

**City of Chico - Human Resources Risk Management**

**Leave Accruals**

The following summary was developed to provide an overview of City of Chico employee benefits by bargaining unit. It does not constitute an agreement or contract to provide benefits. Actual benefits are detailed in the Memoranda of Understanding (MOU) or Pay and Benefits Resolution (PBR) for each bargaining group. The summarized benefits are NOT applied to temporary hourly exempt employees. For an explanation of what employees are covered in each bargaining unit, see page six.

Bargaining Unit	Administrative/ Management Leave	Personal Time Off **	Sick Leave Accrual	Utilization for Family	Sick Leave Upon Retirement	Transfer of Sick Leave to Others
CEA	40 hours per year *	40 hours per year + 40 hours for 2017, 2018 + 20 hours for 2019	96 hours per year	Yes	***	No more than 50% of their balance. Must have a minimum of 40 hours remaining after transfer.
SEIU - TC	0	40 hours per year	96 hours per year	Yes	***	96 hrs maximum transfer per year - up to half of balance
Local 39	0	40 hours per year	96 hours per year	Yes	***	96 hrs maximum transfer per year - up to half of balance
IAFF	0	0	134.4 hours per year	Yes	***	24 hrs. maximum transfer per year
CPOA	0	0	96 hours per year	Yes	***	See CEA
CPSA	0	40 hours per year	96 hours per year	Yes	***	See CEA
MGMT	96 hour per year	0	96 hours per year	Yes	***	See CEA
PSM	96 hours per year	0	96 hours per year	Yes	***	See CEA
CONFID	56 hours per year *	80 hours per year	96 hours per year	Yes	***	See CEA

\* Positions eligible to receive Administrative leave are designated by MOU or PBR. Any Administrative/Management Leave not taken by December 31 of any calendar year shall be removed without compensation from Employee's payroll record

\*\* Any Personal Time Off not taken by December 31 of the calendar year shall be removed without compensation from Employee's payroll record.

**Sick Leave Conversion Upon City Separation \*\*\***

Bargaining Unit	City Service Years	Max Conversion %	Max Buyout Amount
IAFF, CPOA, PSM	0-5 Years	0%	\$0
	5-10 Years	10%	\$1,000
	10-15 Years	25%	\$2,000
	Over 15 Years	50%	\$3,000
CEA, Local 39, SEIU-TC, CNF, MGT, CPSA	0-5 Years	0%	\$0
	5-10 Years	10%	\$1,500
	10-15 Years	30%	\$3,000
	Over 15 Years	60%	\$5,000

\*\*\*\* Accumulated sick leave shall be credited to Employee's retirement on an hour by hour basis. If employees buyout sick leave, the remaining balance of sick leave will be credited to the Employee's retirement.

**City of Chico - Human Resources Risk Management**

**Holiday Leave & Accrual**

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<b>Bargaining Unit</b>	<b>Floating Holiday Leave*</b>	<b>Number of Paid Holidays Per Year</b>	<b>Number of Hours Paid per Holiday</b>	<b>Holiday Payment/Utilization</b>
<b>CEA</b>	8 hours	11	8	Employees receive a paid day off for each of the 11 City designated holidays. Employees required to work on holidays shall be compensated, by granting time off or, at CM discretion, pay at time and one-half. Employees required to work on July 4th, Thanksgiving, or Christmas shall receive Premium Holiday Pay (double time pay).
<b>SEIU - TC</b>	8 hours	11	8	See CEA
<b>Local 39</b>	8 hours	11	8	See CEA
<b>IAFF</b>	8 hours for 40 hour week; 12 hours for 56 hour week employees	11	24	Employees on a fifty six (56) hour work week will receive a negotiated 10.15 hours of pay each bi-weekly pay period. The annual holiday hours paid are 263.9. Employees assigned to a forty (40) hour work week will follow the prescribed holiday policy for miscellaneous employees
<b>CPOA</b>	8 hours	11	8	Employees receive a bank of holiday 96 hours** on January 1st of each year. Employees can schedule and use their holiday hours at a time convenient to them and the City.
<b>CPSA</b>	8 hours	11	8	Employees receive a bank of holiday hours on January 1st (40 hours**) and July 1st (56 hours) of each year. Employees can schedule and use their holiday hours at a time convenient to them and the City. Employees required to work on any of the 11 City designated holidays shall receive Premium Holiday Pay (pay at time and one-half). The employee also keeps the accrual of 8 hours for the holiday in the holiday time bank.
<b>MGMT</b>	8 hours	11	8	Employees receive a paid day off for each of the 11 City designated holidays. Employees required to work on holidays shall be compensated in addition to their pay, by granting time off or, at CM discretion, additional pay at straight time.
<b>PSM</b>	8 hours	11	8	Police PSM - See Management. Fire PSM - Active Chief Officers who are assigned to 24-hour duty coverage on holidays, shall receive holiday pay at their regular hourly rate each bi-weekly pay period. The formula for holiday pay calculation shall be 11 holidays x 24 hours, divided by the number of active Chief Officers, divided by 26 pay periods.
<b>CONFID</b>	8 hours	11	8	See Management

\* Any Floating Holiday Leave not taken by December 31 of any calendar year shall be removed without compensation from Employee's payroll record

\*\* Includes 8 hours of Floating Holiday Leave

**City of Chico - Human Resources Risk Management**

**Leave Without Pay (LWOP) and Bereavement Leave**

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<b>Bargaining Unit</b>	<b>Maximum Duration of Leave Without Pay</b>	<b>Health Benefits during Leave (FMLA)*</b>	<b>Health Benefits during Leave (non FMLA)</b>	<b>Accrual of Seniority during Leave</b>	<b>Maternity/Paternity Leave</b>	<b>Bereavement Leave **</b>
<b>CEA</b>	4 months	Yes. City continues contribution toward benefits during pay period the employee leave, plus 9 full pay periods. City obligation can be met during period of sick leave use.	Employee pays full premiums for all insurance.	If approved leave is greater than one bi-weekly pay period, no seniority accrued	10 days maximum available for birth or adoption to be taken in accordance with FMLA/CFRA timeframes	Maximum of 5 days to be used within 7 days of death or funera/memorial
<b>SEIU - TC</b>	4 months	See CEA	See CEA	See CEA	3 days maximum available for birth or adoption withing 14 days of birth	See CEA
<b>Local 39</b>	4 months	See CEA	See CEA	See CEA	See SEIU-TC	See CEA
<b>IAFF</b>	4 months	See CEA	See CEA	If approved leave is greater than five work shifts, no seniority accrued	3 days maximum available for birth or adoption for employees assigned to 56 hr weeks; 4 days for 40hr weeks	Maximum of 4 24-hour shiftsfor 56 hour employees, and 5 consecutive work days for 40 hour employees
<b>CPOA</b>	4 months	See CEA	If leave is longer than one calendar month, City shall not contribute	See CEA	See SEIU-TC	See CEA
<b>CPSA</b>	4 months	See CEA	See CEA	See CEA	See SEIU-TC	See CEA
<b>MGMT</b>	4 months	See CEA	See CEA	See CEA	See CEA	See CEA
<b>PSM</b>	4 months	See CEA	See CEA	See CEA	See SEIU-TC	See CEA
<b>CONFID</b>	4 months	See CEA	See CEA	See CEA	See CEA	See CEA

\* An employee who does not return from an approved leave will be required to reimburse the City for the premiums paid by the City during the leave unless Employee fails to return because of Employee's own or a relative's serious health condition or other exceptional circumstance as approved by the City Manager. City contributions continue during an approved medical LWOP until the end of the fourth month following the month in which such leave began.

\*\* Leave must be taken within seven days of the date of funeral or memorial service for the deceased and is for defined "family members" only.

**City of Chico - Human Resources Risk Management**

**Health Insurance: Medical, Dental, and Vision**

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Bargaining Units	Vision Insurance*	Medical Insurance PPO 90/10	Medical Insurance PPO 80/20	Medical Insurance EPO	Medical Insurance HDHP	HSA Contribution **
CEA Local 39 SEIU-TC IAFF PSM MGMT CONFID CPOA CPSA	<b>City Contribution:</b> \$5.47 per month  <b>Employee Pays:</b> Single \$0.00 Double \$4.66 Family \$10.24	<b>City Contribution:</b> Single \$329.55 Double \$697.82 Family \$907.84  <b>Employee Pays:</b> Single \$254.45 Double \$545.18 Family \$692.16	<b>City Contribution:</b> Single \$373.96 Double \$794.18 Family \$1,030.80  <b>Employee Pays:</b> Single \$165.04 Double \$351.82 Family \$446.20	<b>City Contribution:</b> Single \$504.46 Double \$1,088.75 Family \$1,395.59  <b>Employee Pays:</b> Single \$79.54 Double \$155.25 Family \$205.41	<b>City Contribution:</b> Single \$380.00 Double \$809.00 Family \$1,042.00  <b>Employee Pays:</b> Single \$0.00 Double \$0.00 Family \$0.00	<b>City Contribution:</b> Single \$78.14 Double \$125.02 Family \$156.27  <b>IAFF City Contribution:</b> Single \$100.00 Double \$160.00 Family \$200.00
Unrepresented / Variable Hour / Hourly Employees	<b>City Contribution:</b> \$5.47 per month  <b>Employee Pays:</b> Single \$0.00 Double \$4.66 Family \$10.24	<b>City Contribution:</b> Single \$329.55 Double \$329.55 Family \$329.55  <b>Employee Pays:</b> Single \$254.45 Double \$913.45 Family \$1,270.45	<b>City Contribution:</b> Single \$373.96 Double \$373.96 Family \$373.96  <b>Employee Pays:</b> Single \$165.04 Double \$772.04 Family \$1,103.40	<b>City Contribution:</b> Single \$504.46 Double \$504.46 Family \$504.46  <b>Employee Pays:</b> Single \$79.54 Double \$739.54 Family	<b>City Contribution:</b> Single \$380.00 Double \$380.00 Family \$380.00  <b>Employee Pays:</b> Single \$0.00 Double \$429.00 Family \$662.00	<b>City Contribution:</b> Single \$78.14 Double \$78.14 Family \$78.14

Bargaining Units	Dental* City Contribution	Dental Insurance Employee Pays
CEA CONFID IAFF LOCAL 39 MGMT PSM-Fire SEIU-TC	\$61.20	\$20.40
CPOA CPSA	\$7.51	\$74.09
PSM-PD	\$0.00	\$81.60

\* Dental and vision insurance are non-voluntary for the employee.

\*\* Employees must participate in a high deductible health plan (HDHP) to be eligible for an HSA.

\*\*\*\* Employees who have other group medical insurance coverage and opt out of the City's plan, can receive up to \$200 per month into either Deferred Compensation, Section 125

**City of Chico - Human Resources Risk Management**

**Retirement Benefits\***

The following summary was developed to provide an overview of City of Chico employee benefits by bargaining unit. It does not constitute an agreement or contract to provide benefits. Actual benefits are detailed in the Memoranda of Understanding (MOU) or Pay and Benefits Resolution (PBR) for each bargaining group. The summarized benefits are NOT applied to temporary hourly exempt employees. For an explanation of what employees are covered in each bargaining unit, see page six.

	Bargaining Units	Employer Rate	Employee Contribution	Employee Payment of City Contribution	Total CalPERS Contribution (City & Employee)	Retirement Formula	EPMC
<b>Classic Members</b> (hired before 1/1/13, or transferred from another PERS agency)	CEA	38.936%	8%	3%	46.936%	3% at 60	No
	SEIU - TC	38.936%	8%	0%	46.936%	3% at 60	No
	Local 39	38.936%	8%	0%	46.936%	3% at 60	No
	IAFF	39.005%	9%	0%	48.005%	3% at 50	No
	CPOA	39.005%	9%	3%	48.005%	3% at 50	No
	CPSA	38.936%	8%	3%	46.936%	3% at 60	No
	MGMT	38.936%	8%	0%	46.936%	3% at 60	No
	PSM	39.005%	9%	3%	48.005%	3% at 50	No
	CONFID	38.936%	8%	3%	46.936%	3% at 60	No
<b>New Members</b> (hired after 1/1/13)	CEA	38.936%	6.75%	3%	45.686%	2% at 62	No
	SEIU - TC	38.936%	6.75%	0%	45.686%	2% at 62	No
	Local 39	38.936%	6.75%	0%	45.686%	2% at 62	No
	IAFF	39.005%	12%	0%	51.005%	2.7% at 57	No
	CPOA	39.005%	12%	3%	51.005%	2.7% at 57	No
	CPSA	38.936%	6.75%	3%	45.686%	2% at 62	No
	MGMT	38.936%	6.75%	0%	45.686%	2% at 62	No
	PSM	39.005%	12%	3%	51.005%	2.7% at 57	No
	CONFID	38.936%	6.75%	3%	45.686%	2% at 62	No

\* The City of Chico's retirement plans are defined benefit plans administered and governed by the California Public Employee Retirement System (CalPERS). Employee is eligible for benefits after five years of service and employee's 50th birthday.

**CalPERS Employer Rate History**

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
<b>Safety</b>	27.135%	24.399%	25.897%	26.866%	26.362%	27.533%	30.742%
<b>Miscellaneous</b>	20.438%	18.962%	20.307%	20.917%	20.805%	21.241%	23.253%
	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
<b>Safety</b>	31.006%	31.310%	32.912%	35.193%	39.005%		
<b>Miscellaneous</b>	23.831%	26.254%	28.093%	31.208%	38.936%		

**457 Retirement Match**

Bargaining Units	City Match
CPOA	10%
CPSA	10%
All other Units	0%

**Retiree Medical Trust**

Bargaining Units	City Contribution
CPOA	\$100
All other Units	\$0

**City of Chico - Human Resources Risk Management**

**Miscellaneous Benefits**

The following summary was developed to provide an overview of City of Chico employee benefits by bargaining unit. It does not constitute an agreement or contract to provide benefits. Actual benefits are detailed in the Memoranda of Understanding (MOU) or Pay and Benefits Resolution (PBR) for each bargaining group. The summarized benefits are NOT applied to temporary hourly exempt employees. For an explanation of what employees are covered in each bargaining unit, see page six.

Bargaining Unit	Workers' Compensation (City Contribution)	Uniform Allowance	Tool Allowance	Health Club Reimbursement	Educational Incentive Pay	Longevity Pay	Life Insurance (City Paid)	Short-term/ Long-term Disability (City Contribution)	Short-term/ Long-term Disability (Employee Contribution) ****	FICA - Medicare (City Contribution) ***
CEA	8.00%	** \$350 - Park Ranger & Property Section Manager	None	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	.82% of salary	None	1.45%
SEIU - TC	8.00%	\$250 - Tree Maint Worker \$350 - Parking Meter Coll/Rep	\$400 per year	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	.82% of salary	None	2.90%
Local 39	8.00%	None	None	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	.82% of salary	None	2.90%
IAFF	8.00%	\$500 per year	None	\$37.00 per month	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	\$24.50 per month	None	2.90%
CPOA	8.00%	\$900 per year	None	\$50.00 per month	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	\$22.60 per month	None	1.45%
CPSA	8.00%	\$550 per year	None	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	.82% of salary	None	1.45%
MGMT	8.00%	\$700 - Communications/ Records Manager	None	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	.82% of salary	None	Hired prior to 1/1/14 - 2.9% Hired after 1/1/14 - 1.45%
PSM	8.00%	\$190 per year - PD \$500 per year - Fire	None	None	None	None	Fire - \$0.108/month per \$1,000 Emp Annual Salary + \$0.46 PD - \$0	Fire - \$24.5 per month PD - \$0	Fire - \$0 PD - .86% of salary	Fire - 2.9% PD - 1.45%
CONFID	8.00%	None	None	None	None	None	\$0.108/month per \$1,000 Emp Annual Salary + \$0.46	.82% of salary	None	1.45%

\* Per State status governing Workers' Compensation and self insurance and Budget Appropriation. Rate reported is for most common employee code in group.

\*\* Park Ranger only.

\*\*\* City does not participate in Social Security. City pays employees and employer share of Medicare tax for some units.

\*\*\*\* This is a post-tax deduction. Park time employees are covered by California SDI.

## City of Chico - Human Resources Risk Management

### History of Salary Increases (Page 1 of 3)

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Bargaining Units	January 1997	January 1998	July 1998	January 1999	January 2000	January 2001	January 2002	July 2002	January 2003
CEA	None	5%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with 6.5% employee retirement payment	3.04%
SEIU - TC	None	5%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with 6.5% employee retirement payment	3.04%
Local 39	None	5%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with 6.5% employee retirement payment	3.04%
IAFF	6%	4%	4%	7%	7.7%	3% @ 50	5.43%	None	5.70%
CPOA	8%	5%	None	Add Additional Step	4.00%	3% @ 50	None	13.00%	10.04%
CPSA	2.5%	2%	None	3.50%	Add Additional Step	3.45%	2.13%	3% @ 60	10% or 20%
MGMT	None	5%	None	2.24%	4%	5.84%	8.48%	3% @ 60 with employees paying 6.5 more of retirement contribution	3.04%
PSM	None	5%	None	2.24%	4%	5.84%	8.48%	None	3.04%
CONFID	None	5%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with employees paying 5% more of retirement contribution & taking 1.5% pay reduction	3.04%

#### Key to Employee Bargaining Units

**CEA:** This bargaining unit covers all employees in the City's clerical, technical, and professional positions.

**SEIU-TC:** This bargaining unit (Service Employees International Union) covers all employees in the City's trades and crafts positions.

**Local 39:** This bargaining unit covers all employees of the Water Pollution Control Plant, except management and administration.

**IAFF:** IAFF covers all fire employees except for those employees in fire management positions.

**CPOA:** This bargaining unit covers all sworn members of the police department.

**CPSA:** This bargaining unit covers non-sworn employees involved in performing police work. It does not include clerical or support staff assigned to the Police Department.

**CONFID:** Covers classified employees excluded from CEA because of MMB, and access to employee relations.

#### Key to Employee PBR (Pay & Benefits Resolution)

**MGMT:** Covers management employees except for Chief of Police, Police Captain, Police Lieutenant, Fire Chief, and Division Chief.

**PSM:** Covers Chief of Police, Police Captain, Police Lieutenant, Fire Chief, and Division Chief.

**City of Chico - Human Resources Risk Management**

**History of Salary Increases Continued (Page 2 of 3)**

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Bargaining Units	January 2004	January 2005	January 2006	January 2007	January 2008	January 2009	January 2010	January 2011	January 2012
<b>CEA</b>	4.88%	2.4%	5.7% with 2.5% City pickup of PERS	2.3%	2.45%	0%, redirect 1% to EPMC Special Comp	1%	0%	0%
<b>SEIU - TC</b>	4.88%	2.4%	5.7% with 2.5% City pickup of PERS	2.3%	2.45%	0%, redirect 1% to EPMC Special Comp	0%, redirect 1% to City pickup of PERS	1%	0%
<b>Local 39</b>	4.88%	2.4%	5.7% with 2.5% City pickup of PERS	2.3%	2.45%	0%, redirect 1% to EPMC Special Comp	0%, redirect 1% to City pickup of PERS	1%	0%
<b>IAFF</b>	7.88%	4.4%	8.99%	5%	4%	0%	0%	0%	3% G Step Added
<b>CPOA</b>	9% City Pickup of PERS	4.74%	8% with 10% Deferred Comp match	5%	4%	0%	0%	0%	0%
<b>CPSA</b>	4.88%	2.4%	7.92% with 10% Deferred Comp match	0%, redirect 1.62% to EPMC and .7% to Premium Holiday Pay	2%, redirect .45% to POST Certification pay	0%, redirect 1% to POST Certification pay	0%, redirect 1% to POST Certification pay	0%	0%
<b>MGMT</b>	4.88%	2.4%	5.7% with 1% retro to Jan 2005	1.3% with 1% redirect and 1% City pickup of PERS	2.45%	0%, redirect 1% to City pickup of PERS	0%, redirect 1% to City pickup of PERS	0%	0%
<b>PSM</b>	4.88%	2.4% with 3.5% City pickup of PERS	5.7% with 1% retro to Jan 2005	2.3%	2.45%	1%	1%	0%	0%
<b>CONFID</b>	4.88%	2.4%	5.7% with 1% retro to Jan 2005	1.3% with 1% redirect and 1% City pickup of PERS	2.45%	0%, redirect 1% to City pickup of PERS	0%, redirect 1% to City pickup of PERS	0%	0%

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**Key to Employee PBR (Pay & Benefits Resolution)**

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**City of Chico - Human Resources Risk Management**

**History of Salary Increases Continued (Page 3 of 3)**

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Bargaining Units	2013	January 2014	January 2015	2016	January 2017	2018	2019
CEA	1.95% (Employees pay 2% additional PERS for 1.95% salary increase)	1% (12/29/13 - 01/11/14 only, Formula removed 01/12/14)	0.00%	July - .5% one-time offset	2.5% step added to table for 3% CalPERS "Cost Sharing"		
SEIU - TC	.975% (Employees pay 1% additional PERS for .975% salary increase)	0.00%	1% one-time offset	January - 2% one-time offset	0.00%		
Local 39	0.00%	0.00%	0.00%	January - 3% one-time offser	0.00%		
IAFF	0.00%	0.00%	1% one-time offset	January - 2% one-time offset	0.00%		
CPOA	0.00%	0.00%	5% 14 step scheduled added for new employees	January - 2.5% step added to table	2.5% step added to table		
CPSA	0.00%	0.00%	0.00%	0.00%	2.5% step added to table for 3% CalPERS "Cost Sharing" .6% one-time offset		
MGMT	0.00%	0.00%	0.00%	0.00%	0.00%		
PSM	0.00%	0.00%	5% for PD (due to CPOA increase)	January - PD - 2.4% increase for 3% CalPERS "Cost Sharing"	Fire - 2.4% increase for 3% CalPERS "Cost Sharing"		
CONFID	0.00%	0.00%	0.00%	July - .5% one-time offset	2.5% step added to table for 3% CalPERS "Cost Sharing"		

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**City of Chico - Human Resources Risk Management**

**History of Formula Increases Summary**

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Bargaining Units	Unit Salary Redirection	Total increases from January 1997 to 2017
<b>CEA</b>	1.5% (4), 1% (2), 2% (7)	50.4% 3% @ 60, with 2.5% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems 2.5% step addition
<b>SEIU - TC</b>	2.5% (4), 1% (2)	49.425% 3% @ 60, with 2.5% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems
<b>WPEA</b>	2.5% (4), 1% (2)	48.45% 3% @ 60, with 2.5% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems
<b>IAFF</b>	12% (7)	73.1% 3% @ 50
<b>CPOA</b>	.99% (1), 1% (7)	66.78% 3% @ 50, with 9% City pickup of PERS 5% step step + 2.5% step addition + 2.5% step addition 10% Deferred Compensation Match Voluntarily reduced 2009 & 2010 increases to 0% due to budget problems
<b>CPSA</b>	1.62% (2), .7%(5), 2.45% (6), 1% (7)	50.78% or 40.78% depending upon position 3% @ 60 5% step addition + 2.5% step addition 10% Deferred Compensation Match
<b>MGMT</b>	2% (2), 1% (4), 1% (7)	41.33% 3% @ 60, with 2% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems
<b>PSM</b>	1% (7)	Fire - 51.73%, PD - 56.73% 3% @ 50 Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems
<b>CONFID</b>	2% (2), 1% (4), 1% (7)	47.45% 3% @ 60, with employees paying 5% more of contribution and taking 1.5% pay reduction Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems 2.5% step addition

**Footnotes:**

- 1 Redirect salary to Retirement Medical Trust
- 2 Redirect salary to EPMC Special Compensation
- 3 Redirect salary to Deferred Compensation
- 4 City pickup of PERS
- 5 Redirect salary to Premium Holiday Pay
- 6 Redirect salary to POST Certification Pay
- 7 Voluntarily reduced increases due to budget concessions