

# CITY OF SACRAMENTO AND PLUMBERS AND PIPEFITTERS, LOCAL 447 SUMMARY OF FINANCIAL PACKAGE

ISSUE	TENTATIVE AGREEMENT
<b>SALARY</b>	JULY '05 - 4% JULY '06 - 4% JULY '07 - 4% JULY '08 - 4% JULY '09 - 4% TOTAL WITH COMPOUNDING - 21.7%
<b>EQUITIES</b>	SERVICEMAN - 4%, 3%, 3%, 2%, 2% LEAD WORKER - 4%, 3%, 3%, 2%, 2% SUPERVISOR - 2%, 2%, 2%, 2%, 2%
<b>EMPLOYEE HEALTH</b>	JULY '05 - \$460 / 600 / 790 per month JAN '06 - 440 / 640 / 830 JAN '07 - 420 / 680 / 880 JAN '08 - 420/730/920 JAN '09 - LOWEST COST PLAN / 750 / 1000 JAN '10 - LOWEST COST PLAN / 800 / 1125
<b>RETIREE HEALTH</b>	JAN '06 - \$250 RETIREE/300 WITH DEPENDENT JAN '07 - 275 RETIREE/325 WITH DEPENDENT JAN '08 - 300 RETIREE/350 WITH DEPENDENT
<b>CASH BACK</b>	REDUCE TO \$200 OVER 4 YEARS; \$200 FOR NEW HIRES
<b>HEALTH PLAN</b>	NO NEW ENROLLEES EFFECTIVE AUG '05; ELIMINATE OUT OF AREA PLAN DEC '08
<b>SICK LEAVE CASH-OUT</b>	ELIMINATE FOR NEW HIRES AND EMPLOYEES WITH LESS THAN 20 YRS; RETIREES WITH 20+ ELECT CASH OUT OR PERS CONVERSION
<b>RETIREMENT</b>	ADD SICK LEAVE CONVERSION