

PSOA - May 15, 2019

PUBLIC SAFETY LIEUTENANT- PROJECTED INCREASE
(compares to Police Sergeant)

Top 8/ 1.77% PERS EPMC

Attachment 2

Current monthly top step salary: | 13,707.89 |

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

				BASE PAY	BENEFIT PAY (Maximum Agency Contribution)												TOTAL COMP
City	MOU Dates	Month(s) Salary Changes	Salary Effective Date	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)	07/01/15-12/31/20	July	07/01/18	13,707.89	1,233.71	9.00% a)	1.77%	242.63	515.00	in med	140.55	21.45	19.00	26.00 b)	2,198.34	15,906.23	
Sunnyvale (new)	07/01/15-12/31/20	July	07/01/19	13,983.57	1,258.52	9.00% a)	1.77%	247.51	515.00	in med	140.55	21.84	19.00	26.00 b)	2,228.42	16,212.00	
Alameda	11/1/15-12/18/21	January	12/23/2018	11,760.67	0.00	0.00%			1,997.45	3.78	143.90	8.70	n/a	166.67	2,320.50	14,081.16	
Fremont	07/01/17-06/30/19	July	6/24/2018	12,071.79	0.00	0.00%			1,997.45	4.12	in med	5.65	57.16	145.83	2,210.21	14,282.00	
Hayward	07/01/04-06/30/24	July	7/1/2018	12,154.13	0.00	0.00%			1,997.45	5.00	184.04	n/a	n/a	75.00	2,261.49	14,415.62	
Milpitas	01/01/17-12/31/21	January	1/6/2019	13,250.14	0.00	0.00%			1,997.45	1.93	221.22	7.00	19.50	112.50	2,359.60	15,609.74	
Mountain View	07/01/17-06/30/20	July	7/1/2018	13,044.50	0.00	0.00%			1,997.45	3.93	224.76	66.00	0.00	0.00	2,292.14	15,336.64	
Richmond	07/01/16-06/30/21	July	7/1/2015	11,405.00	0.00	0.00%			1,997.45	3.64	123.15	14.50	25.00	66.67	2,230.41	13,635.41	
San Leandro	01/01/16-12/31/19	July	7/1/2018	11,658.00	0.00	0.00%			1,823.76	3.55	142.55	9.85	n/a	133.33	2,113.04	13,771.04	
Santa Clara	12/18/16-12/22/18	December	12/17/2017	14,664.00	0.00	0.00%			970.02	1.15	22.22	4.20	0.00	50.00	1,047.59	15,711.59	

Notes

a) amount to be used per MOU.

b) PERSable figure only, not actually paid.

Alameda - no increase for 2019

Hayward - no increase on 7/1/19; next salary increase on 7/1/20 - 2%

Milpitas - next salary increase 1/1/20 - 4.5%

Mountain View - next salary increase 7/1/19 - 4%

San Leandro - next salary increase 7/1/19 - 3%

Santa Clara - Contract expired 12/22/18; currently in negotiations

0.00

Salary Calculation Methodology per MOU

MOU Section

10.6.2	Sunnyvale Current Total Compensation:	15,906.23
10.6.3	Average Total Compensation:	14,605.40
10.6.4	Average Total Compensation + 11%:	16,212.00
10.6.5	Dollar difference between 10.6.4 and 10.6.2:	305.77
10.6.6	Express 10.6.5 as a percentage of 10.6.2:	1.92%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.4:	2.01%

	Old Rate	New Rate
Hourly Salary	79.0840	80.6745
Monthly Salary	13,707.89	13,983.57
Annual Salary	164,494.68	167,802.89

 6/6/19
TINA MURPHY, DIRECTOR OF HUMAN RESOURCES DATE

 6-6-19
FRANK BELLUCCI JR., PRESIDENT OF PSOA DATE