



SFERS

San Francisco Employees' Retirement System



SFERS New Member Webinar

Miscellaneous Plan Members

Working today for a secure tomorrow. Discover the benefits of SFERS!



SFERS Disclaimer

The San Francisco City and County Employees' Retirement System (SFERS), provides this presentation as a service to its members. It is intended for general information purposes only. The information provided is not intended to serve as legal advice. You should consult an attorney knowledgeable in retirement law matters for legal advice.

SFERS is governed by the San Francisco Charter and Administrative Code, as well as the Internal Revenue Code, and various rules and regulations, all of which are complex and subject to change. In the event of any conflict between those governing authorities and the information provided in this presentation, the governing authorities have precedence.

Today we will help you...

- Understand what a pension is and how it works
- Learn about your member benefits
- Discover resources to help you plan for retirement



What is SFERS?

- The San Francisco Employees' Retirement System (SFERS) is the defined benefit plan ("pension") for eligible employees of the City and County of San Francisco, the San Francisco Unified School District, the Community College District, and Superior Court of California, County of San Francisco
- It is governed by a seven-member Retirement Board, which has fiduciary duties for the plan and oversees the administration of the plan
- Our mission: The San Francisco Employees' Retirement System is dedicated to securing, protecting and prudently investing the pension trust assets, administering mandated benefits programs, and providing promised benefits to the active and retired members of the City and County of San Francisco

How Does it Work?

- Members contribute to their pension through mandatory payroll deductions to the Trust fund
- The City contributes to the pension Trust Fund based on a formula approved annually by the Retirement Board
- Those funds are invested and managed by the Investment Division of SFERS, for the long term

SFERS by the Numbers: FY 2025

- As of June 30, 2025, the Trust fund was valued at \$36.4 billion, returning 7.99% for the fiscal year
- SFERS annual benefit payments totaled \$2.00 billion, paid to more than 33,300 retirees and their beneficiaries
- SFERS enrolled 4,137 new members and added 1,179 new retirees
- SFERS administers 15 different pension plans for miscellaneous and safety members
- SFERS has more than 35,900 active members; 33,300 retirees and their beneficiaries receiving benefits; and 13,800 terminated members entitled to but not yet receiving benefits

What are the Rules?

- The provisions of the pension plan are in the San Francisco City Charter and in the Administrative Code.
- The pension plan can only be changed by a Charter Amendment, which must be approved by the voters of the City and County of San Francisco.
- The pension plan was last amended by Propositions H and I in November 2024, which changed membership rules for the Miscellaneous Safety Plan, retirement eligibility for firefighters, and purchasable service for P103 Per Diem Nurses.

Who is a Member of SFERS?

- Permanent employees in covered job classifications
- Permanent exempt full-time employees in covered job classifications
- Temporary employees who have worked more than 1040 hours in a 12-month period in covered job classifications



What does SFERS Membership Offer?

- Retirement benefits for City employees and their eligible survivor(s) provided under the San Francisco Charter
 - Your hire date determines your Charter plan and how your benefits are determined
- A pension that provides monthly income to you for your lifetime, after you retire
- The opportunity to retire voluntarily upon meeting age and service criteria
- A lifetime monthly benefit calculated based on years of credited service, age at retirement, and average final compensation

How Much Do I Have to Contribute?



- Contribution rates are set annually by the Retirement Board, as specified in the City Charter
- The base contribution rate for miscellaneous members is 7.5%
- The contribution rate may change every year, on July 1. It can be adjusted in the range of +4.0% to -4.0%, or +5.0% to -5.0% of the base contribution rate based on your hourly wage
- Contribution rates are posted on the SFERS website, mysfers.org

When Can I Retire?

Members hired on or after January 7, 2012
 — **New Plan Tier III, Charter Section A8.603**

■ Qualify for service retirement

- On or after age 53 **and** at least 20 years credited service
- Or*
- On or after age 60 **and** at least 10 years of credited service
- Or*
- 1st day of the month following your 65th birthday regardless of credited service (if actively employed with the City)

■ Qualify for disability retirement

- Minimum of 10 years of credited service, regardless of age
- And*
- Substantially disabled and unable to perform job duties

How Much Will My Pension Be?



Service Retirement Benefit Calculation:

$$\begin{aligned}
 &\text{Credited Service} \\
 &\quad \times \\
 &\text{Age Factor (see SPP)} \\
 &\quad \times \\
 &\text{Average Monthly Final Pensionable Compensation} \\
 &\quad = \\
 &\text{Monthly Service Retirement Benefit}
 \end{aligned}$$

What is Credited Service?

- Members earn (are credited) one year of service for every 10 months worked and paid, generally 1,740 hours in a fiscal year.
- Members cannot earn credit for more than one year of service in a fiscal year, regardless of hours worked and paid.
- Hours worked and paid include regular hours worked, vacation, sick leave, and floating holidays.
- Overtime and unpaid time do not count towards hours worked and paid.

What is Average Final Compensation?

Highest average monthly pensionable compensation earned in:

- Any three consecutive fiscal years
- or*
- The 36 consecutive months immediately prior to retirement

What if I Leave City Employment Before Retiring?

Separation Benefits

- **Vesting** – if you have at least 5 years of credited service, you can leave your contributions with SFERS and receive a monthly vesting allowance beginning at age 53
- **Reciprocity** – if you join another California public agency plan with a reciprocal agreement within 6 months after leaving the City and leave your contributions with SFERS, you can link service with SFERS and the new plan. You must meet eligibility requirements and retire from both agencies concurrently
- **Refund/Rollover** – you can withdraw your contributions from SFERS or roll over your account balance to another qualified retirement account

How Can I Save More for Retirement?



The San Francisco Deferred Compensation Plan (SFDCP)

- A voluntary retirement savings 457(b) plan administered by Voya
- Pre-tax and post-tax (Roth) contribution options up to the IRS limits
- A diverse selection of 13 core investment funds, including target date funds, and a self-directed brokerage option
- Catch-up options to maximize contribution amounts
- Visit www.sfdcp.org for more information

SFERS Retirement Roadmap From Enrollment Through Retirement



Step 1: Welcome to SFERS!

- Look for an invitation from SFERS (email or mail) to enroll in the Plan as a New Member
- Log into mySFERS to complete enrollment
- Join the SFDCP
- Attend the SFERS New Member Webinar
- Evaluate Service Purchase Opportunities

Step 2: 5 to 15 Years After Enrollment

- Eligible to Elect Vesting Upon Termination of Employment
- Set a Target Retirement Date
- Re-evaluate Service Purchase Opportunities and Establish a Service Purchase Agreement (if not done)
- Review/Update Beneficiaries
- Attend Webinars: Path to Retirement; Ready to Retire-5 Years from Retirement
- Evaluate Investments in SFDCP Account
- Calculate a Benefit Estimate (mySFERS Benefit Calculators)

Step 3: 2 to 5 Years Before Retirement

- Attend Webinars: The SFDCP; Ready to Retire-1 Year from Retirement
- Adjust Investments in Your SFDCP Account
- Assess Your Target Retirement Date
- Reduce Expenses
- Calculate a Benefit Estimate (mySFERS Benefit Calculators)

Step 4: 6 Months Before Retirement

- Schedule a Retirement Counseling Appointment
- Attend Webinars: Ready to Retire-The Retirement Application; Ready to Retire-After Retirement
- Gather Important Documents (see Important Documents Form on the SFERS Website)
- Complete your retirement application with a Retirement Counselor
- Update your work email address and cell phone number to personal in the portal
- Notify Reciprocal Systems (if applicable)
- Meet with a SFDCP Representative
- Consult Your Financial Planning and/or Tax Advisor
- Contact the Health Service System

Step 5: Retirement

- Retire from the City and County of San Francisco... Congratulations!
- First Benefit Payment: 1-2 Months After Retirement

Step 1

Step 2

Step 3

Step 4

Step 5

When to Contact SFERS

- Hired by the City
- Leave City employment before you are qualified to retire for service
- Ready to retire
- Circumstances in your life change



Want to Learn More?

SFERS Offers a Series of Retirement Planning Webinars:

- Path to Retirement
- Ready to Retire: 5 Years from Retirement
- Ready to Retire: 1 Year from Retirement
- Ready to Retire: The Retirement Application
- Ready to Retire: After Retirement
- Ready to Retire: The San Francisco Deferred Compensation Plan
- Ready to Retire: Reciprocity
- Ready to Retire: Service Purchase

The webinars are offered noon – 1:00 p.m. 2 times per year. Register at mysfers.org/resources/retirement-webinars.

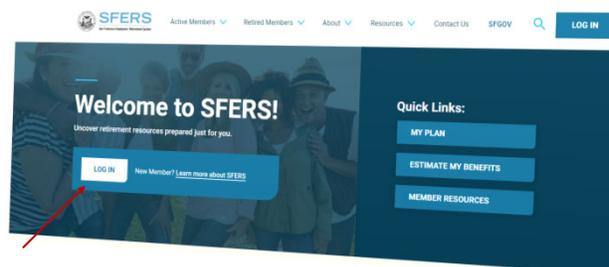
Visit our Website at mysfers.org!

Log in to mySFERS secure member portal:

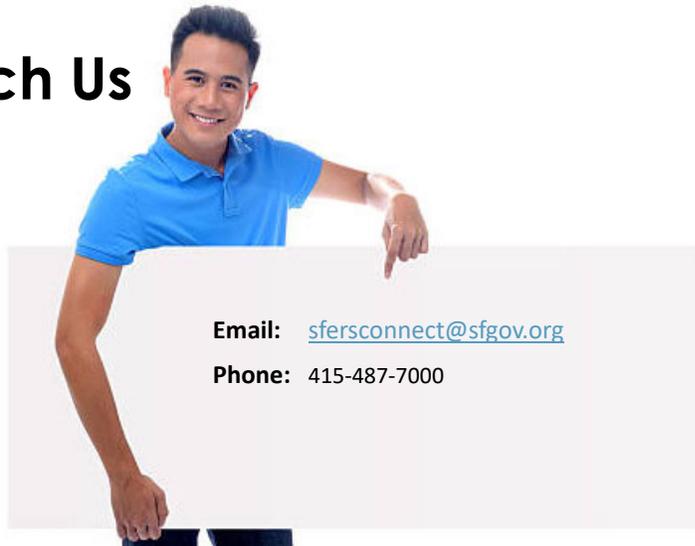
- Benefits estimate calculator
- Annual Statement
- Beneficiary Dashboard
- Account balance verification
- Online appointment scheduler

Other useful resources:

- Webinar schedules and registration
- Summary Plan Provisions
- Announcements, News, and Updates
- Forms and frequently asked questions
- Annual reports on fund performance



How to Reach Us



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