

CONTRA COSTA COUNTY  
SALARY HEALTH PLAN SUBSIDY ADJUSTMENTS FOR A SAMPLING OF GROUPS

Fiscal Year	Salary Adjustments				Health Benefit Changes		
	Board of Supervisors	Mgmt/ Unrepresented	Local 1	DSA Management	Board of Supervisors & Mgmt/Unrepresented	Local 1	DSA
2004-05		3% 10/04	3% 10/04	5% 10/04	80% of Kaiser premium	80% of Kaiser premium	87% of PERS Kaiser Bay Area Premium
2005-06		0	0	0	80% of Kaiser premium	80% of Kaiser premium	87% of PERS Kaiser Bay Area Premium
2006-07	59.5% 2/07	\$1500 11/06*	0	2% 10/06	80% of Kaiser premium	80% of Kaiser premium	87% of PERS Kaiser Bay Area Premium
2007-08	2% 7/07	2% 7/07	2% 7/07	2% 10/07 & 2% 3/08	80% of Kaiser premium	80% of Kaiser premium	87% of PERS Kaiser Bay Area Premium
2008-09	Waived 2.31% to match ATA***	2% 7/08	2% 7/08	0	80% of Kaiser premium	80% of Kaiser premium	87% of PERS Kaiser Bay Area Premium
2009-10	Waived 2.31% to match ATA	0	0	0	Capped at 2009 rate +50% of increase	Capped at 2009 rate +50% of increase	87% of PERS Kaiser Bay Area Premium
2010-11	Waived 2.75% to match negotiated wage reductions	0	0	0	Capped at 2009 rate +50% of increase	Capped at 2009 rate +50% of increase	87% of PERS Kaiser Bay Area Premium
2011-12	Waived 2.75%	-2.75% 10/11	\$500 5/12	0	Capped 2011	Capped 2011	Capped 1/12 + 75% of PERS Kaiser Bay Area increase
2012-13	Waived 2.75%	0	-2.75% 7/12 \$500 5/13	-2.81% 7/12	Capped 2011	Capped 2011	Capped 1/12 + 75% of PERS Kaiser Bay Area increase
2013-14	Waived 2.75% for 7/13 and discontinued waiver thereafter	2% 8/13	\$750 5/14	3% 1/14	Capped 2011	Capped 2011	Capped 11/13 + 50% of increase for all plans
2014-15	7% 6/15	2% 8/14 \$1000 **	4% 4/14 ; \$750 5/15	3% 7/14	Capped 2011	Capped 2011	Capped 11/13 + 50% of increase for all plans
2015-16		3% 7/15	3% 7/15	3% 7/15	Capped 2011	Capped 2011	Capped 11/13 + 50% of increase for all plans

\* Management Resolution 2006/709

\*\* Management Resolution 2013/318

\*\*\* ATA is Agreed-upon Temporary Absence, which was a negotiated absence without pay.