

Pay increase history for appointees, May 2022

Pay Increases: Appointee, Non-civil Service, and Civil Service Employees

Fiscal Year:	FY2017	FY2018	FY2019	F2020	FY2021	FY2021	FY2022	FY2022
Month	May '17	May '18	May '19	May '20		May '21		
Appointee:								
Bert Lumbreras		2.0%	4.0%	0.0%		1.0%		-----
Stephanie Reyes								TBD
Michael Cosentino	4.0%	4.5%	5.0%	0.0%		1.0%		TBD
Dallari Landry			11.0%	0.0%		4.0%		TBD
Jamie Lee Case	4.0%	5.0%	4.0%					-----
Tammy Cook				0.0%		4.0%		-----
Non-civil service employees:	May '17	May '18	May '19	May '20	Oct '20	May '21	Oct '21	May '22
COLA*	2.0%	2.0%	2.0%	0.0%	2.0%	0.0%	2.0%	2.0%
Merit (rating of successful or higher)	2.0%	2.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	4.0%	4.0%	4.5%	0.0%	2.0%	0.0%	2.0%	2.0%
Civil service employees:	Oct 17	Oct 18	Oct 19		Oct 20	Oct 21		Oct 22
Fire	4.7%	4.1%	4.5%		4.0%	4.0%		4.0%
Police	3.6%	5.4%	0.0%		4.0%	4.0%		4.0%

Background:

- COLA = Cost of Living Adjustment
- Meet and Confer Agreements are negotiated based on financial parameters.
- Public safety negotiations involve base pay, add pays, and different longevity pay which are all included in negotiations as compared with non-civil service which is base pay and minimal longevity. As a result, the comparison must be broader than base pay and look at the average employee increase or investment.
- CM Lumbreras' strategy was to provide the same investment to all employees. This affected agreements beginning in 2019. The numbers for 2017 and 2018 are based on average employee increases.
- The 2012-2015 agreement had minimal pay increases, which didn't keep pace with market pay leading to higher increases for the 2015-2018 agreement.