

## **Retirement Benefits for Firefighters\***

**Digest** by the Ballot Simplification Committee

**Status:** Final Digest  
**On:** Friday, August 2, 2024  
**Members:** Packard, Anderson, Wong, Wang

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**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 credit for City service.

A member's pension generally increases with the member's age, compensation and number of years worked. The pension is a percentage of the member's final compensation at retirement. SFERS calculates 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, could reach the 90% maximum percentage for their pension at age 55. Members hired on or after January 7, 2012, could 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 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 are calculated for members of the Fire Department hired on or after January 7, 2012, by lowering the age these members can receive the highest pension from 58 to 55, 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.