



Catastrophic Illness Program

Department of Human Resources
City and County of San Francisco

October 28, 2024

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Overview

- The T.J Anthony Employee Catastrophic Illness Program (CIP) started in 2002 to pay catastrophically ill employees through donations of sick leave and vacation hours.
 - Also allows city employees caring for catastrophically ill family members to be paid through **vacation** hours from other city employees.
- The Program is a bridge to support catastrophically ill city employees who are not eligible for other type of benefits
- Catastrophic Illnesses (Cat. Ill) are defined as life-threatening: organ failure, cancer, stroke, etc.
- In 2014, Cat. Ill was amended to allow DPH to delegate management to DHR.



10,700

Catastrophic Illness
Program hours used in
2023.

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Eligibility

- Employees are evaluated by their own medical provider as to the nature of their illness and potential duration of the illness.
 - Medical determination made by the City as to whether catastrophic or not.
- Employee **must** exhaust all paid leave and cannot participate in short or long-term disability.
- Approximately 50 applications per year, **85% of which are approved**, the others are denied for not meeting the catastrophic definition.
- DHR reviews program participants annually to re-evaluate participant eligibility.

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Proposed Amendments

| | Original | Amendments |
|------------------------|---|---|
| Eligibility | • 1 year of full-time employment | • 3 months full-time employment* |
| CIP Donations | <ul style="list-style-type: none"> • Transferring employee must retain a minimum sick leave balance of 64 hours • 480 maximum donations per year by transferring employee | <ul style="list-style-type: none"> • Still requires 64 hour minimum, but eliminates minimum for retiring employees • Eliminates maximum hours a transferring employee can donate per year |
| Transfer Process | • Donations made by transferring employees to specific catastrophically ill employees | • Creates one pool of donations for any catastrophically ill employee to draw from |
| Returning to Work | • Silent | • CIP employee may continue to draw up to 64 hours of CIP credits |
| Appeals/Administration | • Director of Health and Health Commission | • Human Resources Director to appoint independent physician specialist to evaluate employee |
| Notifications | • Posting of exclusive number from which donating employee can select from | • Confidential notice to human resource representatives |

* City employee participants only and not Family CIP

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Questions?