



Council Meeting: February 26, 2008

SUBJECT: Amendment to the Schedule of Pay of the Salary Resolution: Salary Adjustment for Pay Plan Category A (applies to Classified Public Safety Dispatchers-in-Training, Dispatchers, and Senior Dispatchers)

REPORT IN BRIEF

This report recommends amending Section 2.000 (Pay Plan Category A) of the Schedule of Pay of the Salary Resolution to reflect the new pay rates for Public Safety Dispatcher-in-Training, Dispatcher, and Senior Dispatcher, increased by 1.71%, effective February 10, 2008.

BACKGROUND

The 2007-2010 Memorandum of Understanding (MOU) with the Communication Officers Association (COA) provides for salary adjustments for Public Safety dispatchers. Adjustment for Dispatcher is to be based on the market survey data of total compensation for twelve (12) Bay Area cities and requires that "Sunnyvale's new total compensation shall equal the average market total compensation plus nine and one half percent (9.5%)." The salary for Step 5 of Senior Dispatcher is set at 14.5% more than Step 5 of Dispatcher.

EXISTING POLICY

The proposed increases are in accordance with the provisions of the 2007-2010 MOU between the City of Sunnyvale and the COA.

DISCUSSION

As noted when the 2007-2010 MOU was adopted, past MOUs with the COA included a wage tie to the salaries of the Public Safety Officers Association (PSOA) members. Effective with the January 2008 survey for establishment of salaries for February 2008, the wage tie was eliminated and was replaced with a formula that ties salaries to other comparable Police/Fire Dispatcher classifications. The formula includes twelve survey agencies and three components, top-step monthly base salary, the maximum agency monthly contribution of the employer-paid employee contribution (EPMC) to retirement, and the maximum agency monthly contribution to medical insurance, capped at the PEMHCA Kaiser plus 2+ contribution for the PERS-established Bay Area/Sacramento Region. In addition, for purposes of calculating the formula, to reflect the employee's contribution towards the PERS 2.7% @ 55 retirement formula enacted in July 2007, 2.750% in 2008 and 1.375% in 2009 will be deducted from the salary formula.

The results of the survey provide for a 1.71% wage increase. The last wage adjustment for Dispatchers was 1.77% in July 2005.

The President of the Communication Officers Association has received the data on which the salary increases for the classifications represented by COA are based, and has concurred with the results of the survey.

All other provisions of the Salary Resolution remain unchanged.

FISCAL IMPACT

The estimated FY 2007/2008 cost for this salary increase is \$15,250 and can be covered by the current budget. The Adopted FY 2007/2008 Budget includes funds reserved for potential salary and/or benefits increases for the Dispatcher classification. These funds were programmed in the FY 2007/2008 Budget as increased benefit costs and will be moved into the Department of Public Safety operating programs for direct salary costs. The estimated fiscal impact of this salary increase falls within the range of the amount reserved for this classification of employees.

PUBLIC CONTACT

Public contact was made through posting of the Council agenda on the City's official notice bulletin board, posting of the agenda and report on the City's web page, and the availability of the report in the Library and the City Clerk's office.

ALTERNATIVES

1. Amend Section 2.000 (Pay Plan Category A) of the Schedule of Pay of the Salary Resolution to reflect the new pay rates, effective February 10, 2008.
2. Do not approve the recommendations in this report.

RECOMMENDATION

Staff recommends adoption of Alternative #1; Amend Section 2.000 (Pay Plan Category A) of the Schedule of Pay of the Salary Resolution to reflect the new pay rates, effective February 10, 2008. This recommendation is made as the City is contractually obligated to provide this wage adjustment.

Reviewed by:

Erwin Young, Director of Human Resources
Prepared by: Tammy Parkhurst, Senior Management Analyst

Reviewed by:

Mary Bradley, Director of Finance

Approved by:

Amy Chan
City Manager

Attachments

- A. January 2008 Compensation Survey
- B. Resolution with Exhibit A

Communication Officers Association (COA) - Survey January 2008

PUBLIC SAFETY DISPATCHER - PROJECTED INCREASE

City	Classification	MOU Dates	Salary Effective Date	Top-Step Base Salary	2.7% @ 55 per MOU		City Paid EE PERS		Medical a)	Total Compensation	
					%	\$	%	\$		Total Benefits	Base Salary + Benefits
Sunnyvale (current)	Public Safety Dispatcher	07/01/06-06/30/10	07/03/05	6,913	0.00		7.00%	483.90	515.00	998.90	7,911.74
Sunnyvale (new)	Public Safety Dispatcher	07/01/06-06/30/10	02/10/08	7,031	2.75%	193.36	7.00%	492.19	515.00	1,200.56	8,231.89
Alameda	Public Safety Dispatcher	12/24/06 - 12/19/09	12/23/07	5,836			0.00%	0.00	1,223.74	1,223.74	7,059.74
Concord	Police Dispatcher II	07/08/02 - 07/05/09	07/02/07	5,340			8.00%	427.20	1,223.74	1,650.94	6,990.94
Fremont	Police Communications Dispatcher	07/01/07 - 06/30/09	07/08/07	6,033			0.00%	0.00	1,189.00	1,189.00	7,222.00
Hayward	Communications Operator	05/01/07 - 04/30/11	05/01/07	5,224			7.00%	365.68	1,223.74 a)	1,589.42	6,813.42
Milpitas	Communications Dispatcher	07/01/05 - 12/31/08	12/23/07	7,443			0.00%	0.00	1,223.74	1,223.74	8,666.74
Mountain View	Public Safety Dispatcher II	07/01/06 - 06/30/09	07/01/07	6,999			0.00%	0.00	1,223.74 a)	1,223.74	8,222.74
Palo Alto	Public Safety Dispatcher II	05/01/06 - 06/30/09	07/01/07	6,295			6.00%	377.70	1,223.74 a)	1,601.44	7,896.44
Richmond	Communications Dispatcher II	07/01/04 - 06/30/10	07/01/07	5,816			0.00%	0.00	1,223.74	1,223.74	7,039.74
San Jose	Public Safety Radio Dispatcher	07/01/05 - 06/30/08	07/01/07	6,406			0.00%	0.00	978.02	978.02	7,384.02
San Leandro	Public Safety Dispatcher	01/01/06 - 12/31/08	01/01/08	5,772			8.00%	461.76	1,182.66	1,644.42	7,416.42
San Mateo	Dispatcher II	02/27/06 - 11/01/08	11/04/07	5,964			7.00%	417.48	1,223.74	1,641.22	7,605.22
Santa Clara	Communication Dispatcher II	12/17/06 - 12/13/08	12/16/07	6,951			0.00%	0.00	944.06	944.06	7,895.06

NOTES:

a) Medical for comparator agencies capped at PEMHCA Kaiser plus 2+ for the Bay Area/Sacramento region.

0.00

Salary Calculation Methodology per MOU

MOU Section

16.8.2	Sunnyvale Current Total Compensation:		7,911.74
16.8.4	Average Total Compensation:		7,517.71
16.8.5	Average Total Compensation plus	9.5%	8,231.89
16.8.6	Dollar difference between 16.8.5 and 16.8.2:	320.14	
16.8.7	16.8.6 as a percentage of 16.8.2:	4.05%	
	Percentage to apply to Top-Step Monthly Salary so that 16.8.2 equals 16.8.5:		1.71%

Step 5	Dispatcher		Sr. Dispatcher
	Current Rate	New Rate	New Rate
	39.8818	40.5654	46.4474
	6,912.85	7,031.33	492.19
	82,954.14	84,376.01	5,906.32

Erwin Young
 ERWIN YOUNG, DIRECTOR OF HUMAN RESOURCES
 DATE 2/14/08

Paola Dunson
 PAOLA DUNSON, PRESIDENT OF COA
 DATE 2/13/08

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING THE CITY'S SALARY RESOLUTION, BY AMENDING THE SCHEDULE OF PAY FOR PAY PLAN CATEGORY A (PUBLIC SAFETY DISPATCHER-IN-TRAINING, DISPATCHER, AND SENIOR DISPATCHER)

WHEREAS, pursuant to the Memorandum of Understanding (MOU) between the City of Sunnyvale and the Communication Officers Association (COA) 2007-2010, and past practice, an amended pay plan schedule must be included in the City's Salary Resolution;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUNNYVALE THAT:

1. Section 2.000 of the City's Salary Resolution is hereby amended by amending the pay rates in Pay Plan Category A for Public Safety Dispatcher-in-Training, Dispatcher, and Senior Dispatcher, as set forth in Exhibit "A" attached and incorporated by reference.
2. All other provisions of the City's Salary Resolution shall remain in full force and effect.
3. The pay rates noted above shall be effective February 10, 2008.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on _____, 2008, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST:

APPROVED:

City Clerk
(SEAL)

Mayor

APPROVED AS TO FORM AND LEGALITY:

David Kahn, City Attorney

SECTION 2.000

ASSIGNMENT OF PAY RANGES AND RATES TO PAY PLAN

CATEGORY A

APPLIES TO PUBLIC SAFETY DISPATCHER-IN-TRAINING, DISPATCHER, AND SENIOR DISPATCHER

JOB CODE	CLASSIFICATION	PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
4525	PUBLIC SAFETY DISPATCHER-IN-TRAINING	205	28.8291	30.2705	31.7841		
4500	PUBLIC SAFETY DISPATCHER	200	33.3733	35.0419	36.7940	38.6337	40.5654
4550	SENIOR PUBLIC SAFETY DISPATCHER	201	38.2124	40.1230	42.1291	44.2356	46.4474

Effective: 02/10/08