

**Council Meeting: November 18, 2008****SUBJECT: Amendment to the Schedule of Pay of the Salary Resolution:
Salary Adjustment for Pay Plan Category C (applies to Classified Public
Safety Officers and Lieutenants)****REPORT IN BRIEF**

This report recommends amending Section 2.200 (Pay Plan Category C) of the Schedule of Pay of the Salary Resolution to reflect the new pay rates for the following classifications, increased by the indicated percentages, effective retroactive to July 13, 2008: 0.46% Public Safety Officer II and 0.82% Public Safety Lieutenant. Pursuant to the Salary Resolution, the classification of Public Safety Officer-in-Training is set at 10% below Public Safety Officer II. The classification of Public Safety Officer I is set at 5% above Public Safety Officer-in-Training.

BACKGROUND

The 2006-2010 Memorandum of Understanding (MOU) with the Public Safety Officers Association (PSOA) provides for salary adjustments for Public Safety Officers and Public Safety Lieutenants. Adjustments are to be based on the market survey data of total compensation for twelve (12) Bay Area cities and require that the City “provide such increase as needed to adjust the wages of Public Safety Officers and Public Safety Lieutenants eleven percent (11%) above” the survey average of the top eight (8) agencies.

EXISTING POLICY

The proposed increases are in accordance with the provisions of the 2006-2010 MOU between the City of Sunnyvale and the PSOA.

DISCUSSION

As noted when the 2006-2010 MOU was adopted, the previous MOUs with the PSOA established a wage formula based upon an annual market survey of total compensation for twelve (12) Bay Area cities. The formula provides for total compensation for Sunnyvale classifications to be eleven percent (11%) above the survey average of the top eight (8) surveyed agencies. Pursuant to the 2006-2010 MOU, the same methodology was used for this year’s survey. The current MOU and past MOU’s with the PSOA have included this formula and salary setting provision in recognition of the dual roles provided by Public Safety Officers and Lieutenants. Employees are trained in and serve in both police and fire functions, including certification as Emergency Medical

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Technicians (EMT). The formula provides the basis for a competitive compensation package that allows the City to attract and retain employees in an environment where most police agencies continue to experience difficulty in recruiting new officers.

The 2006-2010 MOU also provides that two significant survey components will change effective with the total compensation survey in the second year (2008) of the contract. Therefore, the following changes were implemented for this year's survey (i) the education/POST incentive pay survey component was eliminated, and (ii) the survey agency's contribution to the medical insurance component was capped so that the maximum monthly dollar amount paid for medical insurance shall not exceed the PEMHCA Kaiser +2 contribution for the PERS-established Bay Area/Sacramento region.

In exchange for these revisions to the total compensation survey, two new premium pays were established beginning in July 2008. An Emergency Medical Technician (EMT) premium pay of 4.0% was implemented for those who possess a valid EMT certification and a Donning and Doffing premium pay was implemented with Officers receiving a 1.373% premium and Lieutenants receiving a 0.800% premium.

The President of the Public Safety Officers Association has received the data on which the salary increases for the positions represented by PSOA are based, and has concurred with the results of the survey.

All other provisions of the Salary Resolution remain unchanged.

FISCAL IMPACT

The salary increases were included in the Fiscal Year 2008/2009 base budget.

PUBLIC CONTACT

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall, in the Council Chambers lobby, in the Office of the City Clerk, at the Library, Senior Center, Community Center and Department of Public Safety; posting the agenda and report on the City's Web site; and making the report available at the Library and the Office of the City Clerk.

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ALTERNATIVES

1. Amend Section 2.200 (Pay Plan Category C) of the Schedule of Pay of the Salary Resolution to reflect the new pay rates, effective retroactive to July 13, 2008.
2. There are no other alternatives as the City is contractually obligated to provide this increase.

RECOMMENDATION

Staff recommends adoption of Alternative #1; Amend Section 2.200 (Pay Plan Category C) of the Schedule of Pay of the Salary Resolution to reflect the new pay rates, effective retroactive to July 13, 2008.

Reviewed by:

Erwin Young Director of Human Resources

Prepared by: Tammy Parkhurst, Senior Management Analyst

Approved by:

Amy Chan

City Manager

Attachments

- A. 07/13/08 PSOA Total Compensation Survey - Public Safety Officer
- B. 07/13/08 PSOA Total Compensation Survey - Public Safety Lieutenant
- C. Resolution with Exhibit A

PSOA - October 15, 2008

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

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: \$9,307.01

All costs shown in the array represent the maximum monthly agency costs or contributions for the respective benefit. Educational Incentive uses the highest contribution or the amount equivalent to a Bachelor's Degree.

City	MOU Dates	Month(s) Salary Changes	Salary Effective Date	BASE PAY		BENEFIT PAY (Maximum Agency Contribution)											TOTAL COMP
				Top-Step Base Salary	City Paid BE PERS	BE PERS % Rate	EPMC %	EPMC \$	Medical	HAP	Dental	Life	LTD	Uniform Allowance	Total Benefits Pay	Base Pay + Benefit Pay	
Sunnyvale (current)	07/01/06-06/30/10	July	07/01/07	9,307.01	837.63	9.00% a)	1.77%	164.73	515.00	in med	140.55	16.80	19.00	26.00 b)	1,719.71	11,026.72	
Sunnyvale (new)	07/01/06-06/30/10	July	07/13/08	9,350.11	841.51	9.00% a)	1.77%	165.50	515.00	in med	140.55	16.95	19.00	26.00 b)	1,724.51	11,074.62	
Alameda	01/01/00-01/05/08	December/July	6/24/2007	8,161	0.00	0.00%			1,223.74	3.15	128.44	10.00	n/a	92.00	1,457.33	9,618.33 *	
Concord	07/10/07-07/10/11	July/January	annualized	6,375	573.79	9.00%			1,250.16	6.91	177.35	26.01	43.99	87.50	2,165.72	8,541.19 *	
Richmond	07/01/08-06/30/12	July/January	7/1/2008	7,558	0.00	0.00%			1,272.66	3.00	117.10	14.50	25.00	66.67	1,498.93	9,056.83 *	
San Jose	03/01/04-06/30/08	July	07/01/07	7,583	0.00	0.00%			978.02	21.62	94.46	2.00	0.00	56.25	1,152.35	8,735.35 *	
Fremont	07/01/07-06/30/09	July	6/22/2008	8,197	0.00	0.00%			1,153.50	4.76	143.00	3.85	48.16	125.00	1,478.27	9,675.33	
Hayward	07/01/08-06/30/15	July	07/01/08	8,275	0.00	0.00%			1,272.66	5.69	136.57	n/a	n/a	36.67	1,451.59	9,726.52	
Milpitas	07/01/05-12/31/08	July/January	1/1/2008	8,702	0.00	0.00%			1,223.74	7.29	167.58	7.80	19.50	112.50	1,538.41	10,240.81	
Mountain View	07/01/07-06/30/10	June	06/29/08	8,536	0.00	0.00%			1,272.66	8.20	184.35	81.94	0.00	0.00	1,547.15	10,082.82	
Palo Alto	07/01/07-06/30/10	July	06/22/08	7,753	697.79	9.00%			1,272.66	2.03	199.26	24.19	0.00	37.33 b)	2,233.26	9,986.46	
San Leandro	01/01/07-12/31/09	January	annualized	7,605	684.46	9.00%			1,172.66	3.64	151.70	n/a	n/a	87.50	2,099.96	9,705.08	
San Mateo	08/27/06-08/21/10	August/April	annualized	7,555	679.97	9.00%			1,272.66	2.50	120.72	11.35	0.00	70.83	2,158.04	9,713.31	
Santa Clara	12/17/06-12/25/10	December	12/16/07	9,406	0.00	0.00%			1,223.74	1.15	in med	5.85	0.00	50.00	1,280.74	10,686.74	

Notes:

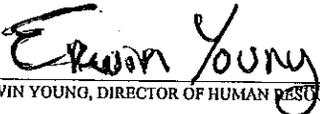
- a) amount to be used per MOU.
- b) PERSable figure only, not actually paid.

Alameda - contract expired 1/5/08; still in negotiations as of October 15, 2008
San Jose - contract expired 6/30/08; still in negotiations as of October 15, 2008

San Mateo - Salary effective 4/15/08 is \$7396; Salary effective 8/24/08 is \$7540; Salary effective 4/15/09 is \$7728.50

(0.00)

Salary Calculation Methodology, per MOU													
MOU Section 10.6.2	Sunnyvale Current Total Compensation: 11,026.72												
10.6.4	Average Total Compensation (excludes Sunnyvale and four lowest cities *): 9,977.13												
10.6.5	Average Total Compensation + 11%: 11,074.62												
10.6.6	Dollar difference between 10.6.5 and 10.6.2: 47.89												
10.6.7	Express 10.6.6 as a percentage of 10.6.2: 0.43%												
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5: 0.46%												
	<table border="1"> <thead> <tr> <th></th> <th>Old Rate</th> <th>New Rate</th> </tr> </thead> <tbody> <tr> <td>Hourly Salary</td> <td>53.6943</td> <td>53.9429</td> </tr> <tr> <td>Monthly Salary</td> <td>9,307.01</td> <td>9,350.11</td> </tr> <tr> <td>Annual Salary</td> <td>111,684.12</td> <td>112,201.33</td> </tr> </tbody> </table>		Old Rate	New Rate	Hourly Salary	53.6943	53.9429	Monthly Salary	9,307.01	9,350.11	Annual Salary	111,684.12	112,201.33
	Old Rate	New Rate											
Hourly Salary	53.6943	53.9429											
Monthly Salary	9,307.01	9,350.11											
Annual Salary	111,684.12	112,201.33											


ERWIN YOUNG, DIRECTOR OF HUMAN RESOURCES

11/4/08
DATE


SCOTT PRANGE, PRESIDENT OF PSOA

11-4-08
DATE

PSOA - October 15, 2008

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

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: \$10,959.75

All costs shown in the array represent the maximum monthly agency costs or contributions for the respective benefit. Educational Incentive uses the highest contribution or the amount equivalent to a Bachelor's Degree.

City	MOU Dates	Month(s) Salary Changes	Salary Effective Date	BENEFIT PAY (Maximum Agency Contribution)													TOTAL COMP Base Pay + Benefit Pay
				Top-Step Base Salary	City Paid EE PERS	EE PERS % Rate	EPMC %	EPMC \$	Medical	EAP	Dental	Life	LTD	Uniform Allowance	Total Benefits Pay		
Sunnyvale (current)	07/01/06-06/30/10	July	07/01/07	10,959.75	986.38	9.00% a)	1.77%	193.99	515.00	in med	140.55	19.80	19.00	26.00 b)	1,900.72	12,860.47	
Sunnyvale (new)	07/01/06-06/30/10	July	07/13/08	11,050.03	994.50	9.00% a)	1.77%	195.59	515.00	in med	140.55	19.95	19.00	26.00 b)	1,910.59	12,960.62	
Concord	07/10/07-07/10/11	July/January	annualized	8095	728.53	9.00%			1,250.16	6.91	177.35	33.03	55.85	87.50	2,339.33	10,434.13 *	
Fremont	07/01/07-06/30/09	July	6/22/2008	9851	0.00	0.00%			1,153.50	4.76	143.00	3.85	48.16	125.00	1,478.27	11,329.25 *	
Richmond	07/01/08-06/30/12	July/January	7/1/2008	9,002	0.00	0.00%			1,272.66	3.00	117.10	14.50	25.00	66.67	1,498.93	10,500.58 *	
San Jose	03/01/04-06/30/08	July	07/01/07	8779	0.00	0.00%			978.02	21.62	94.46	2.00	0.00	56.25	1,152.35	9,931.35 *	
Alameda	01/01/00-01/05/08	December/July	6/24/2007	9935	0.00	0.00%			1,223.74	3.15	128.44	10.00	n/a	92.00	1,457.33	11,392.33	
Hayward	07/01/08-06/30/15	July	07/01/08	9918	0.00	0.00%			1,272.66	5.69	136.57	n/a	n/a	36.67	1,451.59	11,369.72	
Milpitas	07/01/05-12/31/08	July/January	1/1/2008	10513	0.00	0.00%			1,223.74	7.29	167.58	7.80	19.50	112.50	1,538.41	12,051.15	
Mountain View	07/01/07-06/30/10	June	06/29/08	10362	0.00	0.00%			1,272.66	8.20	184.35	99.48	0.00	0.00	1,564.69	11,926.75	
Palo Alto	07/01/07-06/30/10	July	06/22/08	9386	844.74	9.00%			1,272.66	2.03	199.26	29.28	0.00	37.33 b)	2,385.30	11,771.30	
San Leandro	01/01/07-12/31/09	January	annualized	9126	821.33	9.00%			1,172.66	3.64	151.70	n/a	n/a	87.50	2,236.83	11,362.77	
San Mateo	08/27/06-08/21/10	August	8/24/2008	9033	812.99	9.00%			1,272.66	2.50	120.72	11.35	39.75	70.83	2,330.80	11,364.08	
Santa Clara	12/17/06-12/25/10	December	12/16/07	10891	0.00	0.00%			1,223.74	1.15	in med	5.85	0.00	50.00	1,280.74	12,171.74	

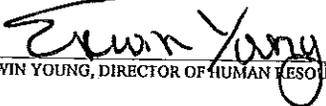
Notes

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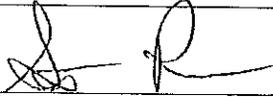
Alameda - contract expired 1/5/08; still in negotiations as of October 15, 2008
San Jose - contract expired 6/30/08; still in negotiations as of October 15, 2008

(0.00)

Salary Calculation Methodology per MOU		
10.6.2	Sunnyvale Current Total Compensation:	12,860.47
10.6.4	Average Total Compensation (excludes Sunnyvale and four lowest cities *):	11,676.23
10.6.5	Average Total Compensation + 11%:	12,960.62
10.6.6	Dollar difference between 10.6.5 and 10.6.2:	100.15
10.6.7	Express 10.6.6 as a percentage of 10.6.2:	0.78%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5:	0.82%
	Hourly Salary	Old Rate 63.2293 New Rate 63.7502
	Monthly Salary	10,959.75 11,050.03
	Annual Salary	131,517.00 132,600.33


ERWIN YOUNG, DIRECTOR OF HUMAN RESOURCES

11-4-08
DATE


SCOTT PRANGE, PRESIDENT OF PSOA

11-4-08
DATE

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING RESOLUTION NO. 190-05, THE CITY'S SALARY RESOLUTION, BY AMENDING THE SCHEDULE OF PAY FOR PAY PLAN CATEGORY C (PUBLIC SAFETY OFFICERS-IN-TRAINING, PUBLIC SAFETY OFFICERS, AND PUBLIC SAFETY LIEUTENANTS)

WHEREAS, pursuant to the Memorandum of Understanding (MOU) between the City of Sunnyvale and the Public Safety Officers Association (PSOA) 2006-2010, 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 2.200 of Resolution No. 190-05 is hereby amended by amending the pay rates in Pay Plan Category C for Public Safety Officers-in-Training, Public Safety Officers (I/II), and Public Safety Lieutenants, as set forth in Exhibit "A" attached and incorporated by reference.
2. All other provisions of Resolution No. 190-05 shall remain in full force and effect.
3. The pay rates noted above shall be effective retroactive to July 13, 2008.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on November 18, 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 2.200

ASSIGNMENT OF PAY RANGES AND RATES TO PAY PLAN

CATEGORY C

APPLIES TO PUBLIC SAFETY LIEUTENANTS, PUBLIC SAFETY OFFICERS, AND PUBLIC SAFETY OFFICERS-IN-TRAINING

JOB CODE	CLASSIFICATION	PAY RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
3000	PS OFFICER IN-TRAINING	305	38.9669	40.9152	42.9610	45.1090		
3002	PS OFFICER I	307	40.9152	42.9610	45.1090	47.3645		
3001	PS OFFICER II	306	43.2965	45.4614	47.7344	50.1212	52.6272	53.9429
3001	PS OFFICER II (Bachelor's Degree)	306B						55.2915
3001	PS OFFICER II (Master's Degree)	306M						56.6400
4601	PS LIEUTENANT	309	52.4474	55.0698	57.8233	60.7145	63.7502	
4601	PS LIEUTENANT (Bachelor's Degree)	309B	53.7586	56.4466	59.2689	62.2323	65.3440	
4601	PS LIEUTENANT (Master's Degree)	309M	55.0698	57.8233	60.7145	63.7502	66.9377	

NOTE-Educational Incentive: The employee must provide the Department of Human Resources with notification of the degree to establish the educational incentive.

Effective: 07/13/08