

Education/Degree Incentive Pay

Alameda County Employees' Retirement Association

Bargaining Unit	Benefit
ACMEA - General Management	Reimbursement only - up to \$700 per fiscal year for education expenses.
Unrepresented Management	

CalPERS

Bargaining Unit	Benefit
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' Retirement Association

Bargaining Unit	Benefit
AFSCME	Reimbursement only - up to \$2,000 per year for job-related continuing education.
Unrepresented	

Los Angeles City Employee Retirement System

Bargaining Unit	Benefit
Engineers & Architects Association (Admin Unit 01)	N/A for study classes.
LA Professional Managers' Association (Management Employees 36)	N/A for study classes.
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 System

Bargaining Unit	Benefit
OCEA - General Employees	Reimbursement only - Eligible employees may receive educational and professional reimbursement up to a maximum of \$10,000 per fiscal year.
OCEA - Supervisory Management	
OCERS Management	
OCERS Executive Management (CEO)	

San Mateo County Employees' Retirement 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. \$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 hours in length), and \$50 per course for books. No max # of courses employees can be reimbursed for.
Confidential	
Management	

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.
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Lump Sum Payment/Variable Pay

Alameda County Employees' Retirement Association

Bargaining Unit	Benefit
ACMEA - General Management	N/A
Unrepresented Management	N/A

CalPERS

Bargaining Unit	Benefit
SEIU, Bargaining Unit 1	Performance awards for Investment Officer II and III. Investment Officer II up to 10%; Investment Officer III up to 20% based on quantitative and qualitative performance.
Excluded Supervisory	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.
Excluded Managerial	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 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.
Exempt and Excluded Managerial	CalPERS Administrative Incentive Award of 0-40% of base pay for Chief Executive Officer. 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' Retirement 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 Retirement System

Bargaining Unit	Benefit
Engineers & Architects Association (Admin Unit 01)	N/A
LA Professional Managers' Association (Management Employees 36)	N/A for study classes.
Non-Represented	N/A
Supervisory Administrative Unit	N/A

Orange County Employee Retirement System

Bargaining Unit	Benefit
OCEA - General Employees	Performance Incentive Program: Employees can earn non-cashable time off (20 hours) for performance that meets/exceeds expectations.
OCEA - Supervisory Management	
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 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 8/15/22
OCERS Executive Management (CEO)	

San Mateo County Employees' Retirement Association

Bargaining Unit	Benefit
SEIU	\$2,000 lump sum payment following ratification of MOU; incentive to ratify. Will not continue annually.
Confidential	\$2,000 one time lump sum payment give to EEs following adoption of resolution. Will not continue annually.
Management	\$2,000 one time lump sum payment give to EEs following adoption of resolution. Will not continue annually.

San Bernardino County Employee Retirement Agency

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 Engineers	N/A
SEIU, Local 1021 Misc.	N/A
Municipal Executive Association,Misc.	Incentive Compensation for senior/executive level investment staff only (Managing Directors, Directors & CIO). Incentive based on quantitative and qualitative performance measures. Quantitative 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
SEIU, Bargaining Unit 1	N/A
Excluded Supervisory	N/A
Excluded Managerial	N/A
Exempt and Excluded Managerial	N/A

Contra Costa County Employees' Retirement Association

Bargaining Unit	Benefit
AFSCME	N/A
Unrepresented	Cell phones/lap tops provided, no allowance.

Los Angeles City Employee Retirement System

Bargaining Unit	Benefit
Engineers & Architects Association (Admin Unit 01)	N/A
LA Professional Managers' Association (Management Employees 36)	N/A
Non-Represented	N/A
Supervisory Administrative Unit	N/A

Orange County Employee Retirement System

Bargaining Unit	Benefit
OCEA - General Employees	N/A
OCEA - Supervisory Management	N/A
OCERS Management	N/A
OCERS Executive Management (CEO)	N/A

San Mateo County Employees' Retirement Association

Bargaining Unit	Benefit
SEIU	N/A
Confidential	N/A
Management	N/A

San Bernardino County Employee Retirement Agency

Bargaining Unit	Benefit
SEIU, Local 721	\$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.
Unrepresented Management	\$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.

San Francisco Employees' Retirement System

Bargaining Unit	Benefit
Local 21, Professional and Technical Engineers	N/A
SEIU, Local 1021 Misc.	N/A
Municipal Executive Association, Misc.	Management Training Funds: Employees may also use up to \$1,000 of the maximum funds available to them for the purchase of personal electronic equipment, to the extent that these items would be used in the performance of their City duties. Reimbursement is limited to no more than one device per employee per fiscal year.

Executive Coaching	
Alameda County Employees' Retirement Association	
Bargaining Unit	Benefit
ACMEA - General Management	N/A
Unrepresented Management	N/A
CalPERS	
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' Retirement Association	
Bargaining Unit	Benefit
AFSCME	N/A
Unrepresented	N/A
Los Angeles City Employee Retirement System	
Bargaining Unit	Benefit
Engineers & Architects Association (Admin Unit 01)	N/A
LA Professional Managers' Association (Management Employees 36)	N/A
Non-Represented	N/A
Supervisory Administrative Unit	N/A
Orange County Employee Retirement System	
Bargaining Unit	Benefit
OCEA - General Employees	N/A
OCEA - Supervisory Management	N/A
OCERS Management	N/A
OCERS Executive Management (CEO)	N/A
San Mateo County Employees' Retirement Association	
Bargaining Unit	Benefit
SEIU	N/A
Confidential	N/A
Management	N/A
San Bernardino County Employee Retirement Agency	
Bargaining Unit	Benefit
SEIU, Local 721	N/A
Unrepresented Management	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	
Bargaining Unit	Benefit
Local 21, Professional and Technical Engineers	N/A
SEIU, Local 1021 Misc.	N/A
Municipal Executive Association,Misc.	The City agrees to fund, develop, and implement a leadership development program for City 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 management, knowledge transfer, emotional intelligence, and workforce planning. The program will be funded and presented through DHR.

Longevity

Alameda County Employees' Retirement Association

Bargaining Unit	Benefit
ACMEA - General Management	N/A
Unrepresented Management	N/A

CalPERS

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' Retirement Association

Bargaining Unit	Benefit
AFSCME	2.5 % Applies to employees hired on or before 12/31/18 w/ 10 years of CCCERA and/or CC County service; or on or after 1/1/19 w/ 10 years of CCCERA service.
Unrepresented	2.5% for 10 YOS; Add't 2.5% for 15 YOS; for General Counsel only add't 2% for 20 YOS.

Los Angeles City Employee Retirement System

Bargaining Unit	Benefit
Engineers & Architects Association (Admin 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 System

Bargaining Unit	Benefit
OCEA - General Employees	N/A
OCEA - Supervisory Management	N/A
OCERS Management	N/A
OCERS Executive Management (CEO)	N/A

San Mateo County Employees' Retirement Association

Bargaining Unit	Benefit
SEIU	After 5 YOS: 1% After 10 YOS: 2.5% total After 20 YOS: 4% total After 25 YOS: 6% total
Confidential	After 5 YOS: 1% After 10 YOS: 2.5% total After 20 YOS: 4% total After 25 YOS: 6% total
Management	After 5 YOS: 1% After 10 YOS: 2.5% total After 20 YOS: 4% total After 25 YOS: 6% total

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	N/A
SEIU, Local 1021 Misc.	After 10 years of continuous service, Employee eligible for longevity pay in the amount of \$0.50/hour.
Municipal Executive Association, Misc.	Only applies to Sheriff's Department Employees. All others N/A.