

# ATTACHMENT 1

PSOA - October 15, 2014  
**PUBLIC SAFETY OFFICER II, STEP 6 - PROJECTED INCREASE**  
 (compares to Police Officer)

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: \$10,186.76

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	07/09/13	10,186.76	916.81	9.00% a)	1.77%	180.31	515.00	in med	140.55	16.85	19.00	26.00 b)	1,814.51	12,001.27	
Sunnyvale (new)	07/01/06-06/30/15	July	07/06/14	10,440.14	939.61	9.00% a)	1.77%	184.79	515.00	in med	140.55	16.38	19.00	26.00 b)	1,841.33	12,281.48	
Concord	07/10/07-06/30/15	January	7/7/2014	7,524	0.00	0.00%			1,642.07	7.06	165.90	20.77	29.35	108.33	1,973.48	9,497.88 *	
Fremont	07/01/13-06/30/15	July	6/29/2014	8,361	0.00	0.00%			1,700.00	4.34	in med	4.20	57.16	125.00	1,890.70	10,251.70 *	
Palo Alto	07/01/11-06/30/14	July	5/19/2012	8,117	0.00	0.00%			1,704.89	2.74	164.75	25.33	0.00	37.33 b)	1,935.03	10,052.23 *	
San Jose	07/01/13-12/31/15	July	7/1/2014	8,705	0.00	0.00%			1,217.02	20.75	96.72	1.34	0.00	56.25	1,392.08	10,096.88 *	
Alameda	06/29/13-06/24/17	January	annualized	8,391	0.00	0.00%			1,894.32	3.19	158.65	8.00	n/a	145.83	2,209.99	10,600.94	
Hayward	07/01/04-06/30/15	July	7/1/2010	8,774	0.00	0.00%			1,894.32	5.46	195.94	n/a	n/a	75.00	2,170.72	10,944.85	
Milpitas	01/01/09-12/31/14	July	6/29/2014	9,235	0.00	0.00%			1,931.07	1.82	200.73	7.00	19.50	112.50	2,272.62	11,507.93	
Mountain View	07/01/12-06/30/15	July	7/1/2014	9,365	0.00	0.00%			1,817.08	2.77	214.06	61.81	0.00	0.00	2,095.72	11,460.96	
Richmond	07/01/13-06/30/16	July	7/1/2014	9,293	0.00	0.00%			1,894.32	3.83	122.46	14.50	25.00	66.67	2,126.78	11,419.78	
San Leandro	01/01/13-12/31/15	January	annualized	8,390	125.84	1.50%			1,665.09	3.90	147.40	n/a	n/a	108.33	2,050.56	10,440.15	
San Mateo	08/19/12-08/15/15	July	7/6/2014	8,676	0.00	0.00%			1,688.15	2.15	143.21	8.50	0.00	70.83	1,912.84	10,588.38	
Santa Clara	12/23/12-12/12/14	December	12/27/2009	10,288	0.00	0.00%			1,207.17	1.15	in med	5.85	0.00	50.00	1,264.17	11,552.17	

Notes: 0.00

- a) amount to be used per MOU.
- b) PERSable figure only, not actually paid.

Alameda - 1/1/15 based upon BRJ from fiscal year 2013-2014 (min. 2%, max. 5%)  
 Concord - contract extended through 6/30/15  
 Fremont - effective 6/29/14 - 2% salary increase  
 Hayward - no salary increase 7/1/11 - 7/3/14 due to budget shortfall.  
 Mountain View - salary increase 7/1/14 - 2%  
 Palo Alto - Effective 5/19/12 - 1.33% pay decrease; contract expired 6/30/14, in negotiations  
 San Leandro - 3% salary increase effective 1/1/15; sixth step added 1/1/15 - 5%  
 San Mateo - new contract - employees now pay 9% PERS and City now pays 90% of lowest cost HMO  
 Santa Clara - no increase

Salary Calculation Methodology per MOU		
MOU Section		
10.6.2	Sunnyvale Current Total Compensation:	12,001.27
10.6.4	Average Total Compensation (excludes Sunnyvale and four lowest cities *):	11,064.39
10.6.5	Average Total Compensation + 11%:	12,281.48
10.6.6	Dollar difference between 10.6.5 and 10.6.2:	280.20
10.6.7	Express 10.6.6 as a percentage of 10.6.2:	2.33%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5:	2.49%
	Hourly Salary	Old Rate 58,7698 New Rate 60,2316
	Monthly Salary	10,186.76 10,440.14
	Annual Salary	122,241.11 125,281.72

*Teri Silva*  
 TERI SILVA, DIRECTOR OF HUMAN RESOURCES

10/30/14  
 DATE

*Tim Ahearn*  
 TIM AHEARN, PRESIDENT OF PSOA

10/31/14  
 DATE