

### HISTORY OF ACROSS-THE-BOARD SALARY INCREASES

Date Updated

7/1/2019

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Unit	MOU Exp.	Normal Increase	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	Total
General (& Conf.)	Contract Expires 3/31/20	Oct	2.5%	1.5%	0.0%	0.0%	0.0%	2.5%	2.0%	3%;	3.0%	1.5%	*		16.0%
TAP	Contract Expires 9/30/2019	Oct	2.5%	1.5%	0.0%	0.0%	0.0%	3.0%	2.5%	2.0%	3.0%	0.5%	1.0%		16.0%
Supervisors	Contract Expires 6/30/2019	Oct or Jan	1.5%	2.5%	0.0%	0.0%	0.0%	2.0%	2.0%	3.0%	3.0%	1.0%	1.0%		16.0%
Non-sworn Management (& Sworn Executives)	Salary Plan Expires 6/30/17	July	2.5%	0.0%	0.0%	0.0%	0.0%	2.0%	2.0%	3.0%	3.0%	1.0%	1.0%		14.5%
Miscellaneous Retirement Cost-Sharing Total (includes Gen, TAP, Supervisors, Conf., Mgmt)	CalPERS		-6.899%	-6.673%	-7.553%	-7.553%	-7.829%	-8.223%	-8.556%	-9.233%	-9.526%	-9.811%	-10.726%	-11.835%	
Police Sworn	Contract Expires 6/30/2019	July	3.5% (Jul) +2.5% (Apr)	0.0%	0.0%	0.5% (Oct) +1% (Jan)	1.5% (Jul) +1.5% (Jan)	0%	1.5%	2.0%	3.0%	3.0%	3.0%		23.0%
Police Sworn Retirement Cost-Sharing Total	CalPERS		0.0%	0.0%	0.0%	0.0%	0.0%	-3% PERS	-6% PERS	-9% PERS	-9% PERS	-9% PERS	-9% PERS		
Police Non-Sworn	Contract Expires 6/30/2019	July	2% (Jul) +1% (Apr)	0.0%	0.0%	0.0%	0.5% (Jul) +1% (Jan) +1% (Jun)	0.0%	2.0%	3.0%	3.0%	3.0%	3.0%		19.5%
Miscellaneous Retirement Cost-Sharing Total (includes Gen, TAP, Supervisors, Conf., Mgmt)	CalPERS		-6.899%	-6.673%	-7.553%	-7.553%	-7.829%	-8.223%	-8.556%	-9.233%	-9.526%	-9.811%	-10.726%	-11.835%	
Police Manager (PMA) Increases	Contract Expires 12/31/2019	July	3.0%	3.0%	0.0%	0.0%	3.0%	7.0%	0.0%	0.0%	2.0%	3.5%	1.0%		22.5%
Police Managers Retirement Cost-Sharing Total	CalPERS		0.0%	0.0%	0.0%	0.0%	-3% PERS	-9% PERS	-9% PERS	-9% PERS	-9% PERS	-13% PERS	-13% PERS		
Fire Safety	Contract Expires 6/30/2019	July	3% (Jul) +2.5% (Jan)	3% (Jul) +2.5% (Jan)	1.5% (Jan)	1.5% (Jan)	1.5% (Jul) +1.5% (Jan)	0.0%	4.0%	4.0%	2.5%	2.8%	1.1%		31.4%
Fire Safety Retirement Cost-Sharing Total			0.0%	0.0%	0.0%	0.0%	0.0%	-3% PERS	-6% PERS	-9% PERS	-9% PERS	-10.5% PERS	-10.5% PERS		
Fire Managers (FMA)	Contract Expires 6/30/2020	July	3.0%	3.0%	0.0%	0.0%	3.0%	2.5%	4.4%	1.5%	1.5%	4.1%	1.0%	1.0%	25.0%
Fire Managers Retirement Cost-Sharing Total			0.0%	0.0%	0.0%	0.0%	-3% PERS	-6% PERS	-9% PERS	-9% PERS	-9% PERS	-13% PERS	-13% PERS		
Prior Year June-June CPI	N/A		5.4%	-2.2%	0.9%	2.9%	1.6%	1.4%	1.8%	0.8%	1.8%	2.2%	4.0%		

1. Annual percent change; Previous FY End (June)
  2. Comp= compaction adjustments; Class= market adjustments to some classes; Specials= increases to special pays
  3. Periodic market salary surveys have been conducted with individual classifications brought to market average, as necessary
  4. Sworn Chiefs 3% salary increase 2008-2009
  5. TAP Harbor Patrol Officers Cost Sharing of 9% PERS Contribution began in 2011 (3%), 2014 (3%), 2015 (3%)
- Does not include temporary concessions made during fiscal crisis of FY 2010- FY 2013**  
Misc. Cost-Sharing began 2005