

Historical Health and Retirement Contribution Rates
RETIREMENT (for SFERS except where noted otherwise; rates as a percentage of wages)

Employer Contribution Rates				
Covered Period	SFERS		PERS	
	Total	Add. Ee Contrib.	Total	Add. Ee Contrib.
FY 2015-2016	22.80%	3.5% - 4.5%		
FY 2014-2015	26.76%	3.5% - 4.5%	22.937%	4.5%
FY 2013-2014	24.82%	3.5% - 4.5%	21.588%	4.5%
FY 2012-2013	20.71%	2.5% - 3.5%	21.577%	-
FY 2011-2012	18.09%	-	22.102%	-
FY 2010-2011	13.56%	-	18.240%	-
FY 2009-2010	9.49%	-	18.125%	-
FY 2008-2009	4.99%	-	17.481%	-
FY 2007-2008	5.91%	-	18.065%	-
FY 2006-2007	6.24%	-	18.824%	-
FY 2005-2006	6.58%	-	20.850%	-
FY 2004-2005	4.48%	-	-	-
FY 2003-2004	0.00%	-	-	-
FY 2002-2003	0.00%	-	-	-
FY 2001-2002	0.00%	-	-	-
FY 2000-2001	0.00%	-	-	-
FY 1999-2000	0.00%	-	-	-
FY 1998-1999	0.00%	-	-	-
FY 1997-1998	0.00%	-	-	-

Employee Contribution Rates	
Plan Membership Group	Rate
Miscellaneous (Old)	8.00%
Miscellaneous (New)	7.50%
Police (Old)	7.00%
Police (New)	7.50%
Police (New): 7/1/10 →	9.00%
Firefighter (Old)	7.00%
Firefighter (New)	7.50%
Firefighter (New): 7/1/10 →	9.00%
Misc. Safety: 1/7/12 →	9.00%
PERS: 3%@55, 2%@50	9.00%
PERS: 2%@55	7.00%

Employer Paid Member Contribution (EPMC)
FY94-95 thru FY01-02 - The City paid 7.5% EPMC for most Unions
FY02-03 - Most Unions paid 2.75% in exchange for 1% wage increase (except SEIU Misc)
FY03-04 thru FY04-05 - Most Unions paid 7.5%
FY05-06 - The City paid 2.5% EPMC for Local 21/SEIU Misc.
FY06-07 thru FY10-11 - The City paid 0% for most Unions w/major exception of SEIU Misc.
FY11-12 - SEIU Misc, Unrep. 7.5% → 0%; Nurses 7.5% → 2.5%
FY12-13 - DPOA, Teamsters L856 (multi) - PERS 9% → 0%
FY14-15 - Nurses 2.5% → 0%

Historical Health and Retirement Contribution Rates

HEALTH (monthly contributions)

Fiscal Year 1998-1999		Increase
Charter Amount:	\$174.76	
75% of Kaiser:	\$222.87	
Total:	\$397.63	-

Fiscal Year 2007-2008		Increase
Charter Amount:	\$403.14	
75% of Kaiser:	\$561.39	
Total:	\$964.53	12.14%

Fiscal Year 1999-2000		Increase
Charter Amount:	\$180.85	
75% of Kaiser:	\$245.10	
Total:	\$425.95	7.12%

Fiscal Year 2008-2009		Increase
Charter Amount:	\$418.80	
75% of Kaiser:	\$600.19	
Total:	\$1,018.99	5.65%

Fiscal Year 2000-2001		Increase
Charter Amount:	\$192.23	
75% of Kaiser:	\$261.24	
Total:	\$453.47	6.46%

Fiscal Year 2009-2010		Increase
Charter Amount:	\$449.37	
75% of Kaiser:	\$635.91	
Total:	\$1,085.28	6.51%

Fiscal Year 2001-2002		Increase
Charter Amount:	\$213.93	
75% of Kaiser:	\$278.96	
Total:	\$492.89	8.69%

Fiscal Year 2010-2011		Increase
Charter Amount:	\$472.85	
75% of Kaiser:	\$659.70	
Total:	\$1,132.55	4.36%

Fiscal Year 2002-2003		Increase
Charter Amount:	\$246.69	
75% of Kaiser:	\$325.42	
Total:	\$572.11	16.07%

Fiscal Year 2011-2012		Increase
Charter Amount:	\$503.94	
75% of Kaiser:	\$692.02	
Total:	\$1,195.96	5.60%

Fiscal Year 2003-2004		Increase
Charter Amount:	\$281.21	
75% of Kaiser:	\$357.31	
Total:	\$638.52	11.61%

7/1/12 - 12/31/12		Increase
Charter Amount:	\$522.97	
75% of Kaiser:	\$726.04	
Total:	\$1,249.01	4.44%

Fiscal Year 2004-2005		Increase
Charter Amount:	\$312.90	
75% of Kaiser:	\$390.06	
Total:	\$702.96	10.09%

Calendar 2013		Increase
Charter Amount:	\$534.78	
75% of Kaiser:	\$734.27	
Total:	\$1,269.05	1.60%

Fiscal Year 2005-2006		Increase
Charter Amount:	\$345.53	
75% of Kaiser:	\$439.07	
Total:	\$784.60	11.61%

Calendar 2014		Increase
Charter Amount:	\$559.65	
75% of Kaiser:	\$772.82	
Total:	\$1,332.47	5.00%

Fiscal Year 2006-2007		Increase
Charter Amount:	\$365.66	
75% of Kaiser:	\$494.47	
Total:	\$860.13	9.63%

Calendar 2015		Increase
Charter Amount:	\$567.80	
75% of Kaiser:	\$757.55	
Total:	\$1,325.35	-0.53%

Calendar 2016		Increase
Charter Amount:	\$579.24	
75% of Kaiser:	\$757.61	
Total:	\$1,336.85	0.87%