



**SFERS**

San Francisco Employees' Retirement System



## SFERS New Member Webinar

Miscellaneous Plan Members

Working today for a secure tomorrow. Discover the benefits of SFERS!



## SFERS Disclaimer

The San Francisco City and County Employees' Retirement System (SFERS), provides this presentation as a service to its members. It is intended for general information purposes only. The information provided is not intended to serve as legal advice. You should consult an attorney knowledgeable in retirement law matters for legal advice.

SFERS is governed by the San Francisco Charter and Administrative Code, as well as the Internal Revenue Code, and various rules and regulations, all of which are complex and subject to change. In the event of any conflict between those governing authorities and the information provided in this presentation, the governing authorities have precedence.

## Today we will help you...

- Understand what your pension is and how it works
- Learn about your member benefits
- Discover resources to help you plan for retirement



## What is SFERS?

- The San Francisco Employees' Retirement System (SFERS) is the defined benefit plan ("pension") for eligible employees of the City and County of San Francisco, the San Francisco Unified School District, the Community College District, and Superior Court of California, County of San Francisco
- It is governed by the seven-member Retirement Board, which has fiduciary duties for the plan and oversees the administration of the plan
- Our mission: The San Francisco Employees' Retirement System is dedicated to securing, protecting and prudently investing the pension trust assets, administering mandated benefits programs, and providing promised benefits to the active and retired members of the City and County of San Francisco.

## How Does it Work?

- Members contribute to the pension fund through mandatory payroll deductions
- The City contributes to the pension fund based on a formula approved annually by the Retirement Board
- Those funds are invested and managed by the Investment Division of SFERS

## SFERS by the Numbers: FY 2020-21

- As of June 30, 2021, the pension fund was valued at \$34.5 billion, returning 33.70% for the fiscal year, outperforming our peers' median return of 26.97%
- SFERS annual benefit payments totaled \$1.63 billion paid to more than 30,100 retirees and their beneficiaries
- SFERS enrolled 2,120 new members and added 1,232 new retirees
- SFERS administers 15 different pension plans for miscellaneous and safety members
- SFERS has more than 34,500 active members; 30,100 retirees and their beneficiaries receiving benefits; and 10,500 terminated members entitled to but not yet receiving benefits

## What are the Rules?

- The provisions of the pension plan are in the San Francisco City Charter and in the Administrative Code
- The pension plan can only be changed by a Charter Amendment, which must be approved by the voters of the City and County of San Francisco
- The pension plan was last amended by Proposition C in November 2011, which changed the way members contribute to the pension plan and established the Retiree Healthcare Trust Fund

## Who is a Member of SFERS?

- Permanent employees in covered job classifications
- Permanent exempt employees in covered job classifications
- Temporary employees who have worked 1040 hours in a 12-month period in covered job classifications



## Why am I a Member?

- The San Francisco Charter provides for a pension for City employees and their eligible survivor(s).
- You are eligible to retire voluntarily upon meeting age and service criteria
- After you retire, your pension provides monthly income to you for your lifetime
- Your monthly benefit amount is calculated based on years of credited service, age at retirement, and average final compensation
- Your hire date determines your Charter plan and how your benefits are determined

## How Much Do I Have to Contribute?



- Contribution rates are set annually by the Retirement Board, as specified in the City Charter
- The base contribution rate for miscellaneous members is 7.5%
- The rate may change every year, on July 1. It can be adjusted in the range of +4.0% to -4.0%, or +5.0% to -5.0% based on your hourly wage
- The rates are posted on the SFERS website, [mysfers.org](http://mysfers.org)

# When Can I Retire?

Members hired on or after January 7, 2012  
— **New Plan Tier III, Charter Section A8.603**

## ■ Qualify for service retirement

- On or after age 53 **and** at least 20 years credited service  
*Or*
- On or after age 60 **and** at least 10 years of credited service  
*Or*
- On your 65th birthday regardless of credited service (if actively employed with the City)

## ■ Qualify for disability retirement

- Minimum of 10 years of credited service, regardless of age  
*And*
- Substantially disabled and unable to perform job duties

# How Much Will My Pension Be?

## Service Retirement Formula:



Credited Service

X

Age Factor (see SPP)

X

Average Monthly Final Compensation

=

**Monthly Service Retirement Benefit**

## What is Credited Service?

- Members earn (are credited) one year of service for every 10 months worked and paid, generally 1,740 hours in a fiscal year
- Members cannot earn credit for more than one year of service in a fiscal year, regardless of hours worked and paid
- Hours worked and paid include regular hours worked, vacation, sick leave, and floating holidays
- Overtime and unpaid time do not count towards hours worked and paid

## What is Average Final Compensation?

Highest average monthly compensation earned in:

- Any three consecutive fiscal years
- or*
- The 36 consecutive months immediately prior to retirement

## What if I Leave City Employment Before Retiring?

### Separation Benefits

- **Vesting** – if you have at least 5 years of credited service, you can leave your contributions with SFERS and receive a monthly vesting allowance beginning at age 53
- **Reciprocity** – if you join another California public agency plan with a reciprocal agreement within 6 months after leaving the City and leave your contributions with SFERS, you can link service with SFERS and the new plan. You must meet eligibility requirements and retire from both agencies concurrently
- **Refund/Rollover** – you can withdraw your contributions from SFERS, or rollover your account balance to another qualified retirement account

## How Can I Save More for Retirement?



### The San Francisco Deferred Compensation Plan (SFDCCP)

- A voluntary retirement savings 457(b) plan
- Pre-tax and post-tax contribution options up to the IRS limits
- Administered by Voya, offering a diverse selection of 13 core investment funds, including target date funds, and a self-directed brokerage option
- Visit [www.sfdccp.org](http://www.sfdccp.org) for more information





## When to Contact SFERS

- Hired by the City
- Leave City employment before you are qualified to retire for service
- Ready to retire
- Circumstances in your life change



## Want to Learn More?

### SFERS Offers Retirement Planning Webinars:

1. Path to Retirement
2. Ready to Retire: 5 Years from Retirement
3. Ready to Retire: 1 Year from Retirement
4. Ready to Retire: The Retirement Application
5. Ready to Retire: After Retirement
6. Ready to Retire: The San Francisco Deferred Compensation Plan

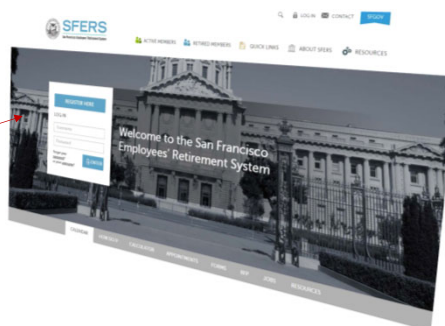
The lunchtime webinars, noon – 1:00 p.m., are offered 4 times per year.  
Register at [mysfers.org/webinars](https://mysfers.org/webinars)

## Please Visit our Website, [mysfers.org](https://mysfers.org)

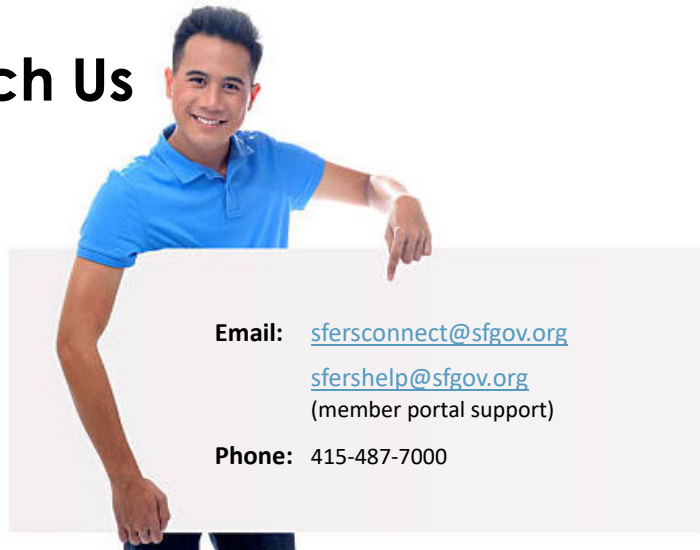
- Webinar schedules and registration
- Summary Plan Provisions
- Announcements, News, Updates
- Forms, frequently asked questions
- Annual reports

**mySFERS Secure Member Portal**  
(register 30 days after your first paycheck):

- Benefits estimate calculators
- Annual statement
- Account balance verification
- Appointment scheduler



# How to Reach Us



**Email:** [sfersconnect@sfgov.org](mailto:sfersconnect@sfgov.org)

[sfershelp@sfgov.org](mailto:sfershelp@sfgov.org)  
(member portal support)

**Phone:** 415-487-7000

# Questions?