

Pay Enhancements – FY 2002 to FY 2008

The following provides a history of key pay enhancements for Fiscal Years 2002 through 2008. FY 2009 information will be added for the Adopted Budget.

Fiscal Year	COLA/Market Pay Adjustment	Other Enhancements
FY 2008	1.50%	<ul style="list-style-type: none"> ▪ Added Christmas Eve and New Year's Eve holidays (calendar 2007 only – Monday holidays)
FY 2007	2.00%	<ul style="list-style-type: none"> ▪ Targeted market rate adjustments, promotional opportunities and career ladders for public safety ranks ▪ Location pay stipends ▪ Living wage set at \$11.80
FY 2006	2.00%	<ul style="list-style-type: none"> ▪ Overtime based on total hours, including leave ▪ Living wage set at \$11.20
FY 2005	2.00%	<ul style="list-style-type: none"> ▪ Additional step (18) added to pay plan
FY 2004	1.00%	<ul style="list-style-type: none"> ▪ Additional 1.0% lump sum payment in addition to the 1% COLA/MPA ▪ Increased pay scale for Firefighters ▪ Living wage adopted, set at \$10.98 ▪ Reduced employee retirement contribution one percentage point (from 5% to 4% for general employees, and 6% to 5% for uniformed)
FY 2003	2.75%	<ul style="list-style-type: none"> ▪ Retirement enhancements
FY 2002	3.00%	<ul style="list-style-type: none"> ▪ Additional 1.0% market adjustment in addition to the 3% COLA/MPA ▪ Two-year steps in pay plan changed to one-year ▪ Three additional steps (15, 16, 17) added to pay plan

Health Insurance Premiums

Prior to January 1, 2007 the County used a common premium for Care First and Kaiser Permanente. The County contributed 80% of the cost of the premiums for full-time employees, with a reduced percentage for part-time staff. CIGNA replaced Care First on January 1, 2007. The County continued to pay 80% of premiums for the CIGNA HMO and Kaiser plans, but changed to 75% for CIGNA Point of Service (POS). Further changes to the percent paid by the County were made in subsequent years.

The table below shows the percentage of the total health care premium paid by the employer (County) and employee for each health plan by fiscal year. The information is provided for full-time employees only; part-time employees (those working 29 hours or fewer per week) pay a higher percentage of the premium, with the County's share reduced.

Health Insurance Premiums Percentage Split Between Employer/Employee Contributions (Split Shown for Full-Time Employees – County Share is Lower for Part-Time)				
Health Plan	Employee Status	Coverage	County Share	Employee Share
FY 2008:				
Cigna HMO	Full-time	Single	80%	20%
		2-Party	78%	22%
		Family	78%	22%
Cigna POS	Full-time	Single	75%	25%
		2-Party	73%	27%
		Family	73%	27%
Kaiser HMO	Full-Time	Single	80%	20%
		2-Party	78%	22%
		Family	78%	22%
Delta Dental	Full-Time	Single	80%	20%
		2-Party	80%	20%
		Family	80%	20%
FY 2007 (effective January 1, 2007):				
Cigna HMO	Full-time	Single	80%	20%
		2-Party	80%	20%
		Family	80%	20%
Cigna POS	Full-time	Single	75%	25%
		2-Party	75%	25%
		Family	75%	25%
Kaiser HMO	Full-Time	Single	80%	20%
		2-Party	80%	20%
		Family	80%	20%
Delta Dental	Full-Time	Single	80%	20%
		2-Party	80%	20%
		Family	80%	20%
Prior to the Second Half of FY 2007:				
All plans	Full-Time	All coverage levels	80%	20%

Health Insurance Premiums – Budgeted Increases	
Fiscal Year	Percent Increase
FY 2008	13%
FY 2007	10%
FY 2006	10%
FY 2005	0
FY 2004	5%
FY 2003	10%
FY 2002	10%

Retirement Plans and County Contribution Rates

The County’s retirement plan consists of two components: a defined benefit component, in which the percentage the County contributes to the retirement system varies annually based on actuarial calculations and the benefit the employee receives in retirement is calculated based on a fixed formula, and a defined contribution component, in which the annual County contribution is a fixed percentage but the retirement benefit varies based on market conditions. The defined contribution component applies only to employees covered under Chapter 46 (those hired on or after February 8, 1981). In addition, the County encourages employees to contribute through a deferred compensation program, matched by the County up to \$20 per pay period (\$520/year) for Chapter 46 employees, and up to \$10 per pay period (\$260/year) for Chapter 21 employees (those hired before February 8, 1981).

Defined Benefit Plan – Funding History Percent of Gross Salary Contributed to Retirement Plan					
Fiscal Year	Blended Rate	General Employees		Uniformed Employees	
		County Contribution	Employee Contribution	County Contribution	Employee Contribution
FY 2008	12.6%	9.8%	4%	19.4%	5%
FY 2007	10.5%	8.3%	4%	16.3%	5%
FY 2006	8.5%	6.4%	4%	13.6%	5%
FY 2005	6.5%	4.9%	4%	10.5%	5%
FY 2004	4.5%	3.5%	4%	7.2%	5%
FY 2003	3.5%	2.5%	5%	6.1%	6%

Defined Contribution Plan (Chapter 46 ONLY) – Funding History Percent of Base Pay Contributed to Retirement Plan				
Fiscal Year	General Employees		Uniformed Employees	
	County Contribution	Employee Contribution	County Contribution	Employee Contribution
FY 2003 through FY 2008	2%	-	1%	-