

League of California Cities
2012 City Manager Pension Sustainability Survey

City	League Regional Division	Has your city adopted a new pension tier?	When did your agency adopt the new pension tier? <u>MISC</u>	Indicate your agency's previous MISCELLANEOUS (non-safety) formulas below:	Indicate your agency's new MISCELLANEOUS (non-safety) formulas below:	When did your agency adopt the new pension tier? <u>POLICE (Safety)</u>	Indicate your agency's previous POLICE (SAFETY) formulas below:	Indicate your agency's new POLICE (SAFETY) formulas below:	When did your agency adopt the new pension tier? <u>FIRE (Safety)</u>	Indicate your agency's previous FIRE (SAFETY) formulas below:	Indicate your agency's new FIRE (SAFETY) formulas below:
Alameda	East Bay	No									
Albany	East Bay	Yes	Jul-11	2.5% @ 55	2% @ 60		3% @ 55	3% @ 55		3% @ 55	3% @ 55
Antioch	East Bay	Yes	Sep-07	2.7% @ 55	2% @ 55						
Berkeley	East Bay	No									
Brentwood	East Bay	Yes	Sep-10	2.7% @ 55	2% @ 60						
Clayton	East Bay	Yes	Jan-11	2% @ 55	2% @ 60	Jan-11	3% @ 55	2% @ 50	N/A		
Danville	East Bay	No									
Dublin	East Bay	No									
El Cerrito	East Bay	No									
Emeryville	East Bay	Yes	Jan-12	2% @ 55	2% @ 60		3% @ 55			3% @ 50	
Fremont	East Bay	Yes	Mar-12	2.5% @ 55	2% @ 60	Mar-12	3% @ 50	3% @ 55	Mar-12	3% @ 50	3% @ 55
Hayward	East Bay	No									
Lafayette	East Bay	No									
Livermore	East Bay	No									
Moraga	East Bay	No									
Newark	East Bay	No									
Oakley	East Bay	Yes	11-Sep	2.5% @ 55	2% @ 60	NA			NA		

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Orinda	East Bay	No									
Pinole	East Bay	No									
Pittsburg	East Bay	Yes	Jul-11	2% @ 55	2% @ 60	Oct-11	3% @ 50	3% @ 55			
Pleasant Hill	East Bay	Yes	In Process	2% @ 55	2% @ 60	In Process	3% @ 50	3% @ 55			
Pleasanton	East Bay	No									
San Pablo	East Bay	No									
San Ramon	East Bay	No									
Union City	East Bay	Yes	Jul-10	2.5% @ 55	2% @ 60	Jul-10	3% @ 50	3% @ 55			
Walnut Creek	East Bay	Yes	Mar-12	2% @ 55	2% @ 60						
Belvedere	North Bay	No									
Benicia	North Bay	Yes				6/1/2011	3% @ 50	3% @ 55	6/1/2011	3% @ 50	3% @ 55
Calistoga	North Bay	No									
Cotati	North Bay	Yes	7/1/2011	2.7% @ 55	2% @ 60	7/1/2011	3% @ 50	2% @ 50		3% @ 50	
Fairfax	North Bay	Yes	Jul-09	2.5% @ 55	2% @ 55	Jul-11	3% @ 50	3% @ 55	Jul-11	2% @ 55	2% @ 55

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Fairfield	North Bay	Yes	in progress	2.7% @ 55	2.5% @ 55				in progress	3% @ 50	3% @ 55
Healdsburg	North Bay	No									
Larkspur	North Bay	Yes	Jan-12	2.5% @ 55	2% @ 55						
Martinez	North Bay	Yes	2/1/2012	2% @ 55	2% @ 60	2/15/2012	3% @ 50	3% @ 55			
Mill Valley	North Bay	Yes	Mar-11	2.5% @ 55	2% @ 55						
Napa	North Bay	Yes				Jan-12	3% @ 50	3% @ 55		3% @ 50	
Novato	North Bay	Yes	Jul-11	2% @ 55	2% @ 55	Jul-11	3% @ 55	3% @ 55	Jul-11		
Rio Vista	North Bay	No									

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Rohnert Park	North Bay	Yes	Jul-11	2.7% @ 55	2% @ 55	Jan-12	3% @ 50	3% @ 55	Jan-12	3% @ 50	3% @ 55
San Anselmo	North Bay	Yes	7-Feb	2.7% @ 55	2% @ 55	7-Feb	3% @ 50	3% @ 55			
San Rafael	North Bay	Yes	Jul-11	2.7% @ 55	2% @ 55	Jul-11	3% @ 55	3% @ 55	Jul-11	3% @ 55	3% @ 55
Santa Rosa	North Bay	No									
Saratoga	North Bay	Yes	Nov-11	2% @ 55	2% @ 60						
Sebastopol	North Bay	No									
Suisun City	North Bay	No									
Tiburon	North Bay	No									
Vacaville	North Bay	No									
Vallejo	North Bay	Yes								3% @ 50	2% @ 50

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Yountville	North Bay	Yes	Jul-10	2.7% @ 55	2% @ 55						
Belmont	Peninsula	Yes	na	2% @ 55	2% @ 55	Jan-12	3% @ 55	2% @ 55	Jan-12	3% @ 50	2% @ 55
Brisbane	Peninsula	Yes	Jul-08	2.7% @ 55	2% @ 60		3% @ 55	3% @ 55		3% @ 55	3% @ 55
Burlingame	Peninsula	No									
Campbell	Peninsula	Yes	Jan-11	2.5% @ 55	2% @ 60	Aug-10	3% @ 50	2% @ 50		3% @ 50	3% @ 50
Cupertino	Peninsula	No									
Cupertino	Peninsula	No									
Daly City	Peninsula	No									
Foster City	Peninsula	Yes				Jun-11	3% @ 50	2% @ 50	Jun-11	3% @ 50	2% @ 50
Gilroy	Peninsula	Yes				7/1/2010	3% @ 50	2% @ 50	7/1/2010	3% @ 55	2% @ 55
Half Moon Bay	Peninsula	No									
Hillsborough	Peninsula	No									
Milpitas	Peninsula	Yes	May-11	2.7% @ 55	2% @ 60	Dec-11	3% @ 50	3% @ 55	May-11		3% @ 55
Monte Sereno	Peninsula	No									
Morgan Hill	Peninsula	No									
Mountain View	Peninsula	No									
Palo Alto	Peninsula	Yes	Jul-10	2.7% @ 55	2% @ 60				Oct-11	3% @ 50	3% @ 55
Palo Alto	Peninsula	Yes	Jul-10	2.7% @ 55	2% @ 60				Oct-11	3% @ 50	3% @ 55
Portola Valley	Peninsula	No									

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San Bruno	Peninsula	No									
San Jose	Peninsula	No									
San Mateo	Peninsula	Yes	Jul-12	2% @ 55	2% @ 55	Aug-12	3% @ 50	3% @ 55	Aug-12	3% @ 50	3% @ 55
Santa Clara	Peninsula	No									
South San Francisco	Peninsula	Yes	Apr-10	2.7% @ 55	2% @ 60	Apr-10	3% @ 50	3% @ 55	Apr-10	3% @ 50	3% @ 55
Sunnyvale	Peninsula	Yes				Jan-12	3% @ 50	3% @ 55	Jan-12	3% @ 50	3% @ 55

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Alameda	Yes		9%	11%	9%	11%	7%	7%	1	No
Albany	Yes		0%	9%	0%	9%	0%	8%	1	Yes
Antioch	Yes				0%	3%	1%	8%	1	No
Berkeley	No								1	No
Brentwood	Yes						0%	8%	1	Yes
Clayton	Yes				0%	9%	0%	7%	1	No
Danville	No								1	No
Dublin	Yes						1%	8%	1	No
El Cerrito	Yes		0%	0%	0%	0%	0%	1%	1	No
Emeryville	Yes		12%		9%		7%	7%	1	Yes
Fremont	Yes		9%	15%	9%		8%	13%	1	Yes
Hayward	Yes		9%	15%	9%	12%	1%	8%	1	No
Lafayette	No								1	No
Livermore	Yes	07/2011; 12/2009; 01/2012			0%		3%	8%	1	No
Moraga	Yes	June 8, 2011 for all but Police which was adopted on July 28, 2010			4%		4%		1	No
Newark	Yes	Jul-99			9%	13%	8%	12%	1	No
Oakley	Yes	Jul-10					0%	2%	1	No

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Orinda	No								1	No
Pinole	Yes	Effective 07/01/2011	3%	14%	3%	14%	2%	11%	1	No
Pittsburg	Yes				0%	2%	0%	7%	1	Yes
Pleasant Hill	Yes				0%	4%	0%	4%	1	Yes
Pleasanton	Yes		0%		0%		0%	4%	1	No
San Pablo	Yes				3%	9%	3%	7%	1	No
San Ramon	Yes				0%	1%	1%	2%	1	No
Union City	Yes				0%	1%	3%	7%	1	Yes
Walnut Creek	Yes						1%	7%	1	Yes
Belvedere	No								1	No
Benicia	Yes		9%		9%	14%			1	No
Calistoga	Yes	10/10/2011	0%	9%	0%	9%	0%	8%	1	Yes
Cotati	Yes				0%	3%	0%	3%	1	No
Fairfax	Yes		0%	3%	0%	3%	0%	3%	1	No

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Fairfield	Yes	Varied by bargaining unit. Also note that Fire and Police contribute 2.25%. MISC unit contributions range from 4.5% - 5.2%	2%		2%		5%		1	Yes
Healdsburg	Yes	May-10	2%	0%	2%	7%	6%	8%	1	No
Larkspur	Yes	Effective 12/31/12	0%	9%			1%	8%	1	Yes
Martinez	Yes				0%	4%	0%	3%	1	Yes
Mill Valley	Yes				0%	3%	0%	3%	1	Yes
Napa	Yes		11%	14%	11%		10%		1	Yes
Novato	No								1	Yes
Rio Vista	Yes	May 1, 2009 - Fire, Fire only union to agree to pick up share of PERS	0%	9%	0%	0%	0%	0%	1	No

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Rohnert Park	Yes	07/2011 for all but public safety management, PSM on 01/2012	0%	9%	0%	9%	1%	8%	1	Yes
San Anselmo	Yes					3%		3%	1	No
San Rafael	Yes		0%	11%	0%	11%	0%	11%	1	Yes
Santa Rosa	Yes	7/1/2011	0%	5%	0%	0%	8%	8%	1	Yes
Saratoga	Yes	full 7% employee portion is paid by all employees as of 11/2011					7%		1	Yes
Sebastopol	Yes		0%	0%	0%	8%	0%	7%	1	No
Suisun City	Yes	2002 for public safety. We are in negotiations now with all groups.	0%		0%	4%	0%		1	No
Tiburon	Yes				0%	9%	0%	7%	1	No
Vacaville	Yes	2/1/2011	12%	15%	9%		9%	15%	1	Yes
Vallejo	Yes		9%	13%	9%		8%	9%	1	No

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Yountville	No								1	No
Belmont	Yes		9%	9%	9%	12%	7%	9%	1	Yes
Brisbane	Yes	8-Jul	8%		8%		7%	8%	1	Yes
Burlingame	Yes		9%		9%		8%	10%	1	Yes
Campbell	No								1	No
Cupertino	Yes	7/1/2010					0%	2%	1	No
Cupertino	Yes	May-07					0%	2%	1	No
Daly City	Yes		9%		9%		8%		1	Yes
Foster City	No								1	No
Gilroy	Yes		0%	9%	0%	8%	8%	8%	1	Yes
Half Moon Bay	Yes						0%	2%	1	No
Hillsborough	Yes		9%		9%	10%	8%		1	No
Milpitas	Yes		9%	15%	9%	9%	8%	15%	1	Yes
Monte Sereno	No								1	Yes
Morgan Hill	Yes	always been that way							1	No
Mountain View	Yes	Jul-03	9%	15%	9%	13%	8%	11%	1	No
Palo Alto	Yes	7/17/10; 10/2011	0%	9%	0%		0%	6%	1	No
Palo Alto	Yes		0%	9%			2%	6%	1	Yes
Portola Valley	No								1	No

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San Bruno	Yes	Yes, but subsequently negotiated away.	9%		9%		8%		1	No
San Jose	No								1	No
San Mateo	Yes	Jul-11	9%	15%	0%		0%	7%	1	Yes
Santa Clara	No								1	No
South San Francisco	No								1	Yes
Sunnyvale	Yes	Varies by bargaining group; not all groups have increased. Occurred during 2010 & 2011	0%	3%	0%	3%	1%	3%	1	No

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Alameda							None at present
Albany	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	Ave 3 Highest	Ave 3 Highest	
Antioch							
Berkeley							
Brentwood					Highest 1 Year	Ave 3 Highest	Cola change
Clayton							
Danville							
Dublin							
El Cerrito							No
Emeryville	Highest 1 Year		Highest 1 Year		Highest 1 Year	Ave 3 Highest	
Fremont	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	MISC. Employees COLA reduced from 3% to 2% for new hires.
Hayward							
Lafayette							We do not have a pension plan or participate in PERS.
Livermore							
Moraga							
Newark							N/A
Oakley							

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Orinda							
Pinole							
Pittsburg			Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	Yes, both Police Safety and Miscellaneous were at 3% COLA; new hires are at the standard 2% COLA
Pleasant Hill			Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	No
Pleasanton							
San Pablo							
San Ramon							Pre-retirement survivor benefit
Union City			Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	
Walnut Creek					Highest 1 Year	Ave 3 Highest	
Belvedere							Exchange of COLA for employee pickup of employee share - hold harmless.
Benicia							No
Calistoga	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	
Cotati							
Fairfax							

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Fairfield	Highest 1 Year	Ave 3 Highest			Highest 1 Year	Ave 3 Highest	No changes to COLA as a result of pension changes
Healdsburg							
Larkspur	Highest 1 Year	Ave 3 Highest			Highest 1 Year	Ave 3 Highest	EPMC as compensable earnings eliminated
Martinez			Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	gave the units a 2% COLA adjustment in year four of a four year contract
Mill Valley					Highest 1 Year	Ave 3 Highest	
Napa	Highest 1 Year	Ave 3 Highest					
Novato			Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	Yes, moved from employee share paid by employee of 0% to 2% of the 7% or 9%(police)
Rio Vista							No.

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Rohnert Park	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Highest 1 Year	01/2007 reduced maximum COLA from 5% to 2%
San Anselmo							
San Rafael	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	COLA from 3% to 2%.
Santa Rosa							N/A
Saratoga					Highest 1 Year	Ave 3 Highest	
Sebastopol							
Suisun City							No.
Tiburon							
Vacaville			Highest 1 Year	Ave 3 Highest			Currently have re-opener with all groups to discuss tiering. Most groups are paying ee share plus some er share (over 15% total).
Vallejo							

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City	Indicate your agency's Final Average Earnings formulas for FIRE (SAFETY) below. Previous FIRE Final Average Earnings	Indicate your agency's Final Average Earnings formulas for FIRE (SAFETY) below. New FIRE Final Average Earnings	Please indicate your agency's Final Average Earnings formulas for POLICE (SAFETY) below. Previous POLICE Final Average Earning	Please indicate your agency's Final Average Earnings formulas for POLICE (SAFETY) below. New POLICE Final Average Earnings	Please indicate your agency's Final Average Earnings formulas for MISC employees below. Previous MISC Final Average Earnings	Please indicate your agency's Final Average Earnings formulas for MISC employees below. New MISC Final Average Earnings	Has your agency made any other pension changes as a result of negotiations (ex: COLA % change).
Yountville							Change in eligibility requirements for retiree medical coverage.
Belmont	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Highest 1 Year	
Brisbane	Highest 1 Year	Highest 1 Year	Highest 1 Year	Highest 1 Year	Highest 1 Year	Ave 3 Highest	
Burlingame	Highest 1 Year		Highest 1 Year		Highest 1 Year	Ave 3 Highest	
Campbell							
Cupertino							No
Cupertino							
Daly City	Highest 1 Year		Highest 1 Year		Highest 1 Year	Ave 3 Highest	COLA changes from 3% to 2% for Misc Employees
Foster City							
Gilroy	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest			
Half Moon Bay							
Hillsborough							
Milpitas	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	
Monte Sereno	Ave 3 Highest		Ave 3 Highest		Ave 3 Highest		
Morgan Hill							
Mountain View							
Palo Alto							no
Palo Alto	Highest 1 Year	Ave 3 Highest					
Portola Valley							

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San Bruno							
San Jose							We are currently pursuing retirement reform with a ballot measure in June 2012, that if approved, would make
San Mateo	Highest 1 Year	Ave 3 Highest			Highest 1 Year	Ave 3 Highest	Safety Management & Fire Unit will be paying up to 9% of the employer pension rate
Santa Clara							
South San Francisco	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	Highest 1 Year	Ave 3 Highest	
Sunnyvale							No