Ballot Simplification Committee
DRAFT for Consideration
Thursday, July 31, 2008

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, the City provided its employees with paid parental leave.

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. If they elect to purchase the credit, employees would be required to purchase at least two months' worth of credit, or all of their leave if they took less than two months of unpaid parental leave, up to a maximum of four months of credit. 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

employees to purchase retirement system credits for unpaid parental leave they took

before July 1, 2003, so long as the purchase price as 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: 328   [suggested word limit: 300]