

**Ballot Simplification Committee**  
**FINAL Approved Digest – July 31, 2008**  
**Approved by: Packard, Fasick, Fraps, Jorgensen**

**Retirement System Credit for Unpaid Parental Leave**

**THE WAY IT IS NOW:**

The San Francisco Employees' Retirement System (SFERS) provides retirement benefits for retired City employees. SFERS determines retirement benefits by multiplying a retired employee's highest annual City salary by an age factor for each year of service. Service time includes periods when an employee is working and periods of paid leave. When calculating years of service for retirement benefits, SFERS excludes periods of unpaid leave, including unpaid parental leave.

Before July 1, 2003, the City did not provide paid parental leave to any of its employees. After July 1, 2003, a Charter Amendment passed by the voters provided City employees with paid parental leave of up to 12 weeks.

**THE PROPOSAL:**

Proposition \_\_\_ would amend the Charter to allow employees to purchase service credit for periods of unpaid parental leave taken before July 1, 2003, and have such credit count towards their service time when SFERS calculates their retirement benefits.

City employees who took unpaid parental leave before July 1, 2003 would be allowed to purchase credit for unpaid parental leave taken before that date. Employees would be eligible to purchase this credit if they returned to work for the City for at least six months after the end of their unpaid parental leave. For each period of unpaid parental leave, employees would be required to purchase at least two months of credit, up to a maximum of four months. If they took less than two months of unpaid parental leave, they must purchase credit for the full period of the leave. Employees must purchase this credit before they retire.

SFERS would determine the cost to purchase service credit for unpaid parental leave so that the amount employees pay for the service credit covers all City costs.

**A “YES” VOTE MEANS:** If you vote "yes," you want to change the Charter to allow City employees to purchase retirement system credits for unpaid parental leave taken before July 1, 2003, as long as the purchase price determined by SFERS covers all City costs.

**A “NO” VOTE MEANS:** If you vote “no,” you do not want to make this change to the Charter.

word count: 340 [suggested word limit: 300]