

ADDITIONAL EMPLOYEE CONTRIBUTIONS PER PROPOSITION C BY EMPLOYEE GROUP					
Employee Group	Fixed Contrib.	Hourly Base Rate of Pay (FY17-18)	Range	Add. Contributions	
				FY16-17	FY17-18
Misc. < \$50,000	7.50%	< \$27.5923	N/A	N/A	N/A
Misc. \$50,000 - \$100,000	7.50%	\$27.5923 - \$55.1849	-4.00% to 4.00%	2.50%	3.50%
Misc. > \$100,000	7.50%	≥ \$55.1849	-5.00% to 5.00%	3.00%	4.00%
Police/Fire (pre-7/1/10 hires)	7.50%	All	-6.00% to 6.00%	3.50%	4.50%
Police/Fire < \$100,000 (post-7/1/10 hires)	9.00% ¹	< \$55.1849	-4.00% to 4.00%	2.50%	3.50%
Police/Fire > \$100,000 (post-7/1/10 hires)	9.00% ¹	≥ \$55.1849	-5.00% to 5.00%	3.00%	4.00%
Sheriff (pre-1/7/12 hires) PERS ³	7.50%	All	-6.00% to 6.00%	Neg.	Neg.
Sheriff < \$100,000 (post-1/7/12 hires) SFERS	9.00%	< \$55.1849	-4.00% to 4.00%	2.50%	3.50%
Sheriff > \$100,000 (post-1/7/12 hires) SFERS	9.00%	≥ \$55.1849	-5.00% to 5.00%	3.00%	4.00%
Misc. Safety < \$100,000 (pre-1/7/12 hires) PERS	9.00%	< \$55.1849	-4.00% to 4.00%	Neg.	Neg.
Misc. Safety > \$100,000 (pre-1/7/12 hires) PERS	9.00%	≥ \$55.1849	-5.00% to 5.00%	Neg.	Neg.
Misc. Safety < \$100,000 (post-1/7/12 hires) SFERS	9.00%	< \$55.1849	-4.00% to 4.00%	2.50%	3.50%
Misc. Safety > \$100,000 (post-1/7/12 hires) SFERS	9.00%	≥ \$55.1849	-5.00% to 5.00%	3.00%	4.00%

¹ Police/Fire with 9% member contribution to retirement

² Add. contribution per terms of MOU in lieu of that provided by Prop. C

³ Sheriff with 7.5% member contribution to retirement; there were no hires between 7/1/10 and 1/7/12

Legend

N/A - no additional contribution

Neg. - negotiate cost savings equivalent to value of add. contrib.