



# TOWN OF FAIRFAX

## STAFF REPORT

### August 1, 2018

**TO:** Mayor and Town Council

**FROM:** Garrett Toy, Town Manager GT

**SUBJECT:** Adopt a Resolution Establishing Wages and Benefits for Management, Confidential, and Part Time Employees for the Period of July 1, 2018 through June 30, 2021

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#### **RECOMMENDATION**

Adopt the Resolution Establishing Wages and Benefits for Management, Confidential, and Part Time Employees for the Period of July 1, 2018 through June 30, 2021.

#### **DISCUSSION**

In 2015, the Town Council, in response to the Grand Jury Report on labor negotiations, stated that the Town would place final tentative employee agreements on two successive Town Council agendas - the first for notice of the agreement, the second for a Council vote. The notice of amendments to the Management resolution was on the Council's July agenda. This item represents the second notice and adoption of the resolution.

The current Management Resolution expired on June 30, 2018. The new resolution is effective from July 1, 2018 through June 30, 2021. The length of the resolution (3 years) is the same as the MOU's with the Police Officer's Association and SEIU (non-management), and provides greater labor stability for the next 3 years. Managers are an unrepresented group.

Under the resolution, management (6) and part-time employees (5) will receive the following adjustments effective retroactive to July 1, 2018:

- Effective July 1, 2018: 4% COLA (cost of living adjustment)
- Effective July 1, 2019: 3% COLA
- Effective July 1, 2020: 2% COLA
- The annual vision reimbursement will be increased from \$100/yr. to \$200/yr.
- In lieu of a COLA for FY18-19, part-time employees will be eligible to submit for medical/dental reimbursement up to \$1,500 annually and will be allowed to use their annual sick leave as administrative leave.

Since 2009, management employees have received an average COLA of 0.4% per year (see attached). In comparison, the average CPI for Bay Area wage earners was approximately 2.7% per year over the same time period. The proposed increases are reasonable and less than the COLA's given to the bargaining groups.

It should be noted that part time employees are not eligible to receive health benefits, are not paid for holidays, nor do they accrue vacation/administrative. Beginning in FY19-20, part time employees will receive the same COLA increase as the management employees.

The resolution also reflects a \$350/mo. increase in the Assistant to the Town Manager (ATM) position to reflect compensation commensurate with the level of responsibility when compared to similar positions in the County and within the organization. The increase also maintains a minimum 10% difference between the bottom step of the ATM and the top step of the Deputy Town Clerk position, which is a non-management, but confidential employee position.

**FISCAL IMPACT**

The costs to the Town in FY18-19 is approximately \$50,000 or a 4.0% increase in total personnel costs (i.e., salary and benefits) for management and part-time staff compared to FY17-18. At the end of the MOU period, we project the total annual costs related to the resolution to be approximately \$92,000.

**ATTACHMENTS**

- A. Resolution
- B. COLA table
- C. CPI Table

**RESOLUTION 18-\_\_**

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF FAIRFAX  
ESTABLISHING WAGES AND BENEFITS FOR MANAGEMENT AND CONFIDENTIAL  
EMPLOYEES AND PART-TIME EMPLOYEES  
FOR THE PERIOD OF JULY 1, 2018, THROUGH JUNE 30, 2021**

This resolution is adopted in order to promote the development of a stronger, more effective management team, not only for purposes of employer-employee relations, but also as a means of recognizing outstanding management performance in all public service areas. The Salary Range Table in Exhibit A shows the salary ranges for management and confidential employees for the period July 1, 2018 through June 30, 2021.

The Town Manager shall establish the placement of an employee within the ranges as specified above. Movement within the ranges is based on achieving a satisfactory or above rating in an annual employee performance evaluation, to be approved by the Town Manager. Upon appointment, new employees are to be placed within the ranges established, to be approved by the Town Manager.

Confidential Employees and Part-Time employees are not Management Employees and are not entitled to salary and benefits given to Management Employees per this Resolution with the exception of the salary range table. Confidential employees shall receive and accrue benefits per the SEIU MOU.

**II. COST OF LIVING ADJUSTMENT**

The Management Employees' Salary Range Table in Exhibit A reflect a 4.0% cost of living adjustment (COLA) in the salary ranges effective July 1, 2018, a 3.0% salary COLA effective July 1, 2019, and a 2.0% salary COLA effective July 1, 2020. The Confidential Employee salary range tables includes any COLA's per the SEIU MOU during the specific time periods. The hourly rates for part-time positions in Finance, Planning and Building Services, and Recreation and Community Services will receive COLA adjustments similar to Management Employees beginning in FY19-20. For FY18-19, these part-time positions will not receive a COLA adjustment, but will be eligible to receive reimbursement for out-of-pocket medical costs per Section VIII of this Resolution.

**III. VACATION LEAVE**

Management employees accumulate vacation time in accordance with the following vacation entitlement schedule:

<u>SERVICE</u>	<u>DAYS</u>
1 through 48 months	13
49 through 120 months	17
121 months and over	22

**ATTACHMENT A**

No employee shall be entitled to take any vacation until he/she has at least six (6) months of continuous service. The vacation entitlement is earned on a monthly basis calculated by multiplying the annual entitlement times 8 hours and dividing by 12. Odd fractions will be rounded to the nearest tenth (1/10th). Upon termination of an employee's service with the Town, he/she shall be paid for all properly earned and unused vacation at or below the accrual cap.

An employee may take vacation at times approved by the Town Manager or his/her designee. It is the policy of the Town that employees are encouraged to take their normal vacation each year. An employee may carry the balance of his/her earned time over to the next year, provided, however, that no employee shall be allowed to accumulate more than 240 hours, and up to a maximum of 300 hours of earned vacation per fiscal year, without good cause and authorization by the Town Manager.

However, at their option and with approval of the Town Manager or his/her designee, an employee may convert to cash up to 100 hours of accrued vacation time each fiscal year, as long as the employee maintains a minimum balance of 80 hours of vacation leave after the cash out.

#### IV. HOLIDAYS

The Town agrees to provide employees covered by this Resolution thirteen (13) paid holidays per year:

- January 1, New Year's Day
- 3rd Monday in January, Martin Luther King Jr. Holiday
- 3rd Monday in February, Washington's Birthday
- Last Monday in May, Memorial Day
- July 4, Independence Day
- 1st Monday in September, Labor Day
- November 11, Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving
- December 24, Christmas Eve
- December 25, Christmas Day
- 2 Floating Holidays

When a holiday falls on a Saturday, the preceding Friday shall be deemed a holiday. When a holiday falls on a Sunday, the following Monday shall be deemed a holiday. When an employee is required to work on a holiday, he/she may select another day as holiday leave with pay with the consent of the Town Manager.

Two floating holidays (16 hours) shall be credited July 1 of each year. Floating holidays may be taken at times approved by the Town Manager. Floating holidays may not be accumulated and carried forward to the next fiscal year. Floating holidays cannot be cashed out at separation from the Town.

## V. EDUCATION LEAVE

In order to promote continued development of skills, knowledge and abilities among the management team of the Town, the Town Manager may grant time off to any management employee for education leave. Such leave may be received in order to attend professional, technical or managerial workshops, courses, conferences, conventions, seminars, or related activities. The costs for attendance at these activities including travel, per diem, registration, tuition, material or other reasonable costs are legitimate Town expenses.

A tuition and textbook reimbursement program shall be available to Town employees to encourage and financially assist employees to continue their education and broaden their backgrounds so as to improve job knowledge, skills and capacities of their present job.

Eligible employees will be reimbursed a portion (to be determined by the Town Manager) of the tuition and/or fees for textbooks and supplies under certain conditions for professional and technical courses offered by accredited colleges, universities, business, trade, or correspondence schools or by an otherwise accepted professional association or institute.

Conditions under which reimbursements may be approved are as follows:

1. The course work must relate to the employee's present position or must be beneficial to the employee's related professional development, or must enhance career advancement potential within the Town as follows:
  - a. An improvement in skills or knowledge required by the present position;
  - b. Preparing the employee for changes in duties due to the different use of a position or class;
  - c. Preparing the employee for the assumption of new and different duties as a result of a recent professional appointment; or
  - d. Preparing the employee for promotional opportunities.
2. Requests for reimbursement must be approved by the Town Manager before enrollment in the course.
3. Reimbursement will be made for tuition fees and/ or required textbooks and a reasonable amount of supplies verified by receipts upon completion of the course with a grade of "C" or better, "satisfactory", "pass", or the equivalent.
4. The employee must have completed his or her probation period.
5. The employee must not be receiving funds for the same course from any other source, such as Veteran's Benefits, scholarships, etc.

## VI. ADMINISTRATIVE LEAVE

In recognition of the long hours required to accomplish the requirements of the job, including attendance at numerous meetings outside normal working hours, all management employees shall be granted ten (10) days (80 hours) of paid Administrative Leave. Administrative Leave may be taken at any time during the fiscal year with the approval of the Town Manager.

Administrative Leave cannot be cashed out upon separation from the Town. Management employees may carry over up to 80 hours of Administrative Leave to the next fiscal year for a maximum accrual of 160 hours.

#### VII. PROFESSIONAL MEMBERSHIP FEES

Most management personnel may maintain membership in appropriate professional organizations. These memberships serve to acquaint the Town with current state-of-the-art in these professional areas by means of publications and special activities. The costs for membership in these organizations are legitimate Town expenditures to the extent provided for in the annual Town Budget.

#### VIII. HEALTH AND LIFE INSURANCE BENEFITS

Town shall cover the amount necessary to provide up to the Family Kaiser and Dental premium rates for each full-time regular employee covered by this agreement.

Employees hired after 7/1/2013 will pay a portion of their medical coverage as follows: Single only, fully covered. Single plus 1 \$100 per month; Family coverage \$200 per month. The Town shall provide coverage based on Kaiser Health Plan premiums.

The Town and the Management Employees hereby agree to use CalPERS Health Plan for medical insurance, thereby accepting that plan's benefit stipulations.

Town will pay premium for life insurance coverage of \$100,000 for each management employee.

When an employee commences work for the Town, his/her benefit distribution selection shall become effective the first of the month following the date of employment. Deduction for benefits shall be made within the month for which coverage is provided.

Employees can individually choose any combination of benefit options no later than July 1 of each year, except that employee life insurance coverage must be taken. The employee may add or delete dependent health coverage only during the year if one of the following conditions apply:

1. Birth/adoption (add dependent coverage).
2. Death (delete dependent coverage).
3. Marriage (add dependent coverage).
4. Divorce (delete dependent coverage).
5. Change in employment status of dependent (dependent becomes employed, may delete dependent coverage; dependent ceases employment, may add dependent coverage).

Employees are eligible to be reimbursed for eye exams, prescription glasses/contacts, vision plan premiums paid out of pocket by employees, and co-pays for vision plans as required for the employee and dependents. The annual fiscal year amount is \$200. Unused amounts may be carried forward to the next fiscal year. The maximum amount that can be carried over from one year to the next is \$200 for a maximum reimbursement of \$400 in any one fiscal

year. Employees must submit copies of receipts indicating the amount and a description of the service or good paid for by the employee or dependent in that fiscal year to be eligible for reimbursement.

Employees will receive \$30/month as part of the Town's wellness program for managers. The payment is to compensate managers for those costs they incur to maintain their mental and/or physical well-being such as gym/club memberships, health therapies, and recreational/educational classes.

Effective July 1, 2018, part time employees covered by this Resolution will be eligible to be reimbursed for medical costs including co-pays and medical/dental plan premiums paid out of pocket by employees. The annual maximum fiscal year amount eligible for reimbursement is \$1,500. Unused amounts cannot be carried forward to the next fiscal year. Employees must submit documentation for reimbursement per policies established by the Finance Department.

## X. RETIREMENT

- A. The Town agrees to continue to provide the Public Employee's Retirement System 2.5% at 55 Local Miscellaneous Members Retirement Program for non-safety employees plus the 3rd Tier Survivor Benefits, Post-Retirement Service Survivor Benefits, Sick Leave Service Credit and Average of Three Highest Years Final Compensation. Effective August 1, 2009 the Town agrees any new full-time employee hired after the PERS contract is amended to the two-tier system, will be members of the Public Employee's Retirement System (PERS) 2% at 55 Local Miscellaneous Members Retirement Program for non-safety employees plus the 3rd Tier Survivor Benefits, Post-Retirement Service Survivor Benefits, Sick Leave Service Credit and Average of Three Highest Years Final Compensation. Any new employee hired after the PERS contract is amended to the two-tiered system 2% at 55 modified Retirement Plan B will receive a \$100 per month non-matching contribution towards a deferred compensation plan.

All employees hired on or after January 1, 2013, will be provided PERS retirement benefits in compliance with the 2012 Public Employees Pension Reform Act (PEPRA) as follows:

- Employees classified as "new" under PEPRA will be covered by the PERS 2.0% @ 62 plan.
- Employees classified as "Classic" under PEPRA will be covered by the IPERS 2.0% @55 Plan.

All employees hired on or after January 1, 2013, classified as "New" under PEPRA will pay at least fifty percent (50%) of the Normal Cost of their Plan as calculated annually by PERS.

- B. Effective August 1, 2009, Town agrees to provide the PERS 3% at 55 Local Safety Members Retirement Program including the 1959 Survivor Benefits, Post-Retirement

Survivor Benefits and average of three highest years final compensation for the next Police Chief hired by the Town if such employee is not already employed by the Town.

- C. Effective in the July 1 2009 management MOU, Payment of PERS Contribution, employee agrees to pay 1.5% of the employee 8% PERS contribution. Town agrees to continue to fund the remaining 6.5% of the 8% employee's contribution rate to PERS,

Effective September 1, 2011 Employees agree to pay an additional 1.5% of the employee PERS contribution for a total of 3% employee contribution. The Town agrees to continue to fund the remaining 5% of the 8% employee's contribution rate to PERS.

Effective July 1, 2012, Employees agree to pay an additional 2% of the employee PERS contribution for a total of 5%. The Town agrees to continue to fund the remaining 3% of the 8% employee's contribution rate to PERS.

Effective July 1, 2013, Employees agree to pay 100% of the employee's portion of PERS (i.e., 7% or 8% depending on the employee's hire date).

The employee paid portion will be tax deferred.

- D. PRS Class III Survivors benefits shall be implemented.
- E. The Town will pay an employee who retires from the Town of Fairfax subsequent to the execution of this MOU an amount to cover medical insurance at the Kaiser employee only rate based on service according to the following formula:

10 years of service.....	50%
15 years of service.....	75%
20 years of service.....	100%

New employees hired on or after July 1, 2013 shall not be eligible to receive retiree medical coverage from the Town.

Retiree medical coverage is intended to be a reimbursement of employee medical insurance premium costs after retirement. Retirees receiving health care coverage shall annually submit written evidence of medical coverage (e.g., premium bill from health care insurance provider) to the Town as requested to be eligible for reimbursement. Premium reimbursements includes the Town's cost to PERS for the Minimum Employer Contribution (MEC) established by PEMCHA if applicable.

Medicare eligible retirees must apply for and receive Medicare benefits to be eligible for full reimbursement. For retirees on Medicare, the reimbursement may include both the Medicare and PERS Kaiser Rate for employee only premiums for the retirees provided the total cost does not exceed the maximum PERS Kaiser Rate for employee only, including any MEC costs to the Town, based on the above formulas.



Retirees not eligible for Medicare will continue to receive the PERS Kaiser employee only rate based on the above formulas.

- F. Part-Time Employees agree to pay 100% of the employee's portion of PERS, if applicable. In exchange, the employees will receive an increase in their hourly rate to offset the initial percentage increase of the employee's contribution to PERS (i.e., 1.5% to 3.0% depending on the employee).

## XI. LEAVES

### A. Sick Leave

1. Management employees shall be entitled to one working day of sick leave with pay for each month or major fraction thereof up to a maximum accumulation of one hundred sixty (160) days or 1280 hours.
2. Sick leave with pay up to the total number of sick leave days accumulated shall be granted by the Town Manager in case of bona fide illness or injury.
3. Part-time employees covered by this MOU shall be allowed to use sick leave as administrative leave. Part-time employees are not allowed to cash out their sick leave.

### B. Bereavement and Special Sick Leave

Leave with pay up to five (5) working days per year shall be granted by the Town Manager in case of the death or serious illness of a mother, father, spouse, sister, brother, son or daughter. Bereavement leave or special sick leave in case of death or serious illness of other persons may be granted only upon approval of the Town Manager.

### C. Miscellaneous Leaves with Pay

Management employees shall be granted leave of absence with full pay for:

1. Jury service;
2. Appearance required of him/her as a witness; or
3. Attendance in court resulting from his/her official duties.

Any extra compensation received shall be remitted to the Town.

### D. Leave of Absence Without Pay

Upon written request, the Town Manager may approve in writing a leave of absence without pay for a period not to exceed six months; the Town Council may approve such a leave for a period not exceeding one (1) year.

E. Compensation for Temporary Assignment

A management employee who is appointed to act within a higher pay classification may receive an additional 5% of base pay for the time worked in the higher classification. The exception being Department Heads shall not be eligible to receive "out of class" pay (i.e., acting Town Manager) unless they have served in such capacity for more than 15 days during the fiscal year and the Town Manager or Town Council has approved the amount of "out of class" pay to be received beginning with day 16.

The foregoing Resolution was duly and regularly passed and adopted at a Regular meeting of the Town Council of the Town of Fairfax held in said Town on the \_\_\_\_th day of \_\_\_\_\_, 2018 by the following vote, to wit:

AYES:  
NOES:  
ABSENT:

\_\_\_\_\_  
PETER LACQUES, Mayor

Attest:

\_\_\_\_\_  
Town Clerk, Michele Gardner

**EXHIBIT A- Salary Ranges/Schedule**

Management Employees As of June 30, 2018	Step A	Step B	Step C	Step D
Assistant to the Town Manager	\$ 6,664.09	\$ 6,997.29	\$ 7,347.16	\$ 7,714.52
Planning & Building Director	\$ 9,155.15	\$ 9,612.90	\$ 10,093.55	\$ 10,598.22
Finance Director	\$ 9,155.15	\$ 9,612.90	\$ 10,093.55	\$ 10,598.22
Public Works Director	\$ 9,155.15	\$ 9,612.90	\$ 10,093.55	\$ 10,598.22
Chief Building Official /Public Works Manager	\$ 8,229.83	\$ 8,641.32	\$ 9,073.38	\$ 9,527.05
Assistant Planner	\$ 5,343.78	\$ 5,610.97	\$ 5,891.52	\$ 6,186.09
Associate Planner	\$ 5,850.72	\$ 6,143.26	\$ 6,450.42	\$ 6,772.94
Senior Planner	\$ 7,034.20	\$ 7,385.90	\$ 7,755.20	\$ 8,142.96
Principal Planner	\$ 7,821.74	\$ 8,212.83	\$ 8,623.47	\$ 9,054.64
Management Analyst	\$ 5,816.66	\$ 6,107.50	\$ 6,412.87	\$ 6,733.51

Management Employees Effective July 1, 2018 (4% COLA)	Step A	Step B	Step C	Step D
Assistant to the Town Manager	\$ 7,294.65	\$ 7,659.39	\$ 8,042.35	\$ 8,444.47
Planning & Building Director	\$ 9,521.35	\$ 9,997.42	\$ 10,497.29	\$ 11,022.16
Finance Director	\$ 9,521.35	\$ 9,997.42	\$ 10,497.29	\$ 11,022.16
Public Works Director	\$ 9,521.35	\$ 9,997.42	\$ 10,497.29	\$ 11,022.16
Chief Building Official /Public Works Manager	\$ 8,559.02	\$ 8,986.97	\$ 9,436.32	\$ 9,908.14
Assistant Planner	\$ 5,343.78	\$ 5,610.97	\$ 5,891.52	\$ 6,186.09
Associate Planner	\$ 5,850.72	\$ 6,143.26	\$ 6,450.42	\$ 6,772.94
Senior Planner	\$ 7,315.56	\$ 7,681.34	\$ 8,065.41	\$ 8,468.68
Principal Planner	\$ 8,134.61	\$ 8,541.34	\$ 8,968.41	\$ 9,416.83
Management Analyst	\$ 6,413.33	\$ 6,733.99	\$ 7,070.69	\$ 7,424.23

Management Employees Effective July 1, 2019 (3% COLA)	Step A	Step B	Step C	Step D
Assistant to the Town Manager	\$ 7,513.49	\$ 7,889.17	\$ 8,283.63	\$ 8,697.81
Planning & Building Director	\$ 9,806.99	\$ 10,297.34	\$ 10,812.21	\$ 11,352.82
Finance Director	\$ 9,806.99	\$ 10,297.34	\$ 10,812.21	\$ 11,352.82
Public Works Director	\$ 9,806.99	\$ 10,297.34	\$ 10,812.21	\$ 11,352.82
Chief Building Official /Public Works Manager	\$ 8,815.79	\$ 9,256.58	\$ 9,719.41	\$ 10,205.38
Assistant Planner	\$ 5,504.09	\$ 5,779.30	\$ 6,068.26	\$ 6,371.68
Associate Planner	\$ 6,026.24	\$ 6,327.55	\$ 6,643.93	\$ 6,976.13
Senior Planner	\$ 7,535.03	\$ 7,911.78	\$ 8,307.37	\$ 8,722.74
Principal Planner	\$ 8,378.65	\$ 8,797.58	\$ 9,237.46	\$ 9,699.33
Management Analyst	\$ 6,605.73	\$ 6,936.01	\$ 7,282.81	\$ 7,646.96

Management Employees Effective July 1, 2020 (2% COLA)	Step A	Step B	Step C	Step D
Assistant to the Town Manager	\$ 7,663.76	\$ 8,046.95	\$ 8,449.30	\$ 8,871.76
Planning & Building Director	\$ 10,003.13	\$ 10,503.29	\$ 11,028.46	\$ 11,579.88
Finance Director	\$ 10,003.13	\$ 10,503.29	\$ 11,028.46	\$ 11,579.88
Public Works Director	\$ 10,003.13	\$ 10,503.29	\$ 11,028.46	\$ 11,579.88
Chief Building Official /Public Works Manager	\$ 8,992.11	\$ 9,441.71	\$ 9,913.80	\$ 10,409.49
Assistant Planner	\$ 5,614.18	\$ 5,894.88	\$ 6,189.63	\$ 6,499.11
Associate Planner	\$ 6,146.77	\$ 6,454.10	\$ 6,776.81	\$ 7,115.65
Senior Planner	\$ 7,685.73	\$ 8,070.02	\$ 8,473.52	\$ 8,897.19
Principal Planner	\$ 8,546.22	\$ 8,973.53	\$ 9,422.21	\$ 9,893.32
Management Analyst	\$ 6,737.84	\$ 7,074.73	\$ 7,428.47	\$ 7,799.89

Confidential Employees As of June 30, 2018	Step A	Step B	Step C	Step D	Step E	Step F
Deputy Town Clerk- Confidential	\$ 4,926.13	\$ 5,172.43	\$ 5,431.05	\$ 5,702.61	\$ 5,987.74	\$ 6,287.13

Confidential Employees Effective July 1, 2018 (4% COLA)	Step A	Step B	Step C	Step D	Step E	Step F
Deputy Town Clerk- Confidential	\$ 5,172.43	\$ 5,431.06	\$ 5,702.61	\$ 5,987.74	\$ 6,287.13	\$ 6,601.48

Confidential Employees Effective July 1, 2019 (3% COLA)	Step A	Step B	Step C	Step D	Step E	Step F
Deputy Town Clerk- Confidential	\$ 5,379.33	\$ 5,648.30	\$ 5,930.71	\$ 6,227.25	\$ 6,538.61	\$ 6,865.54

Confidential Employees Effective July 1, 2020 (2% COLA)	Step A	Step B	Step C	Step D	Step E	Step F
Deputy Town Clerk- Confidential	\$ 5,540.71	\$ 5,761.26	\$ 6,108.63	\$ 6,414.07	\$ 6,734.77	\$ 7,071.51

SEIU (Non-Management)

Effective Date	Salary Increase	Description
7/1/2009	-1.5%	Employee begins paying a portion of employee share of retirement
7/1/2010	0.0%	no cola
9/1/2011	-1.5%	Employee pays additional amount of employee share of retirement
7/1/2012	-2.0%	Employee pays additional amount of employee share of retirement
7/1/2013	-3.0%	employee now pays 100% of employee share of retirement costs (8%)
7/1/2013	5.0%	2% cola; 3% salary increase to offset employees paying additional share of employee retirement after eff date new hires share \$100 for medical single+one and \$200 single + two/more; eliminates retiree health for new employees
7/1/2014	2.0%	cola ; eliminated 2 floating holidays
7/1/2015	0.0%	no cola
1/1/2016	5.0%	created additional step F for everyone; those not eligible (2) for step incr receive 4%-5% bonus
1/1/2017	2.0%	cola
1/1/2018	2.0%	cola
Effective %		
Total Incr	8.0%	9 yr.- avg. less than 1%/ yr

Management

Effective Date	Salary Increase	Description
7/1/2009	-1.5%	Employee begins paying a portion of employee share of retirement
7/1/2010	0.0%	no cola
9/1/2011	-1.5%	Employee pays additional amount of employee share of retirement
7/1/2012	-2.0%	Employee pays additional amount of employee share of retirement
7/1/2013	-3.0%	employee now pays 100% of employee share of retirement costs (8%)
7/1/2013	4.5%	1.5% cola; 3% salary incr. to offset employee paying added share of retirement costs after eff date new hires share \$100 for medical single+one and \$200 single + two/more; eliminates retiree health for new employees
1/1/2014	1.5%	cola
7/1/2015	2.0%	cola
7/1/2016	0.0%	no cola
1/1/2017	2.0%	cola
1/1/2018	2.0%	cola
Effective %		
Total Incr	4.0%	9 yr avg- less than 0.5%/yr

CPI- Urban Wage Earners and Clerical Workers (Bay Area)

Year	CPI
2010	2.4%
2011	3.5%
2012	2.2%
2013	2.2%
2014	2.6%
2015	2.0%
2016	2.6%
2017	3.7%
2018	3.4%
<b>Yr Avg.</b>	<b>2.7%</b>

Note: Compares April to April (e.g., April 2009 to April 2010)

Source: Bureau of Labor Statistics, US Department of Labor