

	Elected Officials	Non-Rep Employees	Road	Teamsters	SEIU
1990-1991					
COLA		July 1, 1990 - 2%; January 1, 1991 - 2%	July 1, 1990 - 2%; January 1, 1991 - 2%	July 1, 1990 - 2%; January 1, 1991 - 2%	July 1, 1990 - 2%; January 1, 1991 - 2%
Step increase		Unknown	Unknown	5% (full step)	Unknown
PERS	Pickup	Pickup	Pickup	Pickup	Pickup
Insurance					
1991-1992					
COLA	5%	None	None	None	None
Step increase		5% (full step)	5% (full step)	5% (full step)	5% (full step)
PERS	Pickup	Pickup	Pickup	Pickup	Pickup
Insurance	Full family coverage	Full family coverage	Full family coverage	Full family coverage	Full family coverage
1992-1993					
COLA	July 1, 1992 - 2%; January 1, 1993 - 2%	None - new salary study	None - new salary study	None - new salary study	None - new salary study
Step increase		None - new salary study	None - new salary study	None - new salary study	None - new salary study
PERS	Pickup	Pickup	Pickup	Pickup	Pickup
Insurance	Full family coverage	Full family coverage	Full family coverage	Full family coverage	Full family coverage
1993-1994					
COLA	5%	5%	5%	July 1 1993 - 2.5%; January 1, 1994 - 2.5%	5%
Step increase		Unknown	Unknown	5% (full step)	Unknown
PERS	Pickup	Pickup	Pickup	Pickup	Pickup
Insurance	Full family coverage	Full family coverage	Full family coverage	Full family coverage	Full family coverage
1994-1995					
COLA	None	None	None	5% pay decrease	13 unpaid furlough days
Step increase		Unknown	Unknown	5% (full step)	Unknown
PERS	Employee paid	Employee paid	Employee paid	Pickup	Pickup
Insurance	Full family coverage	Full family coverage	Full family coverage	Full family coverage	Full family coverage
1995-1996					
COLA	6%	6%	6%	reinstate 5% + 6%	13 unpaid furlough days
Step increase		Unknown	Unknown	5% (full step)	Unknown
PERS	Employee paid	Employee paid	Employee paid	Pickup	Pickup
Insurance	Full family coverage	Full family coverage	Full family coverage	Full family coverage	Full family coverage
1996-1997					
COLA	Reduction to \$37500 except Sheriff	None	None	None	None
Step increase		5% (full step)	5% (full step)	5% (full step)	5% (full step)
PERS	Employee paid	Employee paid	Employee paid	Pickup	Pickup
Insurance	Full family coverage	Full family coverage	Full family coverage	Full family coverage	Full family coverage
1997-1998					
COLA	None	None	None	None	None
Step increase		None	5% (full step)	5% (full step)	Full step
PERS	Employee paid	Employee paid	Employee paid	Pickup	Pickup
Insurance	Full family coverage	Full family coverage	Full family coverage	Full family coverage	Full family coverage
1998-1999					
COLA		1.70%	1.70%	1.70%	September 1, 1998 - 1.7%
Step increase		None	5% (full step)	5% (full step)	Full step
PERS	Employee paid	Employee paid	Employee paid	Pickup	Pickup
Insurance	Full family coverage	Full family coverage	Full family coverage	Full family coverage	Full family coverage

	Elected Officials	Non-Rep Employees	Road	Teamsters	SEIU
1999-2000					
COLA	None	None	1.70%	1.70%	1.70%
Step increase			5% (full step)	5% (full step)	2.5% (half step)
PERS	Employee paid	Employee paid	Employee paid	Pickup	Pickup
Insurance	Full family coverage	Full family coverage	Full family coverage	Full family coverage	Full family coverage
2000-2001					
COLA	Only Sheriff increased	County Counsel/Commissioners staff 1.7%	2.7% (excluding Roadmaster)	2.70%	1.70%
Step increase		Selected received 5%	5% (full step)	5% (full step)	5% (full step)
PERS	Employee paid	Employee paid	Employee paid	Employee paid	County pickup
Insurance	Paid based on FTE	Paid based on FTE	Paid based on FTE	Paid based on FTE	Paid based on FTE
2001-2002					
COLA	Only Sheriff increased	None	None	None	2.90%
Step increase		None	5% (full step)	5% (full step)	None
PERS	County pickup	County pickup	County pickup	County pickup	County pickup
Insurance	\$575/month	\$575/month	\$575/month	\$575/month	\$575/month
2002-2003	LGPI salary study implemented for all except SEIU employees. Teamsters declined the study results.				
COLA	Only Sheriff increased	2.30%	2.30%	2.30%	2.30%
Step increase		2.5% (half step)	5% (full step)	5% (full step)	2.5% (half step)
PERS	County pickup	County pickup	County pickup	County pickup	County pickup
Insurance	\$625/month	\$625/month	\$625/month	\$625/month	\$625/month
2003-2004					
COLA	Salaries increased per EOCB recommendation	2.00%	2.00%	2.00%	2.00%
Step increase		2.5% (half step)	5% (full step)	5% (full step)	2.5% (half step)
PERS	County pickup	County pickup	County pickup	County pickup	County pickup
Insurance	\$675/month, 50/50 split over cap	\$675/month, 50/50 split over cap	\$675/month, 50/50 split over cap	\$675/month, 50/50 split over cap	\$675/month, 50/50 split over cap
2004-2005	Implement salary study for SEIU employees.				
COLA	Salaries increased per EOCB recommendation	1.40%	1.50%	1.50%	1.40%
Step increase		2.5% (half step)	5% (full step)	5% (full step)	2.5% (half step)
PERS	County pickup	County pickup	County pickup	County pickup	County pickup
Insurance	\$760/month	\$760/month	\$675/mo with 50/50 split (July - Dec) \$716/mo with 50/50 split (Jan - June)	\$675/mo with 50/50 split (July - Dec) \$716/mo with 50/50 split (Jan - June)	\$760/month
2005-2006	Implement salary study performed by Teamsters for Teamsters employees.				
COLA	Salaries increased per EOCB recommendation	3.20%	3.20%	3.20%	3.20%
Step increase		2.5% (half step)	5% (full step)	5% (full step)	2.5% (half step)
PERS	County pickup	County pickup	County pickup	County pickup	County pickup
Insurance	\$800/month	\$800/month	\$716/month with 50/50 split	\$716/month with 50/50 split	\$800/month
2006-2007					
COLA	2.60%	2.60%	2.60%	2.60%	2.60%
Step increase		2.5% (half step)	5% (full step)	5% (full step)	2.5% (half step)
PERS	County pickup	County pickup	County pickup	County pickup	County pickup
Insurance	\$825/month	\$825/month	\$766/mo with 50/50 split (July - Dec) \$791/mo with 50/50 split (Jan - June)	\$766/mo with 50/50 split (July - Dec) \$791/mo with 50/50 split (Jan - June)	\$825/month
2007-2008					
COLA	Only Sheriff increased	2.50%	2.50%	2.50%	2.50%
Step increase		None	None	None	None
PERS	County pickup	County pickup	County pickup	County pickup	County pickup
Insurance	\$825/month with 50/50 split	\$825/month with 50/50 split	\$825/month with 50/50 split	\$791/month with 50/50 split	\$825/mo with 50/50 to max 2.5% increase to County (\$848/month)

	Elected Officials	Non-Rep Employees	Road	Teamsters	SEIU
2008-2009					
COLA	3.90%	3.90%	3.90%	3.90%	3.90%
Step increase		5% (full step)	5% (full step)	5% (full step)	5% (full step)
PERS	County pickup	County pickup	County pickup	County pickup	County pickup
Insurance	\$1000/month max (actual premium below)	\$1000/month max (actual premium below)	\$1000/month max (actual premium below)	\$950/mo; \$50/mo to HRA VEBA	\$1000/month
2009-2010					
COLA	3.00%	3.00%	3.00%	3.00%	3.00%
Step increase		2.5% (half step)	5% (full step)	5% (full step)	2.5% (half step)
PERS	County pickup	County pickup	County pickup	County pickup	County pickup
Insurance	\$1000/month max	\$1000/month max	\$1000/month max	\$950/mo; \$50/mo to HRA VEBA	\$1000/month
2010-2011					
COLA	None	None	None	0.50%	3%
Step increase		None	None	5% (full step)	2.5% (half step)
PERS	County pickup	County pickup	County pickup	County pickup	County pickup
Insurance	\$1000/month max	\$1000/month max	\$1000/month max	\$1015/mo; \$50/mo to HRA VEBA	\$1000/month
2011-2012					
COLA	None, Commissioners reduced 3%, back to 2008	None	None	0.90%	None
Step increase		None	None	5% (full step)	None
PERS	County pickup	County Pickup	County Pickup	County Pickup	County Pickup
Insurance	\$1000/month max	\$1000/month max	\$1000/month max	\$1085/mo; \$50/mo to HRA VEBA	\$1000/month
2012-2013					
COLA	None	None	None	2.50%	None
Step increase		None	None	5% (full step)	None
PERS	County pickup	County Pickup	County Pickup	County Pickup	County Pickup
Insurance	\$1000/month max	\$1000/month max	\$1000/month max	\$1160/mo; \$50/mo to HRA VEBA	\$1000/month
2013-2014					
COLA	None	None	None	None	None
Step increase		None	None	5% (full step)	None
PERS	County pickup	County Pickup	County Pickup	County Pickup	County Pickup
Insurance	\$1000/month max	\$1000/month max	\$1000/month max	\$1100/mo; \$50/mo to HRA VEBA	\$1000/month
2014-2015					
COLA	2.80%	2.80%	2.80%	2.80%	2.80%
Step increase		None	None	5% (full step)	None
PERS	Employee paid (6.4% offset)	Employee paid (6.4% offset)	Employee paid (6.4% offset)	Employee paid (6.4% offset)	Employee paid (6.4% offset)
Insurance	\$1000/month max	\$1000/month max	\$1000/month max	\$1100/mo; \$50/mo to HRA VEBA	\$1000/month
2015-2016					
COLA	None	None	None	None	None
Step increase		None	None	5% (full step)	None
PERS	Employee paid	Employee paid	Employee paid	Employee paid	Employee paid
Insurance	\$1000/month max	\$1000/month max	\$1000/month max	\$1150/mo; \$50/mo to HRA VEBA	\$1000/month
2016-2017					
COLA	None	None	1.10%	1.10%	None
Step increase		None	None	5% (full step)	None
PERS	Employee paid	Employee paid	Employee paid	Employee paid	Employee paid
Insurance	\$1000/month max	\$1000/month max	\$1000/month max	\$1200/mo; \$50/mo to HRA VEBA	\$1000/month
2017-2018					
COLA	None	None	None	None	None
Step increase		None	None	5% (full step)	2 1/2 steps (5%) at July 1
PERS	Employee paid	Employee paid	Employee paid	Employee paid	Employee paid
Insurance	\$1000/month max	\$1000/month max	\$1000/month max	\$1300/mo; \$50/mo to HRA VEBA	\$1100/month