

# ATTACHMENT 1

PSOA - May 15, 2017

**PUBLIC SAFETY OFFICER II, STEP 6 - PROJECTED INCREASE**

Top 8/ 1.77% PERS EPMC

(compares to Police Officer)

Current monthly top step salary: | 10,919.63 |

All costs shown in the array represent the maximum monthly agency costs or contributions for the respective benefit.

City	MOU Dates	Month(s) Salary Changes	Salary Effective Date	BASE PAY		BENEFIT PAY (Maximum Agency Contribution)											TOTAL COMP
				Top-Step Base Salary	City Paid EE PERS	EE PERS % Rate	EPMC %	EPMC \$	Medical	EAP	Dental	Life	LTD	Uniform Allowance	Total Benefits Pay	Base Pay + Benefit Pay	
Sunnyvale (current)	07/01/06-06/30/15	July	07/06/16	10,919.63	982.77	9.00% a)	1.77%	193.28	515.00	in med	140.55	17.16	19.00	26.00 b)	1,893.75	12,813.38	
<b>Sunnyvale (new)</b>	<b>07/01/15-12/31/20</b>	<b>July</b>	<b>07/01/16</b>	<b>11,259.74</b>	<b>1013.38</b>	<b>9.00% a)</b>	<b>1.77%</b>	<b>199.30</b>	<b>515.00</b>	<b>in med</b>	<b>140.55</b>	<b>17.68</b>	<b>19.00</b>	<b>26.00 b)</b>	<b>1,930.90</b>	<b>13,190.64</b>	
Alameda	11/1/15-12/18/21	January	1/8/2017	9,386.00	0.00	0.00%			1,906.81	3.19	149.20	7.60	n/a	166.67	2,233.47	11,619.47	
Fremont	07/01/15-06/30/17	July	6/26/2016	9,244.02	0.00	0.00%			1,906.81	4.34	in med	4.20	57.16	145.83	2,118.34	11,362.36	
Hayward	07/01/04-06/30/19	July	7/1/2016	9,308.00	0.00	0.00%			1,906.81	5.00	184.04	n/a	n/a	75.00	2,170.85	11,478.85	
Milpitas	01/01/17-12/31/21	March	3/19/2017	10,189.90	0.00	0.00%			1,906.81	1.93	221.22	7.00	19.50	112.50	2,268.96	12,458.86	
Mountain View	07/01/15-06/30/17	July	7/1/2016	9,934.67	0.00	0.00%			1,906.81	2.39	224.76	65.57	0.00	0.00	2,199.53	12,134.19	
Richmond	07/01/16-06/30/21	July	7/1/2015	9,572.00	0.00	0.00%			1,906.81	3.83	122.46	14.50	25.00	66.67	2,139.27	11,711.27	
San Leandro	01/01/16-12/31/19	December	12/1/2016	8,983.00	0.00	0.00%			1,763.34	3.74	137.20	n/a	n/a	108.33	2,012.61	10,995.61	
Santa Clara	12/18/16-12/20/18	December	12/18/2016	12,295.00	0.00	0.00%			935.66	1.15	21.07	4.20	0.00	50.00	1,012.08	13,307.08	

Notes:

(0.00)

a) amount to be used per MOU.

b) PERSable figure only, not actually paid.

Fremont - contract expires 6/30/17

Hayward - no increase on 7/1/17

Milpitas - next salary increase 1/1/18 - 3.5%

Mountain View - contract expires 6/30/17

San Leandro - next salary increase 7/1/17 - 3%

### Salary Calculation Methodology per MOU

#### MOU Section

10.6.2	Sunnyvale Current Total Compensation:	12,813.38
10.6.3	Average Total Compensation:	11,883.46
10.6.4	Average Total Compensation + 11%:	13,190.64
10.6.5	Dollar difference between 10.6.4 and 10.6.2:	377.26
10.6.6	Express 10.6.5 as a percentage of 10.6.2:	2.94%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.4:	3.11%

	Old Rate	New Rate
Hourly Salary	62.9979	64.9600
Monthly Salary	10,919.63	11,259.74
Annual Salary	131,035.53	135,116.87

*Teri Silva*  
TERI SILVA, DIRECTOR OF HUMAN RESOURCES

5/30/17  
DATE

*David Meinhardt*  
DAVID MEINHARDT, PRESIDENT OF PSOA

5/26/17  
DATE