

**City of South San Francisco**  
**Executive Management**  
**Summary of Compensation and Benefit Plan Changes**  
**June 27, 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. Miscellaneous employees will receive 3.0% effective the pay period the first full pay period of July 2019. The Police Chief will receive a 3% increase or an adjustment equivalent to the salary survey percentage adjustment for Police Officer based on the total compensation survey contained in the Police Association MOU, whichever is greater. The Fire Chief will receive a 3% increase or an adjustment equivalent to the salary survey percentage adjustment of Firefighter/Paramedic based on the total compensation survey contained in the IAFF Unit MOU, whichever is greater.
  - d. The Miscellaneous employees will be set to the 60<sup>th</sup> percentile of a market survey, or 3%, whichever is greater, effective the first full pay period of July 2020; The Police Chief and Fire Chief will each receive a 3% increase.
  - e. 3.0% effective the pay period the first full pay period of July 2021.
3. In year four of the agreement (2020-21), a professional classification and compensation study for all Miscellaneous employees shall be conducted. Any classifications below market will be brought up the 60<sup>th</sup> percentile of total compensation, or receive a 3% increase, whichever is greater, effective the first full pay period of July 2020.
4. Modify retirement language to reflect changes resulting from the Public Employees' Pension Reform Act.
5. Establish an Employer Pension Rate cost share for Classic Safety 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.
6. Establish an Employer Pension Rate cost share for Classic Miscellaneous Members. 1.5% effective the first pay period in July 2020 (for a total employee contribution of 8.5% or 9.5% for 2%@60 or 2.7%@55, respectively), and an additional 1.5% effective the first fully pay period in July 2021 (for a total employee contribution of 10% or 11% for 2%@60 or 2.7%@55, respectively). Effective July 1, 2022, the employees will be obligated to pay 3% of the employer rate, plus 7-8% (depending on CalPERS formula) of

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the employee contribution for a total employee commitment of 10% or 11% for 2%@60 or 2.7%@55, respectively. As for New Members, as designated by CalPERS shall pay 50% of the total normal cost rate, in accordance with Government Code 7522.30.

7. 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.
8. 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).
9. Established the number of hours an employee could sell back as 120 hours of unused but accrued vacation per year. This will occur in May and November of each year, except in year one where the employees will have a 30 day window in July to sell back in addition to the May and November windows.
10. Establish a 401(a) deferred compensation plan for employees classified as “New Members” by CalPERS. Contributions to the plan will be employee funded.