

## 2024 SAN FRANCISCO CHARTER AMENDMENTS - FREQUENTLY ASKED QUESTIONS

### San Francisco Charter Amendment H, January 1, 2025

### Age Factor for Firefighters in Charter Section A8.604 Firefighter New Plan Tier III

---

In November 2024, the voters passed Proposition H, amending the Charter to change the age factor used to calculate service retirement pensions for Charter Section A8.604 Firefighter Tier III Plan members. Starting January 1, 2025, the age factor used to calculate service retirement pensions for Charter Section A8.604 Firefighter Tier III Plan members will change from 3.0% at age 58 or older to 3.0% at age 55 or older. This Charter amendment only applies to Charter Section A8.604 plan members who retire, separate, or die on or after January 1, 2025. For members who retire, separate, or die before January 1, 2025, the service retirement age factor will remain 3.0% at age 58 or older.

**1. I am a member of A8.604 and plan to retire on or after January 1, 2025. How will my service retirement pension be calculated?**

- The service retirement formula is Years of Credited Service x Age Factor x Final Pensionable Compensation = Monthly Service Retirement Benefit. The maximum benefit is 90% of average final pensionable compensation.
- If you retire on or after January 1, 2025, the age factor will cap at 3.0% at age 55.
- Your benefit will be calculated using the age factor associated with your age on your retirement date.

**2. I retired in 2024. Will my service retirement benefit be adjusted?**

No. This Charter Amendment applies only to members who retire *on or after* January 1, 2025. If you retire *before* that date, your benefit amount will not be affected.

**3. I retired for service in 2024 and have an application for Industrial Disability Retirement (IDR) pending. Will my service retirement benefit be calculated using the new age factors?**

No. Because your service retirement date is before January 1, 2025, this Charter Amendment does not affect the amount of your service retirement benefit. This Amendment has no impact on the calculation of Industrial Disability Retirement benefits.

**4. I am a member of A8.604 and I separated and vested prior to January 1, 2025, but I have not yet retired. How will my benefit be calculated if I retire on or after January 1, 2025?**

- The retirement formula is Years of Credited Service x Age Factor x Final Pensionable Compensation = Monthly Service Retirement Benefit. The maximum benefit is 90% of average final pensionable compensation.
- If you separate before January 1, 2025, the age factor will cap at 3.0% at age 58.
- Your benefit will be calculated using the age factor associated with your age on your retirement date.

## **5. How do I know if I am in Plan A8.604?**

Your SFERS membership date determines your plan. If you became a SFERS member on or after January 7, 2012, you are in this plan. You can also log in to the secure member portal at [mysfers.org](https://mysfers.org) to see your plan and use the service retirement calculator to estimate your retirement benefit.

## **6. Where can I get more information?**

Please visit the SFERS website at [mysfers.org](https://mysfers.org) and reference Plan Summary Provisions for Charter Section A8.604 located here: ([Summary of Key Plan Provisions – San Francisco Employees' Retirement System \(SFERS\)](#)). The updated age factor tables are in the Summary Plan Provisions document for Plan A8.604. You can also log in to the secure member portal to estimate your benefits using the service retirement calculator.