

BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco 94102-4689  
Tel. No. (415) 554-5184  
Fax No. (415) 554-5163  
TDD/TTY No. (415) 554-5227

## MEMORANDUM

TO: Director Carol Isen, Department of Human Resources

FROM: Victor Young, Assistant Clerk *Victor Young*

DATE: September 23, 2024

SUBJECT: LEGISLATION INTRODUCED

The Board of Supervisors' Rules Committee received the following proposed Ordinance:

File No. 240870

Ordinance amending the Administrative Code to authorize the Department of Human Resources to carry out various functions in the administration of the T.J. Anthony Employee Catastrophic Illness Program for City employees and the Catastrophic Illness Program for Family Members of City employees.

If you have comments or reports to be included with the file, please forward them to Victor Young at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102 or by email at: [victor.young@sfgov.org](mailto:victor.young@sfgov.org).

c: Mawuli Tugenyoh, Dept. of Human Resources  
Aliya Chisti, Dept. of Human Resources



# City and County of San Francisco

## Master Report

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

**File Number:** 240870      **File Type:** Ordinance      **Status:** Pending Committee Action

**Enacted:** \_\_\_\_\_ **Effective:** \_\_\_\_\_

**Version:** 2      **In Control:** Rules Committee

**File Name:** Administrative Code - Catastrophic Illness Programs      **Date Introduced:** 09/17/2024

**Requester:** Human Resources Department      **Cost:** \_\_\_\_\_      **Final Action:** \_\_\_\_\_

**Comment:** \_\_\_\_\_      **Title:** Ordinance amending the Administrative Code to authorize the Department of Human Resources to carry out various functions in the administration of the T.J. Anthony Employee Catastrophic Illness Program for City employees and the Catastrophic Illness Program for Family Members of City employees.

**Sponsors:** Mayor; Chan

### History of Legislative File 240870

Ver	Acting Body	Date	Action	Sent To	Due Date	Result
1	President	09/10/2024	ASSIGNED UNDER 30 DAY RULE	Rules Committee	10/10/2024	
1	Clerk of the Board	09/16/2024	REFERRED TO DEPARTMENT <i>Referred to the Department of Human Resources for informational purposes.</i>			
2	President	09/17/2024	SUBSTITUTED AND ASSIGNED UNDER 30 DAY RULE <i>Mayor Breed introduced a substituted Ordinance bearing the same title.</i>	Rules Committee	10/10/2024	

1 [Administrative Code - Catastrophic Illness Programs]

2

3 **Ordinance amending the Administrative Code to authorize the Department of Human**  
4 **Resources to carry out various functions in the administration of the T.J. Anthony**  
5 **Employee Catastrophic Illness Program for City employees and the Catastrophic**  
6 **Illness Program for Family Members of City employees.**

7 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
8 **Additions to Codes** are in *single-underline italics Times New Roman font*.  
9 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.  
10 **Board amendment additions** are in double-underlined Arial font.  
11 **Board amendment deletions** are in ~~strikethrough Arial font~~.  
12 **Asterisks (\* \* \* \*)** indicate the omission of unchanged Code  
13 subsections or parts of tables.

11

12 Be it ordained by the People of the City and County of San Francisco:

13

14 Section 1. Article I of Chapter 16 of the Administrative Code is hereby amended by  
15 revising Sections 16.9-29A and 16.9-29B, to read as follows:

16 **SEC. 16.9-29A. T. J. ANTHONY EMPLOYEE CATASTROPHIC ILLNESS**  
17 **PROGRAM – TRANSFER OF SICK LEAVE AND VACATION CREDITS TO *INDIVIDUAL***  
18 ***CATASTROPHICALLY ILL EMPLOYEES OR TO A POOL FOR THE BENEFIT OF***  
19 **CATASTROPHICALLY ILL CITY EMPLOYEES.**

20 (a) **Purpose.** To enable catastrophically-ill ~~City~~ employees *of the City and County of San*  
21 *Francisco (“City”)* to continue to be paid through donations of sick leave and vacation hours  
22 from other *City* employees, as authorized by Charter Sections A8.364 and A8.441. This  
23 program shall be known as the *T. J. Anthony* Catastrophic Illness Program, or “CIP.” This  
24 Section *16.9-29A* only provides for receipt of such credits as are donated and does not provide  
25 for an absolute right of continued paid leave.

1 (b) **Establishment of Catastrophic Illness Leave Pool; Administration and Rule-**  
2 **Making Authority.** There is hereby established a pool into which City employees may donate  
3 sick leave and/or vacation credits to benefit catastrophically ill City employees. The Human  
4 Resources Director, in consultation with the Controller, shall have authority to administer the CIP  
5 program, including the authority to make and enforce rules not inconsistent with this Section  
6 16.9-29A; ~~with consultation from the Director of Health or his or her designee.~~

7 (c) **Definitions.**

8 ~~(1)~~ A “Catastrophic illness” shall mean a life-threatening illness or injury, as  
9 determined by the ~~Department of Public Health or its~~ Human Resources Director or the Director’s  
10 designee.

11 ~~(2)~~ A “active participant” in the “CIP employee” is defined as means a City  
12 employee who has applied for Catastrophic Illness Status and has been notified of ~~his or~~  
13 ~~her~~their acceptance in the CIP by the ~~Department of Public Health~~ Human Resources Director or  
14 ~~its~~ the Director’s designee and whose participation in the CIP has not terminated, regardless of  
15 whether or not the employee has actually received or used any ~~donated sick leave and/or~~  
16 ~~vacation credits~~ Catastrophic Illness Leave.

17 “CIP Pool” means the bank of sick leave credits and vacation hours from all employees  
18 who have donated to the Catastrophic Illness Program.

19 (d) **Eligibility of Employees ~~To~~ Participate in CIP.** Any City employee ~~of the City and~~  
20 ~~County of San Francisco~~ may participate in the CIP if the employee meets all of the following  
21 conditions:

- 22 (1) The employee is eligible to accumulate and use sick leave ~~and vacation~~  
23 ~~credits~~;
- 24 (2) The employee is catastrophically ill;
- 25 (3) The employee has exhausted all of ~~his/her~~ their available paid leave; and

1 (4) The employee does not participate in a short or long-term disability program  
2 for which the City pays in whole, directly or indirectly, or if the employee participates in such a  
3 program, the employee agrees to, and does, apply for disability benefits immediately upon  
4 becoming eligible for such benefits. Any employee who participates in a short or long-term  
5 disability program for which the City pays in whole, directly or indirectly, may participate in the  
6 CIP program until the employee receives or is qualified to receive benefits under the terms of  
7 a short or long-term disability program for which the City pays in whole, directly or indirectly.  
8 Any employee who is receiving or is qualified to receive short or long term disability benefits  
9 from a short or long term disability program for which the City pays in whole, directly or  
10 indirectly, may not participate in the CIP program until and unless the employee's disability  
11 benefits terminate. Any employee who, while or after participating in the CIP program,  
12 retroactively receives or is qualified to receive short or long-term disability benefits from a  
13 short or long-term disability program for which the City pays in whole, directly or indirectly,  
14 must reimburse the City for the CIP payments received during the period which the short or  
15 long-term disability program applies. Failure to do so will result in the City's placing a lien for  
16 the unreimbursed amount on the employee's future wages and benefits (not including  
17 workers' compensation or retirement). This Subsection (d)(4)~~This paragraph~~ does not apply to  
18 employees who are active participants in the CIP as of April 29, 2002 and have been active  
19 participants since March 29, 2002.

20 (e) **Procedure for Applying for Catastrophic Illness Status.**

21 (1) An employee must complete a prescribed application form and return it to  
22 the ~~Department of Public Health~~ Human Resources Director or ~~its~~ the Director's designee together  
23 with supporting medical documentation. The ~~Department of Public Health~~ Human Resources  
24 Director or ~~its~~ the Director's designee shall produce and maintain ~~sufficient quantities of~~ the  
25

1 prescribed application for employee access and distribution on the Department of Human  
2 Resources' website.

3 (2) The ~~Department of Public Health~~ Human Resources Director or ~~its~~ the Director's  
4 designee shall examine the documentation supporting the application. The ~~Department of~~  
5 ~~Public Health~~ Human Resources Director or ~~it's~~ the Director's designee may ask the applicant to  
6 submit further documentation and/or to submit to examination by a physician that ~~is~~ the  
7 Director or the Director's designee designates to determine in fact that the applicant does suffer  
8 from a catastrophic illness within the meaning of this Section 16.9-29A. An applicant's failure to  
9 comply with these requirements may be grounds for rejection of the application.

10 (3) In order to continue to qualify as catastrophically ill, a CIP employee may  
11 ~~from time to time~~ be required to submit to specified examination, or to supply further  
12 documentation of current medical status, as is necessary in the opinion of ~~the Department of~~  
13 ~~Public Health or its designee~~ a physician or other healthcare provider designated by the Human  
14 Resources Director or ~~its~~ the Director's designee; ~~provided, however, that s~~ Such requests shall ~~not~~  
15 be made for the sole purpose of ~~harassing~~ determining the continued qualification of said  
16 employee to participate in the CIP. In addition, an employee may be required to submit  
17 documentation of application for and/or status of disability benefits. The Department of Human  
18 Resources may reevaluate employee program eligibility annually or as necessary.

19 (4) If the ~~Department of Public Health~~ Human Resources Director or ~~its~~ the  
20 Director's designee determines that an employee is not catastrophically ill, the Human  
21 Resources Director or the Director's designee ~~employee shall have a right to a review by the Director~~  
22 ~~of Health and, finally, a hearing before the Health Commission. The Department of Public Health or~~  
23 ~~its designee~~ shall provide the employee with a written letter setting forth the reasons for denial  
24 and the procedure for filing an administrative appeal. The ~~Health Commission shall promulgate~~  
25 ~~and post the administrative appeal rules.~~ employee may appeal the rejection to the Human Resources

1 Director within 10 days of the date of the notice of rejection. The Human Resources Director shall  
2 appoint a medical specialist not employed by the City to conduct an evaluation and to report the  
3 findings. The decision of the medical specialist shall be final and no further appeal shall be allowed.

4 The administrative appeal process in its entirety shall not exceed 60 days. An employee  
5 whose application has been disapproved is not obligated to exhaust the administrative  
6 appeals process before reapplying. Instead, the employee may reapply after observing a 30-  
7 day waiting period from the date of the initial denial.

8 (f) ~~Posting of Eligible Recipients.~~ Records of Catastrophic Illness Program Applicants.

9 (1) The ~~Department of Public Health~~ Human Resources Director or ~~its~~ the Director's  
10 designee shall ~~assign an exclusive number to each catastrophically ill employee deemed eligible~~  
11 maintain confidential files for all applicants who have applied to participate in the CIP.

12 (2) The ~~Department of Public Health~~ Human Resources Director or ~~its~~ the Director's  
13 designee shall ~~maintain, reproduce and post a running list of CIP employees, to be identified only by~~  
14 ~~their exclusive numbers, in order to let transferring employees designate a recipient~~ send confidential  
15 quarterly notifications to the eligible employee's Human Resources Representative(s) of any employee  
16 participating in CIP.

17 (3) The quarterly notifications information list may include the amounts of sick  
18 leave ~~and vacation credits already~~ transferred ~~or on reserve~~ to each CIP employee.

19 (4) In all cases, the ~~Department of Public Health~~ Human Resources Director and ~~its~~  
20 the Director's designees shall shield and protect the true identities of CIP employees except as  
21 required for the administration of the program.

22 (g) **Eligibility to Transfer Sick Leave and/or Vacation Credits.** Any City employee ~~of~~  
23 ~~the City~~ who is eligible to accumulate and use vacation credits and/or sick leave may transfer  
24 sick leave and/or vacation credits to the CIP pool ~~or to an individual CIP employee,~~ subject to  
25 the following conditions:

1 (1) The transferring employee must retain a minimum sick leave balance of 64  
2 hours except upon retirement when employees may transfer all unused balances.

3 (2) Transfers must be in units of eight hours.

4 (3) All transfers are irrevocable.

5 (4) The transferring employee may transfer hours to the CIP pool only once per  
6 pay period.

7 ~~(5) The transferring employee may transfer a maximum of 160 hours per pay of which  
8 no more than 80 hours may be to individual CIP employees.~~

9 ~~—————(6) The transferring employee may transfer a maximum of 480 hours per fiscal year to  
10 the pool and to individual CIP employees combined.~~

11 ~~—————(7) Neither a transferring employee nor a CIP employee may be in violation of  
12 Subsection (k).~~

13 (h) **Use of Transferred Sick Leave and Vacation Credits.**

14 (1) All hours transferred to the eligible CIP employee shall be credited as sick  
15 leave for the CIP employee. As they are used, they shall be treated as the employee's own  
16 sick leave for all purposes, including for continued accrual of vacation credits, sick leave, and  
17 retirement service; service for pay increments; and eligibility for holiday pay.

18 (2) At the beginning of each pay period, a CIP employee must use all sick  
19 leave and vacation credits accrued during the previous pay period before using any  
20 transferred hours.

21 (3) A CIP employee may use transferred hours retroactively from the date of  
22 certification of eligibility back to the date of application.

23 (4) A CIP employee may use transferred credits in a pay period to the extent  
24 that when combined with other compensation from the City ~~and County~~ and all other benefits  
25 from public sources, the total does not exceed the pay for 100% ~~percent~~ of the employee's



1 regularly scheduled hours for such pay period (excluding regularly scheduled overtime and  
2 premium pay). A CIP employee may be required to provide financial records to prove  
3 compliance with this Subsection (h)(4). Failure to provide such records is grounds for  
4 exclusion from the CIP.

5 (i) **Redistribution of Transferred Hours Upon Termination of Participation In CIP.**

6 If a CIP employee dies, retires, resigns or begins receiving disability benefits before  
7 having used all hours transferred pursuant to ~~this Subsection (h)Section~~, the unused hours shall  
8 be transferred to the CIP pool. ~~If a CIP employee's participation in the CIP expires or is terminated~~  
9 ~~before the employee has used all hours transferred pursuant to this Section, all unused hours in excess~~  
10 ~~of 64 hours shall be transferred to the CIP pool.~~

11 If a CIP employee is able to return to work for the City following a catastrophic illness, the  
12 employee may continue to draw up to 64 hours of CIP credits in lieu of accrued sick leave as necessary  
13 for 90 days after the date the employee returns to work.

14 (j) **Confidentiality.**

15 (1) All medical records submitted by an employee pursuant to this statute shall  
16 be kept confidential by the ~~Department of Public Health~~ Human Resources Director or ~~its the~~  
17 Director's designee.

18 (2) Until the ~~Department of Public Health~~ Human Resource Director or ~~its the~~  
19 Director's designee has rendered ~~its an~~ opinion pursuant to Subsection (d) that the employee  
20 is catastrophically ill, the fact of an employee's application shall be kept confidential by the  
21 parties processing the application and not shared with the employee's department head.

22 (3) The names of employees donating hours pursuant to this provision shall  
23 remain confidential.

24 (4) Violation of the provisions of this subsection (j) or any other provision  
25 relating to confidentiality protections shall be grounds for disciplinary action.

1           ~~(k) No Selling or Coercion.~~

2                   ~~(1) No individual shall directly or indirectly solicit the receipt of, or accept, any~~  
3 ~~compensation in full or partial exchange, directly or indirectly, for sick leave or vacation credits to be~~  
4 ~~transferred pursuant to this Section.~~

5                   ~~(2) No individual shall solicit the receipt of, or accept, the transfer of any sick leave or~~  
6 ~~vacation credits pursuant to this Section in full or partial exchange, directly or indirectly, for any~~  
7 ~~compensation.~~

8                   ~~(3) No individual shall threaten or in any way attempt to coerce an employee with~~  
9 ~~respect to transfer of sick leave or vacation credits pursuant to this Section.~~

10                   ~~(4) Violation of the provisions of this subsection (k) shall be grounds for termination of~~  
11 ~~participation in the CIP and for disciplinary action.~~

12           ~~(l)~~ **Notices.** The ~~Civil Service Commission~~ Human Resources Director or the Director's  
13 designee shall develop notices with relevant information about the CIP. These notices shall be  
14 distributed to all appointing officers, who shall then post them in public places where other  
15 notices advising employees of rights and benefits are posted.

16           ~~(m)~~ **Termination of this Provision.** Unless otherwise specified by ordinance or  
17 Charter provision, the provisions of this Section shall expire upon the effective date of an  
18 ordinance or Charter section instituting, or upon the effective date of the last MOU through  
19 which all City employees are covered by, a long-term disability program.

20           ~~(n)~~ **Limitation.** In undertaking the adoption and enforcement of this ordinance, the  
21 City ~~and County of San Francisco~~ is assuming an undertaking only to promote the general  
22 welfare. It is not assuming, nor is it imposing on its officers and employees, an obligation for  
23 breach of which it is liable in money damages to any person who claims that such breach  
24 proximately caused injury.

1 **SEC. 16.9-29B. PROGRAM FOR EMPLOYEES WITH CATASTROPHICALLY ILL FAMILY**  
2 **MEMBERS -TRANSFER OF VACATION CREDITS TO INDIVIDUAL EMPLOYEES WITH A**  
3 **CATASTROPHICALLY ILL FAMILY MEMBER.**

4 (a) **Purpose.** To create a program, as authorized by Charter Section A8.441, to allow  
5 employees *of the City and County of San Francisco (“City”)* with catastrophically ill family  
6 members to receive donations of vacation credits to take time off to care for their ill family  
7 member. This program shall be known as the Catastrophic Illness Program for Family  
8 Members, or “CIP-FM.” This Section 16.9-29B only provides for receipt of such credits as are  
9 donated and does not provide for an absolute right of continued paid leave.

10 (b) **Administration and Rule-Making Authority.** The Human Resources Director, in  
11 consultation with the Controller, shall have authority to administer the CIP-FM program,  
12 including the authority to make and enforce rules not inconsistent with this Section 16.9-29B,  
13 ~~with consultation from the Director of Health or his or her designee.~~

14 (c) **Definitions.**

15 ~~(1) A~~ Catastrophic illness shall mean a life-threatening illness or injury, as  
16 determined by the ~~Department of Public Health~~ Human Resources Director or ~~its~~ the Director’s  
17 designee.

18 ~~(2)~~ “Family member” means an employee’s spouse, registered domestic partner,  
19 or another dependent as dependent is defined in the Internal Revenue Code (26 U.S.C. sec.  
20 152, as amended from time to time).

21 (d) **Eligibility of Employee ~~To~~ Participate in CIP-FM Program.** In order to participate  
22 in the CIP-FM, an employee must meet all of the following conditions:

- 23 (1) The employee must be eligible to accumulate and use sick leave credits;  
24 (2) The employee must have exhausted all of ~~his/her~~ their available paid leave;  
25 (3) The employee must have a catastrophically-ill family member; and

1 (4) The employee must need to take time off from work to care for the  
2 catastrophically ill family member.

3 (e) **Procedure for Applying to Participate in CIP-FM.**

4 (1) An employee must complete a prescribed application form and return it to the  
5 ~~Department of Public Health Human Resources Director or its the Director's~~ designee, together  
6 with supporting medical documentation. The ~~Department of Public Health Human Resources~~  
7 ~~Director or its the Director's~~ designee shall produce and maintain ~~sufficient quantities of the~~  
8 ~~prescribed~~ applications for employee access and distribution on the Department of Human  
9 Resources' website.

10 (2) The ~~Department of Public Health Human Resources Director or its the Director's~~  
11 designee shall examine the application and supporting documentation. The ~~Department of~~  
12 ~~Public Health Human Resources Director or its the Director's~~ designee may ask the employee to  
13 submit further documentation or the family member to submit to examination by a physician.  
14 Failure to comply with these requirements may be grounds for rejection of the application.

15 (3) In order for the employee to continue to participate in the program, ~~an the~~  
16 employee may ~~from time to time~~ be required to supply further documentation, or the family  
17 member may be required to submit to specified examination, as is necessary in the opinion of  
18 the ~~Department of Public Health Human Resources Director or its the Director's~~ designee;  
19 provided, however, that such requests shall ~~not~~ be made for the sole purpose of determining the  
20 continued qualifications of said employee to participate in the CIP-FM. ~~harassment.~~

21 (4) If the ~~Department of Public Health Human Resources Director or its the Director's~~  
22 designee determines that an employee's family member is not catastrophically ill, the Human  
23 Resources Director or the Director's designee ~~employee shall have a right to appeal the decision~~  
24 ~~through an administrative appeal process to be established by the Health Commission, which shall~~  
25 ~~include the right to a review by the Director of Health and, finally, a hearing before the Health~~

1 ~~Commission. The Department of Public Health or its designee~~ shall provide the employee with  
2 written notice setting forth the reasons for denial and the procedure for filing an administrative  
3 appeal. ~~The Health Commission shall promulgate and post the administrative appeal rules. employee~~  
4 ~~may appeal the rejection to the Human Resources Director within 10 days of the date of the notice of~~  
5 ~~rejection. The Human Resources Director shall appoint a medical specialist not employed by the City~~  
6 ~~to conduct an evaluation and to report the findings. The decision of the medical specialist shall be final~~  
7 ~~and no further appeal shall be allowed.~~ The administrative appeal process in its entirety shall not  
8 exceed 60 days. An employee whose application has been disapproved is not obligated to  
9 exhaust the administrative appeals process before reapplying. Instead, the employee may  
10 reapply after observing a 30-day waiting period from the date of the initial denial.

11 (f) **Posting of Eligible Recipients.**

12 (1) ~~The Department of Public Health~~ Human Resources Director ~~or its the Director's~~  
13 designee shall assign an exclusive number to each employee deemed eligible to participate in  
14 the CIP-FM.

15 (2) ~~The Department of Public Health~~ Human Resources Director ~~or its the Director's~~  
16 designee shall maintain, reproduce and post a running list of CIP-FM employees, to be  
17 identified only by their special numbers, in order to let transferring employees designate a  
18 recipient.

19 (3) The list may include the amount of vacation credits already transferred or on  
20 reserve to each employee.

21 (4) ~~In all cases, the Department of Public Health~~ The Human Resources Director ~~and its~~  
22 ~~or the Director's~~ designees shall keep confidential the true identities of CIP-FM employees and  
23 their catastrophically ill family member.

24 (g) **Eligibility to Transfer Vacation Credits to Individual CIP-FM Employees.** Any  
25 City employee ~~of the City and County of San Francisco~~ who is eligible to accumulate and use

1 vacation credits may transfer vacation credits to an individual CIP-FM employee, subject to  
2 the following conditions:

3 (1) Transfers must be in units of eight hours;

4 (2) All transfers are irrevocable; *and*

5 ~~(3) The transferring employee may transfer hours to the CIP-FM only once per~~  
6 ~~pay period;~~

7 ~~(4) The transferring employee may transfer a maximum of 80 hours per pay~~  
8 ~~period;~~

9 ~~(5) The transferring employee may transfer a maximum of 480 hours per fiscal~~  
10 ~~year to the CIP-FM program; and~~

11 ~~(6)~~ Neither a transferring employee nor a recipient may be in violation of  
12 Subsection (k).

13 **(h) Use of Transferred Vacation Credits By a CIP-FM Employee.**

14 (1) All hours transferred shall be credited as sick leave for the CIP-FM  
15 employee. As they are used, they shall be treated as use of the employee's own sick leave for  
16 all purposes, including for continued accrual of vacation credits, sick leave, and retirement  
17 service; service for pay increments; and eligibility for holiday pay.

18 (2) At the beginning of each pay period, a CIP-FM employee must use all sick  
19 leave and vacation credits accrued during the previous pay period before using any  
20 transferred hours.

21 (3) A CIP-FM employee may use transferred credits in a pay period to the extent  
22 that when combined with other compensation from the City and County and all other benefits  
23 from public sources, the total does not exceed the pay for 100%~~percent~~ of the employee's  
24 regularly scheduled hours for such pay period (excluding regularly scheduled overtime and  
25 premium pay). A CIP-FM employee may be required to provide financial records to prove

1 compliance with this subsection (h)(3). Failure to provide such records is grounds for  
2 exclusion from the CIP-FM and disciplinary action.

3 (i) **Redistribution of Transferred Hours Upon Termination of Participation in CIP-**  
4 **FM.** If a CIP-FM employee dies, retires, resigns, or otherwise ends participation in the CIP-FM  
5 before having used all hours transferred pursuant to this provision, all unused hours in excess  
6 of 64 shall be redistributed to other CIP-FM employees by the Human Resources Director or the  
7 Director's designee.

8 (j) **Confidentiality.**

9 (1) All medical records submitted pursuant to this statute shall be kept  
10 confidential by the ~~Department of Public Health~~ Human Resources Director or ~~its~~ the Director's  
11 designee;

12 (2) Until the ~~Department of Public Health~~ Human Resources Director or ~~its~~ the  
13 Director's designee has rendered its opinion pursuant to Subsection (d) that an employee's  
14 family member is catastrophically ill, the fact of an employee's application shall be kept  
15 confidential by the parties processing the application and not shared with the employee's  
16 department head.

17 (3) The names of employees donating hours pursuant to this provision shall  
18 remain confidential.

19 (4) Violation of the provisions of this subsection (j) or any other provision relating  
20 to confidentiality protections shall be grounds for disciplinary action.

21 (k) **No Selling or Coercion.**

22 (1) No individual shall directly or indirectly solicit the receipt of, or accept, any  
23 compensation in full or partial exchange, directly or indirectly, for vacation credits to be  
24 transferred pursuant to this Section.

1 (2) No individual shall solicit the receipt of, or accept, the transfer of any  
2 vacation credits pursuant to this Section in full or partial exchange, directly or indirectly, for  
3 any compensation.

4 (3) No individual shall threaten or in any way attempt to coerce an employee  
5 with respect to transfer of vacation credits pursuant to this Section.

6 (4) Violation of the provisions of this subsection (k) shall be grounds for  
7 termination of participation in the CIP-FM and for disciplinary action.

8 (l) **Notices.** The ~~Civil Service Commission~~ Human Resources Director shall develop  
9 notices with relevant information about the CIP-FM. These notices shall be distributed to all  
10 appointing officers who shall then post them in public places where other notices advising  
11 employees of rights and benefits are posted and shall be available on the Department of Human  
12 Resources' website.

13 (m) **Limitation.** In undertaking the adoption and enforcement of this ordinance, the  
14 City ~~and County of San Francisco~~ is assuming an undertaking only to promote the general  
15 welfare. It is not assuming, nor is it imposing on its officers and employees, an obligation for  
16 breach of which it is liable in money damages to any person who claims that such breach  
17 proximately caused injury.

18  
19 Section 2. Effective Date. This ordinance shall become effective 30 days after  
20 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the  
21 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board  
22 of Supervisors overrides the Mayor's veto of the ordinance.

23  
24 Section 3. Scope of Ordinance. In enacting this ordinance, the Board of Supervisors  
25 intends to amend only those words, phrases, paragraphs, subsections, sections, articles,



1 numbers, punctuation marks, charts, diagrams, or any other constituent parts of the Municipal  
2 Code that are explicitly shown in this ordinance as additions, deletions, Board amendment  
3 additions, and Board amendment deletions in accordance with the “Note” that appears under  
4 the official title of the ordinance.

5

6 APPROVED AS TO FORM:  
7 DAVID CHIU, City Attorney

8

9 By: /s/ Bradley A. Russi  
10 BRADLEY A. RUSSI  
11 Deputy City Attorney

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**LEGISLATIVE DIGEST**  
(Substituted, 9/17/2024)

[Administrative Code - Catastrophic Illness Programs]

**Ordinance amending the Administrative Code to authorize the Department of Human Resources to carry out various functions in the administration of the T.J. Anthony Employee Catastrophic Illness Program for City employees and the Catastrophic Illness Program for Family Members of City employees.**

Existing Law

The City's T.J. Anthony Employee Catastrophic Illness Program allows catastrophically ill City employees who are unable to work to continue to be paid through donations of unused sick leave and vacation hours from other City employees. The separate Catastrophic Illness Program for Family Members similarly allows City employees caring for catastrophically ill family members to be paid through donations of unused vacation hours from other City employees. Both programs are administered by the Department of Public Health. Under existing law, the Department of Public Health may delegate some but not all responsibilities for the administration of the programs to another City department, such as the Department of Human Resources.

Amendments to Current Law

The proposed ordinance would allow the Human Resources Director or the Director's designee (in the place of the Department of Public Health) to administer the T.J. Anthony Employee Catastrophic Illness Program and the Catastrophic Illness Program for Family Members. The proposed ordinance would also allow the Human Resources Director or the Director's designee (in the place of the Department of Public Health) to consider appeals from employees whose applications to participate in the programs have been denied by the City. The proposed ordinance would also eliminate the cap on the number of unused sick and/or vacation hours a City employee may transfer to the T.J. Anthony Employee Catastrophic Illness Program or to individual employees participating in the Catastrophic Illness Program for Family Members.

**From:** [Trejo, Sara \(MYR\)](#)  
**To:** [BOS Legislation, \(BOS\)](#)  
**Cc:** [Paulino, Tom \(MYR\)](#); [RUSSI, BRAD \(CAT\)](#); [Chisti, Aliya \(HRD\)](#)  
**Subject:** Mayor -- Substitute Ordinance -- Catastrophic Illness Program  
**Date:** Tuesday, September 17, 2024 2:37:56 PM  
**Attachments:** [01786187.docx](#)  
[01786877.docx](#)

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Hello Clerks,

Attached is a substitute Ordinance (for File #[240870](#)) amending the Administrative Code to authorize the Department of Human Resources to carry out various functions in the administration of the T.J. Anthony Employee Catastrophic Illness Program for City employees and the Catastrophic Illness Program for Family Members of City employees.

Best regards,

**Sara Trejo**  
Legislative Aide  
Office of the Mayor  
City and County of San Francisco

**From:** [Russi, Brad \(CAT\)](#)  
**To:** [BOS Legislation, \(BOS\)](#); [Trejo, Sara \(MYR\)](#); [BOS Legislation, \(BOS\)](#)  
**Cc:** [Paulino, Tom \(MYR\)](#); [Chisti, Aliya \(HRD\)](#)  
**Subject:** RE: Mayor -- Substitute Ordinance -- Catastrophic Illness Program  
**Date:** Tuesday, September 17, 2024 2:54:17 PM  
**Attachments:** [image001.png](#)

---

I approve. Thanks.

**Bradley Russi**  
Deputy City Attorney  
Office of City Attorney David Chiu  
(415) 554-4645 Direct  
[www.sfcityattorney.org](http://www.sfcityattorney.org)

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**From:** BOS Legislation, (BOS) <[bos.legislation@sfgov.org](mailto:bos.legislation@sfgov.org)>  
**Sent:** Tuesday, September 17, 2024 2:53 PM  
**To:** Trejo, Sara (MYR) <[Sara.Trejo@sfgov.org](mailto:Sara.Trejo@sfgov.org)>; BOS Legislation, (BOS) <[bos.legislation@sfgov.org](mailto:bos.legislation@sfgov.org)>  
**Cc:** Paulino, Tom (MYR) <[tom.paulino@sfgov.org](mailto:tom.paulino@sfgov.org)>; Russi, Brad (CAT) <[Brad.Russi@sfcityatty.org](mailto:Brad.Russi@sfcityatty.org)>; Chisti, Aliya (HRD) <[aliya.chisti@sfgov.org](mailto:aliya.chisti@sfgov.org)>  
**Subject:** RE: Mayor -- Substitute Ordinance -- Catastrophic Illness Program

Hello,

We are seeking e-signature approval from DCA Russi regarding the subject substitute Ordinance.

Regards,

*Arthur Khoo*

Office of the Clerk of the Board  
San Francisco Board of Supervisors  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco, CA 94102  
(415) 554-4447 | (415) 554-5163  
[arthur.khoo@sfgov.org](mailto:arthur.khoo@sfgov.org) | [www.sfbos.org](http://www.sfbos.org)

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information*

*when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.*

---

**From:** Trejo, Sara (MYR) <[Sara.Trejo@sfgov.org](mailto:Sara.Trejo@sfgov.org)>

**Sent:** Tuesday, September 17, 2024 2:38 PM

**To:** BOS Legislation, (BOS) <[bos.legislation@sfgov.org](mailto:bos.legislation@sfgov.org)>

**Cc:** Paulino, Tom (MYR) <[tom.paulino@sfgov.org](mailto:tom.paulino@sfgov.org)>; RUSSI, BRAD (CAT) <[Brad.Russi@sfcityatty.org](mailto:Brad.Russi@sfcityatty.org)>; Chisti, Aliya (HRD) <[aliya.chisti@sfgov.org](mailto:aliya.chisti@sfgov.org)>

**Subject:** Mayor -- Substitute Ordinance -- Catastrophic Illness Program

Hello Clerks,

Attached is a substitute Ordinance (for File #[240870](#)) amending the Administrative Code to authorize the Department of Human Resources to carry out various functions in the administration of the T.J. Anthony Employee Catastrophic Illness Program for City employees and the Catastrophic Illness Program for Family Members of City employees.

Best regards,

**Sara Trejo**

Legislative Aide

Office of the Mayor

City and County of San Francisco

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[Administrative Code - Catastrophic Illness Programs]

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**Ordinance amending the Administrative Code to authorize the Department of Human Resources to carry out various functions in the administration of the T.J. Anthony Employee Catastrophic Illness Program for City employees and the Catastrophic Illness Program for Family Members of City employees.**

NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.  
**Additions to Codes** are in *single-underline italics Times New Roman font*.  
**Deletions to Codes** are in ~~italics Times New Roman font~~.  
**Board amendment additions** are in double-underlined Arial font.  
**Board amendment deletions** are in ~~Arial font~~.  
**Asterisks ( \* \* \* )** indicate the omission of unchanged Code subsections or parts of tables.

Be it ordained by the People of the City and County of San Francisco:

Section 1. Article I of Chapter 16 of the Administrative Code is hereby amended by revising Sections 16.9-29A and 16.9-29B, to read as follows:

**SEC. 16.9-29A. T. J. ANTHONY EMPLOYEE CATASTROPHIC ILLNESS PROGRAM – TRANSFER OF SICK LEAVE AND VACATION CREDITS TO ~~INDIVIDUAL CATASTROPHICALLY ILL EMPLOYEES OR TO A POOL~~ FOR THE BENEFIT OF CATASTROPHICALLY ILL CITY EMPLOYEES.**

(a) **Purpose.** To enable catastrophically-ill ~~City~~ employees *of the City and County of San Francisco (“City”)* to continue to be paid through donations of sick leave and vacation hours from other *City* employees, as authorized by Charter Sections A8.364 and A8.441. This program shall be known as the *T. J. Anthony* Catastrophic Illness Program, or “CIP.” This Section ~~16.9-29A~~ only provides for receipt of such credits as are donated and does not provide for an absolute right of continued paid leave.

1 (b) **Establishment of Catastrophic Illness Leave Pool; Administration and Rule-**  
2 **Making Authority.** There is hereby established a pool into which City employees may donate  
3 sick leave and/or vacation credits to benefit catastrophically ill City employees. The Human  
4 Resources Director, in consultation with the Controller, shall have authority to administer the CIP  
5 program, including the authority to make and enforce rules not inconsistent with this Section  
6 16.9-29A, with consultation from the Director of Health or his or her designee.

7 (c) **Definitions.**

8 ~~(1)~~ A “Catastrophic illness” shall mean a life-threatening illness or injury, as  
9 determined by the ~~Department of Public Health or its~~ Human Resources Director or the Director’s  
10 designee.

11 ~~(2)~~ A “active participant” in the “CIP employee” is defined as means an City  
12 employee who has applied for Catastrophic Illness Status and has been notified of ~~his or~~  
13 ~~her~~ their acceptance in the CIP by the ~~Department of Public Health~~ Human Resources Director or  
14 ~~its~~ the Director’s designee and whose participation in the CIP has not terminated, regardless of  
15 whether or not the employee has actually received or used any ~~donated sick leave and/or~~  
16 ~~vacation credits~~ Catastrophic Illness Leave.

17 “CIP Pool” means the bank of sick leave credits and vacation hours from all employees  
18 who have donated to the Catastrophic Illness Program.

19 (d) **Eligibility of Employees ~~To~~ Participate in CIP.** Any City employee ~~of the City and~~  
20 ~~County of San Francisco~~ may participate in the CIP if the employee meets all of the following  
21 conditions:

- 22 (1) The employee is eligible to accumulate and use sick leave ~~and vacation~~  
23 ~~credits~~;
- 24 (2) The employee is catastrophically ill;
- 25 (3) The employee has exhausted all of ~~his/her~~ their available paid leave; and

1 (4) The employee does not participate in a short or long-term disability program  
2 for which the City pays in whole, directly or indirectly, or if the employee participates in such a  
3 program, the employee agrees to, and does, apply for disability benefits immediately upon  
4 becoming eligible for such benefits. Any employee who participates in a short or long-term  
5 disability program for which the City pays in whole, directly or indirectly, may participate in the  
6 CIP program until the employee receives or is qualified to receive benefits under the terms of  
7 a short or long-term disability program for which the City pays in whole, directly or indirectly.  
8 Any employee who is receiving or is qualified to receive short or long term disability benefits  
9 from a *short or* long term disability program for which the City pays in whole, directly or  
10 indirectly, may not participate in the CIP program until and unless the employee's disability  
11 benefits terminate. Any employee who, while or after participating in the CIP program,  
12 retroactively receives or is qualified to receive short or long-term disability benefits from a  
13 short or long-term disability program for which the City pays in whole, directly or indirectly,  
14 must reimburse the City for the CIP payments received during the period which the short or  
15 long-term disability program applies. Failure to do so will result in the City's placing a lien for  
16 the unreimbursed amount on the employee's future wages and benefits (not including  
17 workers' compensation or retirement). *This Subsection (d)(4) This paragraph* does not apply to  
18 employees who are active participants in the CIP as of April 29, 2002 and have been active  
19 participants since March 29, 2002.

20 (e) **Procedure for Applying for Catastrophic Illness Status.**

21 (1) An employee must complete a prescribed application form and return it to  
22 the ~~Department of Public Health-Human Resources Director~~ or ~~its~~ *the Director's* designee together  
23 with supporting medical documentation. The ~~Department of Public Health-Human Resources~~  
24 ~~Director~~ or ~~its~~ *the Director's* designee shall produce and maintain ~~sufficient quantities of~~ the  
25



1 prescribed application for employee access and distribution on the Department of Human  
2 Resources' website.

3 (2) The ~~Department of Public Health~~ Human Resources Director or ~~its~~ the Director's  
4 designee shall examine the documentation supporting the application. The ~~Department of~~  
5 ~~Public Health~~ Human Resources Director or ~~it's~~ the Director's designee may ask the applicant to  
6 submit further documentation and/or to submit to examination by a physician that ~~#~~ the  
7 Director or the Director's designee designates to determine in fact that the applicant does suffer  
8 from a catastrophic illness within the meaning of this Section 16.9-294. An applicant's failure to  
9 comply with these requirements may be grounds for rejection of the application.

10 (3) In order to continue to qualify as catastrophically ill, a CIP employee may  
11 ~~from time to time~~ be required to submit to specified examination, or to supply further  
12 documentation of current medical status, as is necessary in the opinion of ~~the Department of~~  
13 ~~Public Health or its designee~~ a physician or other healthcare provider designated by the Human  
14 Resources Director or ~~its~~ the Director's designee; ~~provided, however, that s~~ Such requests shall ~~not~~  
15 be made for the sole purpose of ~~harassing~~ determining the continued qualification of said  
16 employee to participate in the CIP. In addition, an employee may be required to submit  
17 documentation of application for and/or status of disability benefits. The Department of Human  
18 Resources may reevaluate employee program eligibility annually or as necessary.

19 (4) If the ~~Department of Public Health~~ Human Resources Director or ~~its~~ the  
20 Director's designee determines that an employee is not catastrophically ill, the Human  
21 Resources Director or the Director's designee ~~employee shall have a right to a review by the Director~~  
22 ~~of Health and, finally, a hearing before the Health Commission. The Department of Public Health or~~  
23 ~~its designee~~ shall provide the employee with a written letter setting forth the reasons for denial  
24 and the procedure for filing an administrative appeal. The ~~Health Commission shall promulgate~~  
25 ~~and post the administrative appeal rules.~~ employee may appeal the rejection to the Human Resources

1 Director within 10 days of the date of the notice of rejection. The Human Resources Director shall  
2 appoint a medical specialist not employed by the City to conduct an evaluation and to report the  
3 findings. The decision of the medical specialist shall be final and no further appeal shall be allowed.

4 The administrative appeal process in its entirety shall not exceed 60 days. An employee  
5 whose application has been disapproved is not obligated to exhaust the administrative  
6 appeals process before reapplying. Instead, the employee may reapply after observing a 30-  
7 day waiting period from the date of the initial denial.

8 (f) ~~Posting of Eligible Recipients.~~ **Records of Catastrophic Illness Program Applicants.**

9 (1) The ~~Department of Public Health~~ Human Resources Director or ~~its~~ the Director's  
10 designee shall ~~assign an exclusive number to each catastrophically ill employee deemed eligible~~  
11 maintain confidential files for all applicants who have applied to participate in the CIP.

12 (2) The ~~Department of Public Health~~ Human Resources Director or ~~its~~ the Director's  
13 designee shall ~~maintain, reproduce and post a running list of CIP employees, to be identified only by~~  
14 their exclusive numbers, in order to let transferring employees designate a recipient ~~send confidential~~  
15 quarterly notifications to the eligible employee's Human Resources Representative(s) of any employee  
16 participating in CIP.

17 (3) The quarterly notifications information ~~list~~ may include the amounts of sick  
18 leave ~~and vacation credits already~~ transferred ~~or on reserve~~ to each CIP employee.

19 (4) In all cases, the ~~Department of Public Health~~ Human Resources Director and ~~its~~  
20 the Director's designees shall shield and protect the true identities of CIP employees except as  
21 required for the administration of the program.

22 (g) **Eligibility to Transfer Sick Leave and/or Vacation Credits.** Any City employee ~~of~~  
23 ~~the City~~ who is eligible to accumulate and use vacation credits and/or sick leave may transfer  
24 sick leave and/or vacation credits to the CIP pool ~~or to an individual CIP employee~~, subject to  
25 the following conditions:

1 (1) The transferring employee must retain a minimum sick leave balance of 64  
2 hours except upon retirement when employees may transfer all unused balances.

3 (2) Transfers must be in units of eight hours.

4 (3) All transfers are irrevocable.

5 (4) The transferring employee may transfer hours to the CIP pool only once per  
6 pay period.

7 ~~(5) The transferring employee may transfer a maximum of 160 hours per pay of which  
8 no more than 80 hours may be to individual CIP employees.~~

9 ~~————— (6) The transferring employee may transfer a maximum of 180 hours per fiscal year to  
10 the pool and to individual CIP employees combined.~~

11 ~~————— (7) Neither a transferring employee nor a CIP employee may be in violation of  
12 Subsection (k).~~

13 (h) **Use of Transferred Sick Leave and Vacation Credits.**

14 (1) All hours transferred to the eligible CIP employee shall be credited as sick  
15 leave for the CIP employee. As they are used, they shall be treated as the employee's own  
16 sick leave for all purposes, including for continued accrual of vacation credits, sick leave, and  
17 retirement service; service for pay increments; and eligibility for holiday pay.

18 (2) At the beginning of each pay period, a CIP employee must use all sick  
19 leave and vacation credits accrued during the previous pay period before using any  
20 transferred hours.

21 (3) A CIP employee may use transferred hours retroactively from the date of  
22 certification of eligibility back to the date of application.

23 (4) A CIP employee may use transferred credits in a pay period to the extent  
24 that when combined with other compensation from the City ~~and County~~ and all other benefits  
25 from public sources, the total does not exceed the pay for 100% ~~percent~~ of the employee's

1 regularly scheduled hours for such pay period (excluding regularly scheduled overtime and  
2 premium pay). A CIP employee may be required to provide financial records to prove  
3 compliance with this ~~Subsection~~ (h)(4). Failure to provide such records is grounds for  
4 exclusion from the CIP.

5 (i) **Redistribution of Transferred Hours Upon Termination of Participation In CIP.**

6 If a CIP employee dies, retires, resigns or begins receiving disability benefits before  
7 having used all hours transferred pursuant to ~~this Subsection (h)Section~~, the unused hours shall  
8 be transferred to the CIP pool. ~~If a CIP employee's participation in the CIP expires or is terminated~~  
9 ~~before the employee has used all hours transferred pursuant to this Section, all unused hours in excess~~  
10 ~~of 64 hours shall be transferred to the CIP pool.~~

11 If a CIP employee is able to return to work for the City following a catastrophic illness, the  
12 employee may continue to draw up to 64 hours of CIP credits in lieu of accrued sick leave as necessary  
13 for 90 days after the date the employee returns to work.

14 (j) **Confidentiality.**

15 (1) All medical records submitted by an employee pursuant to this statute shall  
16 be kept confidential by the ~~Department of Public Health~~ Human Resources Director or ~~its the~~  
17 Director's designee.

18 (2) Until the ~~Department of Public Health~~ Human Resource Director or ~~its the~~  
19 Director's designee has rendered ~~its an~~ opinion pursuant to Subsection (d) that the employee  
20 is catastrophically ill, the fact of an employee's application shall be kept confidential by the  
21 parties processing the application and not shared with the employee's department head.

22 (3) The names of employees donating hours pursuant to this provision shall  
23 remain confidential.

24 (4) Violation of the provisions of this subsection (j) or any other provision  
25 relating to confidentiality protections shall be grounds for disciplinary action.

1 ~~(k)~~ **No Selling or Coercion.**

2 (1) ~~No individual shall directly or indirectly solicit the receipt of, or accept, any~~  
3 ~~compensation in full or partial exchange, directly or indirectly, for sick leave or vacation credits to be~~  
4 ~~transferred pursuant to this Section.~~

5 (2) ~~No individual shall solicit the receipt of, or accept, the transfer of any sick leave or~~  
6 ~~vacation credits pursuant to this Section in full or partial exchange, directly or indirectly, for any~~  
7 ~~compensation.~~

8 (3) ~~No individual shall threaten or in any way attempt to coerce an employee with~~  
9 ~~respect to transfer of sick leave or vacation credits pursuant to this Section.~~

10 (4) ~~Violation of the provisions of this subsection (k) shall be grounds for termination of~~  
11 ~~participation in the CIP and for disciplinary action.~~

12 ~~(k)~~ **Notices.** The ~~Civil Service Commission~~ Human Resources Director or the Director's  
13 designee shall develop notices with relevant information about the CIP. These notices shall be  
14 distributed to all appointing officers, who shall then post them in public places where other  
15 notices advising employees of rights and benefits are posted.

16 ~~(m)~~ **Termination of this Provision.** Unless otherwise specified by ordinance or  
17 Charter provision, the provisions of this Section shall expire upon the effective date of an  
18 ordinance or Charter section instituting, or upon the effective date of the last MOU through  
19 which all City employees are covered by, a long-term disability program.

20 ~~(n)~~ **Limitation.** In undertaking the adoption and enforcement of this ordinance, the  
21 City ~~and County of San Francisco~~ is assuming an undertaking only to promote the general  
22 welfare. It is not assuming, nor is it imposing on its officers and employees, an obligation for  
23 breach of which it is liable in money damages to any person who claims that such breach  
24 proximately caused injury.

1 **SEC. 16.9-29B. PROGRAM FOR EMPLOYEES WITH CATASTROPHICALLY ILL FAMILY**  
2 **MEMBERS -TRANSFER OF VACATION CREDITS TO INDIVIDUAL EMPLOYEES WITH A**  
3 **CATASTROPHICALLY ILL FAMILY MEMBER.**

4 (a) **Purpose.** To create a program, as authorized by Charter Section A8.441, to allow  
5 employees *of the City and County of San Francisco ("City")* with catastrophically ill family  
6 members to receive donations of vacation credits to take time off to care for their ill family  
7 member. This program shall be known as the Catastrophic Illness Program for Family  
8 Members, or "CIP-FM." This Section 16.9-29B only provides for receipt of such credits as are  
9 donated and does not provide for an absolute right of continued paid leave.

10 (b) **Administration and Rule-Making Authority.** The *Human Resources Director, in*  
11 *consultation with the* Controller, shall have authority to administer the CIP-FM program,  
12 including the authority to make and enforce rules not inconsistent with this Section 16.9-29B,  
13 ~~with consultation from the Director of Health or his or her designee.~~

14 (c) **Definitions.**

15 ~~(1) A~~ Catastrophic illness shall mean a life-threatening illness or injury, as  
16 determined by the ~~Department of Public Health~~ Human Resources Director or ~~its~~ the Director's  
17 designee.

18 ~~(2)~~ "Family member" means an employee's spouse, registered domestic partner,  
19 or another dependent as dependent is defined in the Internal Revenue Code (26 U.S.C. sec.  
20 152, as amended from time to time).

21 (d) **Eligibility of Employee To Participate in CIP-FM Program.** In order to participate  
22 in the CIP-FM, an employee must meet all of the following conditions:

- 23 (1) The employee must be eligible to accumulate and use sick leave credits;  
24 (2) The employee must have exhausted all of ~~his/her~~ their available paid leave;  
25 (3) The employee must have a catastrophically-ill family member; and

1 (4) The employee must need to take time off from work to care for the  
2 catastrophically ill family member.

3 (e) **Procedure for Applying to Participate in CIP-FM.**

4 (1) An employee must complete a prescribed application form and return it to the  
5 ~~Department of Public Health Human Resources Director or its the Director's~~ designee, together  
6 with supporting medical documentation. The ~~Department of Public Health Human Resources~~  
7 ~~Director or its the Director's~~ designee shall produce and maintain ~~sufficient quantities of the~~  
8 ~~prescribed~~ applications for employee access and distribution on the Department of Human  
9 Resources' website.

10 (2) The ~~Department of Public Health Human Resources Director or its the Director's~~  
11 designee shall examine the application and supporting documentation. The ~~Department of~~  
12 ~~Public Health Human Resources Director or its the Director's~~ designee may ask the employee to  
13 submit further documentation or the family member to submit to examination by a physician.  
14 Failure to comply with these requirements may be grounds for rejection of the application.

15 (3) In order for the employee to continue to participate in the program, ~~at the~~  
16 employee may ~~from time to time~~ be required to supply further documentation, or the family  
17 member may be required to submit to specified examination, as is necessary in the opinion of  
18 the ~~Department of Public Health Human Resources Director or its the Director's~~ designee;  
19 provided, however, that such requests shall ~~not~~ be made for the sole purpose of determining the  
20 continued qualifications of said employee to participate in the CIP-FM. ~~harassment.~~

21 (4) If the ~~Department of Public Health Human Resources Director or its the Director's~~  
22 designee determines that an employee's family member is not catastrophically ill, the Human  
23 Resources Director or the Director's designee ~~employee shall have a right to appeal the decision~~  
24 ~~through an administrative appeal process to be established by the Health Commission, which shall~~  
25 ~~include the right to a review by the Director of Health and, finally, a hearing before the Health~~

1 ~~Commission. The Department of Public Health or its designee~~ shall provide the employee with  
2 written notice setting forth the reasons for denial and the procedure for filing an administrative  
3 appeal. ~~The Health Commission shall promulgate and post the administrative appeal rules. employee~~  
4 ~~may appeal the rejection to the Human Resources Director within 10 days of the date of the notice of~~  
5 ~~rejection. The Human Resources Director shall appoint a medical specialist not employed by the City~~  
6 ~~to conduct an evaluation and to report the findings. The decision of the medical specialist shall be final~~  
7 ~~and no further appeal shall be allowed.~~ The administrative appeal process in its entirety shall not  
8 exceed 60 days. An employee whose application has been disapproved is not obligated to  
9 exhaust the administrative appeals process before reapplying. Instead, the employee may  
10 reapply after observing a 30-day waiting period form the date of the initial denial.

11 (f) **Posting of Eligible Recipients.**

12 (1) ~~The Department of Public Health~~ Human Resources Director or ~~its~~ the Director's  
13 designee shall assign an exclusive number to each employee deemed eligible to participate in  
14 the CIP-FM.

15 (2) ~~The Department of Public Health~~ Human Resources Director or ~~its~~ the Director's  
16 designee shall maintain, reproduce and post a running list of CIP-FM employees, to be  
17 identified only by their special numbers, in order to let transferring employees designate a  
18 recipient.

19 (3) The list may include the amount of vacation credits already transferred or on  
20 reserve to each employee.

21 (4) ~~In all cases, the Department of Public Health~~ The Human Resources Director and its  
22 or the Director's designees shall keep confidential the true identities of CIP-FM employees and  
23 their catastrophically ill family member.

24 (g) **Eligibility to Transfer Vacation Credits to Individual CIP-FM Employees.** Any  
25 City employee ~~of the City and County of San Francisco~~ who is eligible to accumulate and use



1 vacation credits may transfer vacation credits to an individual CIP-FM employee, subject to  
2 the following conditions:

- 3 (1) Transfers must be in units of eight hours;
- 4 (2) All transfers are irrevocable; *and*
- 5 ~~(3) The transferring employee may transfer hours to the CIP-FM only once per~~  
6 ~~pay period;~~
- 7 ~~(4) The transferring employee may transfer a maximum of 80 hours per pay~~  
8 ~~period;~~
- 9 ~~(5) The transferring employee may transfer a maximum of 180 hours per fiscal~~  
10 ~~year to the CIP-FM program; and~~
- 11 (6) Neither a transferring employee nor a recipient may be in violation of

12 Subsection (k).

13 (h) **Use of Transferred Vacation Credits By a CIP-FM Employee.**

14 (1) All hours transferred shall be credited as sick leave for the CIP-FM  
15 employee. As they are used, they shall be treated as use of the employee's own sick leave for  
16 all purposes, including for continued accrual of vacation credits, sick leave, and retirement  
17 service; service for pay increments; and eligibility for holiday pay.

18 (2) At the beginning of each pay period, a CIP-FM employee must use all sick  
19 leave and vacation credits accrued during the previous pay period before using any  
20 transferred hours.

21 (3) A CIP-FM employee may use transferred credits in a pay period to the extent  
22 that when combined with other compensation from the City and County and all other benefits  
23 from public sources, the total does not exceed the pay for 100%~~percent~~ of the employee's  
24 regularly scheduled hours for such pay period (excluding regularly scheduled overtime and  
25 premium pay). A CIP-FM employee may be required to provide financial records to prove

1 compliance with this subsection *(h)(3)*. Failure to provide such records is grounds for  
2 exclusion from the CIP-FM and disciplinary action.

3 (i) **Redistribution of Transferred Hours Upon Termination of Participation in CIP-**  
4 **FM.** If a CIP-FM employee dies, retires, resigns, or otherwise ends participation in the CIP-FM  
5 before having used all hours transferred pursuant to this provision, all unused hours in excess  
6 of 64 shall be redistributed to other CIP-FM employees *by the Human Resources Director or the*  
7 *Director's designee.*

8 (j) **Confidentiality.**

9 (1) All medical records submitted pursuant to this statute shall be kept  
10 confidential by the ~~Department of Public Health~~ *Human Resources Director* or ~~the~~ *the Director's*  
11 *designee;*

12 (2) Until the ~~Department of Public Health~~ *Human Resources Director* or ~~the~~ *the*  
13 *Director's* designee has rendered its opinion pursuant to Subsection (d) that an employee's  
14 family member is catastrophically ill, the fact of an employee's application shall be kept  
15 confidential by the parties processing the application and not shared with the employee's  
16 department head.

17 (3) The names of employees donating hours pursuant to this provision shall  
18 remain confidential.

19 (4) Violation of the provisions of this subsection (j) or any other provision relating  
20 to confidentiality protections shall be grounds for disciplinary action.

21 (k) **No Selling or Coercion.**

22 (1) No individual shall directly or indirectly solicit the receipt of, or accept, any  
23 compensation in full or partial exchange, directly or indirectly, for vacation credits to be  
24 transferred pursuant to this Section.

25

1 (2) No individual shall solicit the receipt of, or accept, the transfer of any  
2 vacation credits pursuant to this Section in full or partial exchange, directly or indirectly, for  
3 any compensation.

4 (3) No individual shall threaten or in any way attempt to coerce an employee  
5 with respect to transfer of vacation credits pursuant to this Section.

6 (4) Violation of the provisions of this subsection (k) shall be grounds for  
7 termination of participation in the CIP-FM and for disciplinary action.

8 (l) **Notices.** The ~~Civil Service Commission~~ *Human Resources Director* shall develop  
9 notices with relevant information about the CIP-FM. These notices shall be distributed to all  
10 appointing officers who shall then post them in public places where other notices advising  
11 employees of rights and benefits are posted and shall be available on the Department of Human  
12 Resources' website.

13 (m) **Limitation.** In undertaking the adoption and enforcement of this ordinance, the  
14 City ~~and County of San Francisco~~ is assuming an undertaking only to promote the general  
15 welfare. It is not assuming, nor is it imposing on its officers and employees, an obligation for  
16 breach of which it is liable in money damages to any person who claims that such breach  
17 proximately caused injury.

18  
19 Section 2. Effective Date. This ordinance shall become effective 30 days after  
20 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the  
21 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board  
22 of Supervisors overrides the Mayor's veto of the ordinance.

23  
24 Section 3. Scope of Ordinance. In enacting this ordinance, the Board of Supervisors  
25 intends to amend only those words, phrases, paragraphs, subsections, sections, articles,

1 numbers, punctuation marks, charts, diagrams, or any other constituent parts of the Municipal  
2 Code that are explicitly shown in this ordinance as additions, deletions, Board amendment  
3 additions, and Board amendment deletions in accordance with the "Note" that appears under  
4 the official title of the ordinance.

5

6 APPROVED AS TO FORM:  
7 DAVID CHIU, City Attorney

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9 By: /s/ Bradley A. Russi  
10 BRADLEY A. RUSSI  
Deputy City Attorney

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