

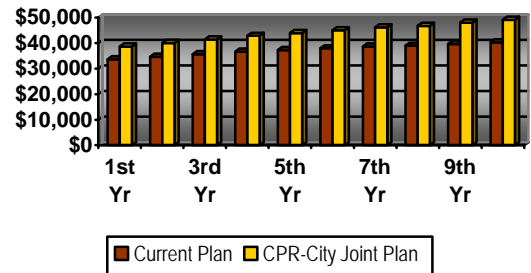


CPR - CCSF Joint Charter Amendment:

What does the new pension package mean in dollars and cents?

The average CCSF employee retires at the age of 62 with 21 years of service. This average employee will see an approximate **21% increase** in their pension payment after ten years with the combined benefit of an improved formula (2.1% @ 60, 2.2% @ 61, and 2.3% @ 62), and enhanced basic and supplemental Cost-of-Living Adjustments (COLAs).

Employee with ending salary of \$80,000 (in 10th yr)
 Current Plan: \$40,320
 CPR-City Joint Proposal: \$49,198



That sounds great, but what will *my* improved retirement benefit be?
(Amounts based on July 1, 2009 date of retirement; top step in salary range; and pension benefit amount in 10th year of retirement)

5211 Senior Engineer at age 62 with 20 years of service:

Current Plan: \$72,818
 New Plan: \$87,810
 Percent Difference: 21%

1823 Senior Administrative Analyst at age 60 with 21 years of service:

Current Plan: \$49,754
 New Plan: \$54,781
 Percent Difference: 10%

1053 IS Senior Business Analyst at age 61 with 18 years of service:

Current Plan: \$46,769
 New Plan: \$53,946
 Percent Difference: 15%

What if I don't want to stay with the City until I'm 60?

While scheduled pension improvements in the new charter amendment only take place at age 60, important changes in the basic and supplemental COLAs will **benefit all City employees**, including those who retire before 60. City employees who retire before 60 will see a growth in their benefit of approximately 5%.

The Coalition for Pension Reform (CPR) includes:

IAFF Local 798, IBEW Local 6, IFPTE Local 21, Machinists Local 1414, MEA, Plumbers Local 38, POA, SEIU 1021, SFBTC, TWU Local 200, and TWU Local 250-A