

Retirement Benefits for Firefighters*

Digest by the Ballot Simplification Committee

Status: Draft for Consideration
On: Wednesday, July 31, 2024
Members: Packard, Anderson, Wong, Troy, Wang

Deadline to Request Reconsideration: TBD

The Way It Is Now: The City provides its employees with pension benefits through the San Francisco Employees' Retirement System (SFERS). Employees who meet age and service requirements receive pension payments upon retirement. Members of the Fire Department are eligible to retire at age 50 if they have at least five years of credited City service.

A member's pension generally increases with the member's age and compensation, and with the number of years worked. The pension is a percentage of the member's final compensation at retirement. SFERS determines that percentage based on the member's age at retirement and their number of years of City service. No member of the Fire Department may receive a pension that is more than 90% of their final compensation.

Members of the Fire Department hired before January 7, 2012, have the potential to reach the 90% maximum percentage for their pension at age 55. Members hired on or after January 7, 2012, have the potential to reach that maximum three years later, at age 58.

The Proposal: Proposition __ would amend the Charter to change pension benefits for members of the Fire Department hired on or after January 7, 2012. Proposition _ would lower from 58 to 55 the age at which these members can obtain the highest pension based on age. These changes would make pension benefits for members hired on and after January 7, 2012 the same as the benefits for members hired before January 7, 2012.

A "YES" Vote Means: If you vote "yes," you want to amend the Charter to change how pension benefits for members of the Fire Department hired on or after January 7, 2012 are determined, by lowering from 58 to 55 the age these members can obtain the highest pension, and make those benefits the same as members hired before January 7, 2012.

A "NO" Vote Means: If you vote "no," you do not want to make these changes.