



SFERS Miscellaneous Safety Plan - A8.610

Summary of Key Plan Provisions

Plan Provision	SFERS Miscellaneous Safety Plan - Charter Section A8.610
Eligible Members	If you are a Miscellaneous Safety employee (probation officers, district attorney investigators and juvenile court counselors) hired on or after January 7, 2012
Employee Contribution	9.0% of covered compensation Effective July 1, 2014 - June 30, 2015: <ul style="list-style-type: none"> ▪ If your June 30 base rate of pay is less than \$50.3315 per hour or its equivalent – employee contribution adjustment of +3.5% ▪ If your June 30 base rate of pay is at or above \$50.3315 per hour or its equivalent – employee contribution adjustment of +4.0%
Covered Compensation	All pay for service qualifying for retirement credit excluding overtime and premium pay first paid by the City after January 7, 2012 For employees who became members on or after January 7, 2012, Plan Year covered compensation is limited to 75% of the IRC § 401(a)(17) limit
Average Final Compensation	Highest average monthly compensation earned in any three consecutive fiscal years or, average monthly compensation earned in the 36 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: 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	<p data-bbox="682 365 1134 389">If death is due to a work-related cause:</p> <ul data-bbox="682 406 2016 803" style="list-style-type: none"><li data-bbox="682 406 2016 495">▪ 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)<li data-bbox="682 527 2016 673">▪ 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<li data-bbox="682 706 2016 803">▪ 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 <p data-bbox="682 836 1186 860">If death is due to a non-work-related cause:</p> <ul data-bbox="682 876 2016 1421" style="list-style-type: none"><li data-bbox="682 876 2016 941">▪ 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<li data-bbox="682 966 2016 1063">▪ 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<li data-bbox="682 1088 2016 1185">▪ 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<li data-bbox="682 1209 2016 1307">▪ 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<li data-bbox="682 1331 2016 1421">▪ 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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<p>Death after Retirement</p>	<p>A continuation benefit equal to 50% of member's unmodified retirement benefit at date of death paid to qualified survivors</p> <p>\$100 per year of credited service up to maximum of \$3000 paid in lump sum to designated beneficiary</p>
<p>Qualified Survivors</p>	<p>In priority order:</p> <ul style="list-style-type: none"> ▪ Spouse/domestic partner who was your spouse/domestic partner for at least one year immediately prior to your death or date of injury or onset of illness that resulted in death; ▪ Unmarried children under the age of 18; ▪ Adult dependent children; ▪ Dependent parent(s)
<p>Separation Benefits</p>	<p>Refund of your contributions plus accrued interest</p> <p>Deferred Retirement Election - You terminate employment with at least 5 years of credited service and contributions in your account, you may elect to keep contributions on account and elect a deferred retirement benefit based on service retirement formula using final compensation at termination of employment beginning no earlier than age 50</p> <p>Reciprocal membership - if you become a member of a reciprocal plan within 6 months of termination of SFERS membership</p>
<p>Purchasable Service Credit</p>	<p>Members may voluntarily purchase credit for the following service:</p> <ul style="list-style-type: none"> ▪ Redeposited Miscellaneous Safety Plan Service ▪ Unpaid Parental Leave prior to July 1, 2003 ▪ Military Service ▪ Union Representative Service <p>Additional information is available in the Buyback Brochure on the SFERS website under "Member Communications"</p>



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Covered Employment after Retirement	<p>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</p> <p>The retired member will re-enter SFERS membership under the plan in effect as of the re-employment date for prospective service</p>
Limited Employment during Retirement	<p>Retired members may return to City employment without affecting retirement status, not to exceed 960 hours in any fiscal year</p>



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Service Retirement Age Factor Table

Age at Retirement	Age Factor	Age at Retirement	Age Factor
■ 50	■ 1.800%	■ 54	■ 2.244%
■ 50.25	■ 1.828%	■ 54.25	■ 2.272%
■ 50.5	■ 1.856%	■ 54.50	■ 2.300%
■ 50.75	■ 1.884%	■ 54.75	■ 2.328%
■ 51	■ 1.912%	■ 55	■ 2.356%
■ 51.25	■ 1.940%	■ 55.25	■ 2.384%
■ 51.50	■ 1.968%	■ 55.50	■ 2.412%
■ 51.75	■ 1.996%	■ 55.75	■ 2.440%
■ 52	■ 2.020%	■ 56	■ 2.468%
■ 52.25	■ 2.048%	■ 56.25	■ 2.496%
■ 52.50	■ 2.076%	■ 56.50	■ 2.524%
■ 52.75	■ 2.104%	■ 56.75	■ 2.552%
■ 53	■ 2.132%	■ 57	■ 2.590%
■ 53.25	■ 2.160%	■ 57.25	■ 2.618%
■ 53.50	■ 2.188%	■ 57.50	■ 2.646%
■ 53.75	■ 2.216%	■ 57.75	■ 2.674%
		■ 58 or older	■ 2.700%