



SAN FRANCISCO EMPLOYEES' RETIREMENT SYSTEM

# Public Employee Post-Employment Benefits Commission

November 2, 2007

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## SAN FRANCISCO EMPLOYEES' RETIREMENT SYSTEM

The San Francisco Employees' Retirement System (SFERS) was created by the voters of San Francisco starting in the 1880's. Original benefits were limited to Police and Firefighters.

The current Retirement System structure was established in the 1932 San Francisco City Charter.



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Benefit changes must be approved by the voter's:

### PREAMBLE

"In order to obtain the full benefit of home rule granted by the Constitution of the State of California; to improve the quality of urban life; to encourage the participation of all persons and all sectors in the affairs of the City and County; to enable municipal government to meet the needs of the people effectively and efficiently; to provide for accountability and ethics in public service; to foster social harmony and cohesion; and to assure equality of opportunity for every resident

We, the people of the City and County of San Francisco, ordain and establish this Charter as the fundamental law of the City and County."



## SAN FRANCISCO EMPLOYEES' RETIREMENT SYSTEM

Since 1928 the voters have considered  
114 pension plan proposals:

114 Charter Amendments Proposed

75 Enacted by the Voters

39 Defeated by the Voters



## SAN FRANCISCO EMPLOYEES' RETIREMENT SYSTEM

Voter's have rejected proposals to change process for changing benefits three times:

1966 - Rejected proposal to allow Board of Supervisors to set all pension benefits by ordinance;

1993 - Rejected proposal to allow Board of Supervisors to set police and fire pension benefits by ordinance;

1996- Rejected proposal to allow Board of Supervisors to set pension benefits by collective bargaining with final approval by Board of Supervisors.



## SAN FRANCISCO EMPLOYEES' RETIREMENT SYSTEM

The process of placing a Charter Amendment on the ballot causes any plan change to be subject to:

- Public review over a minimum 60 day period;
- Public debate in the voter's handbook and during election forums prior to the vote, and;



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- Cost analysis is required prior to submission to the Board of Supervisors and the voters.



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