



2024 SAN FRANCISCO CHARTER AMENDMENTS - FREQUENTLY ASKED QUESTIONS
San Francisco Charter Amendment I, January 2025
Miscellaneous Safety Plan for Public Safety Communications Personnel

In November 2024, the voters passed Proposition I, amending the Charter to place Public Safety Communications Dispatchers (8238), Public Safety Communications Supervisors (8239), and Public Safety Communications Coordinators (8240) in the SFERS Miscellaneous Safety Plan, Charter Section A8.610, effective January 4, 2025.

Current members in Civil Service Classes 8238, 8239, and 8240 will move to the Miscellaneous Safety Plan effective January 4, 2025. Covered Compensation and credited service before January 4, 2025, will remain in the Miscellaneous Plan associated with your membership date.

1. I am currently in the Miscellaneous Plan and will be in the Miscellaneous Safety Plan as of January 4, 2025. What is my new contribution rate starting January 4, 2025?

The benefits of the Miscellaneous Safety Plan differ from those of the Miscellaneous Plan. While the service retirement formula allows for an earlier retirement age and a larger maximum annual benefit, the contribution rates are higher. The following chart summarizes the change in contribution rates effective January 4, 2025:

PLAN	Base Rate of pay below \$33.7731 per hour or its equivalent	Base rate of pay at or above \$33.7731 per hour or its equivalent, but less than \$67.5467 per hour or its equivalent	Base rate of pay at or above \$67.5467 per hour or its equivalent
Miscellaneous Plans A8.603, A8.600 and A8.587	7.5%	9.0%	9.5%
	Base rate of less than \$67.5467 per hour or its equivalent		Base rate of pay at or above \$67.5467 per hour or its equivalent
Miscellaneous Safety Plan, A8.610	10.5%	11.0%	
	(The member contribution rate may be adjusted in the range of +4% to -4% annually.)		The member contribution rate may be adjusted in the range of +5% to -5% annually

2. When will I be eligible to retire in the Miscellaneous Safety Plan?

If you are a member of the Miscellaneous Safety Plan, you are eligible for a service retirement at age 50 with 5 or more years of credited service. If you also have credited service in a SFERS Miscellaneous Plan, the credited service in both plans will be combined to determine your eligibility for service retirement or vesting. Members with credited service in the Miscellaneous Safety and Miscellaneous plans must meet the eligibility requirement of both plans in order to retire. Please note that the minimum age requirement for the Tier III A8.603 plan is age 53.

3. As a member of the Miscellaneous Safety Plan, how will my service retirement benefit be calculated?

Years of Credited Service x Age Factor x Final Pensionable Compensation = Monthly Service Retirement Benefit. The maximum benefit is 90% of your average final pensionable compensation.

Covered Compensation and credited service before January 4, 2025, will remain in the Miscellaneous Plan associated with your membership date. Credited service earned in both plans will be combined to determine your eligibility for service retirement or vesting. Upon retirement, you will receive two benefits, one calculated under the terms of the Miscellaneous Plan and one calculated under the terms of the Miscellaneous Safety Plan.

4. What happens if I become disabled while a member of the Miscellaneous Safety Plan?

For more detailed information regarding disability retirement benefits, please reference the Summary Plan Provisions for the Miscellaneous Safety Plan (Charter Section A8.610) located here: [Summary of Key Plan Provisions – San Francisco Employees' Retirement System \(SFERS\)](#).

5. Can I choose to stay in the Miscellaneous Plan?

No. The Charter Amendment requires that all members in Civil Service Classes 8238, 8239, and 8240, become members of the Miscellaneous Safety Plan starting January 4, 2025.

6. Will Proposition I impact my Social Security payroll withholding?

Proposition I does not impact employee social security payroll withholding, and therefore these deductions will continue. Public Safety Communications Dispatchers (8238), Public Safety Communications Supervisors (8239), and Public Safety Communications Coordinators (8240) will continue to have Social Security withheld from payroll.

7. Where can I get more information?

Please visit the SFERS website at mysfers.org and reference the Miscellaneous Safety Plan Summary Provisions (Charter Section A8.610) located here: [Summary of Key Plan Provisions – San Francisco Employees' Retirement System \(SFERS\)](#). You can also log in to the secure member portal to estimate your benefits using the service retirement and vesting calculators.