

P\$OA - May 15, 2021

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

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: | 12,340.78 |

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)	07/01/15-12/31/20	July	07/12/20	12,340.78	1110.67	9.00% a)	1.77%	218.43	515.00	in med	140.55	17.28	19.00	26.00 b)	2,046.94	14,387.71	
Sunnyvale (new)	07/01/15-12/31/20	July	07/1/21	12,763.30	1148.70	9.00% a)	1.77%	225.91	515.00	in med	180.00	17.40	24.50	26.00 b)	2,137.51	14,900.81	
Alameda	11/1/15-12/18/21	January	1/3/2021	10,488.40	0.00	0.00%			2,115.46	3.78	146.80	8.45	n/a	166.67	2,441.16	12,929.56	
Fremont	07/01/19-06/30/22	July	6/21/2020	11,230.32	0.00	0.00%			2,115.46	4.12	in med	5.30	57.16	145.83	2,327.87	13,558.19	
Hayward	07/01/04-06/30/24	July	7/1/2020	9,970.13	0.00	0.00%			2,115.46	5.00	184.04	n/a	n/a	75.00	2,379.50	12,349.63	
Milpitas	01/01/17-12/31/23	January	1/6/2020	11,462.01	0.00	0.00%			2,115.46	2.18	221.22	7.00	19.50	112.50	2,477.86	13,939.87	
Mountain View	07/01/20-06/30/21	July	7/1/2020	11,789.81	0.00	0.00%			2,115.46	4.13	224.76	66.00	0.00	0.00	2,410.35	14,200.16	
Richmond	07/01/16-06/30/22	July	7/1/2018	9,668.00	0.00	0.00%			2,115.46	3.64	121.70	14.50	25.00	66.67	2,346.97	12,014.97	
San Leandro	01/01/20-12/31/22	July	7/1/2020	10,489.00	0.00	0.00%			2,080.24	3.25	142.55	9.65	n/a	133.33	2,369.02	12,858.02	
Santa Clara	12/23/18-12/18/21	December	12/27/2020	14,451.00	0.00	0.00%			1,015.59	1.15	22.22	2.87	0.00	50.00	1,091.83	15,542.83	

Notes:

0.00

a) amount to be used per MOU.

b) PERSable figure only, not actually paid.

Alameda - next increase unknown, contract expires 12/18/21

Fremont - next salary increase unknown

Hayward - next salary increase on 7/1/21 - 2.5%

Milpitas - delayed scheduled 5% increase on 1/1/21 for 18 months; will receive 2.5% and then another 2.5% 12 months later

Mountain View - next salary increase unknown, contract expires 6/30/21

Richmond - next salary increase 6/16/22 - 1%

San Leandro - next salary increase 7/1/21 - 2.75%

Santa Clara - next salary increase is unknown

**Salary Calculation Methodology per MOU**

**MOU Section**

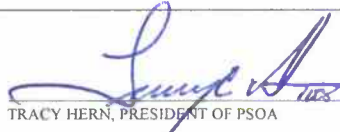
10.6.2	Sunnyvale Current Total Compensation:	14,387.71
10.6.3	Average Total Compensation:	13,424.15
10.6.4	Average Total Compensation + 11%:	14,900.81
10.6.5	Dollar difference between 10.6.4 and 10.6.2:	513.10
10.6.6	Express 10.6.5 as a percentage of 10.6.2:	3.57%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.4:	3.42%

	Old Rate	New Rate
Hourly Salary	71.1968	73.6344
Monthly Salary	12,340.78	12,763.30
Annual Salary	148,089.32	153,159.61

  
TINA MURPHY, DIRECTOR OF HUMAN RESOURCES

5/18/2021

DATE

  
TRACY HERN, PRESIDENT OF PSOA

5-18-21  
DATE