DATE: June 12, 2020

TO: MAYOR LEE BRAND  
COUNCIL PRESIDENT MIGUEL ARIAS  
CITY COUNCIL MEMBERS

THROUGH: WILMA QUAN, City Manager

FROM: HENRY FIERRO, Budget Manager

SUBJECT: RESPONSE TO COUNCIL DIRECTION No. 4.8 UPCOMING SALARY INCREASES AND AMOUNTS BY BARGAINING UNIT

During the Budget Hearing on June 9, 2020, Council President Arias requested upcoming salary increases and amounts by bargaining unit.

Attached is the requested information.

C: Jane Sumpter, Assistant City Manager  
Jim Schaad, Assistant City Manager  
Tim Orman, Chief of Staff  
Jeff Cardell, Personnel Director
DATE: June 10, 2020

TO: HENRY FIERRO, Budget Manager
    MICHELLE WOOTEN, Senior Budget Analyst

FROM: JEFF CARDELL, Director of Personnel Services

SUBJECT: BUDGET HEARING REQUEST

During the Budget Hearing on June 9, 2020, the Council President requested the amount of upcoming salary increases by unit. The information requested is identified below. Staff previously provided a tray memo on April 28, 2020 indicating the expiration dates of the respective Memoranda of Understanding with the bargaining units.

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>% Wage Inc</th>
<th>Effective Date of Increase</th>
<th>General Fund</th>
<th>All Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local 39</td>
<td>3%</td>
<td>1/4/2021</td>
<td>$180,586</td>
<td>$2,173,401</td>
</tr>
<tr>
<td>FCEA</td>
<td>2.50%</td>
<td>6/22/2020</td>
<td>$663,398</td>
<td>$1,180,268</td>
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<tr>
<td>FPOA Basic</td>
<td>3%</td>
<td>6/22/2020</td>
<td>$2,415,149</td>
<td>$2,452,223</td>
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<tr>
<td>FPOA Management</td>
<td>3%</td>
<td>6/22/2020</td>
<td>$161,824</td>
<td>$161,824</td>
</tr>
<tr>
<td>CFMEA</td>
<td>2.50%</td>
<td>6/22/2020</td>
<td>$220,335</td>
<td>$586,062</td>
</tr>
<tr>
<td>FAPSS</td>
<td>3%</td>
<td>8/17/2020</td>
<td>$0</td>
<td>$12,459</td>
</tr>
</tbody>
</table>

Total $3,641,292 $6,566,237