Fo	lucation/Degree Incentive Pay	
Alameda County Employees' Retirement	•	
Bargaining Unit	Benefit	
ACMEA - General Management	Reimbursement only - up to \$700 per fiscal year for education expenses.	
Unrepresented Management CalPERS		
	Benefit	
Bargaining Unit		
SEIU, Bargaining Unit 1	Chartered Financial Analyst % pay Differential for Investment Officer I/II/III who achieve certification as a Chartered Financial Analyst.	
Excluded Supervisory	N/A	
Excluded Managerial	N/A	
Exempt and Excluded Managerial	N/A	
Contra Costa County Employees' Retiren		
Bargaining Unit	Benefit	
AFSCME	Reimbursement only - up to \$2,000 per year for job-related continuing education.	
Unrepresented		
Los Angeles City Employee Retirement S	ystem	
Bargaining Unit	Benefit	
Engineers & Architects Association (Admin Unit 01)	N/A for study classes.	
LA Professional Managers' Association	N/A for study classes.	
(Management Employees 36)		
Non-Represented	Reimbursement Only - Reimbursement for tuition may be made to any employee who has requested training and for whom such training has been authorized under rules, regulations and standards established by the Director of the Office of Administrative and Research Services and the General Manager of the Personnel Department. No reimbursement shall be made to any person who has become separated from City service or to any person who is eligible for reimbursement for such training by any other governmental agency, organization or association.	
Supervisory Administrative Unit	N/A	
Orange County Employee Retirement Sy		
Bargaining Unit	Benefit	
OCEA - General Employees	Reimbursement only - Eligible employees may receive educational and professional	
OCEA - Supervisory Management	reimbursement up to a maximum of \$10,000 per fiscal year.	
OCERS Management		
OCERS Executive Management (CEO)		
San Mateo County Employees' Retireme	nt Association	
Bargaining Unit	Benefit	
SEIU	Reimbursement only - Financial assistance for participating in job-related degree or certificate programs, skill enhancement workshops or programs for continuing education units.	
Confidential	\$263 max per course for college courses under 3 units (and workshops less than 30 hours in length) and \$438 max per course for courses of 3 units or more (or workshops over 30	
Management	hours in length), and \$50 per course for books. No max # of courses employees can be reimbursed for.	
San Bernardino County Employee Retirement Agency		
Bargaining Unit	Benefit	
SEIU, Local 721	N/A	
Unrepresented Management	N/A	
San Francisco Employees' Retirement System		
Bargaining Unit	Benefit	
Local 21, Professional and Technical Engineers	Reimbursement only - up to a maximum of \$2,000 per fiscal year for tuition, registration fees, books, professional conferences, professional association memberships, professional journal subscriptions, professional certifications, and licenses relevant to the employee's current classification.	
SEIU, Local 1021 Misc.	Reimbursement only - up to a maximum of \$1,000 per fiscal year for tuition, registration fees, books, professional conferences, professional association memberships, professional journal subscriptions, professional certifications, and licenses relevant to the employee's current classification.	

Municipal Executive Association, Misc.	Reimbursement only - up to a maximum of \$2,000 per fiscal year for tuition, internal or
	external training programs, professional conferences, executive coaching, and
	professional licenses, certificates, and association memberships, professional software,
	and books and subscriptions.

	Lump Sum Payment/Variable Pay
Alameda County Employees' Retirem	•
Bargaining Unit	Benefit
ACMEA - General Management	N/A
Unrepresented Management	N/A
CalPERS	
Bargaining Unit	Benefit
	Performance awards for Investment Officer II and III.
SEIU, Bargaining Unit 1	Investment Officer II up to 10%; Investment Officer III up to 20% based on quantitative and qualitative
	performance.
	Superior Accomplishment Award: Recognition of individuals and/or teams for exceptional performance
	within normal job duties. Employees receive plaque or certificate and cash award ranging from \$50-
Excluded Supervisory	500 for gold award, or \$25-250 for silver award.
	Sustained Superior Accomplishment Award: Exceptional performance over 2 year period which results
	in efficiency of state government. Max award of \$25-250 for individual or team.
	CIO eligible for retention differential up to 20% of base salary - only once in a 24 month period; must be
	employed with CalPERS at least 12 months to qualify.
	Performance awards for Managing Investment Director & CIO.
	Managing Investment Director up to 105% of annual base pay; CIO up to 150% of annual base pay
Excluded Managerial	based on performance during the preceding FY. Superior Accomplishment Award: Recognition of individuals and/or teams for exceptional performance
	within normal job duties. Employees receive plaque or certificate and cash award ranging from \$50-
	500 for gold award, or \$25-250 for silver award.
	Sustained Superior Accomplishment Award: Exceptional performance over 2 year period which results
	in efficiency of state government. Max award of \$25-250 for individual or team.
	CalPERS Administrative Incentive Award of 0-40% of base pay for Chief Executive Officer.
Exempt and Excluded Managerial	Recruitment Differential: up to 60% of first year's annual base salary for CEO available only to those
·	hired outside of the state.
Contra Costa County Employees' Reti	rement Association
Bargaining Unit	Benefit
AFSCME	N/A
Unrepresented	N/A - "Performance Pay Program" is for pay within salary range since executives do not receive step
·	increases.
Los Angeles City Employee Retiremen	
Bargaining Unit	Benefit
Engineers & Architects Association (Admin	N/A
Unit 01)	
LA Professional Managers' Association	N/A for study classes.
(Management Employees 36)	
Non-Represented	N/A
Supervisory Administrative Unit	N/A
Orange County Employee Retirement	
Bargaining Unit	Benefit Production Front Production (CA) have a first and the state of
OCEA - General Employees	Performance Incentive Program: Employees can earn non-cashable time off (20 hours) for
OCEA - Supervisory Management	performance that meets/exceeds expectations.
OCERS Management	Pay-for-Performance Program: Annual performance award of a one-time lump sum payment
	(amount to be determined by the CEO). CEO may authorize one time annual non-base
	building incentive pay rewards not to exceed \$25,000 per employee per year.
	Investment Team Incentive Pay Program: Up to 75% base pay for CIO; 30% for Investment
OCERS Executive Management (CEO)	Officer; and 20% for Investment Analyst based on performance over 3 year period with
	payout occurring over 2 years (50% payments each year). Incentive program will begin
	12/31/22 and will begin with review of years 2020-2022 performance. Adopted by Board
C. Mala C. L. E. L. C. L. E. L. C. L	8/15/22
NOD WOLOO COUNTY TOUR OVERS' POLICE	
San Mateo County Employees' Retirer	
Bargaining Unit	Benefit
	\$2,000 lump sum payment following ratification of MOU; incentive to ratify. Will not continue
Bargaining Unit	\$2,000 lump sum payment following ratification of MOU; incentive to ratify. Will not continue annually.
Bargaining Unit	\$2,000 lump sum payment following ratification of MOU; incentive to ratify. Will not continue annually. \$2,000 one time lump sum payment give to EEs following adoption of resolution. Will not
Bargaining Unit SEIU	\$2,000 lump sum payment following ratification of MOU; incentive to ratify. Will not continue annually. \$2,000 one time lump sum payment give to EEs following adoption of resolution. Will not continue annually.
Bargaining Unit SEIU	\$2,000 lump sum payment following ratification of MOU; incentive to ratify. Will not continue annually. \$2,000 one time lump sum payment give to EEs following adoption of resolution. Will not continue annually. \$2,000 one time lump sum payment give to EEs following adoption of resolution. Will not
SEIU Confidential	\$2,000 lump sum payment following ratification of MOU; incentive to ratify. Will not continue annually. \$2,000 one time lump sum payment give to EEs following adoption of resolution. Will not continue annually. \$2,000 one time lump sum payment give to EEs following adoption of resolution. Will not continue annually.

Bargaining Unit	Benefit
SEIU, Local 721	N/A
Unrepresented Management	Incentive Compensation for Investment Officers, Senior Investment Officers, and CIO based on
	identified metrics and employee performance. Maximum awards as follows:
	Investment Officers: up to 50%; Senior Investment Officers: up to 30%; and CIO: up to 20%
San Francisco Employees' Retirement System	
Bargaining Unit	Benefit
Local 21, Professional and Technical	N/A
Engineers	
SEIU, Local 1021 Misc.	N/A
	Incentive Compensation for senior/executive level investment staff only (Managing Directors, Directors
	& CIO). Incentive based on quantitative and qualitative performance measures. Quantitative
Municipal Executive Association, Misc.	performance is tracked by outside consultant, and qualitative factors are determined by CIO. Eligible
	for bonus pay annually based on prior 3 years' asset/fund performance, with actual bonus amount
	determined as a % of base pay.

Technology Allowance		
Alameda County Employees' Retirement Association		
Bargaining Unit	Benefit	
ACMEA - General Management	N/A	
Unrepresented Management	N/A	
CalPERS		
Bargaining Unit	Benefit Indiana Control Contro	
SEIU, Bargaining Unit 1	N/A	
Excluded Supervisory	N/A	
Excluded Managerial	N/A	
Exempt and Excluded Managerial	N/A	
Contra Costa County Employees' Retire		
Bargaining Unit	Benefit	
AFSCME	N/A	
Unrepresented	Cell phones/lap tops provided, no allowance.	
Los Angeles City Employee Retirement		
Bargaining Unit	Benefit	
Engineers & Architects Association (Admin	N/A	
Unit 01)		
LA Professional Managers' Association	N/A	
(Management Employees 36)		
Non-Represented	N/A	
Supervisory Administrative Unit	N/A	
Orange County Employee Retirement S	System	
Bargaining Unit	Benefit	
OCEA - General Employees	N/A	
OCEA - Supervisory Management	N/A	
OCEA - Supervisory Management OCERS Management	N/A N/A	
OCERS Management	N/A	
OCERS Management	N/A N/A	
OCERS Management OCERS Executive Management (CEO)	N/A N/A	
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OCERS Management OCERS Executive Management (CEO) San Mateo County Employees' Retirem Bargaining Unit SEIU Confidential Management San Bernardino County Employee Retir Bargaining Unit SEIU, Local 721 Unrepresented Management San Francisco Employees' Retirement S	N/A ent Association Benefit N/A N/A N/A N/A Pement Agency Benefit \$200.00 per month allowance for portable communications device capable of sending/receiving phone calls and emails from SBCERA. Employee to pay for equipment and voice/data plan. \$200.00 per month allowance for portable communications device capable of sending/receiving phone calls and emails from SBCERA. Employee to pay for equipment and voice/data plan.	
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OCERS Management OCERS Executive Management (CEO) San Mateo County Employees' Retirem Bargaining Unit SEIU Confidential Management San Bernardino County Employee Retir Bargaining Unit SEIU, Local 721 Unrepresented Management San Francisco Employees' Retirement S Bargaining Unit Local 21, Professional and Technical	N/A N/A enf Association Benefit N/A N/A N/A N/A N/A Rement Agency Benefit \$200.00 per month allowance for portable communications device capable of sending/receiving phone calls and emails from SBCERA. Employee to pay for equipment and voice/data plan. \$200.00 per month allowance for portable communications device capable of sending/receiving phone calls and emails from SBCERA. Employee to pay for equipment and voice/data plan. ystem Benefit N/A	
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OCERS Management OCERS Executive Management (CEO) San Mateo County Employees' Retirem Bargaining Unit SEIU Confidential Management San Bernardino County Employee Retir Bargaining Unit SEIU, Local 721 Unrepresented Management San Francisco Employees' Retirement S Bargaining Unit Local 21, Professional and Technical Engineers SEIU, Local 1021 Misc.	N/A N/A enf Association Benefit N/A N/A N/A N/A N/A Rement Agency Benefit \$200.00 per month allowance for portable communications device capable of sending/receiving phone calls and emails from SBCERA. Employee to pay for equipment and voice/data plan. \$200.00 per month allowance for portable communications device capable of sending/receiving phone calls and emails from SBCERA. Employee to pay for equipment and voice/data plan. ystem Benefit N/A N/A Management Training Funds: Employees may also use up to \$1,000 of the maximum funds	

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Excluded Managerial N/A Contra Costa County Employees' Retirement Association Bargaining Unit Benefit AFSCME N/A Unrepresented N/A Unrepresented N/A Unrepresented Engineer's Architects Association (Admin Unit 0.1) LA Professional Managers' Association (Admin Unit 0.1) LA Professional Managers' Association (Admin Unit 0.1) LA Professional Managers' Association (Management Employees 36) N/A Supervisory Administrative Unit N/A Supervisory Administrative Unit N/A OCEA - Supervisory Management N/A OCEA - Supervisory Management N/A OCEA - Supervisory Management N/A OCEAS Management N/A OCEAS Management N/A OCEBS Executive Management (ECO) San Mateo County Employees' Retirement Association Bargaining Unit Benefit SEIU N/A Confidential N/A San Benaration County Employees Retirement Association Bargaining Unit Benefit SEIU N/A San Benaration County Employees Retirement Association Bargaining Unit Benefit SEIU N/A San Benaration County Employees Retirement Association Bargaining Unit Benefit SEIU N/A San Benaration County Employee Retirement Association Bargaining Unit Benefit SEIU, Local 721 N/A Unrepresented Management N/A San Benaration County Employees Retirement Agency Bargaining Unit Benefit Oceal 721, Professional and Technical Engineers San Francisco Employees' Retirement System Benefit offered, but no value tied to benefit. SBCERA will pay a vendor for executive coaching if there is a need identified/in order to develop staff. Not an allowance. San Francisco Employees' Retirement System Benefit offered, but no value tied to benefit. SBCERA will pay a vendor for executive coaching if there is a need identified/in order to develop staff. Not an allowance. San Francisco Employees' Retirement System Benefit offered, but no value tied to benefit. SBCERA will pay a vendor for executive coaching if there is a need identified/in order to develop staff. Not an allowance. San Francisco Employees' Retirement System Joint Initiatives. The parties will meet annually to review and evaluate the program and joint initiatives			
Exempt and Excluded Managerial Confire Costa County Employees' Retirement Association Bargaining Unit AFSCME N/A Lorepresented N/A Los Angeles City Employee Retirement System Bargaining Unit Benefit Engineers & Architects Association (Admin Unit 01) LA Professional Managers' Association (Management Employees 36) Non-Represented N/A Corange County Employee Retirement System Bargaining Unit Benefit CCEA- General Employees N/A CCEA- Supervisory Management N/A CCEA- Supervisory Management N/A CCEAS Supervisory Management N/A CCERS Management N/A CCEA- General Employees Retirement Association Bargaining Unit Benefit SEIU N/A CCEA- General Management N/A CCERS Management N	·		
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Bargaining Unit Benefit	•	· ·	
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Bargaining Unit Benefit	Unrepresented Management	, , , , , , , , , , , , , , , , , , , ,	
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management, knowledge transfer, emotional intelligence, and workforce planning. The	Municipal Executive Association, Misc.	managers. In addition to the resources allocated to the program by DHR, \$75,000 will be provided by DHR to augment the program with professional coaching, specialized seminars and joint initiatives. The parties will meet annually to review and evaluate the program. Upon mutual agreement between MEA and the City, completion of certain elements of the program may be identified as required of all managers. Unit members will participate on City time. Topics will include, but not be limited to, strategic planning, communication, fiscal	

Longevity		
Alameda County Employees' Retirement Association		
	Benefit	
Bargaining Unit	N/A	
ACMEA - General Management	·	
Unrepresented Management CalPERS	N/A	
	Donafit	
Bargaining Unit	Benefit	
SEIU, Bargaining Unit 1	N/A	
Excluded Supervisory	N/A	
Excluded Managerial	N/A	
Exempt and Excluded Managerial	N/A	
Contra Costa County Employees' Retire		
Bargaining Unit	Benefit	
AFSCME	2.5 % Applies to employees hired on or before 12/31/18 w/ 10 years of CCCERA and/or CC	
7.1.361712	County service; or on or after 1/1/19 w/ 10 years of CCCERA service.	
	2.5% for 10 YOS;	
Unrepresented	Add't 2.5% for 15 YOS;	
	for General Counsel only add't 2% for 20 YOS.	
Los Angeles City Employee Retirement		
Bargaining Unit	Benefit	
Engineers & Architects Association (Admin	NI/A	
Unit 01)	N/A	
LA Professional Managers' Association		
(Management Employees 36)	N/A	
Non-Represented	N/A for study classes.	
Supervisory Administrative Unit	N/A	
Orange County Employee Retirement S	· ·	
Bargaining Unit	Benefit	
OCEA - General Employees	N/A	
OCEA - General Employees OCEA - Supervisory Management	N/A	
OCERS Management	N/A	
OCERS Executive Management (CEO)	N/A	
San Mateo County Employees' Retirem		
Bargaining Unit	Benefit	
	After 5 YOS: 1%	
SEIU	After 10 YOS: 2.5% total	
	After 20 YOS: 4% total	
	After 25 YOS: 6% total	
	After 5 YOS: 1%	
Confidential	After 10 YOS: 2.5% total	
	After 20 YOS: 4% total	
	After 25 YOS: 6% total	
	After 5 YOS: 1%	
Management	After 10 YOS: 2.5% total	
management	After 20 YOS: 4% total	
	After 25 YOS: 6% total	
San Bernardino County Employee Retire	ement Agency	
Bargaining Unit	Benefit	
SEIU, Local 721	N/A	
Unrepresented Management	N/A	
San Francisco Employees' Retirement S	ystem	
Bargaining Unit	Benefit	
Local 21, Professional and Technical	N/A	
Engineers		
	After 10 years of continuous service, Employee eligible for longevity pay in the amount of	
SEIU, Local 1021 Misc.	\$0.50/hour.	
Municipal Executive Association, Misc.	Only applies to Sheriff's Department Employees. All others N/A.	
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