

CITY OF MANHATTAN BEACH
 HISTORICAL SALARY ADJUSTMENTS BY LABOR GROUP

Labor Group	2008	2009	2010	2011	2012	2013	2014	2015	2016	Totals	2017	2018
Teamsters	3.50%	3.50%	5.00%	0.00%	0.00%	9.50%	0.00%	0.00%	2.00%	23.50%	2.23%	3.00%
<i>Effective Date</i>	07/01/08	07/01/09	07/01/10			03/09/13			01/01/16		01/01/17	01/01/18
Fire Association	4.25%	5.00%	0.00%	0.00%	0.00%	9.00%	3.00%	2.50%	2.00%	25.75%	2.00%	2.75%
<i>Effective Date</i>	10/01/08	10/01/09				03/23/13	01/01/14	01/01/15	01/23/16		01/01/17	01/01/18
Police Officer (POA)	4.00%	4.50%	4.25%	1.00%	0.00%	9.00%	2.50%	3.00%	2.00%	30.25%	2.00%	2.85%
<i>Effective Date</i>	01/01/08	01/01/09	01/01/10	01/01/11		03/09/13	01/01/14	01/01/15	01/01/16		01/01/17	01/01/18
Police Sergeant (POA)	4.00%	4.50%	4.25%	5.00%	0.00%	9.00%	2.50%	3.00%	2.00%	34.25%	2.00%	2.85%
<i>Effective Date</i>	01/01/08	01/01/09	01/01/10	01/01/11		03/09/13	01/01/14	01/01/15	01/01/16		01/01/17	01/01/18
Police Management (PMA)	4.00%	2.50%	0.00%	0.00%	0.00%	9.00%	3.00%	3.00%	3.75%	25.25%	3.75%	
<i>Effective Date</i>	07/01/08	07/01/09				11/30/13		01/01/15				

	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total	2017	2018
Management/Confidential	4.00%	2.50%	0.00%	0.00%	0.00%	12.00%	3.00%	0.00%	2.00%	23.50%	TBD	TBD
<i>Effective Date</i>	7/1/2008	7/1/2009				10/19/2013	10/18/2014		1/9/2016			

Notes:

- Bolded adjustments include an offset for employee pension contributions:
 7% for Teamsters/Management; 9% for Safety in 2013
 3% cost sharing for Fire in 2014
 3% cost sharing for Police in 2015
- PMA 2014 increase was included as part of merit pool awarded to Management/Confidential
- Police Management increase in 2016 is for Captains only. Lieutenants now in step system with 2.5% between steps
- All Labor Groups in Step System with exception of Management/Confidential which is adjusted by merit only subject to City Council approval of merit pool, and Police Captains in the PMA which are subject to negotiated adjustments in the MOU.