

Official Publication of the Retired Employees of the City and County of San Francisco

NEWS & VIEWS

A MEMBERSHIP ORGANIZATION WORKING FOR ALL CITY RETIREES

Health Service Committee Report

By Claire Zvanski

President Stephen Follansbee asked Executive Director Abbie Yant to give an update on the **distribution of covid-19 vaccinations in San Francisco**. In summary, the directions continue to change almost daily with the directions coming from the federal government. The states are doing their best to interpret the latest directives, and local county health departments are doing their best to understand and implement those directives. People with insurance will hear from their insurance carriers as to when and where they should get inoculated. There is **no administrative charge** for insured members. **Everyone who gets an appointment should keep the appointment and also the follow-up appointment for the second round of vaccine**. HSS stays informed and will provide updates and encourage members to receive the vaccine. <https://www.sfhss.org>.

There are programs on the SFHSS website for **well-being events** that include yoga, coping with covid-19, FITT seminars, and healthy meal planning. Mental health services remain available through the EAP 24/7. **Stress** leads the list.

Chief Financial Officer Larry Loo presented the mayor's **budget instructions** and a report on the first five months of the fiscal year. He is projecting a \$16M increase in the trust fund balance for the current fiscal year (July 1, 2020-June 30, 2021). The mayor's instructions for general fund departments are to provide a **two-year budget**. The city anticipates a shortfall of \$653.2

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Retirement Committee Report

By Claire Zvanski

The meeting commenced with an item held over from Dec. 9, 2020. Cheiron presented the **2020 Economic Assumptions Review** that coordinated with the Investment Division Strategic Plan, 2020 to 2030. The selection of the discount rate was continued at that time and remains a **proposal to reduce the rate from 7.4% to 7.3%**. It was pointed out that at 7.4% SFERS has the highest discount rate in the state. If the rate was reduced to 7.3% it would mean an **increase in the employer contribution of approximately \$38 million** (1% of payroll), which is an increase in contributions from 25.4% to 26.4%. The Division Strategic Plan proposes an **increase of ten investment manager positions**. Commissioners asked many questions and were concerned that the strategic plan is contingent on the staff increases. The board voted in December to adopt the new demographic assumptions and the new price and wage inflation assumptions. The issue of the **discount rate was continued** once again to the **February** meeting. Board members expressed the need for additional information.

The updated **Investment Division Strategic Plan—2020 to 2030**—was presented. Key issues involved the **hiring of ten new in-house investment managers**, which also provides a career path within this division, resulting in the retention of experienced staff and adding new in-house skill sets from new experienced co-investment professionals. It maintains the approach to asset allocation and manager selection

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All Regularly Calendared February Meetings

RECCSF

(For the immediate future, RECCSF will be communicating with members through News & Views and regular "e-mail blasts." Stay safe!)

Electronic Zoom meetings
(Members welcome to attend:
Contact: sfskee1@gmail.com.)

Program Committee
Monday, Feb. 1, 1 p.m.

General Membership Meeting
Wednesday, Feb. 10, 10 a.m.

Editorial Committee
Monday, Feb. 15, 9 a.m.

Executive Board
Tuesday, Feb.16, 10 a.m.

Membership Committee Meeting
Wednesday, Feb. 24, 11 a.m.

Public

(The following listed entities are individually choosing communication methods with their members.)

Retired Fire Fighters and Spouses Association
(Meetings postponed until Fall, 2021.)

Retirement System and Health Service System
sfgov.org and SFGOVTV.

UESF Retired Division
Contact: Rudi Faltus
1 (415) 956-8373 or
Uesfrd01@gmail.com.

SEIU 1021 West Bay Retirees Chapter
Contact: David Williams
(Zoom meetings)
iamdhw@comcast.net
or 1 (415) 939-5149.

Retirement Committee Report

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and invests up to 2% per year to co-investments. Finally, there will be **lower total costs** with in-house investment managers eliminating most outside management fees. The hope is for **higher expected returns**. The updates were approved with the issue of the **delegation of authority to staff** to invest up to 2% of assets **referred to the Governance Committee**.

In keeping with many updates approved over the last six months, the **updated investment policy statement** was approved, including a greatly expanded section on short sales and leverage.

A recent RFP process was completed and recommended to **retain Cambridge Associates** for private credit consulting services and private equity consulting services. **Aksia LLC** was recommended for private market performance reporting services.

The “hot” news is that the fund has reached a new milestone at **\$30.6 billion** with a **fiscal year return** listed as **16.4%**, as of Dec. 31, 2020. The diversified portfolio had a high return and gained 9.22% in the quarter ending in December. Public equity surged 17.68% and private equity gained 8.15%. CFO Coaker pointed out that the tech market, software, networks and communications, plus a rapid acceleration of new technologies, resulted in an **unusual boost to recent returns** when covid-19 could have resulted in a depression. He also stated that the reality of a vaccine for covid-19 impacted stocks in many sectors and regions, including international markets. For example, in the past six months China A shares posted returns of 40.0% while Europe returned -2.8%. China recovered from covid-19 rapidly while Europe has struggled to reduce, or even contain, the virus. It is unknown if the high return trends will continue. He also rolled out annual updates through Investment Committee meetings for April, July and October. The January meeting hosted guest speaker **Andrea Auerbach**, partner and head of global private investments at Cambridge As-

sociates, who focused on investing in private equity.

On Nov. 12, 2020, the Trump Administration announced **Executive Order 13959**, which **prohibits U.S. persons from purchasing or investing in publicly traded securities identified by the U.S. government as “communist Chinese military companies.”** As of Jan. 11, 2021, U.S. persons are prohibited from engaging in any purchase of publicly traded securities, or any securities that are derivative of, or are designated to, provide investment exposure to such securities of any communist Chinese military company listed in EO 13959. **Full divestment is required by Nov. 11, 2021.** SFERS has communicated to all investment managers the actions required by the Jan. 11 and Nov. 11, 2021 deadlines and requested that the managers **certify in writing** that they will comply with EO 13959.

The board celebrated the **return of Deferred Compensation Plan Manager Diane Chui Justen** from parental leave. Ms. Justin proudly announced that she had given birth in April 2020 to a 9.5 pound baby girl, and then went on to indicate that the **DC fund is now at \$4.3 billion**, with nearly 25,000 participants actively contributing. The loan program continues with just under 4300 participants and 76 paid-off loans. The loan interest rate is 4.25%. Voya continues a steady recruitment of new participants on a monthly basis despite economic challenges incurred during the pandemic.

Lastly, the Executive Director’s Report shared the **SFERS Racial Equity Action Plan** submitted to the Human Rights Commission on Dec. 31, 2020. Jay Huish reminded everyone that its **offices remain closed** during the Shelter in Place order but staff continues to work from home so that the **processing of retirements continues** along with counseling sessions in advance of retirement. Currently, there are five RFPs open and subject to the board’s blackout policy.

Questions? Comments?

Contact Claire Zvanski at czvanski@gmail.com, or Herb Weiner at h.weiner@sbcglobal.net.

RECCSF Officers

John “Skee” Tostanoski, President
Jerry Maxwell, First Vice President
David Williams, Second Vice President
Bonnie Bompert, Secretary
George Lau, Treasurer
Leo Martinez, Sergeant-at-arms

Board Members

Sue Blomberg	Ray Mason
Richard Bridygham	Mary Anne McGuire-Hickey
Carol Cochran	Sheila Mullen
Thomas Dang	Tim O’Brien
Ed “Rusty” Jepson	Linda Tabor-Beck
A.J. Jew	Jean S. Thomas
David Leeds	Claire Zvanski
Stephanie M. Lyons	

Thank you to our 2020 RECCSF Electronic Holiday Party Donors

*Special recognition of the
San Francisco Federal Credit Union
for your ongoing support throughout the year.
Retired Fire Fighters and Spouses Association*

The Board also wishes to extend a sincere “thank you” to all of our volunteers who make possible RECCSF events throughout the year.

Thank you!



President's Message

By John "Skee" Tostanoski

Well, the holidays are behind us and we are trying to get our house back in order. So many things are changing. There is so much talk about the upcoming two covid-19 vaccines. Being in a higher risk group, I hope that the vaccines are available to us before too long. We are still sheltering in place and trying to "play by the rules." This covid-19 is hurting so many businesses and so many employees. Two years ago, this would have been unthinkable.

I am so grateful to enjoy so many benefits from having been an employee of the City and County of San Francisco! Of course, we earned and paid for these benefits—they were not a gift.

I'd again like to remind our members to actively invite past coworkers and other city retirees of your acquaintance to join RECCSF. Remember, we have introduced the **\$25 new member introductory discounted rate**. New members can soon realize that—among other bonuses—the RECCSF *News and Views* newsletter keeps them continuously informed as to the current status of their critical financial and medical benefits.

Also, we have resumed conducting our "mostly monthly" general membership meetings on Zoom. It's actually exciting

to have these reestablished, as well as being able to offer speakers who present on a variety of subjects that are informative and, hopefully, thought-provoking and entertaining.

As I struggle through this pandemic, I find that we miss so many of the normal activities from our past. Getting together with our lifelong friends is a challenge because we don't want

to put each other at risk. I have been coping by initiating more Zoom meetings, telephone calls, and little notes mailed out to folks just to stay in touch!

I am very concerned with mental health and the effects of this "new normal," and am compelled to talk about it because it scares me.

If you happen to become ill or depressed yourself, remember that our excellent medical plans are available to help restore your physical and emotional well-being.

I wish everyone a safe, healthy, and peaceful month ahead until it's time for my next President's Message.

If you have any comments or questions, please feel free to contact me at sfskee1@gmail.com.



Health Service Committee Report

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million. Departments are to propose mandatory reductions of 7.5%, with an additional 2.5% contingency should the fiscal conditions worsen. Members are always encouraged to address the HSS Board during the budget process (<https://sfhss.org/health-service-board>). The HSS general fund budget will be approved at the Feb. 11 meeting.

Mike Clarke of AON Hewitt presented an overview of **Health Plan Underwriting**. He stated that the process includes applying national trends, comparisons to other employers—both public and private—and comparisons with regional and local trends. He also explained **experience rating versus community rating** and covered the three plan funding types: **self-funded** (UHC PPO "City Plan," Delta Dental Active Employee PPO); **flex-funded** (Blue Shield Access & Trio HMO); and **fully insured** (Kaiser, UHC Medicare Advantage PPO, Delta Dental Retiree PPO, Delta Dental DeltaCare HMO, UHC Dental HMO, Vision Service Plan (VSP)).

The **rates and benefits** process is starting, with the presentation of the 2021 calendar for the plan year 2022. Each month also reserved an additional date, as needed, for additional HSS board meetings to meet the proposed schedule in anticipation of the July Board of Supervisors budget hearings that will include approval of proposed rates and benefits.

The incurred but not reported (IBNR) reserve and contingency reserve amounts for the self-funded and flex-funded health plans were presented and approved. This covers claims for services that were incurred but have not yet been paid for the fiscal year ending June 30, 2020.

On Dec. 27, 2020, President Trump signed into law the Consolidated Appropriations Act, 2021 (H.R. 133). The act provides for government spending on corona-virus relief, including temporary rules that allow employers to provide additional flexibility for health and dependent care flexible spending accounts (FSAs). Under the act, employers are permitted to amend their cafeteria plans to allow changes to their administration of FSAs from the plan year 2020 and 2021. This affects **active employees only** as it relates to the **Internal Revenue Code Section 125 Cafeteria Plan**.

Delta Dental national accounts representative Sharon Stanek-Lowe introduced **new National Accounts Representative Merriam Pabonan**.

The meeting was adjourned **in memory of Commissioner George Krueger**, who served for many years as the city attorney representative on the HSS Board.

Questions? Comments? Please feel free to contact Claire Zvanski at czvanski@gmail.com.

New RECCSF Facebook Page!

Stay instantly current with city health, retirement, and other issues important to San Francisco city retirees. Other typical topics are covered, such as: covid-19 vaccine developments, lockdown strategies, and latest scam avoidance techniques. We also cover other areas of interest to our members and—hopefully—prospective new members; for example, informative observations on current events and the natural world.

Follow us. Leave comments. We post every day!

The RECCSF Watchbird



RECCSF Zoom Electronic General Membership Meeting Procedures

Reported by Richard Bridygham

During this unprecedented period of pandemic and financial crises, your RECCSF Executive Board has tasked our Program Committee with the initiation of electronic Zoom platform general membership meetings that feature programs relevant to current member financial, health, social, and general interest topics. The Zoom platform permits multiple participants to engage in live general membership meeting interactions with officers, board members, program presenters, and fellow members.

Currently, RECCSF is scheduling general membership meetings on the second Wednesday of each month; meeting starts at 10 a.m.; sign-in from 9:50 a.m.

One week prior to each meeting, all current members will receive emails containing invites, program information, and email reminders to RSVP by the Monday before the scheduled meeting—absolutely required in order to be able to attend the meeting. Members who RSVP by the Monday prior to the meeting will be emailed invites and links on the next day, Tuesday.

All 2021 meeting dates and times are published below and will be posted individually in each 2021 issue going forward.

Summary

- Monthly News & Views contains current notices of general membership meetings.
- RSVP requests are emailed one week prior to general membership meetings.
- Deadline to RSVP by email is the Monday before the meeting.

- On the next day, Tuesday, invites and links will be emailed to RSVP'd members.
- General membership meeting starts on Wednesday, 10 a.m.; sign-in from 9:50 a.m.

If you have any questions or concerns, please feel free to contact me at ricksf1723@gmail.com.

All of us on the RECCSF Executive Board and Program Committee look forward to having our members join us at future RECCSF Zoom electronic general membership meetings. In the interim, please stay safe and well.

RECCSF 2021 General Membership Meeting Dates at 10 a.m.

- Wednesday, Feb. 10
- Wednesday, March 10
- Wednesday, April 14
- Wednesday, May 12
- Wednesday, June 9
(induction of officers and board members)
- Wednesday, July 14
- Wednesday, Aug. 11
- Wednesday, Sept. 8
- Wednesday, Oct. 13
(health fair)
- Wednesday, Nov. 10
- Wednesday, Dec. 8
(holiday party)

New Members

Mark Devost	SFUSD
John Ippolito	Central Shops
Paul Williamson	Muni

Until further notice, all RECCSF general membership meetings will be conducted electronically.

Attendance by RSVP only to reccsf@att.net.

(Regular reminder notices will be emailed to members who RSVP prior to meeting dates.)

Meetings can be logged on to at 9:50 a.m., will begin promptly at 10 a.m., and end by 12 p.m.

Please calendar these important 2021 dates ASAP!



The San Francisco Firefighters Local 798 Toy Program volunteers and recipients extend a hearty "thank you" to all San Francisco city retirees who donated toys or cash to the program during the 2020 holiday season.

The children, firefighters and volunteers wish the donors a very happy and healthy new year.

MEMBERS CONNECT



President John “Skee” Tostanoski’s impressive outdoor Christmas tree.



Member Kristin Hawley shared image of SFUSD retiree Ruth Fustini’s 100th birthday. A socially-distanced grand time was enjoyed with family and friends.



Board member Rusty Jepson’s fan club.

Stay home! Stay safe!

2021/22 RECCSF New Executive Board Member Election!

RECCSF is currently soliciting members to run for the RECCSF Executive Board, either as board members or officers.

Terms are for two-year periods.

We encourage members to consider enriching their RECCSF experience by serving in one of these capacities.

For newcomers, in particular, it's a great way to get to know your fellow members. If interested, please contact Jerry Maxwell at madmaxtko@yahoo.com or 1 (415) 351-8970.

RECCSF Board Nominations

In February, nominations will be open for the following positions:

**Secretary • Treasurer
Sergeant-at-arms
and five board members at large.**

Nominations will also be taken from members present at the March 10 General Membership meeting.

Useful Contact Information

RECCSF Office

Email: reccsf@att.net
Website: sfretirees.org
Phone Number:
1 (415) 681-5949

S.F. Retirement System

Website: sfgov.org/sfers
Phone Numbers:
1 (415) 487-7000
1 (888) 849-0777

Health Service System

Website: sfhss.org
Phone Numbers:
Member services:
1 (628) 652-4700
Employee Assistance:
1 (628) 652-4600 (24/7)
Toll-free: 1 (800) 541-2266
Fax: 1 (628) 652-4701
Benefits: sfhss.org/benefits/retirees

Health Service Quick Links

Blue Shield HMO Plans
<https://sfhss.org/access-hmo-blue-shield-california>

Kaiser Permanente HMO
<https://sfhss.org/kaiser-permanente-hmo>

City Plan & City Plan 20 PPO
<https://sfhss.org/unitedhealthcare-ppo-city-plan>

UHC Medicare Advantage PPO
<https://sfhss.org/uhc-medicare-advantage-ppo>

Dental and Vision:

Delta Dental
<https://sfhss.org/delta-dental-ppo>

UnitedHealthcare Dental
<https://sfhss.org/unitedhealthcare-dental-dhmo>

DeltaCare USA
<https://sfhss.org/deltacare-usa-dhmo>

VSP Vision
<https://sfhss.org/vsp-vision-plans>

2021 RECCSF Raffle News

Linda Tabor-Beck, chair
The Frugal Few Committee

Happy New Year to all of our RECCSF members! We hope that the new year finds you all safe and well.

As part of RECCSF's ongoing pandemic-related strategy of having monthly electronic general membership meetings, we will also be bringing back our raffle, commencing with our *Wednesday, Feb. 10* meeting. As a reminder, winners can choose their \$25 gift card from either Safeway, Lucky's, Trader Joe's, BevMo, or—*just added*—See's Candies. *Attendance is not necessary to win.*

Ticket costs remain the same: six

numbers (in lieu of physical tickets) for \$5, 12 for \$10, etc., with a \$5 minimum. Your check—made out to RECCSF with “*raffle*” added on the memo line—needs to be received at the RECCSF office, 3915 Irving St., San Francisco, CA 94122 *by the Friday before the monthly Wednesday general membership meeting. Late entries will be entered at the next general membership meeting. At the same time that you “snail” mail your check, please email LindaRECCSF@gmail.com to let me know which card you prefer if you are a winner, your mailing address, and any instructions, if needed. (See next).*

If needing to submit a monthly check feels like a hassle, but that you would still like to assist RECCSF with

much-needed support, please feel free to mail one larger check to be submitted incrementally in subsequent raffles. (For example, if you usually buy \$10 worth of tickets, you could send in one check for \$100 with instructions to enter your name 12 times in each of the next 10 raffles). *FYI, all checks are deposited upon receipt*, so please be sure this option will fit into your budget.

Another option to writing checks is to pay me via Zelle—at *either LindaRECCSF@gmail.com*. or 1 (415) 622-8093

Thanks in advance for your ongoing support of RECCSF through our monthly raffle. Stay safe so we can see each other again soon, and not be limited to virtual hugs!

In Memoriam

Deputy City Attorney
George Krueger
1937—2020

George Krueger was a native San Franciscan. His father was employed by the San Francisco Municipal Muni Railway as a cable car dispatcher.

Mr. Krueger joined the city attorney's office in 1964 and served as chief counsel for the San Francisco public utilities and public transportation commissions. For many years, he functioned as the city attorney's representative on the **San Francisco Health Service Board**.

His HSS service is particularly notable since he was as intently focused as the other HSS commissioners in promoting the welfare of all HSS members. (Mr. Krueger's position was ultimately replaced by that of an elected seat.)

Mr. Krueger was as well respected by his legal colleagues as by the members of the city commissions that he served.

In 1997, Mayor Willie Brown proclaimed Feb. 27 as George Krueger Day in San Francisco.

How to Recover from “Santa Shock”

*From Your Friends at San Francisco
Federal Credit Union*

If you're looking back on the holidays with dread because of extra debt, there are steps you can take to recover from overspending.

Handle credit card debt. Budget carefully to pay down credit card debt. It's worth it to “feel the squeeze” for a few months and pay off those bills sooner. The longer you take to pay off the debt, the more you'll be paying in interest.

Consider refinancing. If you made any major purchases—such as a new car or RV—think about refinancing now for a better rate. (You should particularly consider refinancing when your monthly payments are too high, your credit scores increase, or the term length of your loan no longer fits your lifestyle.)

Manage your debt. Speak to a debt counselor if you're really deeply in debt.

Especially now, with bills arriving in our mailboxes from holiday spending, it's a smart idea to conduct a personal financial review and establish your financial goals for 2021. Your first step may be to consolidate your payments into a debt consolidation loan—a fantastic way to replace high-interest credit card balances for a much lower rate.

Call or stop by one of our branches and we will be happy to work with you on setting up an affordable payment plan.

This article is courtesy of San Francisco Federal Credit Union, with branches in San Francisco and San Mateo counties. To learn more about debt consolidation visit SanFranciscoFCU.com/debt-consolidation, and for more information on all our products and services, visit SanFranciscoFCU.com, call 1 (415) 775-5377, or stop by one of our branches.

January 18 Electronic Board Meeting Results

- Accepted Treasurer's Report.
- Accepted motion to schedule July 14 Zoom General Membership Meeting.

Upcoming Electronic Zoom General Membership Meeting

Wednesday, Feb. 10, 10 a.m.

Presented by

UCSF Weill Institute for Neurosciences

The Program Committee is pleased to announce that we have invited speakers from the UCSF Weill Institute. Their presentation will be focused on brain wellness and preventative brain care measures, as well as identifying programs offered in San Francisco and at its satellite facilities.

News & Views

February 2021
Volume 122, Number 1
Sheila Mullen, Editor
Office: 1 (415) 681-5949
Office email: reccsf@att.net

Executive Board Meeting

All in-person board meetings cancelled until further notice. Your RECCSF Executive Board is meeting by Zoom for the foreseeable future. The next Executive Board meeting will be held on Tuesday, Feb. 16, at 10 a.m.

Note to members:

Please keep RECCSF updated with changes in address, phone number and email.

News & Views

March Deadline:

☛ Friday, Feb. 12, 5:30 p.m.

Please email your submissions to:
sheilamullen@mac.com.

Letters to the editor and opinion pieces are welcome.
All submissions subject to further editing.

Visit our website:

sfretirees.org

RECCSF office
email:

reccsf@att.net

3915 Irving St.,
San Francisco, CA 94122

Membership and Subscriptions

for retired city employees

Membership application: www.sfretirees.org; email: reccsf@att.net.

Active city employees within five years of retirement are eligible to join RECCSF.

- \$68, annual
- \$600, lifetime (payable over four months in four payments of \$150 per month, or annually over four years in increments of \$150 per year)
- Members without computer access should contact the RECCSF office at 1 (415) 681-5949.

News & Views is the publication of the Retired Employees of the City & County of San Francisco, Inc., a nonprofit organization. *News & Views* is published to express the policies, ideals and accomplishments of the organization. Nothing shall be published herein that is racist, sexist or ageist, or that is derogatory toward religious beliefs and other personal issues; nor shall be published anything in violation of Article VII, Section 1 of the RECCSF constitution. Editorial contributions from individuals, organizations and groups other than RECCSF and its members may be included in *News & Views* only upon the approval of the Editorial Committee.

Submissions to *News & Views* are solicited and encouraged.

Submit in Word document to: sheilamullen@mac.com.



I want to know!

Join

RECCSF

Retired Employees of the City and County of San Francisco

