

ATTACHMENT 1

PSOA - May 15, 2017

PUBLIC SAFETY LIEUTENANT- PROJECTED INCREASE

(compares to Police Sergeant)

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: | 12,797.73 |

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
		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	07/06/16	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	
Sunnyvale (new)	07/01/15-12/31/20	July	07/01/16	13,259.53	1,193.36	9.00% a)	1.77%	234.69	515.00	in med	140.55	20.80	19.00	26.00 b)	2,149.40	15,408.93	
Alameda	11/1/15-12/18/21	January	1/8/2017	11,424.40	0.00	0.00%			1,906.81	3.19	149.20	7.60	n/a	166.67	2,233.47	13,657.87	
Fremont	07/01/15-06/30/17	July	6/26/2016	11,109.18	0.00	0.00%			1,906.81	4.34	in med	4.20	57.16	145.83	2,118.34	13,227.52	
Hayward	07/01/04-06/30/19	July	7/1/2016	11,575.20	0.00	0.00%			1,906.81	5.00	184.04	n/a	n/a	75.00	2,170.85	13,746.05	
Milpitas	01/01/17-12/31/21	March	3/19/2017	12,309.67	0.00	0.00%			1,906.81	1.93	221.22	7.00	19.50	112.50	2,268.96	14,578.63	
Mountain View	07/01/15-06/30/17	July	7/1/2016	12,060.38	0.00	0.00%			1,906.81	2.39	224.76	66.00	0.00	0.00	2,199.96	14,260.34	
Richmond	07/01/16-06/30/21	July	7/1/2015	11,405.00	0.00	0.00%			1,906.81	3.83	122.46	14.50	25.00	66.67	2,139.27	13,544.27	
San Leandro	01/01/16-12/31/19	December	12/1/2016	10,779.00	0.00	0.00%			1,763.34	3.74	137.20	n/a	n/a	108.33	2,012.61	12,791.61	
Santa Clara	12/18/16-12/20/18	December	12/18/2016	14,237.00	0.00	0.00%			935.66	1.15	21.07	4.20	0.00	50.00	1,012.08	15,249.08	

Notes

0.00

a) amount to be used per MOU.

b) PERSable figure only, not actually paid.

Fremont - contract expires 6/30/17

Hayward - no increase on 7/1/17

Milpitas - next salary increase 1/1/18 - 3.5%

Mountain View - contract expires 6/30/17

San Leandro - next salary increase 7/1/17 - 3%

Salary Calculation Methodology per MOU

MOU Section

10.6.2	Sunnyvale Current Total Compensation:	14,896.62
10.6.3	Average Total Compensation:	13,881.92
10.6.4	Average Total Compensation + 11%:	15,408.93
10.6.5	Dollar difference between 10.6.4 and 10.6.2:	512.32
10.6.6	Express 10.6.5 as a percentage of 10.6.2:	3.44%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.4:	3.61%

	Old Rate	New Rate
Hourly Salary	73.8331	76.4973
Monthly Salary	12,797.73	13,259.53
Annual Salary	153,572.77	159,114.38

TERI SILVA, DIREC

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DATE

DAVID MEINHARDT, PRESIDENT OF PSOA

DATE