



**COMMISSION ACTION SETTING FORTH
COMPENSATION AND BENEFITS FOR UNREPRESENTED EMPLOYEES
November 2017**

- 1) Cost of Living Adjustment (COLA): Effective July 1, 2020, and July 1, 2021, the Agency will provide a COLA for each agency classification using the formula as follows: The Annual Consumer Price Index for the previous Calendar Year - All Urban Consumers for the San Francisco-Oakland-San Jose, CA, 82-84=100 up to a maximum of a Four Percent (4.0 %) wage increase.
- 2) Effective January 1, 2018, CMSA will discontinue the Merit Pay Program and delete all reference to the Merit Pay Program from all Agency documents.
- 3) Effective December 1, 2017, all unrepresented job classifications will receive a wage increase of Three point Five Percent (3.50%).
- 4) Employees who retire between January 1, 2017 and June 30, 2018 from CMSA will receive a payment amount of Seven Hundred and Fifty Dollars (\$750.00) for each full year of service with CMSA, provided that they execute a Release of All Claims.

This amended action shall take effect immediately upon its adoption by the Commission, and was passed on November 14, 2017 by the following vote:

AYES: Diane Furst, Maribeth Bushey, Michael Boorstein, Thomas Gaffney, Dan Hillmer
Dean DiGiovanni
NOES: None
ABSENT: None


Diane Furst, Chair


Tom Gaffney, Vice-Chair