

Current monthly top step salary: | 13,906.35 |

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)	07/01/21-12/31/24	July	07/09/23	13,906.35	1251.57	9.00% a)	1.77%	246.14	515.00	4.00	180.00	17.87	24.50	26.00 b)	2,265.08	16,171.44	
Sunnyvale (new)	07/01/21-12/31/24	July	07/07/24	14,803.80	1332.34	9.00% a)	1.77%	262.03	515.00	4.00	180.00	18.73	24.50	26.00 b)	2,362.59	17,166.39	
Alameda	12/19/21-06/30/25	July	7/2/2023	11,516.27	0.00	0.00%			2,655.67	4.53	155.60	8.45	n/a	166.67	2,990.92	14,507.18	
Fremont	07/01/22-06/30/25	July	7/2/2023	12,618.39	0.00	0.00%			2,600.00	3.56 in med		5.45	57.16	145.83	2,812.00	15,430.39	
Hayward	07/01/04-06/30/24	January	1/1/2024	12,010.27	0.00	0.00%			2,655.67	9.11	167.95	n/a	n/a	75.00	2,907.73	14,918.00	
Milpitas	01/01/24-12/31/26	January	1/1/2024	12,825.02	0.00	0.00%			2,655.67	3.41	221.22	7.00	19.50	112.50	3,019.30	15,844.32	
Mountain View	07/01/21-06/30/24	July	7/1/2023	13,260.69	0.00	0.00%			2,655.67	21.34	224.76	69.00	0.00	17.00	2,987.77	16,248.46	
Richmond	07/01/22-06/30/25	January	1/1/2024	11,198.96	0.00	0.00%			2,655.67	3.04	115.61	14.50	25.00	66.67	2,880.49	14,079.45	
San Leandro	01/01/23-06/30/28	January	1/1/2023	12,302.00	0.00	0.00%			2,458.39	3.30	147.38	9.65	n/a	133.33	2,752.05	15,054.05	
Santa Clara	12/19/21-12/31/25	December	12/24/2023	15,173.55	0.00	0.00%			2,390.10	1.15	22.22	2.87	0.00	50.00	2,466.34	17,639.89	

Notes:

0.00

a) amount to be used per MOU.

b) PERSable figure only, not actually paid.

Alameda - next salary increase on 7/1/24 - 3%

Fremont - next salary on 7/1/24 - 5%

Hayward - next salary increase unknown

Milpitas - next salary increase on 1/1/25 - 5%

Mountain View - next salary increase unknown

Richmond - next salary increase 7/1/24 - 2%

San Leandro - next salary increase 7/1/24 - 3.5%

Santa Clara - next salary increase December 2024 - 4%

Salary Calculation Methodology per MOU

MOU Section

10.6.2	Sunnyvale Current Total Compensation:	16,171.44
10.6.3	Average Total Compensation:	15,465.22
10.6.4	Average Total Compensation + 11%:	17,166.39
10.6.5	Dollar difference between 10.6.4 and 10.6.2:	994.95
10.6.6	Express 10.6.5 as a percentage of 10.6.2:	6.15%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.4:	6.45%

	Old Rate	New Rate
Hourly Salary	80.2290	85.4065
Monthly Salary	13,906.35	14,803.80
Annual Salary	166,876.25	177,645.55



TINA MURPHY, DIRECTOR OF HUMAN RESOURCES



DATE



DEVON KLEIN, PRESIDENT OF PSOA



DATE

Current monthly top step salary: | 16,334.28 |

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)	07/01/21-12/31/24	July	07/09/23	16,334.28	1,470.08	9.00% a)	1.77%	289.12	515.00	4.00	180.00	18.73	24.50	26.00 b)	2,527.43	18,861.70
Sunnyvale (new)	07/01/21-12/31/24	July	07/07/24	17,368.94	1,563.20	9.00% a)	1.77%	307.43	515.00	4.00	180.00	18.73	24.50	26.00 b)	2,638.86	20,007.80
Alameda	12/19/21-06/30/25	July	7/2/2023	14,019.20	0.00	0.00%			2,655.67	4.53	155.60	8.45	n/a	166.67	2,990.92	17,010.12
Fremont	07/01/22-06/30/25	July	7/2/2023	15,164.40	0.00	0.00%			2,600.00	3.56	in med	5.45	57.16	145.83	2,812.00	17,976.40
Hayward	07/01/04-06/30/24	January	1/1/2024	14,934.40	0.00	0.00%			2,655.67	9.11	167.95	n/a	n/a	75.00	2,907.73	17,842.13
Milpitas	01/01/24-12/31/26	January	1/1/2024	15,492.97	0.00	0.00%			2,655.67	3.41	221.22	7.00	19.50	112.50	3,019.30	18,512.27
Mountain View	07/01/21-06/30/24	July	7/1/2023	16,098.05	0.00	0.00%			2,655.67	21.34	224.76	69.00	0.00	17.00	2,987.77	19,085.82
Richmond	07/01/22-06/30/25	January	1/1/2024	13,343.86	0.00	0.00%			2,655.67	3.04	115.61	14.50	25.00	66.67	2,880.49	16,224.35
San Leandro	01/01/23-06/30/28	January	1/1/2023	14,761.00	0.00	0.00%			2,458.39	3.30	147.38	9.65	n/a	133.33	2,752.05	17,513.05
Santa Clara	12/19/21-12/31/25	December	12/24/2023	17,569.91	0.00	0.00%			2,390.10	1.15	22.22	2.87	0.00	50.00	2,466.34	20,036.25

Notes

0.00

a) amount to be used per MOU.

b) PERSable figure only, not actually paid.

Alameda - next salary increase on 7/1/24 - 3%

Fremont - next salary on 7/1/24 - 5%

Hayward - next salary increase unknown

Milpitas - next salary increase on 1/1/25 - 5%

Mountain View - next salary increase unknown

Richmond - next salary increase 7/1/24 - 2%

San Leandro - next salary increase 7/1/24 - 3.5%

Santa Clara - next salary increase December 2024 - 4%

Salary Calculation Methodology per MOU

MOU Section

10.6.2	Sunnyvale Current Total Compensation:	18,861.70
10.6.3	Average Total Compensation:	18,025.05
10.6.4	Average Total Compensation + 11%:	20,007.80
10.6.5	Dollar difference between 10.6.4 and 10.6.2:	1,146.10
10.6.6	Express 10.6.5 as a percentage of 10.6.2:	6.08%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.4:	6.33%

	Old Rate	New Rate
Hourly Salary	94.2362	100.2054
Monthly Salary	16,334.28	17,368.94
Annual Salary	196,011.33	208,427.28



TINA MURPHY, DIRECTOR OF HUMAN RESOURCES

5/31/24
DATE



DEVON KLEIN, PRESIDENT OF PSOA

5/31/24
DATE