

ATTACHMENT 2

PSOA - May 15, 2017

PUBLIC SAFETY LIEUTENANT- PROJECTED INCREASE

Top 8/ 1.77% PERS EPMC

(compares to Police Sergeant)

Current monthly top step salary: | 12,797.73 |

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 | BENEFIT PAY (Maximum Agency Contribution) | | | | | | | | | | | | | TOTAL COMP Base Pay + Benefit Pay |
|------------------------|--------------------------|-------------------------------|-----------------------------|---|----------------------|-------------------|--------------|---------------|---------------|---------------|---------------|--------------|--------------|----------------------|-----------------------|------------------|---|
| | | | | BASE PAY Top-Step Base Salary | City Paid EE PERS | EE PERS % Rate | EPMC % | EPMC \$ | Medical | EAP | Dental | Life | LTD | Uniform Allowance | Total Benefits Pay | | |
| Sunnyvale (current) | 07/01/06-06/30/15 | July | 07/06/16 | 12,797.73 | 1,151.80 | 9.00% a) | 1.77% | 226.52 | 515.00 | in med | 140.55 | 20.02 | 19.00 | 26.00 b) | 2,098.89 | 14,896.62 | |
| Sunnyvale (new) | 07/01/15-12/31/20 | July | 07/01/16 | 13,259.53 | 1,193.36 | 9.00% a) | 1.77% | 234.69 | 515.00 | in med | 140.55 | 20.80 | 19.00 | 26.00 b) | 2,149.40 | 15,408.93 | |
| Alameda | 11/1/15-12/18/21 | January | 1/8/2017 | 11,424.40 | 0.00 | 0.00% | | | 1,906.81 | 3.19 | 149.20 | 7.60 | n/a | 166.67 | 2,233.47 | 13,657.87 | |
| Fremont | 07/01/15-06/30/17 | July | 6/26/2016 | 11,109.18 | 0.00 | 0.00% | | | 1,906.81 | 4.34 | in med | 4.20 | 57.16 | 145.83 | 2,118.34 | 13,227.52 | |
| Hayward | 07/01/04-06/30/19 | July | 7/1/2016 | 11,575.20 | 0.00 | 0.00% | | | 1,906.81 | 5.00 | 184.04 | n/a | n/a | 75.00 | 2,170.85 | 13,746.05 | |
| Milpitas | 01/01/17-12/31/21 | March | 3/19/2017 | 12,309.67 | 0.00 | 0.00% | | | 1,906.81 | 1.93 | 221.22 | 7.00 | 19.50 | 112.50 | 2,268.96 | 14,578.63 | |
| Mountain View | 07/01/15-06/30/17 | July | 7/1/2016 | 12,060.38 | 0.00 | 0.00% | | | 1,906.81 | 2.39 | 224.76 | 66.00 | 0.00 | 0.00 | 2,199.96 | 14,260.34 | |
| Richmond | 07/01/16-06/30/21 | July | 7/1/2015 | 11,405.00 | 0.00 | 0.00% | | | 1,906.81 | 3.83 | 122.46 | 14.50 | 25.00 | 66.67 | 2,139.27 | 13,544.27 | |
| San Leandro | 01/01/16-12/31/19 | December | 12/1/2016 | 10,779.00 | 0.00 | 0.00% | | | 1,763.34 | 3.74 | 137.20 | n/a | n/a | 108.33 | 2,012.61 | 12,791.61 | |
| Santa Clara | 12/18/16-12/20/18 | December | 12/18/2016 | 14,237.00 | 0.00 | 0.00% | | | 935.66 | 1.15 | 21.07 | 4.20 | 0.00 | 50.00 | 1,012.08 | 15,249.08 | |

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: | 14,896.62 |
| 10.6.3 | Average Total Compensation: | 13,881.92 |
| 10.6.4 | Average Total Compensation + 11%: | 15,408.93 |
| 10.6.5 | Dollar difference between 10.6.4 and 10.6.2: | 512.32 |
| 10.6.6 | Express 10.6.5 as a percentage of 10.6.2: | 3.44% |
| 10.6.8a | Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.4: | 3.61% |

| | Old Rate | New Rate |
|----------------|------------|------------|
| Hourly Salary | 73.8331 | 76.4973 |
| Monthly Salary | 12,797.73 | 13,259.53 |
| Annual Salary | 153,572.77 | 159,114.38 |

Teri Silva

TERI SILVA, DIREC

1

5/30/17

DATE

David Meinhardt

DAVID MEINHARDT, PRESIDENT OF PSOA

5/26/17

DATE