



August 5, 2010 1:00 pm

To: Barbara Carr  
 Department of Elections

From: Catherine Dodd PhD, RN  
 Director Health Service System

RE: Request for reconsideration of proposed Ballot Simplification language: "City Retirement Health Plans"

It is with respect and appreciation for the work of the Ballot Simplification Committee members' that the following "Requests for Reconsideration" are forwarded per the committee's protocol.

1) Throughout the document it is unclear whether the medical care related provision apply to only City and County employees or to the employees of the four employers that participate in the Health Service System: the City and County, the School District (aka San Francisco Unified School District), the Community College District, (aka San Francisco Community College District ), and the Superior Court. (Note: the Superior Court is not mentioned in Charter Section A.8.428 (b)(2) which defines the "10-county average contribution".)

This should be clarified for the voters and the language throughout the Ballot Simplification about which employers and employees the proposed amendment pertains to should be exact and consistent.

Suggestions are in track changes to the August 4<sup>th</sup> 1:52 version as follows.

*If it is determined that the Charter amendment applies to all four employers, then the following changes are requested in reconsidering the language:*

2) Request reconsideration of how the first 3 sentences read as follows:

**The Way It Is Now:** The City provides pension and retirement benefits to retirees through its Retirement System.

The City, the Unified School District, the Community College District and the Superior Court participate as "employers" in the Retirement System. Eligible participating employees of these employers contribute to funding the Retirement System. The City and these additional "employers" also provide health benefits to eligible employees, retirees and their dependents through the San Francisco Health Service. All four employers, employees and retirees contribute to funding the Health Service System.

*If it is determined that the Charter amendment applies only to the City and County as an employer, then then add following sentence to the above:* This proposed Charter amendment applies only to the City and City employees.

CDodd 8/4/10 7:31 PM  
**Deleted:** and

CDodd 8/4/10 7:32 PM  
**Deleted:** health benefits through its Health Service System. Both the City and covered employees contribute to funding these systems. The Unified School District, Community College district and Superior court participate in either the City's Retirement System, or Health Service System or both.

3) Request reconsideration as follows:

**The Proposal:** Proposition \_\_ is a Charter amendment that would increase employee contributions to the retirement system, increase employee and retiree payments to the Health Service System, decrease the employers' contributions to the Health Service System and change rules for arbitration proceedings about City collective.....

4) Request reconsideration as follows:

*If it is determined that the Charter amendment applies to all four employers, then the following changes are requested in reconsidering the language:*

Proposition \_\_ would increase the employees' and retirees' payments to the Health Service System and decrease all four employers' contributions to the Health Services System, as follows:

*If it is determined that the Charter amendment applies only to the City and County as an employer, then the following changes are requested in reconsidering the language:*

Proposition \_\_ would increase the City employee and retiree payments to the Health Service System and decrease the City's contribution to the Health Services System, as follows:

5) Request reconsideration as follows:

*If it is determined that the Charter amendment applies to all four employers, then the following changes are requested in reconsidering the language:*

- For employee medical coverage, all employers could not agree to pay more than the amount of the annual 10-county average for employees with no dependents.

- For dependent medical coverage all employers could not agree to pay more than 50% of the cost of the least expensive plan offered by the Health Services System for each level of coverage.

- For dental plans, employers could not agree to pay more than 75% of the cost of employee dental coverage and no more than 50% of the cost of dependent coverage.

*If it is determined that the Charter amendment applies only to the City and County as an employer, then the following changes are requested in reconsidering the language:*

- For employee medical coverage, the City could not agree to pay more than the amount of the annual 10-county average for employees with no dependents.

- For dependent medical coverage the City could not agree to pay more than 50% of the cost of the least expensive plan offered by the Health Services System for each level of coverage.

- For dental plans, the City could not agree to pay more than 75% of the cost of employee dental coverage and no more than 50% of the cost of dependent coverage.

6) Request reconsideration as follows:

*If it is determined that the Charter amendment applies to all four employers, then the following changes are requested in reconsidering the language:*

A **“YES” Vote Means:** If you vote “yes” you want to:

- increase the employee contributions to the Retirement.....

CDodd 8/4/10 8:23 PM  
**Comment:** “retirees” contributions were not included here because they are not in the formula in the charter amendment, they will increase because the charter sets forth retiree contributions and they are linked to employee rates.

CDodd 8/5/10 1:23 PM  
**Deleted:** the...and increase the employees' and retirees' share of funding that system, ... [1]

CDodd 8/4/10 8:01 PM  
**Deleted:** employees' ...and increase the employees' and retirees' share of funding that system, ... [2]

CDodd 8/5/10 1:24 PM  
**Deleted:** plans...would ...that ... ..require... [3]

CDodd 8/4/10 8:23 PM  
**Comment:** Current description is unclear.

CDodd 8/4/10 8:12 PM  
**Deleted:** <#>The City could not agree to pay any additional costs for employee and dependent coverage. .

CDodd 8/4/10 8:12 PM  
**Deleted:** employee dependent health care .... the City ...contribute no ...offers ...that ... [4]

CDodd 8/5/10 1:27 PM  
**Deleted:** require that the City to contribute no

CDodd 8/5/10 1:27 PM  
**Deleted:** medical plans...all employers...would that ... ..requires ... [5]

CDodd 8/4/10 8:23 PM  
**Comment:** Current description is unclear.

CDodd 8/5/10 1:28 PM  
**Deleted:** ...employee dependent health care .... require ...to reduce its contribution to no ...offers that ... [6]

- [increase the employee and retiree payments to the Health Service System and](#) decrease employer contributions to the Health Service System for health benefits for employees, retirees and their dependents
- prohibit....

*If it is determined that the Charter amendment applies only to the City and County as an employer, then the following changes are requested in reconsidering the language:*

**A “YES” Vote Means:** If you vote “yes” you want to:

- increase the employee contributions to the Retirement.....
- [increase the City employee and all retiree payments to the Health Service System and](#) decrease employer contributions to the Health Service System for health benefits for employees, retirees and their dependents
- prohibit....

To ensure voter understanding we suggest a clarification of what it means to vote no.

*If it is determined that the Charter amendment applies to all four employers, then the following changes are requested in reconsidering the language:*

**A “NO” Vote Means:** If you vote “no” you want to:

- [Any employer, employee and retiree contributions to the Retirement System and the Health Service System will continue to be determined by existing Charter limits and any additional employer contributions will be routinely negotiated between the employers and their employees.](#)

*If it is determined that the Charter amendment applies only to the City and County as an employer, then the following changes are requested in reconsidering the language:*

**A “NO” Vote Means:** If you vote “no” you want to:

- [City, employee and retiree contributions to the Retirement System and the Health Service System will continue to be determined by existing Charter limits and any additional employer contributions will be routinely negotiated between the employers and their employees.](#)

CDodd 8/5/10 1:34 PM

**Deleted:** <#>increase the employee contributions to the Retirement..... + <#>decrease employer contributions to the Health Service System for health benefits for employees, retirees and their dependents + prohibit....

CDodd 8/5/10 1:34 PM

**Deleted:** prohibit....