



MEMORANDUM

DATE: June 22, 2009
TO: Departmental Personnel Officers
CC: Payroll and Personnel Representatives
FROM: Steve Ponder, Classification and Compensation Manager
Department of Human Resources
SUBJECT: MEA Pay for Performance (revised)

Pursuant to Article III.B., Pay for Performance, of the amended 2006-2011 Municipal Executives' Association Memorandum of Understanding, employees shall not receive the 1.5% Pay for Performance lump sum payments that were scheduled for October of 2009 and October of 2010. These monies were foregone in concessionary bargaining with the City in an effort to help close the City's \$438 million FY09-10 budget deficit.

Effective the close of business June 30, 2011, employees will receive a 2% base wage increase which is comprised of the on-going value of the 1.5% Pay for Performance bonus in addition to the on-going value of the 0.5% MCCP post-appointment allocation for FY08-09.

While these monies will not be paid out in FY09-10 and FY10-11, employees shall continue to be expected to complete annual performance appraisals and performance plans for all immediate reports.

For employees that retire between May 19, 2009 and June 30, 2011 and for whom their final compensation for retirement purposes is impacted by not receiving the lump sum payment in FY09-10 and/or FY10-11, the City will provide restoration pay in a lump sum equaling the pensionable value of the contribution(s) for the period used by the applicable retirement system to determine the employee's final compensation for retirement purposes.

Questions or Comments?

You may contact me at (415) 557-4917 or at Steve.Ponder@sfgov.org should you have any questions or comments regarding the administration of this program.