90% of 2 <sup>nd</sup> Highest	90-95% Based on Plan	90-95% Based on Plan

<sup>1</sup> Auto. Mach., Building Inspectors, Craft Coalition, Electrical Workers, Laborers, Oper. Eng., Plumbers, Stat. Eng., TWU 200 SEAM, TWU 250A – 7410 and TWU 250A – Multi.

<sup>2</sup> IFPTE, Local 21, MAA, Teamsters, Local 856 Misc. and UAPD.

<sup>3</sup> DA Investigators, Deputy Sheriffs, Fire, MSA, Police, Prob. Off. and Sup. Prob. Off.

<sup>4</sup> Charter Contribution is based on annual survey of employer contribution for employee only based on ten largest counties in California pursuant to Charter Section A8.423.