SFERS
San Francisco Employees' Retirement System

SFERS Firefighter Plan - A8.598

Summary of Key Plan Provisions

Plan Provision	SFERS Firefighter Plan - Charter Section A8.598
Eligible Members	If you were a non-retired member of Charter Section A8.585 Firefighter Plan on January 1, 2003, or if your first day on the job as a Firefighter is on or after January 1, 2003 and before July 1, 2010
Employee Contribution	Employees and Employers share the cost of contributing to the Plan. The *employee* contribution rate adjusts up or down each year depending on the annual *employer* contribution rate. The employee contribution base rate is 7.5% of covered compensation **Effective July 1, 2019 - June 30, 2020:** ▪ Employee contribution adjustment of +4.5%, regardless of base rate of pay (adjustment range: +6.0% to -6.0%)
Covered Compensation	All pay for service qualifying for retirement credit excluding overtime For employees who became members on or after July 1, 1996, Plan Year covered compensation is subject to the IRC § 401(a)(17) limit
Average Final Compensation	Highest average monthly compensation earned in any fiscal year or, average monthly compensation earned in the 12 consecutive months immediately prior to retirement
Service Credit	Members earn one year of service credit for every 10 months worked and paid (generally 1,740 hours) in a fiscal year. **Members cannot earn more than one year of service credit in any one fiscal year**, regardless of hours worked and paid
Service Retirement	Age 50 with 5 or more years of service **Service Formula:** Service Credit x Age Factor x Final Compensation = Monthly Service Retirement Benefit Maximum annual benefit is 90% of average final compensation
Industrial Disability Retirement (job-related)	No minimum service requirement **If qualified for service retirement (QSR):** service retirement benefit, but not less than 50% of final compensation **If not qualified for service retirement:** 50 to 90% of final compensation as determined by Workers' Compensation Appeals Board until member reaches QSR, at which time the benefit is adjusted to service retirement calculated as if member had continued to render service without interruption in the rank held at retirement Maximum annual benefit is 90% of average final compensation
Ordinary Disability Retirement (non-Job related)	At least 10 years of credited service regardless of age 1.5% of average final compensation for each year of credited service at time of retirement but not less than 33 1/3% of final compensation Maximum benefit is 90% of average final compensation

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Death prior to Retirement	**If death is due to a work-related cause:** ▪ If deceased member **is qualified for service retirement**, a continuation benefit payable to qualified survivor equal to the service retirement payable to member if member had retired for service at date of death; minimum 50% (adjusted at QSR – when member would have had 25 years of service, if applicable) ▪ If deceased member **is not qualified for service retirement**, a continuation benefit payable to qualified survivor equal to member's compensation at date of death payable until the date member would have qualified for service retirement with 25 years of service, at which time the continuation benefit is adjusted to service retirement calculated as if member had continued to render service without interruption in the rank held at retirement ▪ **If not qualified for service retirement and no survivor continuation benefits are payable**, a lump sum distribution of member contributions and interest plus 6 months compensation earnable paid to designated Plan beneficiary or estate **If death is due to a non-work-related cause:** ▪ If deceased member **is qualified for service retirement**, a continuation benefit payable to qualified survivor equal to 50% of the service retirement payable to member if member had retired for service at date of death ▪ If deceased member had **at least 25 years of credited service but had not attained age 50**, a continuation benefit payable to qualified survivor equal to 50% of the service retirement payable to member calculated as if member had retired on the date of death and attained age 50 ▪ If deceased member had **at least 10 years but less than 25 years of credited service but had not attained age 50**, a continuation benefit payable to qualified survivor equal to the non-job-related disability retirement payable to member at date of death ▪ If deceased member had **less than 10 years credited service or no survivor continuation benefits are payable**, a lump sum distribution of member contributions and interest plus 6 months compensation earnable paid to designated Plan beneficiary or estate ▪ If total continuation benefits paid are less than the lump sum account balance plus 6 months earnable death benefit, any difference is paid in priority order to remarried spouse/domestic partner, surviving children or member's estate

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Qualified Survivors (prior to retirement)	In priority order: ▪ Spouse/domestic partner who was your spouse/domestic partner **on the date of injury or onset of illness** that resulted in death, or for **at least one full year immediately prior to your death** *and* was designated as your sole primary beneficiary on SFERS Beneficiary Form; ▪ Unmarried children under the age of 18; ▪ Adult dependent children; ▪ Dependent parent(s)
Death after Retirement	**Job-related death:** A continuation benefit equal to member's unmodified retirement benefit at date of death paid to qualified survivors **If member was retired for job-related disability:** A continuation benefit equal to 75% of the member's disability retirement benefit at date of death paid to qualified survivors **If member was retired for service or non-job-related disability:** A continuation benefit equal to 50% of member's unmodified retirement benefit at date of death paid to qualified survivors $100 per year of credited service up to maximum of $3000 paid in lump sum to designated beneficiary
Qualified Survivors (after retirement)	In priority order: ▪ Spouse/domestic partner who was your spouse/domestic partner for **at least one full year immediately prior to your retirement** and who was your spouse/domestic partner continuous until your death; ▪ Unmarried children under the age of 18; ▪ Adult dependent children; ▪ Dependent parent(s)

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Separation Benefits	**Refund of your contributions** plus accrued interest **Vesting Election** - You terminate employment with at least 5 years of credited service and contributions in your account, may elect to keep contributions on account and elect a vesting retirement benefit based on service retirement formula using final compensation at termination of employment beginning no earlier than age 50 **Reciprocal Membership** - if you become a member of a reciprocal plan within 6 months after termination of SFERS membership
Purchasable Service Credit	Members may voluntarily purchase credit for the following service: ▪ Redeposited Safety Plan Service ▪ Unpaid Parental Leave prior to July 1, 2003 ▪ Military Service ▪ Union Representative Service Additional information is available in the Service Purchase Brochure on the SFERS website under "Resources", "Fact Sheets"
Covered Employment after Retirement	Generally, retired members cannot return to City employment in a position and appointment type that is subject to SFERS membership. Retired members that accept such a position will cause their retirement allowance to be cancelled effective the date they accept the position The retired member will re-enter SFERS membership under the plan in effect as of the re-employment date for prospective service
Limited Employment during Retirement	Retired members may return to City employment without affecting retirement status, not to exceed 960 hours in any fiscal year

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Service Retirement Age Factor Table

Age at Retirement	Age Factor	Age at Retirement	Age Factor
50	2.400%	52.50	2.700%
50.25	2.430%	52.75	2.730%
50.5	2.460%	53	2.760%
50.75	2.490%	53.25	2.790%
51	2.520%	53.50	2.820%
51.25	2.550%	53.75	2.850%
51.50	2.580%	54	2.880%
51.75	2.610%	54.25	2.910%
52	2.640%	54.50	2.940%
52.25	2.670%	54.75	2.970%
		55 or older	3.000%

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