

EFFECTIVE DATES FOR BENEFIT CHANGES

	<u>City General</u>	<u>City Safety</u>	<u>City Legislative</u>	<u>Port General</u>	<u>Port Safety</u>	<u>Port Executive</u>	<u>Airport General</u>	<u>Airport Executive</u>
DROP No Longer Available	2/16/07	2/16/07	2/16/07	10/1/05	10/1/05	10/1/05	10/3/06	10/3/06
5-Year PSC No Longer Available	2/16/07	2/16/07	2/16/07	10/1/05	10/1/05	10/1/05	10/3/06	10/3/06
13th Check No Longer Available	2/16/07	2/16/07	2/16/07	10/1/05	10/1/05	10/1/05	10/3/06	10/3/06
Health Insurance No Longer Available	2/16/07	2/16/07	2/16/07	N/A	N/A	N/A	N/A	N/A
High 3-Year Salary Implemented	N/A	N/A	N/A	10/1/06	N/A	10/1/06	N/A	N/A
PSC Cost Increase <i>*Dates modified due to Cedar Fire</i>	11/15/03*	11/15/03* - Fire 12/02/03* - Police	11/15/2003*	7/1/04	7/1/04	7/1/04	7/1/04	7/1/04
(% Increase of Current Salary)	15% to 27%	26% to 37%	15% to 50%	15% to 32%	23% to 38%	15% to 34%	15% to 32%	15% to 34%

Effective dates are on or after the date listed