

PSOA - October 15, 2015

PUBLIC SAFETY LIEUTENANT- PROJECTED INCREASE

(compares to Police Sergeant)

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: | 12,233.89 |

All costs shown in the array represent the maximum monthly agency costs or contributions for the respective benefit.
Educational Incentive uses the highest contribution or the amount equivalent to a Bachelor's Degree.

				BASE PAY	BENEFIT PAY (Maximum Agency Contribution)												TOTAL COMP
		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	
City	MOU Dates																
Sunnyvale (current)	07/01/06-06/30/15	July	07/09/14	12,233.89	1101.05	9.00% a)	1.77%	216.54	515.00	in med	140.55	19.11	19.00	26.00 b)	2,037.25	14,271.14	
Sunnyvale (new)	07/01/06-06/30/15	July	07/06/15	12,628.60	1136.57	9.00% a)	1.77%	223.53	515.00	in med	140.55	19.76	19.00	26.00 b)	2,080.41	14,709.01	
Concord	07/10/07-06/30/15	January	7/7/2014	9743	0.00	0.00%			1,626.28	7.06	165.90	26.89	38.00	112.50	1,976.63	11,719.63 *	
Palo Alto	07/01/11-06/30/14	July	5/19/2012	9826	0.00	0.00%			1,671.81	2.74	215.00	17.69	0.00	37.33 b)	1,944.57	11,770.84 *	
San Jose	07/01/13-12/31/15	July	7/1/2015	10412	0.00	0.00%			1,188.76	20.75	96.72	1.54	0.00	56.25	1,364.02	11,776.15 *	
San Mateo	08/19/12-08/15/15	July	7/6/2014	10409	0.00	0.00%			1,671.81	2.15	143.21	6.80	0.00	75.00	1,898.97	12,308.16 *	
Alameda	06/29/13-06/24/17	January	annualized	10634	0.00	0.00%			1,888.79	3.19	151.80	7.60	n/a	166.67	2,218.05	12,851.59	
Fremont	07/01/15-06/30/17	July	6/28/2015	10566	0.00	0.00%			1,800.00	4.34	in med	4.20	57.16	145.83	2,011.53	12,577.45	
Hayward	07/01/04-06/30/19	July	7/1/2015	10832	0.00	0.00%			1,899.20	5.46	206.83	n/a	n/a	75.00	2,186.49	13,018.09	
Milpitas	01/01/15-12/31/16	July	7/1/2015	11749	0.00	0.00%			1,899.20	1.93	214.78	7.00	19.50	112.50	2,254.91	14,003.97	
Mountain View	07/01/15-06/30/17	July	7/1/2015	11824	0.00	0.00%			1,899.20	2.77	214.06	66.00	0.00	0.00	2,182.03	14,005.94	
Richmond	07/01/13-06/30/16	July	7/1/2015	11405	0.00	0.00%			1,899.20	3.83	122.46	14.50	25.00	66.67	2,131.65	13,536.65	
San Leandro	01/01/13-12/31/15	January	1/1/2015	10465	0.00	0.00%			1,646.71	3.90	146.80	n/a	n/a	108.33	1,905.74	12,370.74	
Santa Clara	12/12/14-12/17/16	June	6/21/2015	12406	0.00	0.00%			1,178.88	1.15	in med	4.20	0.00	56.25	1,240.48	13,646.48	

Notes

0.00

a) amount to be used per MOU.

b) PERSable figure only, not actually paid.

Alameda - 1/1/16 based upon BRI from fiscal year 2014-2015 (min. 2%; max. 5%)

Concord - contract expired 6/30/15, in negotiations

Fremont - effective 12/27/15 - 2.22% increase

Hayward - salary increase 7/1/15 - 3%

Milpitas - 3.5% increase effective the pay period including January 1, 2016

Mountain View - salary increase 7/1/15 - 4%

Palo Alto - 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 - contract expired 8/15/15, in negotiations

City of Santa Clara - for the 12/14 - 12/15 MOU year only, the City pays an additional \$150/yr towards uniform allowance effective 1/1/15 uniform allowance goes back to \$600

Salary Calculation Methodology per MOU**MOU Section**

10.6.2 Sunnyvale Current Total Compensation: 14,271.14

10.6.4 Average Total Compensation (excludes Sunnyvale and four lowest cities *): 13,251.36

10.6.5 Average Total Compensation + 11%: 14,709.01

10.6.6 Dollar difference between 10.6.5 and 10.6.2: 437.87

10.6.7 Express 10.6.6 as a percentage of 10.6.2: 3.07%

10.6.8a Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5: 3.23%

	Old Rate	New Rate
Hourly Salary	70.5801	72.8573
Monthly Salary	12,233.89	12,628.60
Annual Salary	146,806.67	151,543.23

TERI SILVA, DIRECTOR OF HUMAN RESOURCES

DATE

TIM AHEARN, PRESIDENT OF PSOA

DATE