

## CPI-W AND COLA

| DATE       | CPI-W | COLA  | SALARY SURVEY<br>ADJUSTMENT | UNIT                                 | COMMENTS                                                                                                                     |
|------------|-------|-------|-----------------------------|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 7/1/2014   | 2.9%  |       |                             |                                      | No COLA                                                                                                                      |
| 7/1/2013   | 1.9%  |       |                             |                                      | No COLA                                                                                                                      |
| 7/1/2012   | 3.0%  |       |                             |                                      | No COLA                                                                                                                      |
| 7/1/2011   | 3.2%  |       |                             |                                      | No COLA                                                                                                                      |
| 7/1/2010   | 1.3%  |       |                             |                                      | No COLA                                                                                                                      |
| 7/1/2009   | 0.0%  | 2.50% |                             | SCEA<br>B & C                        |                                                                                                                              |
| 1/1/2009   |       |       |                             | Fire Mgt<br>Fire Unit                | 3.68% COLA of 7/1/08 suspended<br>3.68% COLA of 7/1/08 suspended                                                             |
| 7/1/2008   |       |       | 15.00%                      | SPMA<br>SPOA                         |                                                                                                                              |
| 7/1/2008   | 4.6%  | 3.68% |                             | Fire Mgt<br>Fire Unit                |                                                                                                                              |
| 1/1/2008   | 4.6%  | 3.68% |                             | B & C<br>Law<br>SCEA<br>Unrep        |                                                                                                                              |
| 7/1/2007   | 2.8%  | 2.80% |                             | SPMA<br>SPOA                         |                                                                                                                              |
| 7/1/2007   | 1.8%  | 2.50% |                             | T & M                                |                                                                                                                              |
| 7/1/2007   | 1.8%  | 2.50% |                             | Fire Mgt<br>Fire Unit                | Received a total of 5%<br>Received a total of 5%                                                                             |
| 4/16/2007  |       |       | 4.30%                       | T & M                                |                                                                                                                              |
| 1/1/2007   | 1.8%  | 2.50% |                             | B & C<br>Law<br>SCEA<br>Unrep        |                                                                                                                              |
| 12/16/2006 | 0.9%  | 2.50% |                             | Fire Mgt<br>Fire Unit                | Deferred until 7/1/07<br>Deferred until 7/1/07                                                                               |
| 7/1/2006   |       |       | 5.36%                       | Fire Mgt<br>Fire Unit                |                                                                                                                              |
| 1/1/2006   |       |       | 5.40%<br>10.40%             | SPOA<br>SPMA                         |                                                                                                                              |
| 1/1/2006   | 3.5%  | 2.80% |                             | B & C<br>Law<br>SCEA<br>Unrep        | Fire Unrep received increase of 5.06%                                                                                        |
| 12/16/2005 |       |       | 2.50%                       | Fire Mgt<br>Fire Unit                |                                                                                                                              |
| 7/1/2005   |       |       | 5.00%                       | SPMA<br>SPOA                         | Police Lt. - retro pay as a result of<br>agreement with SPOA<br>Police Sgt - retro pay as a result of<br>agreement with SPOA |
| 7/1/2005   | 3.7%  | 2.96% |                             | T & M                                |                                                                                                                              |
| 1/1/2005   | 3.7%  | 2.96% |                             | B & C<br>Law<br>SCEA<br>SPMA<br>SPOA |                                                                                                                              |

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% taken from BLS CPI Urban Wage Earners and Clerical Workers (CPI-W) Year ending August column for  
San Francisco-Oakland-San Jose

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|------------|-------|-------|------------------------------------------------------------|-----------|----------------------------------------------------------------|
|            |       |       |                                                            | Unrep     |                                                                |
| 12/16/2004 | 3.2%  | 2.56% |                                                            | Fire Mgt  |                                                                |
|            |       |       |                                                            | Fire Unit |                                                                |
| 7/1/2004   | 2.1%  | 2.50% |                                                            | T & M     |                                                                |
| 1/1/2004   | 1.6%  | 2.50% |                                                            | B & C     |                                                                |
|            |       |       |                                                            | Law       |                                                                |
|            |       |       |                                                            | SCEA      |                                                                |
|            |       |       |                                                            | SPMA      |                                                                |
|            |       |       |                                                            | SPOA      |                                                                |
|            |       |       |                                                            | T & M     |                                                                |
|            |       |       |                                                            | Unrep     |                                                                |
| 12/16/2003 | 1.9%  | 2.50% |                                                            | Fire Mgt  |                                                                |
|            |       |       |                                                            | Fire Unit |                                                                |
| 1/1/2003   | 2.1%  | 2.50% |                                                            | B & C     |                                                                |
|            |       |       |                                                            | Law       |                                                                |
|            |       |       |                                                            | SCEA      |                                                                |
|            |       |       |                                                            | SPMA      |                                                                |
|            |       |       |                                                            | SPOA      |                                                                |
|            |       |       |                                                            | T & M     |                                                                |
|            |       |       |                                                            | Unrep     |                                                                |
| 12/16/2002 |       |       | 4.231%                                                     | Fire Mgt  |                                                                |
|            |       |       |                                                            | Fire Unit |                                                                |
| 1/1/2002   |       |       | 10.32%                                                     | SPOA      |                                                                |
|            |       |       | 10.9% Police Lt<br>10.8% Police Capt<br>10.6% Deputy Chief | SPMA      | Increase to maintain required disparity of<br>no less than 10% |
| 1/1/2002   | 1.6%  | 2.50% |                                                            | B & C     |                                                                |
|            |       |       |                                                            | Law       |                                                                |
|            |       |       |                                                            | SCEA      |                                                                |
|            |       |       |                                                            | T & M     |                                                                |
|            |       |       |                                                            | Unrep     |                                                                |
| 1/1/2001   |       | 3.10% |                                                            | SPOA      |                                                                |
| 1/1/2001   | 3.5%  | 2.80% |                                                            | B & C     |                                                                |
|            |       |       |                                                            | Law       |                                                                |
|            |       |       |                                                            | SCEA      |                                                                |
|            |       |       |                                                            | SPMA      |                                                                |
|            |       |       |                                                            | T & M     |                                                                |
|            |       |       |                                                            | Unrep     |                                                                |
| 1/1/2000   | 2.7%  | 2.50% |                                                            | B & C     |                                                                |
|            |       |       |                                                            | Fire Mgt  |                                                                |
|            |       |       |                                                            | Law       |                                                                |
|            |       |       |                                                            | SCEA      |                                                                |
|            |       |       |                                                            | SPMA      |                                                                |
|            |       |       |                                                            | SPOA      |                                                                |
|            |       |       |                                                            | T & M     |                                                                |
|            |       |       |                                                            | Unrep     |                                                                |

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| DATE     | CPI-W | COLA  | SALARY SURVEY<br>ADJUSTMENT | UNIT      | COMMENTS                                      |
|----------|-------|-------|-----------------------------|-----------|-----------------------------------------------|
| 1/1/1999 | 1.4%  | 2.50% |                             | B & C     |                                               |
|          |       |       |                             | Fire Mgt  |                                               |
|          |       |       |                             | Fire Unit |                                               |
|          |       |       |                             | Law       |                                               |
|          |       |       |                             | SCEA      |                                               |
|          |       |       |                             | SPMA      |                                               |
|          |       |       |                             | T & M     |                                               |
|          |       |       |                             | Unrep     |                                               |
| 8/1/1998 |       |       | 1.10%                       | SPOA      |                                               |
| 1/1/1998 |       | 1.40% |                             | SPOA      |                                               |
| 1/1/1998 | 1.7%  | 2.50% |                             | B & C     |                                               |
|          |       |       |                             | Fire Mgt  |                                               |
|          |       |       |                             | Fire Unit |                                               |
|          |       |       |                             | Law       |                                               |
|          |       |       |                             | SCEA      |                                               |
|          |       |       |                             | SPMA      |                                               |
|          |       |       |                             | T & M     |                                               |
|          |       |       |                             | Unrep     |                                               |
| 1/1/1997 | 3.3%  | 2.60% |                             | B & C     |                                               |
|          |       |       |                             | Fire Mgt  |                                               |
|          |       |       |                             | Fire Unit |                                               |
|          |       |       |                             | Law       |                                               |
|          |       |       |                             | SCEA      |                                               |
|          |       |       |                             | SPMA      |                                               |
|          |       |       |                             | SPOA      |                                               |
|          |       |       |                             | T & M     |                                               |
| 1/1/1996 | 2.4%  | 2.00% |                             | Unrep     |                                               |
|          |       |       |                             | B & C     |                                               |
|          |       |       |                             | Fire Mgt  |                                               |
|          |       |       |                             | Fire Unit |                                               |
|          |       |       |                             | Law       |                                               |
|          |       |       |                             | SCEA      |                                               |
|          |       |       |                             | SPMA      |                                               |
|          |       |       |                             | SPOA      |                                               |
| 1/1/1995 | 2.7%  | 2.20% |                             | T & M     |                                               |
|          |       |       |                             | Unrep     |                                               |
|          |       |       |                             | B & C     |                                               |
|          |       |       |                             | Fire Mgt  |                                               |
|          |       |       |                             | Fire Unit |                                               |
|          |       |       |                             | Law       |                                               |
|          |       |       |                             | SCEA      |                                               |
|          |       |       |                             | SPMA      |                                               |
|          |       |       |                             | SPOA      | Base salary reduced by .351% effective 7/1/95 |
|          |       |       |                             | T & M     |                                               |
|          |       |       |                             | Unrep     |                                               |
|          |       |       |                             |           |                                               |

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| DATE     | CPI-W | COLA  | SALARY SURVEY<br>ADJUSTMENT | UNIT      | COMMENTS |
|----------|-------|-------|-----------------------------|-----------|----------|
| 1/1/1994 | 2.6%  | 2.10% |                             | B & C     |          |
|          |       |       |                             | Fire Mgt  |          |
|          |       |       |                             | Fire Unit |          |
|          |       |       |                             | Law       |          |
|          |       |       |                             | SCEA      |          |
|          |       |       |                             | SPMA      |          |
|          |       |       |                             | SPOA      |          |
|          |       |       |                             | T & M     |          |
|          |       |       |                             | Unrep     |          |