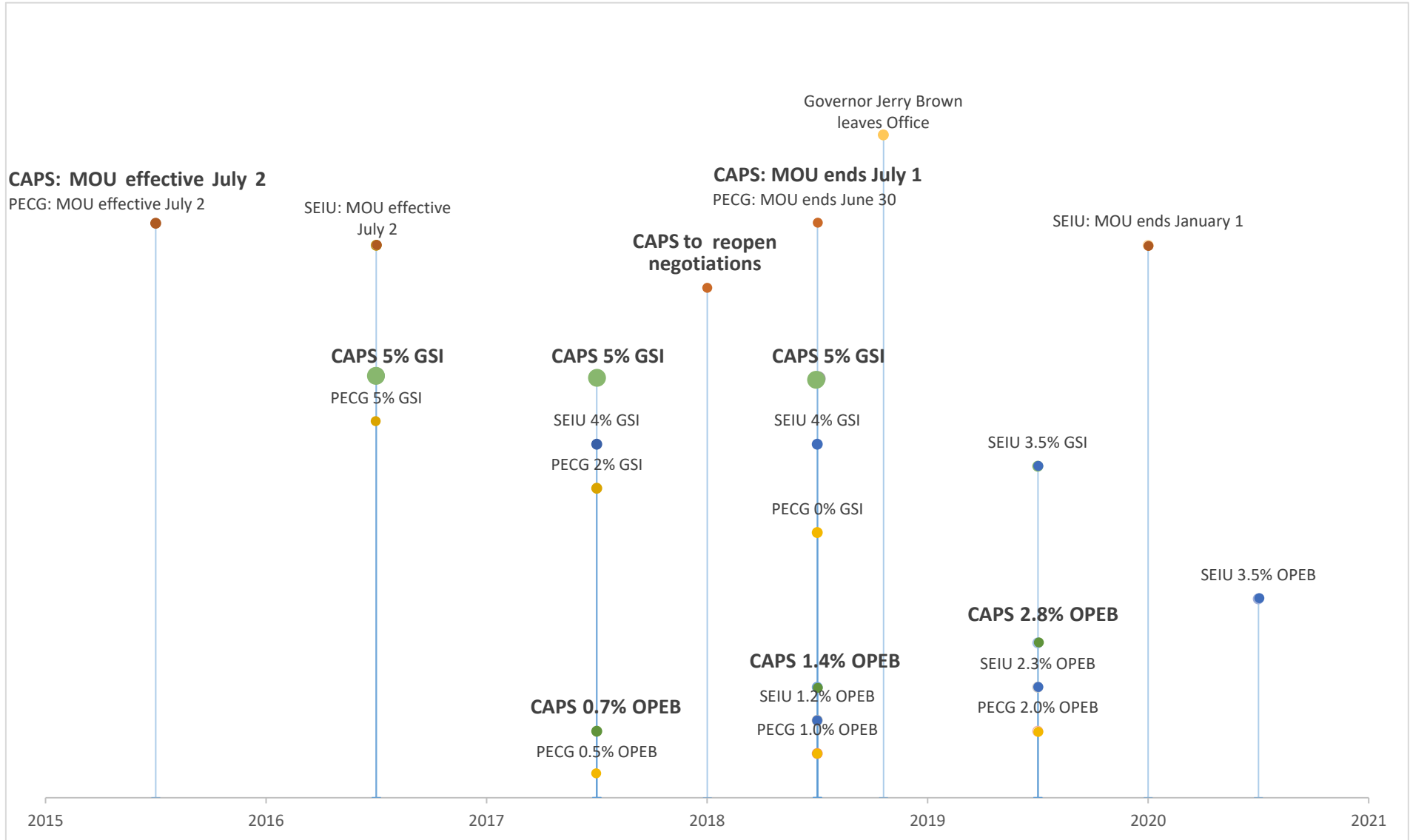


Salary OPEB Comparisons: CAPS, PECG, SEIU

December 15, 2016

The timeline below shows the increase over time in salaries and retiree health care contributions for CAPS, PECG, and SEIU represented employees. The important date for Unions with current Memorandums of Understanding or Tentative Agreements with the State of California - Governor Jerry Brown leaves office in 2018.



CAPS Total GSI (2015-2018): 15%

PECG Total GSI (2015-2018): 7%

SEIU Total GSI (2016-2020): 11.5%

CAPS Total OPEB: 2.8%

PECG Total OPEB: 2.0%

SEIU Total OPEB: 3.5%

*SEIU Specials: \$2,500 "bonus" (subject to 40+% withholding); several salary adjustments for individual classifications