



Member, Board of Supervisors
District 11

City and County of San Francisco

AHSHA SAFAÍ
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July 30, 2024

Ballot Simplification Committee
c/o Karlie O'Toole, Elections Division Manager
City Hall, Room 48
Sent Via email: BSC.Clerk@sfgov.org

Dear Chair Packard and Ballot Simplification Committee,

Thank you for your hard work and time you have invested reviewing the numerous ballot measures moving forward on the November 5, 2024 ballot.

I respectfully request your consideration of the following suggested amendments to the Retirement Benefits for Nurses and 911 Operators Charter Amendment. The rationale for my suggested amendments is focused on ensuring the information is accurate, consistent and concise.

Registered Nurses

Please capitalize R and N in "Registered Nurse." A Registered Nurse is a formal job title and specific employee classification.

SFERS

In three different paragraphs, there is language regarding how SFERS pensions are provided and how SFERS determine pension rates. I respectfully request a consolidation of the SFERS language for ease of read to voters. My suggestions are found in the red lined version attached.

Miscellaneous Plans

The bullet points for Safety Plans and Miscellaneous Safety Plan include examples of employees in those plans. My suggestion adds examples of employees in the Misc Plan as well. My suggestions are found in the red lined version attached.

911 dispatchers as First Responders

Additional of the following sentence:

"911 dispatchers are classified as First Responders in California, but do not receive Safety-level retirement pensions."

I am requesting the addition of this sentence as a matter of fact. The inequal benefits for 911 dispatchers is also one of the main motivations to bring this Charter Amendment to voters.

Under the “A ‘YES’ Vote Means”

I was concerned with the sentence regarding RN’s that this measure will “increase their pension benefits” as it does not increase their pension benefits. It does allow them to add time served towards their years of service in the retirement system.

A suggested amendment is the following and found in the red-lined version:

If you vote “yes,” you want to allow registered nurses who are members of the San Francisco Employees’ Retirement System and meet certain requirements to purchase credits towards their total pension benefit years of service for time they previously worked as per diem nurses and to allow 911 dispatchers, supervisors, and coordinators to increase their pension benefits by joining the SFERS Miscellaneous Safety Plan for time worked starting in January 2025.”

Thank you for your consideration.

Sincerely,



AHSHA SAFAI 安世輝
Supervisor for District 11

Retirement Benefits for Nurses and 911 Operators*

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).

SFERS determines the pension payment a retiree receives under each plan through a calculation based on the employee's final compensation, years of service and age at retirement. That calculation varies between plans.

SFERS provides different plans for employees based on job type, including:

- Safety Plans for uniformed employees of the Police Department and Fire Department;
- a Miscellaneous Safety Plan for certain probation officers, District Attorney investigators and juvenile court counselors; and
- Miscellaneous Plans for most other employees such as SFUSD employees, SF Community College District employees, SF Trial Court employees, and including 911 dispatchers and their supervisors and coordinators.

SFERS determines the pension payment a retiree receives under each plan through a calculation based on the employee's final compensation, years of service and age at retirement. That calculation varies between plans.

Generally, retirees receive greater pension benefits under the Safety Plans and the Miscellaneous Safety Plan than they do under the Miscellaneous Plans. 911 dispatchers are classified as First Responders in California, but do not receive Safety-level retirement pensions.

City employees contribute a percentage of their salary towards their retirement benefits. In some circumstances, employees may also purchase service credits to increase their pension benefits.

A "per diem nurse" is a registered nurse employed by the City on an occasional and temporary basis. Since 1988, per diem nurses have not been members of SFERS and do not receive any pension service credit for the hours they work on a per diem basis.

The Proposal: Proposition __ would allow eligible Registered Nurses to purchase service credit for hours they worked on a per diem basis. Registered Nurses who are or become members of SFERS and have worked an average of 32 hours or more per week for at least one year could purchase up to three years of service credit for time they previously worked solely as per diem nurses for the City before they became members of SFERS.

Proposition __ would also move 911 dispatchers, supervisors, and coordinators from the Miscellaneous Plans to the Miscellaneous Safety Plan for compensation those employees earn on and after January 4, 2025. As members of the Miscellaneous Safety Plan, these employees would be required to pay an increased amount into the pension plan and would receive increased pension benefits at retirement.

A "YES" Vote Means: If you vote "yes," you want to allow Registered Nurses who are members of the San Francisco Employees' Retirement System and meet certain requirements to purchase credits towards their total pension years of service for time previously worked as per diem nurses, to increase their pension benefits by purchasing service credits for time they previously worked as per diem nurses, and to allow 911 dispatchers, supervisors, and coordinators to increase their pension benefits by joining the SFERS Miscellaneous Safety Plan for time worked starting in January 2025.

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

**Working title, for identification only. The Director of Elections determines the title of each local ballot measure; measure titles are not considered during Ballot Simplification Committee meetings.*

Lee, Esther (BOS)
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