



Classification and Compensation

Pension Benefits

Last Updated on 3/30/18





Pension Plans and Associated Unions

- Miscellaneous
 - SEIU, Miscellaneous*; SEIU, Nurses
 - IFPTE, Local 21; Municipal Attorneys' Association (MAA); UAPD
 - Municipal Executives Association (MEA) Miscellaneous
 - Crafts (e.g., Craft Coalition; Plumbers; Stat. Eng.; Electricians; Laborers)

- Police / Fire / Sheriff
 - Police Officers' Association (POA); MEA Police
 - Firefighters' Associations; MEA Fire
 - Deputy Sheriffs' Association (DSA); Sheriffs Mgt. and Sup. Association (MSA)

- Miscellaneous Safety
 - District Attorney Investigators' Association (DAIA)
 - Deputy Probation Officers' Association (DPOA)
 - Supervising Probation Officers (SPO) – *excluding 2966 and 2967*



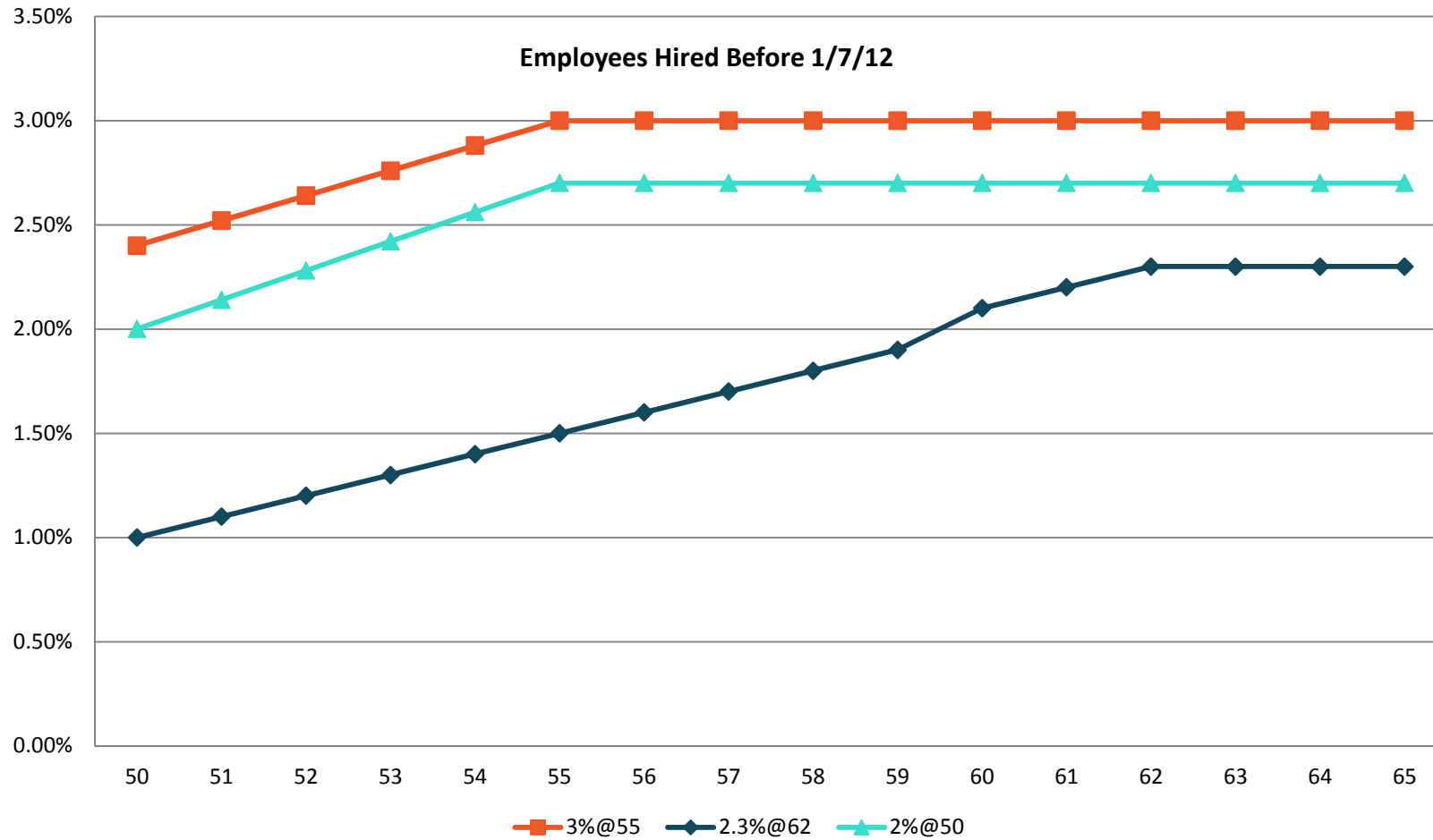
Maximum Age Factors

| Pension Plans | Hired <u>before</u> 1/7/12 | Hired <u>on or after</u> 1/7/12 |
|-------------------------|----------------------------|---------------------------------|
| Miscellaneous | 2.3%@62 | 2.3%@65 |
| Police / Fire / Sheriff | 3%@55 | 3%@58 |
| Miscellaneous Safety | 2.0%@50 | 1.8%@50 |

Example: A miscellaneous employee hired before 1/7/12 that retires at age 62 with 20 years of service will receive a pension based upon 46% (2.3% x 20 years) of his/her final compensation.



Age Factors At Age of Retirement – Hired Before 1/7/12





Service Retirement Benefit

- Service Formula: Service Credit x Age Factor x Final Compensation = Monthly Service Retirement Benefit
- Service Credit: Members earn one year of service credit for every 10 months worked and paid (generally 1,740 hours) in a fiscal year. Employees cannot earn more than one year of service credit in a fiscal year.

Example: A safety employee hired before 1/7/12 that retires at age 55 with 20 years of service will receive a pension based upon 60% (3% x 20 years) of his/her final compensation.



Final Compensation Calculation

An employee's final compensation for service retirement calculations depends upon when the employee was hired:

- Hired before 7/1/10: Highest average earned in any fiscal year or earned in the 12 consecutive months prior to retirement.
- Hired on or after 7/1/10, but before 1/7/12: Highest average earned in any two consecutive fiscal years or average earned in the 24 consecutive months prior to retirement.
- Hired on or after 1/7/12: Highest average earned in any three consecutive fiscal years or average earned in the 36 consecutive months prior to retirement.



Service Retirement Eligibility

- Miscellaneous:
 - Eligibility:
 - Age 50 with 20 or more years of service (age 53 for post-1/7/12 hires)
 - Age 60 with 10 or more years of service
 - Age 65 regardless of service
 - Maximum annual benefit is 75% of average final compensation

- Safety / Miscellaneous Safety:
 - Eligibility:
 - Age 50 with 5 or more years of service
 - Maximum annual benefit is 90% of average final compensation



Vested Retirement Benefit & Eligibility

If a member terminates employment with at least 5 years of credited service, they may elect to leave contributions with SFERS and they will receive an annuity equal to the actuarial equivalent of their member contribution account plus an amount paid by the City equal to a percent of the member contribution account paid as an annuity (beginning no earlier than age 50; no earlier than age 53 for those hired on or after 1/7/12):

- Hired before 1/7/12: 100% of the member contribution
- Hired on or after 1/7/12: 50% of the member contribution



Employee Pension Contributions

Employees make the following fixed pension contributions:

- Miscellaneous:
 - 7.5%
- Police / Fire:
 - Pre-7/1/10 Hires: 7.5%
 - 7/1/10 or Later Hires: 9%
- Sheriff
 - Pre-1/7/12 Hires: 7.5%
 - 1/7/12 or Later Hires: 9%
- Miscellaneous Safety
 - 9%



Employee Pension Contributions

Further, employees make the following additional pension contributions in addition to their fixed contributions based upon the employer's contribution rate.

| Employer Contrib. | Misc. <\$50K | Misc. \$50-\$100K | Misc. >\$100K | Safety |
|--------------------------|------------------------|--------------------------|-------------------------|---------------|
| 0.00% | 0.00% | -4.00% | -5.00% | -6.00% |
| 0.00% - 2.50% | 0.00% | -3.75% | -4.25% | -4.75% |
| 2.50% - 4.00% | 0.00% | -3.50% | -4.00% | -4.50% |
| 4.00% - 5.50% | 0.00% | -2.50% | -3.00% | -3.50% |
| 5.50% - 7.00% | 0.00% | -2.00% | -2.50% | -3.00% |
| 7.00% - 8.50% | 0.00% | -1.50% | -2.00% | -2.00% |
| 8.50% - 10.00% | 0.00% | -1.00% | -1.50% | -1.50% |
| 10.00% - 11.00% | 0.00% | -0.50% | -0.50% | -0.50% |
| 11.00% - 12.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 12.00% - 13.00% | 0.00% | 0.50% | 0.50% | 0.50% |
| 13.00% - 15.00% | 0.00% | 1.00% | 1.50% | 1.50% |
| 15.00% - 17.50% | 0.00% | 1.50% | 2.00% | 2.00% |
| 17.50% - 20.00% | 0.00% | 2.00% | 2.50% | 3.00% |
| 20.00% - 22.50% | 0.00% | 2.50% | 3.00% | 3.50% |
| 22.50% - 25.00% | 0.00% | 3.50% | 4.00% | 4.50% |
| 25.00% - 27.50% | 0.00% | 3.50% | 4.00% | 4.50% |
| 27.50% - 30.00% | 0.00% | 3.75% | 4.25% | 4.75% |
| 30.00% - 32.50% | 0.00% | 3.75% | 4.25% | 4.75% |
| 32.50% - 35.00% | 0.00% | 4.00% | 4.50% | 5.00% |
| 35.00%+ | 0.00% | 4.00% | 5.00% | 6.00% |



Employee Pension Contributions

| ADDITIONAL EMPLOYEE PENSION CONTRIBUTIONS PER PROPOSITION C BY EMPLOYEE GROUP | | | | | |
|---|--------------------|-----------------------|---------------------|---------------|---------|
| Employee Group | Fixed | Hourly Base Rate | Add. Contrib. Range | Add. Contrib. | |
| | Contrib. | of Pay (FY17-18) | | FY17-18 | FY18-19 |
| Misc. < \$50,000 | 7.50% | < \$27.5923 | N/A | N/A | N/A |
| Misc. \$50,000 - \$100,000 | 7.50% | \$27.5923 - \$55.1849 | -4.00% to 4.00% | 3.50% | 3.50% |
| Misc. > \$100,000 | 7.50% | ≥ \$55.1849 | -5.00% to 5.00% | 4.00% | 4.00% |
| Police/Fire (pre-7/1/10 hires) | 7.50% | All | -6.00% to 6.00% | 4.50% | 4.50% |
| Police/Fire < \$100,000 (post-7/1/10 hires) | 9.00% ¹ | < \$55.1849 | -4.00% to 4.00% | 3.50% | 3.50% |
| Police/Fire > \$100,000 (post-7/1/10 hires) | 9.00% ¹ | ≥ \$55.1849 | -5.00% to 5.00% | 4.00% | 4.00% |
| Sheriff (pre-1/7/12 hires) PERS ³ | 7.50% | All | -6.00% to 6.00% | Neg. | Neg. |
| Sheriff < \$100,000 (post-1/7/12 hires) SFERS | 9.00% | < \$55.1849 | -4.00% to 4.00% | 3.50% | 3.50% |
| Sheriff > \$100,000 (post-1/7/12 hires) SFERS | 9.00% | ≥ \$55.1849 | -5.00% to 5.00% | 4.00% | 4.00% |
| Misc. Safety < \$100,000 (pre-1/7/12 hires) PERS | 9.00% | < \$55.1849 | -4.00% to 4.00% | Neg. | Neg. |
| Misc. Safety > \$100,000 (pre-1/7/12 hires) PERS | 9.00% | ≥ \$55.1849 | -5.00% to 5.00% | Neg. | Neg. |
| Misc. Safety < \$100,000 (post-1/7/12 hires) SFERS | 9.00% | < \$55.1849 | -4.00% to 4.00% | 3.50% | 3.50% |
| Misc. Safety > \$100,000 (post-1/7/12 hires) SFERS | 9.00% | ≥ \$55.1849 | -5.00% to 5.00% | 4.00% | 4.00% |

¹ Police/Fire with 9% member contribution to retirement

² Add. contribution per terms of MOU in lieu of that provided by Prop. C

³ Sheriff with 7.5% member contribution to retirement; there were no hires between 7/1/10 and 1/7/12

Legend:

N/A - no additional contribution

Neg. - negotiate cost savings equivalent to value of add. contrib.