

PSOA - May 15, 2016

PUBLIC SAFETY LIEUTENANT- PROJECTED INCREASE

(compares to Police Sergeant)

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: | 12,628.60 |

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	Base Salary	City Paid 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	12,628.60		1,136.57	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	
Sunnyvale (new)	07/01/06-06/30/15	July	07/01/16	12,797.73		1,151.80	9.00% a)	1.77%	226.52	515.00	in med	140.55	20.02	19.00	26.00 b)	2,098.89	14,896.62	
Alameda	11/1/15-12/18/21	January	1/10/2016	10,987.60		0.00	0.00%			1,940.82	3.19	149.20	7.60	n/a	166.67	2,267.48	13,255.08	
Fremont	07/01/15-06/30/17	July	annualized	10,686.00		0.00	0.00%			1,860.00	4.34	in med	4.20	57.16	145.83	2,071.53	12,757.53	
Hayward	07/01/04-06/30/19	July	7/1/2015	10,831.60		0.00	0.00%			1,940.82	5.62	184.04	n/a	n/a	75.00	2,205.48	13,037.08	
Milpitas	01/01/15-12/31/16	December	12/27/2015	11,951.14		0.00	0.00%			1,940.82	1.93	215.93	7.00	19.50	112.50	2,297.68	14,248.82	
Mountain View	07/01/15-06/30/17	July	7/1/2015	11,823.91		0.00	0.00%			1,940.82	2.77	224.76	66.00	0.00	0.00	2,234.35	14,058.26	
Richmond	07/01/13-06/30/16	July	7/1/2015	11,405.00		0.00	0.00%			1,940.82	3.83	122.46	14.50	25.00	66.67	2,173.28	13,578.28	
San Leandro	01/01/13-12/31/15	January	1/1/2015	10,465.00		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	December	12/21/2015	12,791.00		0.00	0.00%			1,210.86	1.15	in med	4.20	0.00	50.00	1,266.21	14,057.21	

Notes

0.00

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

Salary Calculation Methodology per MOU**MOU Section**

10.6.2	Sunnyvale Current Total Compensation:	14,709.01
10.6.4	Average Total Compensation:	13,420.37
10.6.5	Average Total Compensation + 11%:	14,896.62
10.6.6	Dollar difference between 10.6.5 and 10.6.2:	187.60
10.6.7	Express 10.6.6 as a percentage of 10.6.2:	1.28%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5:	1.34%

	Old Rate	New Rate
Hourly Salary	72.8573	73.8331
Monthly Salary	12,628.60	12,797.73
Annual Salary	151,543.23	153,572.77

TERI SILVA, DIRECTOR OF HUMAN RESOURCES

DATE

DAVID MEINERD, PRESIDENT OF PSOA

DATE