

**City of South San Francisco
Public Safety Managers
Summary of Compensation and Benefit Plan Changes
June 28, 2017**

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1. Contract term of five (5) years: July 1, 2017 – June 30, 2022.
2. Across-the-board salary adjustments as follows:
 - a. 3.0% effective the pay period including July 1, 2017;
 - b. 3.0% effective the first full pay period of July 2018;
 - c. Employees will receive a 3% increase or an adjustment equivalent to the salary survey based on the total compensation survey, whichever is greater, effective the pay period the first full pay period of July 2019.
 - d. 3.0% effective the pay period the first full pay period of July 2020
 - e. 3.0% effective the pay period the first full pay period of July 2021.
3. Afford the Fire Marshal 1.8% equity adjustment to bring the classification to parity with the 40-hour Battalion Chief.
4. Increase the uniform allowance for the unit from \$1,000 to \$1,100.
5. Modify the RHA contribution amounts from leaves paid at separation.
6. Modify retirement language to reflect changes resulting from the Public Employees' Pension Reform Act.
7. Establish an Employer Pension Rate cost share for Public Safety Managers (Classic Members). 1% effective the first pay period in July 2017 (for a total employee contribution of 10%), an additional 1% effective the first fully pay period in July 2018 (for a total employee contribution of 11%), and an additional 1% effective the first fully pay period in July 2019 (for a total employee contribution of 12%). Effective July 1, 2020, the employees will be obligated to pay 3% of the employer rate, plus 9% of the employee contribution for a total employee commitment of 12%. As for New Members, as designated by CalPERS shall pay 50% of the total normal cost rate, in accordance with Government Code 7522.30.
8. Allow for a South San Francisco retiree who receives retiree medical to reinstate as a full time FTE and re-retire after one year or more and still be eligible for the retiree medical benefit after s/he re-retires.
9. Allow for employees to their \$550 Discretionary Benefit Option if they waive insurance for medical, dental, and vision into a Medical After Retirement Account (MARA).
10. Established the number of hours a 40-hour a week employee could sell back as 80 hours and a 56-hour a week employee to sell back 96 hours of unused but accrued vacation per year. This will occur in May and November of each year.

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11. Establish an alternative Supplemental Administrative Leave procedure.
12. Establish the ability for the Fire Marshal and EMS Chief to work extra shift work, with the approval of the Fire Chief and if they meet the minimum qualifications for the position.
13. Establish Emergency Declaration Response Pay for any government-declared state of emergency.