

PSOA - May 15, 2021

PUBLIC SAFETY LIEUTENANT- PROJECTED INCREASE
(compares to Police Sergeant)

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: | 14,537.76 |

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	14,537.76	1,308.40	9.00% a)	1.77%	257.32	515.00	in med	140.55	20.30	19.00	26.00 b)	2,286.57	16,824.33	
Sunnyvale (new)	07/01/15-12/31/20	July	07/1/21	15,028.68	1,352.58	9.00% a)	1.77%	266.01	515.00	in med	180.00	20.45	24.50	26.00 b)	2,384.54	17,413.22	
Alameda	11/1/15-12/18/21	January	1/3/2021	12,766.00	0.00	0.00%			2,115.46	3.78	146.80	8.45	n/a	166.67	2,441.16	15,207.16	
Fremont	07/01/19-06/30/22	July	6/21/2020	13,496.26	0.00	0.00%			2,115.46	4.12	in med	5.30	57.16	145.83	2,327.87	15,824.13	
Hayward	07/01/04-06/30/24	July	7/1/2020	12,396.80	0.00	0.00%			2,115.46	5.00	184.04	n/a	n/a	75.00	2,379.50	14,776.30	
Milpitas	01/01/17-12/31/23	January	1/6/2020	13,846.41	0.00	0.00%			2,115.46	2.18	221.22	7.00	19.50	112.50	2,477.86	16,324.27	
Mountain View	07/01/20-06/30/21	July	7/1/2020	14,312.44	0.00	0.00%			2,115.46	4.13	224.76	66.00	0.00	0.00	2,410.35	16,722.79	
Richmond	07/01/16-06/30/22	July	7/1/2018	11,519.00	0.00	0.00%			2,115.46	3.64	121.70	14.50	25.00	66.67	2,346.97	13,865.97	
San Leandro	01/01/20-12/31/22	July	7/1/2020	12,586.00	0.00	0.00%			2,080.24	3.25	142.55	9.65	n/a	133.33	2,369.02	14,955.02	
Santa Clara	12/23/18-12/18/21	December	12/27/2020	16,733.25	0.00	0.00%			1,015.59	1.15	22.22	2.87	0.00	50.00	1,091.83	17,825.08	

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

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

Santa Clara - next salary increase is unknown

Salary Calculation Methodology per MOU

MOU Section

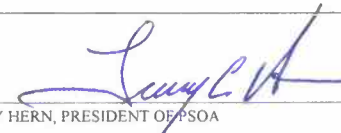
10.6.2	Sunnyvale Current Total Compensation:	16,824.33
10.6.3	Average Total Compensation:	15,687.59
10.6.4	Average Total Compensation + 11%:	17,413.22
10.6.5	Dollar difference between 10.6.4 and 10.6.2:	588.90
10.6.6	Express 10.6.5 as a percentage of 10.6.2:	3.50%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.4:	3.38%

	Old Rate	New Rate
Hourly Salary	83.8717	86.7039
Monthly Salary	14,537.76	15,028.68
Annual Salary	174,453.12	180,344.14


TINA MURPHY, DIRECTOR OF HUMAN RESOURCES

5/18/2021

DATE


TRACY HERN, PRESIDENT OF PSOA

5/18/21
DATE