



**MEA / Unrepresented Employee
Compensation & Benefits Upon Separation / Rehire**

Last Updated on 3/22/18

Separation (i.e., complete discontinuation of employment with the City)

- [Pension](#)

Service Formula – Eligible to retire at age 50+ with 20+ years of service, or age 60+ with 10+ years of service

- [Hired on or before July 1, 2010](#) – 2.3%@62 based on highest year.
- [Hired after July 1, 2010, but before January 7, 2012](#) – 2.3%@62 based on highest two years.
- [Hired on or after January 7, 2012](#) – 2.3%@65 based on highest three years.

Reciprocity – Eligible for reciprocity if gain employment with CalPERS enrolled agency or other California reciprocal agency within 6 months of separation.

Vested Election – If 5+ years of service, you may leave contributions with SFERS and elect annuity after age 50 (age 53 for those hired on or after 1/7/12) with an employer match. Otherwise, employee contributions plus interest cashed out upon separation.

- [Hired before January 7, 2012](#) – 100% employer match of employee account.
- [Hired on or after January 7, 2012](#) – 50% employer match of employee account.

- [Deferred Compensation](#) – You can maintain your account, withdraw, invest in an annuity or roll-over.
- [Severance](#) – Released employees are eligible for severance pay in lieu of 30 days' notice and one week of severance for each full year of service up to 26 weeks.
- [Vacation](#) – Vacation balance automatically cashed out upon separation.
- [Other Paid Leaves](#) – Other forms of paid leave such as floating holidays, admin./exec. leave, compensatory time off and paid sick leave cannot be cashed out. However, these may be carried over to a new position with the City contingent upon the terms of the applicable MOU.
- [Healthcare \(COBRA\)](#) – Active employee healthcare ends the last day of the pay period in which employment ends. You are eligible to elect COBRA within 60 days of separation.
- [Retiree Healthcare](#) – Eligible for retiree health upon retirement under the following conditions.
 - [Hired before January 10, 2009](#) – Full employer paid benefit if 5 years of service.
 - [Hired on or after January 10, 2009](#) – Full employer paid benefit if 20 years of service.
- [Employees on Leave](#) – Employees on leave may still be released from employment. Employees who voluntarily separate from City employment within 6 months of returning to work from a [Paid Parental Leave](#) must reimburse the City for any supplemental compensation received.
- [Social Security](#) – Eligible for benefits beginning at age 62.

- [Unemployment Insurance](#) – Released employees are eligible for unemployment.

Rehire

- [Vacation](#) – Maintain anniversary date (i.e., previous vacation accrual rate) if rehired within 6 months of separation.
- [Sick Leave](#) – Maintain anniversary date and regain previous balance if rehired within 12 months of separation.
- [Retiree Healthcare](#) – All rehired employees with a break in service of more than one business day, even those vested under the old rules, must make a 2% contribution to the RHCTF.
- [Pension](#) – If you are rehired with the City, you remain in the pension tier you were allocated to in your prior appointment.

For additional information, please reference the links to the [MEA Misc. MOU](#) and the [Unrepresented Ordinance](#).