

Current monthly top step salary: | 13,259.53 |

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 % Rate                            | EPMC %       | EPMC \$       | Medical       | EAP           | Dental        | Life         | LTD          | Uniform Allowance | Total Benefits Pay |                  |
| Sunnyvale (current)    | 07/01/15-12/31/20 | July                    | 07/02/17              | 13,259.53            | 1,193.36        | 9.00% a)                                  | 1.77%        | 234.69        | 515.00        | in med        | 140.55        | 18.56        | 19.00        | 26.00 b)          | 2,147.16           | 15,406.69        |
| <b>Sunnyvale (new)</b> | 07/01/15-12/31/20 | <b>July</b>             | <b>07/01/18</b>       | <b>13,707.89</b>     | <b>1,233.71</b> | <b>9.00% a)</b>                           | <b>1.77%</b> | <b>242.63</b> | <b>515.00</b> | <b>in med</b> | <b>140.55</b> | <b>19.14</b> | <b>19.00</b> | <b>26.00 b)</b>   | <b>2,196.03</b>    | <b>15,903.92</b> |
| Alameda                | 11/1/15-12/18/21  | January                 | 1/7/2018              | 11,760.67            | 0.00            | 0.00%                                     |              |               | 2,027.64      | 3.19          | 136.20        | 7.60         | n/a          | 166.67            | 2,341.30           | 14,101.96        |
| Fremont                | 07/01/17-06/30/19 | July                    | 6/25/2017             | 11,720.18            | 0.00            | 0.00%                                     |              |               | 2,027.64      | 4.34          | in med        | 5.65         | 57.16        | 145.83            | 2,240.62           | 13,960.80        |
| Hayward                | 07/01/04-06/30/19 | July                    | 7/1/2016              | 11,575.20            | 0.00            | 0.00%                                     |              |               | 2,027.64      | 5.00          | 184.04        | n/a          | n/a          | 75.00             | 2,291.68           | 13,866.88        |
| Milpitas               | 01/01/17-12/31/21 | January                 | 1/7/2018              | 12,740.52            | 0.00            | 0.00%                                     |              |               | 2,027.64      | 1.93          | 221.22        | 7.00         | 19.50        | 112.50            | 2,389.79           | 15,130.31        |
| Mountain View          | 07/01/17-06/30/20 | July                    | 7/1/2017              | 12,542.79            | 0.00            | 0.00%                                     |              |               | 2,027.64      | 2.39          | 224.76        | 66.00        | 0.00         | 0.00              | 2,320.79           | 14,863.58        |
| Richmond               | 07/01/16-06/30/21 | July                    | 7/1/2015              | 11,405.00            | 0.00            | 0.00%                                     |              |               | 2,027.64      | 3.83          | 123.59        | 14.50        | 25.00        | 66.67             | 2,261.23           | 13,666.23        |
| San Leandro            | 01/01/16-12/31/19 | July                    | 7/1/2017              | 11,210.00            | 0.00            | 0.00%                                     |              |               | 1,823.76      | 3.74          | 128.40        | 9.85         | n/a          | 133.33            | 2,099.08           | 13,309.08        |
| Santa Clara            | 12/18/16-12/22/18 | December                | 12/17/2017            | 14,664.00            | 0.00            | 0.00%                                     |              |               | 982.43        | 1.15          | 22.22         | 4.20         | 0.00         | 50.00             | 1,060.00           | 15,724.00        |

Notes

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

Fremont - next salary increase 6/24/18 - 3%  
 Hayward - no increase on 7/1/17; next salary increase on 7/1/18 - not to exceed 5%  
 Milpitas - next salary increase 1/1/19 - 4%  
 Mountain View - next salary increase 7/1/18 - 4%  
 San Leandro - next salary increase 7/1/18 - 4%

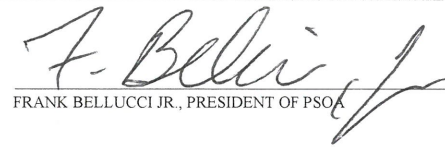
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| Salary Calculation Methodology per MOU |  |           |
|--|--|-----------|
| <b>MOU Section</b>                     |  |           |
| 10.6.2                                 | Sunnyvale Current Total Compensation:  | 15,406.69 |
| 10.6.3                                 | Average Total Compensation:  | 14,327.86 |
| 10.6.4                                 | Average Total Compensation + 11%:  | 15,903.92 |
| 10.6.5                                 | Dollar difference between 10.6.4 and 10.6.2:                                 | 497.23    |
| 10.6.6                                 | Express 10.6.5 as a percentage of 10.6.2:                                    | 3.23%     |
| 10.6.8a                                | Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.4: | 3.38%     |

|                |            |            |
|----------------|------------|------------|
|                | Old Rate   | New Rate   |
| Hourly Salary  | 76.4973    | 79.0840    |
| Monthly Salary | 13,259.53  | 13,707.89  |
| Annual Salary  | 159,114.38 | 164,494.68 |

  
 TINA MURPHY, DIRECTOR OF HUMAN RESOURCES  
 5/30/18  
 DATE

  
 FRANK BELLUCCI JR., PRESIDENT OF PSOA  
 5-30-18  
 DATE