CITY OF SAN JOSE
CAPITAL OF SILICON VALLEY

POLICE AND FIRE DEPARTMENT RETIREMENT PLAN
FIRE BENEFITS FACT SHEET – TIER 2*

Contributions	
Employee	**19.43% of base salary (Pension: 10.94%, Retiree Healthcare: 8.49%)**
City	**20.21% of base salary (Pension: 10.94%, Retiree Healthcare: 9.27%)**
Service Required to Leave Contributions in Retirement System	10 Years of City Service in the Police and Fire Department Plan
Service Retirement	
Age/Years of Service	60 with 10 Years of City Service in the Police and Fire Department Plan 50 with 10 years of City Service and actuarial equivalent reduction
"Deferred Vested" Retirement	At least 10 Years of City Service in the Police and Fire Department Plan (This applies to members who separate from City service before retirement and leave their contributions in the retirement system.) Can begin at age 50 with actuarial equivalent reduction
Allowance	2.0% x Years of City Service in the Police and Fire Department Plan x Final Compensation (65% max) • "Final Compensation" is the average annual base pay for the highest 3 consecutive Years of Service (year of service = 2080 hours worked) • Excludes premium pay or any other forms of additional compensation
Disability Retirement - (Service Connected)	
Minimum Service	NONE
Allowance	50% of Final Compensation
Disability Retirement - (Non-Service Connected)	
Minimum Service	5 Years of City Service
Allowance	2% x Years of Service x Final Compensation. (Minimum of 20% and maximum of 50%)
Medical Benefits	
Eligibility	Retired for disability or service from active service with 15 years of City service **or** receives allowance that is at least 37.5% of final compensation. Also eligible if member leaves City service after 7/5/92 but prior to retirement with 20 years City service and leaves contributions and former member receives allowance (i.e., applies & qualifies for retirement).
Premiums	Retirement System pays 100% of lowest cost single or family premium that is available to active City employees. If retiree does not choose the lowest cost plan, retiree pays the difference between that premium and the premium for the lowest cost plan.
Dental Benefits	
Eligibility	Retired for disability or service from active service with 15 years City service or receives retirement allowance of at least 37.5% of final compensation. Also eligible if member leaves City service after 7/5/92 but prior to retirement with 20 years City service and leaves contributions and former member receives allowance (i.e., applies & qualifies for retirement).
Premiums	Fully paid by retirement fund.
Reciprocity	
Reciprocity	As of September 30, 1994, the City of San José adopted a reciprocal agreement with CALPERS. Please call the Retirement Department or CalPERS for more information.
Cost-of-Living Adjustments (COLA)	
Cost-of-Living Adjustments	Retirees are eligible for annual cost-of-living adjustment (COLA) limited to the increase in the Consumer Price Index (San Jose-San Francisco-Oakland, U.S. Bureau of Labor Statistics index, CPI-U, December to December), capped at 1.5% per fiscal year. The first COLA will be prorated based on the number of months retired.

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SURVIVORSHIP BENEFITS

Death Before Retirement	TIER 2
Non-service-Connected Death--Not Eligible for Retirement and less than two years of service	Return of accumulated employee contributions, plus interest, to spouse, domestic partner, children or estate
Non-service-connected Death-Not Eligible for Retiremen and two or more years of service	To surviving spouse/domestic partner: Monthly allowance based on annual amount equal to the greater of: • 2.0% x Years of City Service x Final Compensation (30% max) or • 10% of Final Compensation If no surviving spouse/domestic partner: Amount divided among the eligible surviving children If no children: Member's estate will receive the accumulated employee contributions, plus interest
Non-Service-Connected Death--Eligible for Retiremen	To surviving spouse/domestic partner: Monthly benefit equivalent to pension the employee would have received if retired at the time of death. If no surviving spouse/domestic partner: Amount divided equally among the eligible surviving children If no children: Member's estate will receive the accumulated employee contributions, plus interest
Killed in the Line of Duty	
Employee killed in the line of duty	To surviving spouse/domestic partner: Monthly allowance based on annual benefit equal to the greater of: • 50% of Final Compensation or • Benefit employee would have been eligible for if had retired at the time of death If no surviving spouse/domestic partner: Amount divided equally among the eligible surviving children If no children: Member's estate will receive the accumulated employee contributions, plus interest
Death After Retirement	
Service Retirees	At time of retirement, employee may elect 50%, 75% or 100% survivorship benefits to a spouse/domestic partner or children. Amount to be determined by the Board's actuary.

The information contained on this Fact Sheet is a summary for the Tier 2 members of the Police and Fire Department in the Fire Department.

For more information please contact the Department of Retirement Services at (408) 794-1000 or 1 (800) 732-6477. Or, go online at www.sjretirement.com

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