

PSOA - May 15, 2016  
**PUBLIC SAFETY OFFICER II, STEP 6 - PROJECTED INCREASE**  
 (compares to Police Officer)

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: | 10,771.87 |

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)	07/01/06-06/30/15	July	07/06/15	10,771.87	969.47	9.00% a)	1.77%	190.66	515.00	in med	140.55	16.90	19.00	26.00 b)	1,877.58	12,649.45	
Sunnyvale (new)	07/01/06-06/30/15	July	07/01/16	10,919.63	982.77	9.00% a)	1.77%	193.28	515.00	in med	140.55	17.16	19.00	26.00 b)	1,893.75	12,813.38	
Alameda	11/1/15-12/18/21	January	1/10/2016	9,027.20	0.00	0.00%			1,940.82	3.19	149.20	7.60	n/a	166.67	2,267.48	11,294.68	
Fremont	07/01/15-06/30/17	July	annualized	8,891.89	0.00	0.00%			1,860.00	4.34	in med	4.20	57.16	145.83	2,071.53	10,963.42	
Hayward	07/01/04-06/30/19	July	7/1/2015	9,037.60	0.00	0.00%			1,940.82	5.62	184.04	n/a	n/a	75.00	2,205.48	11,243.08	
Milpitas	01/01/15-12/31/16	December	12/27/2015	9,893.11	0.00	0.00%			1,940.82	1.93	215.93	7.00	19.50	112.50	2,297.68	12,190.79	
Mountain View	07/01/15-06/30/17	July	7/1/2015	9,739.86	0.00	0.00%			1,940.82	2.77	224.76	64.28	0.00	0.00	2,232.63	11,972.49	
Richmond	07/01/13-06/30/16	July	7/1/2015	9,572.00	0.00	0.00%			1,940.82	3.83	122.46	14.50	25.00	66.67	2,173.28	11,745.28	
San Leandro	01/01/13-12/31/15	January	1/1/2015	8,721.00	0.00	0.00%			1,646.71	3.90	146.80	n/a	n/a	108.33	1,905.74	10,626.74	
Santa Clara	12/12/14-12/17/16	December	12/21/2015	11,046.00	0.00	0.00%			1,210.86	1.15	in med	4.20	0.00	50.00	1,266.21	12,312.21	

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

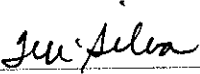
Fremont - effective 06/26/16 - 3.5% increase  
 Hayward - next salary increase 7/1/16 - 3%  
 Milpitas - 3.5% increase effective the pay period including January 1, 2016  
 Mountain View - next salary increase 7/1/16 - 2%  
 San Leandro - Contract expired 1/1/15; currently in negotiations

(0.00)

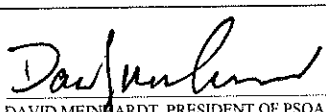
**Salary Calculation Methodology per MOU**

<b>MOU Section</b>	
10.6.2	Sunnyvale Current Total Compensation: 12,649.45
10.6.4	Average Total Compensation: 11,543.59
10.6.5	Average Total Compensation + 11%: 12,813.38
10.6.6	Dollar difference between 10.6.5 and 10.6.2: 163.93
10.6.7	Express 10.6.6 as a percentage of 10.6.2: 1.30%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5: 1.37%

	Old Rate	New Rate
Hourly Salary	62.1454	62.9979
Monthly Salary	10,771.87	10,919.63
Annual Salary	129,262.46	131,035.53

  
 TERI SILVA, DIRECTOR OF HUMAN RESOURCES

8/02/16  
 DATE

  
 DAVID MEINHARDT, PRESIDENT OF PSOA

7/28/16  
 DATE