

City of Cypress
Pension Costs- FY 2011-12

Pension Formulas	Pension Rates			
	Employee	Employer	Total	
Sworn Employees- 3% @ 50	9.000%	32.407%	41.407%	
Miscellaneous Employees- 2% @ 55	7.000%	12.222%	19.222%	
	Employee	City	Total	Annual
<u>Allocation of Cost by Association:</u>	<u>Pays</u>	<u>Pays</u>	<u>Total</u>	<u>Cost</u>
Police Management Association	0.000%	41.407%	41.407%	
Maximum Salary - \$12,637 mo	-	5,232.60	5,232.60	62,791.23
Minimum Salary - \$8,923 mo	-	3,694.75	3,694.75	44,336.96
Cypress Police Officers Association	6.132%	35.275%	41.407%	
<i>(hired after 6/30/2009)</i>	9.262%	32.145%	41.407%	
Maximum Base Salary - \$9,197 mo	563.96	3,244.24	3,808.20	45,698.42
Minimum Base Salary - \$5,659 mo	347.01	1,996.21	2,343.22	28,118.67
Cypress Employees Association	0.000%	19.222%	19.222%	
<i>(hired after 6/30/2010)</i>	3.000%	16.222%	19.222%	
Maximum Base Salary - \$8,036 mo	-	1,544.68	1,544.68	18,536.16
Minimum Base Salary - \$2,752 mo	-	528.99	528.99	6,347.87
Unrepresented/Confidential	0.000%	19.222%	19.222%	
<i>(hired after 6/30/2010)</i>	3.000%	16.222%	19.222%	
Maximum Base Salary - \$6,407 mo	-	1,231.55	1,231.55	14,778.64
Minimum Base Salary - \$4,143 mo	-	796.37	796.37	9,556.41
Maintenance Employees Association	0.000%	19.222%	19.222%	
<i>(hired after 6/30/2010)</i>	3.000%	16.222%	19.222%	
Maximum Base Salary - \$4,941 mo	-	949.76	949.76	11,397.11
Minimum Base Salary - \$3,035 mo	-	583.39	583.39	7,000.65
<u>Management:</u>				
Executive Management- Non-sworn	0.000%	19.222%	19.222%	
<i>(hired after 6/30/2010)</i>	3.000%	16.222%	19.222%	
Maximum Base Salary - \$14,650 mo	-	2,816.02	2,816.02	33,792.28
Minimum Base Salary - \$10,000 mo	-	1,922.20	1,922.20	23,066.40
Executive Management- Sworn	0.000%	41.407%	41.407%	
<i>(hired after 6/30/2010)</i>	3.000%	38.407%	41.407%	
Maximum Base Salary - \$14,650 mo	-	6,066.13	6,066.13	72,793.51
Minimum Base Salary - \$10,000 mo	-	4,140.70	4,140.70	49,688.40
Mid-Management	0.000%	19.222%	19.222%	
<i>(hired after 6/30/2010)</i>	3.000%	16.222%	19.222%	
Maximum Base Salary - \$10,778 mo	-	2,071.75	2,071.75	24,860.97
Minimum Base Salary - \$4,856 mo	-	933.42	933.42	11,201.04
Estimated PERS cost to City in FY 2011-12		3,287,679		