

City of Cypress
Pension Costs- FY 2016-2017

Pension Formulas	Pension Rates			
	Employee	Employer	Total	
Sworn Employees- 3% @ 50 (CLASSIC)	9.000%	37.885%	46.885%	
Sworn Employees- 2% @ 57 (PEPRA)	12.250%	12.821%	25.071%	
Miscellaneous Employees- 2% @ 55 (CLASSIC)	7.000%	19.410%	26.410%	
Miscellaneous Employees- 2% @ 62 (PEPRA)	6.750%	19.410%	26.160%	
<u>Allocation of Cost by Association:</u>	<u>Employee</u>	<u>City</u>	<u>Total</u>	<u>Annual</u>
	<u>Pays</u>	<u>Pays</u>	<u>Total</u>	<u>Cost</u>
Police Management Association	9.000%	37.885%	46.885%	
Maximum Salary - \$12,169 mo	\$ 1,095.21	\$ 4,610.23	\$ 5,705.44	\$ 68,465.28
Minimum Salary - \$10,138 mo	\$ 912.42	\$ 3,840.78	\$ 4,753.20	\$ 57,038.40
*Cypress Police Officers Association (hired before 1/1/2013) (CLASSIC)	9.000%	37.885%	46.885%	
Maximum Base Salary - \$10,297 mo	\$ 923.73	\$ 3,901.02	\$ 4,824.75	\$ 57,897.00
Minimum Base Salary - \$6,151 mo	\$ 553.59	\$ 2,330.31	\$ 2,883.90	\$ 34,606.80
*Cypress Police Officers Association (hired after 1/1/2013) (PEPRA)	12.250%	12.821%	25.071%	
Maximum Base Salary - \$10,297 mo	\$ 1,261.38	\$ 1,320.18	\$ 2,581.56	\$ 30,978.72
Minimum Base Salary - \$6,151 mo	\$ 753.50	\$ 788.62	\$ 1,542.12	\$ 18,505.44
Cypress Employees Association (CLASSIC) <i>(hired prior to 6/30/2010)</i>	0.000%	26.410%	26.410%	
Maximum Base Salary - \$8,785 mo	\$ -	\$ 2,320.11	\$ 2,320.11	\$ 27,841.32
Minimum Base Salary - \$2,383 mo	\$ -	\$ 629.35	\$ 629.35	\$ 7,552.20
Cypress Employees Association (CLASSIC) <i>(hired after 6/30/2010)</i>	3.000%	23.410%	26.410%	
Maximum Base Salary - \$8,785 mo	\$ 263.55	\$ 2,056.56	\$ 2,320.11	\$ 27,841.32
Minimum Base Salary - \$2,383 mo	\$ 71.49	\$ 557.86	\$ 629.35	\$ 7,552.20
Cypress Employees Association (PEPRA) <i>(hired after 1/1/2013)</i>	6.750%	19.410%	26.160%	
Maximum Base Salary - \$8,785 mo	\$ 592.98	\$ 1,705.17	\$ 2,298.16	\$ 27,577.92
Minimum Base Salary - \$2,383 mo	\$ 160.85	\$ 462.54	\$ 623.39	\$ 7,480.68

<u>Allocation of Cost by Association:</u>	<u>Employee Pays</u>	<u>City Pays</u>	<u>Total</u>	<u>Annual Cost</u>
Unrepresented/Confidential (CLASSIC)				
<i>(hired prior to 6/30/2010)</i>	0.000%	26.410%	26.410%	
Maximum Base Salary - \$6,898 mo	\$ -	\$ 1,821.76	\$ 1,821.76	\$ 21,861.12
Minimum Base Salary - \$4,055 mo	\$ -	\$ 1,071.00	\$ 1,071.00	\$ 12,852.00
Unrepresented/Confidential (CLASSIC)				
<i>(hired after 6/30/2010)</i>	3.000%	23.410%	26.410%	
Maximum Base Salary - \$6,898 mo	\$ 206.94	\$ 1,614.82	\$ 1,821.76	\$ 21,861.12
Minimum Base Salary - \$4,055 mo	\$ 121.65	\$ 949.28	\$ 1,070.93	\$ 12,851.16
Unrepresented/Confidential (PEPRA)				
<i>(hired after 1/1/2013)</i>	6.750%	19.410%	26.160%	
Maximum Base Salary - \$6,898 mo	\$ 465.62	\$ 1,338.90	\$ 1,804.52	\$ 21,654.24
Minimum Base Salary - \$4,055 mo	\$ 273.71	\$ 787.08	\$ 1,060.79	\$ 12,729.48
Maintenance Employees Association (CLASSIC)				
<i>(hired prior to 6/30/2010)</i>	0.000%	26.410%	26.410%	
Maximum Base Salary - \$5,382 mo	\$ -	\$ 1,421.39	\$ 1,421.39	\$ 17,056.68
Minimum Base Salary - \$3,300 mo	\$ -	\$ 871.53	\$ 871.53	\$ 10,458.36
Maintenance Employees Association (CLASSIC)				
<i>(hired after 6/30/2010)</i>	3.000%	23.410%	26.410%	
Maximum Base Salary - \$5,382 mo	\$ 161.46	\$ 1,259.93	\$ 1,421.39	\$ 17,056.68
Minimum Base Salary - \$3,300 mo	\$ 99.00	\$ 772.53	\$ 871.53	\$ 10,458.36
Maintenance Employees Association (PEPRA)				
<i>(hired after 1/1/2013)</i>	6.750%	19.410%	26.160%	
Maximum Base Salary - \$5,382 mo	\$ 363.29	\$ 1,044.65	\$ 1,407.93	\$ 16,895.16
Minimum Base Salary - \$3,300 mo	\$ 222.75	\$ 640.53	\$ 863.28	\$ 10,359.36

<u>Allocation of Cost by Association:</u>	<u>Employee Pays</u>	<u>City Pays</u>	<u>Total</u>	<u>Annual Cost</u>
Management:				
Executive Management (CLASSIC)				
<i>(Hired before 6/30/2010)</i>	0.000%	26.410%	26.410%	
Maximum Base Salary - \$16,004 mo	\$ -	\$4,226.70	\$4,226.70	\$ 50,720.40
Minimum Base Salary - \$10,404 mo	\$ -	\$2,747.70	\$2,747.70	\$ 32,972.40
Executive Management (CLASSIC)				
<i>(Hired after 6/30/2010)</i>	3.000%	23.410%	26.410%	
Maximum Base Salary - \$16,004 mo	\$ 480.12	\$3,746.50	\$4,226.62	\$ 50,719.44
Minimum Base Salary - \$10,404 mo	\$ 312.12	\$2,435.60	\$2,747.72	\$ 32,972.64
Executive Management (PEPRA)				
<i>(Hired after 1/1/2013)</i>	6.75%	19.660%	26.410%	
Maximum Base Salary - \$16,004 mo	\$1,080.27	\$3,146.40	\$4,226.67	\$ 50,720.04
Minimum Base Salary - \$10,404 mo	\$ 702.27	\$2,045.40	\$2,747.67	\$ 32,972.04
Executive Management Safety (CLASSIC)				
<i>Hired before 6/30/2010</i>	9.000%	37.885%	46.885%	
Maximum Base Salary - \$16,004 mo	\$1,440.36	\$6,063.10	\$7,503.46	\$ 90,041.52
Minimum Base Salary - \$10,404 mo	\$ 936.36	\$3,941.60	\$4,877.96	\$ 58,535.52
Mid-Management (CLASSIC)				
<i>(Hired before 6/30/2010)</i>	0.000%	26.410%	26.410%	
Maximum Base Salary - \$12,245 mo	\$ -	\$3,233.90	\$3,233.90	\$ 38,806.80
Minimum Base Salary - \$6,831 mo	\$ -	\$1,804.10	\$1,804.10	\$ 21,649.20
Mid-Management (CLASSIC)				
<i>(Hired after 6/30/2010)</i>	3.000%	23.410%	26.410%	
Maximum Base Salary - \$12,245 mo	\$ 367.35	\$2,866.60	\$3,233.95	\$ 38,807.40
Minimum Base Salary - \$6,831 mo	\$ 204.93	\$1,599.10	\$1,804.03	\$ 21,648.36
Mid-Management (PEPRA)				
<i>(Hired after 1/1/2013)</i>	6.750%	19.660%	26.410%	
Maximum Base Salary - \$12,245 mo	\$ 826.54	\$2,407.40	\$3,233.94	\$ 38,807.28
Minimum Base Salary - \$6,831 mo	\$ 461.09	\$1,343.00	\$1,804.09	\$ 21,649.08

*POA monthly base salary is based upon 2112.50 hours worked annually.

