



**Council Meeting: February 24, 2009**

**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 5.71%, effective February 8, 2009.

**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

5.71% wage increase. This revised formula has provided cost savings to the City over the previous formula, yet continues to enable Sunnyvale to maintain its competitive edge in the recruitment and retention of dispatchers. The 9.5% differential maintains the differential in place at the time of the MOU adoption; therefore, wage increases are based exclusively on market adjustments.

The amount of the increase was due primarily to two survey components. The first is the shared cost of the 2.7% @ 55 formula, which, pursuant to MOU provisions, was reduced from 2.750% last year to 1.375% this year; next year, it is further reduced to 0.0%. The second component is that for the survey agencies, the average increase in the agency's medical contribution was 6.44%. Since there was no change to the City's contribution towards medical insurance, this increase in medical contribution, through the formula, is applied to salary under the survey methodology. No increase in the City's contribution towards medical increase is included during the term of the current MOU.

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 annualized cost of the 5.71% increase is approximately \$150,000. Because the increase is effective for less than the full fiscal year (beginning February 8, 2009), the cost for FY 2008/2009 is approximately \$63,000. This amount can be covered within the current budget for the Department of Public Safety.

However, this increase is approximately \$50,000 greater than what is budgeted on an annualized basis. As a result, this adds approximately \$1.4 million over the General Fund 20-Year Long-Term Financial Plan. While the City is contractually obligated to increase COA salaries based upon parameters set forth in the contract, this adds to the \$9 million structural deficit recently brought to Council's attention. Therefore, the increased costs resulting from these salary increases will have to be offset with ongoing savings or expenditures reductions elsewhere. How these savings and/or expenditure reductions are generated will be incorporated into the overall evaluation of the City's operations currently underway to address the structural deficit.

### **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.

**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 8, 2009.
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 2.000 (Pay Plan Category A) of the Schedule of Pay of the Salary Resolution to reflect the new pay rates, effective February 8, 2009.

Reviewed by:

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

Reviewed by:

Mary Bradley, Director of Finance

Approved by:

Gary Luebbers  
City Manager

**Attachments**

- A. January 2009 Compensation Survey
- B. Resolution with Exhibit A

Communication Officers Association (COA) - Survey January 2009

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	Total Base Salary + Benefits
Sunnyvale (current)	Public Safety Dispatcher	07/01/06-06/30/10	02/10/08	7,031	2.750%	193.36	7.00%	492.19	515.00	1,200.56	8,231.89
<b>Sunnyvale (new)</b>	<b>Public Safety Dispatcher</b>	<b>07/01/06-06/30/10</b>	<b>02/08/09</b>	<b>7,433</b>	<b>1.375%</b>	<b>102.20</b>	<b>7.00%</b>	<b>520.29</b>	<b>515.00</b>	<b>1,137.49</b>	<b>8,570.16</b>
Alameda	Public Safety Dispatcher	12/24/06 - 12/19/09	12/21/08	6,058			0.00%	0.00	1,321.58	1,321.58	7,379.58
Concord	Police Dispatcher II	07/08/02 - 07/05/09	07/01/08	5,483			8.00%	438.64	1,321.58	1,760.22	7,243.22
Fremont	Police Communications Dispatcher	07/01/07 - 06/30/09	06/22/08	6,274			0.00%	0.00	1,308.00	1,308.00	7,582.00
Hayward	Communications Operator	05/01/07 - 04/30/11	05/01/08	5,671			7.00%	396.97	1,321.58 a)	1,718.55	7,389.55
Milpitas	Communications Dispatcher	07/01/05 - 12/31/08	12/23/07	7,443			0.00%	0.00	1,223.74 b)	1,223.74	8,666.74
Mountain View	Public Safety Dispatcher II	07/01/06 - 06/30/09	07/01/08	7,223			0.00%	0.00	1,321.58 a)	1,321.58	8,544.58
Palo Alto	Public Safety Dispatcher II	05/01/06 - 06/30/09	07/01/08	6,484			6.00%	389.04	1,321.58 a)	1,710.62	8,194.62
Richmond	Communications Dispatcher II	07/01/04 - 06/30/10	07/01/08	6,048			0.00%	0.00	1,321.58	1,321.58	7,369.58
San Jose	Public Safety Radio Dispatcher	07/01/08 - 06/30/11	06/29/08	6,647			0.00%	0.00	1,000.08	1,000.08	7,647.08
San Leandro	Public Safety Dispatcher	01/01/06 - 12/31/09	01/01/08	5,772			8.00%	461.76	1,241.58 c)	1,703.34	7,475.34
San Mateo	Dispatcher II	11/2/08 - 3/31/12	11/02/08	6,358			7.00%	445.06	1,321.58	1,766.64	8,124.64
Santa Clara	Communication Dispatcher II	12/14/08 - 12/24/11	12/14/08	7,320			0.00%	0.00	982.62	982.62	8,302.62

NOTES:

- a) Medical for comparator agencies capped at PEMHCA Kaiser plus 2+ for the Bay Area/Sacramento region.
- b) City of Milpitas POA is currently in negotiations
- c) City of San Leandro SLCEA agreed to extend current contract through 12/31/09 with no pay increase

(0.00)

Salary Calculation Methodology per MOU

MOU Section			
16.8.2	Sunnyvale Current Total Compensation:		8,231.89
16.8.4	Average Total Compensation:		7,826.63
16.8.5	Average Total Compensation plus	9.5%	8,570.16
16.8.6	Dollar difference between 16.8.5 and 16.8.2:	338.27	
16.8.7	16.8.6 as a percentage of 16.8.2:	4.11%	

Percentage to apply to Top-Step Monthly Salary so that 16.8.2 equals 16.8.5: **5.71%**

Step 5	Dispatcher		Sr. Dispatcher
	Current Rate	New Rate	New Rate
	40,565.4	42,880.8	49,098.5
	7,031.34	7,432.67	520.29
	84,376.03	89,192.08	6,243.45

*Edwin Young*  
 EDWIN YOUNG, DIRECTOR OF HUMAN RESOURCES  
 02/09/09  
 DATE

*Jennifer Wood*  
 JENNIFER WOOD, PRESIDENT OF COA  
 02/06/09  
 DATE

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 8, 2009.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on \_\_\_\_\_, 2009, by the following vote:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

ATTEST:

APPROVED:

\_\_\_\_\_  
City Clerk  
(SEAL)

\_\_\_\_\_  
Mayor

APPROVED AS TO FORM AND LEGALITY:

\_\_\_\_\_  
David Kahn, City Attorney

**EXHIBIT A TO ATTACHMENT B**

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	30.4746	31.9983	33.5982		
4500	PUBLIC SAFETY DISPATCHER	200	35.2781	37.0420	38.8941	40.8389	42.8808
4550	SENIOR PUBLIC SAFETY DISPATCHER	201	40.3935	42.4131	44.5338	46.7605	49.0985

Effective: 02/08/09