



SFERS Police Plan - A8.595

Summary of Key Plan Provisions

Plan Provision	SFERS Police Plan - Charter Section A8.595
Eligible Members	If you were a non-retired member of Charter Section A8.559 Police Plan on November 5, 2002, and you elected membership in Charter Section A8.595 Police Plan on or before December 31, 2002
Employee Contribution	<p>Employees and Employers share the cost of contributing to the Plan. The <i>employee</i> contribution rate adjusts up or down each year depending on the annual <i>employer</i> contribution rate. The employee contribution base rate is 7.0% of covered compensation</p> <p>Effective July 1, 2026 - June 30, 2027:</p> <ul style="list-style-type: none"> Employee contribution adjustment of +2.0%, regardless of base rate of pay (adjustment range: +6.0% to -6.0%)
Covered Compensation	Salary earnable at the time of retirement at the rate of pay attached to the rank or position held by the member for at least one year prior to retirement
Average Final Pensionable Compensation	Monthly salary earnable at the rate of pay attached to the rank or position held by the member for at least one year prior to retirement
Service Credit	Members earn one year of service credit for every 10 months worked and paid (generally 1,740 hours) in a fiscal year. Members cannot earn more than one year of service credit in any one fiscal year , regardless of hours worked and paid
Service Retirement	<p>Age 50 with 25 or more years of service</p> <p>Service Formula: Service Credit x Age Factor x Final Pensionable Compensation = Monthly Service Retirement Benefit</p> <p>Maximum annual benefit is 90% of average final pensionable compensation</p>
Industrial Disability Retirement (job-related)	<p>No minimum service requirement</p> <p>If qualified for service retirement (QSR): service retirement benefit, but not less than 55% of final compensation</p> <p>If not qualified for service retirement: 50 to 90% of final compensation as determined by Workers' Compensation Appeals Board until member reaches QSR, at which time the benefit is adjusted to service retirement calculated as if member had continued to render service without interruption in the rank held at retirement</p> <p>Maximum annual benefit is 90% of average final pensionable compensation</p>



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Ordinary Disability Retirement (non-job related)	At least 10 years of credited service regardless of age 1.5% of average final compensation for each year of credited service at time of retirement but not less than 33 1/3% of final compensation Maximum benefit is 90% of average final pensionable compensation



SFERS

San Francisco Employees' Retirement System

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Service Retirement Age Factor Table

Age at Retirement	Age Factor	Age at Retirement	Age Factor
■ 50	■ 2.400%	■ 52.50	■ 2.700%
■ 50.25	■ 2.430%	■ 52.75	■ 2.730%
■ 50.5	■ 2.460%	■ 53	■ 2.760%
■ 50.75	■ 2.490%	■ 53.25	■ 2.790%
■ 51	■ 2.520%	■ 53.50	■ 2.820%
■ 51.25	■ 2.550%	■ 53.75	■ 2.850%
■ 51.50	■ 2.580%	■ 54	■ 2.880%
■ 51.75	■ 2.610%	■ 54.25	■ 2.910%
■ 52	■ 2.640%	■ 54.50	■ 2.940%
■ 52.25	■ 2.670%	■ 54.75	■ 2.970%
		■ 55 or older	■ 3.000%