

HISTORY OF ACROSS-THE-BOARD SALARY INCREASES

Date Updated 3-10-20

Document was developed for internal reference. Please verify controlling documents before relying on this information

Bargaining Group	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	Total
General (& Conf.)	2.5%	1.5%	0.0%	0.0%	0.0%	2.5%	2.0%	3.0%	3.0%	1.5%	1.65%			17.65%
TAP	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	1.5%	2.5%	0.0%	0.0%	0.0%	2.0%	2.0%	3.0%	3.0%	1.0%	1.0%	1.9%		17.9%
Non-sworn Management (& Sworn Executives)	2.5%	0.0%	0.0%	0.0%	0.0%	2.0%	2.0%	3.0%	3.0%	1.0%	1.0%	1.65%		16.15%
Miscellaneous Retirement Cost-Sharing Total (includes Gen, TAP, Supervisors, Conf., Mgmt)	-6.899%	-6.673%	-7.553%	-7.553%	-7.829%	-8.223%	-8.556%	-9.233%	-9.526%	-9.811%	-10.726%	-11.835%	12.347%	
Police Sworn	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%	3.0%	2.5%	28.5%
Police Sworn Retirement Cost-Sharing Total	0.0%	0.0%	0.0%	0.0%	0.0%	-3% PERS	-6% PERS	-9% PERS	-9% PERS	-9% PERS	-9% PERS	-9% PERS		
Police Non-Sworn	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%	3.0%	2.5%	25.0%
Miscellaneous Retirement Cost-Sharing Total (Police Non-Sworn)	-6.899%	-6.673%	-7.553%	-7.553%	-7.829%	-8.223%	-8.556%	-9.233%	-9.526%	-9.811%	-10.726%	-11.835%	12.347%	
Police Manager (PMA) Increases	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	0.0%	0.0%	0.0%	0.0%	-3% PERS	-9% PERS	-9% PERS	-9% PERS	-9% PERS	-13% PERS	-13% PERS	-13% PERS		
Fire Safety	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%	3.0%	2.5%	36.9%
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	-10.5% PERS		
Fire Managers (FMA)	3.0%	3.0%	0.0%	0.0%	3.0%	2.5%	4.4%	1.5%	1.5%	4.1%	1.0%			24.0%
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	-13% PERS		
Prior Year June-June CPI	5.4%	-2.2%	0.9%	2.9%	1.6%	1.4%	1.8%	0.8%	1.8%	2.2%	4.0%			

Annual percent change; Previous FY End (June)

TAP Harbor Patrol Officers Cost Sharing of 9% PERS Contribution began in 2011 (3%), 2014 (3%), 2015 (3%)

Misc. Cost-Sharing began 2005

Purple = Miscellaneous CalPERS retirement Plan

Blue = Police Safety Retirement Plan

Pink = Fire Safety Retirement Plan