City and County of San Francisco

Department of Human Resources

Overview Presentation on

Payout of Paid Leave Upon Retirement

Paid Leave Payouts

- Concessionary wage reductions and deferral of wage increases were intended to provide savings to the City from active employees in the coming fiscal years, but was not intended to reduce employees' cash out of paid leave upon retirement.
- Accordingly, for the affected unions *(see MOU specific charts to follow),* selected paid leaves shall be paid out at the non-wage increase deferred / pre-reduced rate.
- Only applies to separations pursuant to retirement (i.e., service, disability and vested).

Non-Wage Increase Deferred Hourly Rates

Memorandum of Understanding	Eligible Paid Leaves
S.F. Police Officers' Association	Vacation, Vested Sick Leave, Compensatory Time and Wellness Pay
MEA, Police Dept. Mgt.	Vacation, Vested Sick Leave, Compensatory Time and Wellness Pay
Firefighters, Local 798, Unit 1 & 2	Vacation, Vested Sick Leave, Compensatory Time and Wellness Pay
SEIU, Local 1021, H-1 Fire-Rescue Paramedics	Vacation, Vested Sick Leave, Compensatory Time and Wellness Pay
MEA, Fire Dept. Mgt.	Vacation, Vested Sick Leave, Compensatory Time and Wellness Pay
SEIU, Local 1021, Staff Nurse & Per Diem Nurse	Vacation and Vested Sick Leave
Teamsters, Local 856, Supervising Nurses	Vacation and Vested Sick Leave

Pre-Reduced Hourly Rates

Memorandum of Understanding	Eligible Paid Leaves
District Attorney Investigators	Vacation and Vested Sick Leave
Public Employees Committee (PEC) - Local 21; Probation Officers; Supervising Probation Officers; Teamsters, Local 856 (Misc.); TWU, Local 200; TWU, Local 250-A (Misc.)	Vacation and Vested Sick Leave
SEIU, Local 1021, Miscellaneous	Vacation and Vested Sick Leave
Stationary Engineers, Local 39	Vacation and Vested Sick Leave

No Non-Wage Increase Deferred / Pre-Reduced Wage Provision

Memorandum of Understanding
Deputy Sheriffs' Association, Unit 12A
Electrical Workers, Local 6
Institutional Police Officers
Municipal Executives' Association
Municipal Attorneys' Association
Public Employees Committee (PEC) Crafts Coalition - Plumbers; Laborers; TWU, Local 250-A (7410s); Operating Engineers; Auto. Mach., Local 1414 (Non-PEC)
SEIU, Local 1021, Committee of Interns and Residents
Sheriffs' Managers & Supervisors Association, Unit 12B
Union of American Physicians and Dentists
Unrepresented Employees