

**Council Meeting: February 15, 2011**

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. The new rates reflect the results from the FY2009/10 survey, which were deferred, and the FY2010/11 survey. The total salary increase is 6.26% effective February 6, 2011.

BACKGROUND

The 2007-2010 Memorandum of Understanding (MOU) with the Communication Officers' Association (COA), provides for salary adjustments for Public Safety Dispatchers. Salary adjustments for the classification of Dispatcher are to be based on the market survey data of total compensation for twelve (12) Bay Area cities and require that "Sunnyvale's new total compensation shall equal the average market total compensation plus nine and one half percent (9.5%)." The salary for the classification of Senior Dispatcher is set at 14.5% more than Dispatcher. The salary for the classification of Dispatcher-in-Training is set at 95% of Step 1 of Dispatcher.

Pursuant to the Supplement to Memorandum of Understanding signed by the City and the COA in August 2009, the term of the 2007-2010 MOU was extended to December 31, 2012 and the implementation of the salary adjustment determined by the 2010 Compensation Survey, which resulted in a 3.61% increase, was deferred to the first full pay period of February 2011. The Supplement also stipulates that the 2011 survey is to occur per the standard methodology and any resultant increase is also to be implemented the first full pay period of February 2011. The 2011 survey resulted in a 2.65% increase. Together the results of both surveys yielded a 6.26% salary increase for COA.

EXISTING POLICY

The proposed increases are in accordance with the provisions of the 2007-2010 MOU between the City of Sunnyvale and the COA, extended by Supplement to December 31, 2012.

DISCUSSION

As noted when the current 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.

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 surveys.

All other provisions of the Salary Resolution remain unchanged.

FISCAL IMPACT

The total cost of this salary increase is approximately \$141,000. This is slightly below the amount that had been incorporated into the FY 2010/2011 Adopted Budget, and therefore no budget modification is required.

PUBLIC CONTACT

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

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 6, 2011.
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 6, 2011.

Reviewed by:

Teri Silva – Director of Human Resources
Prepared by: Doug Baker, Principal Human Resources Analyst

Reviewed by:

Grace Leung
Director of Finance

Approved by:

Gary M. Luebbers
City Manager

Attachments

- A. January 2010 Compensation Survey
- B. January 2011 Compensation Survey
- C. Resolution with Exhibit A (Salary Schedule for deferred 2010 increase) and
Exhibit B (Salary Schedule for 2011 increase)

Communication Officers Association (COA) - Survey January 2010

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 Benefits	Total Compensation Base Salary + Benefits
					%	\$	%	\$				
Sunnyvale (current)	Public Safety Dispatcher	07/01/06-06/30/10	02/08/09	7,433	1.375%	102.20	7.00%	520.29	515.00		1,137.49	8,570.16
Sunnyvale (new)	Public Safety Dispatcher	07/01/06-06/30/10	Deferred to 2011	7,701	0.000%	0.00	7.00%	539.08	515.00		1,054.08	8,755.18
Alameda	Public Safety Dispatcher	12/24/06 - 12/19/09	12/21/08	6,058			0.00%	0.00	1,321.58	b)	1,321.58	7,379.58
Concord	Police Dispatcher II	07/08/02 - 06/30/10	07/01/08	5,483			8.00%	438.64	1,384.66	c)	1,823.30	7,306.30
Fremont	Police Communications Dispatcher	07/01/09 - 06/30/11	06/22/08	6,274			0.00%	0.00	1,374.00	d)	1,374.00	7,648.00
Hayward	Communications Operator	05/01/07 - 04/30/11	05/01/09	6,219			7.00%	435.33	1,384.66	a)	1,819.99	8,038.99
Milpitas	Communications Dispatcher	01/01/09 - 12/31/11	01/01/10	7,744			0.00%	0.00	1,384.66	a)	1,384.66	9,128.66
Mountain View	Public Safety Dispatcher II	07/01/06 - 06/30/11	06/28/09	7,367			0.00%	0.00	1,384.66	a)	1,384.66	8,751.66
Palo Alto	Public Safety Dispatcher II	05/01/06 - 06/30/09	07/01/08	6,484			0.00%	0.00	1,384.66	a), e)	1,384.66	7,868.66
Richmond	Communications Dispatcher II	07/01/04 - 06/30/10	07/01/09	6,290			0.00%	0.00	1,384.66		1,384.66	7,674.66
San Jose	Public Safety Radio Dispatcher	07/01/08 - 06/30/11	06/29/08	6,647			0.00%	0.00	1,084.68	f)	1,084.68	7,731.68
San Leandro	Public Safety Dispatcher	01/01/06 - 12/31/10	01/01/08	5,772			8.00%	461.76	1,304.66	g)	1,766.42	7,538.42
San Mateo	Dispatcher II	11/2/08 - 3/31/12	11/02/08	6,358			7.00%	445.06	1,384.66	h)	1,829.72	8,187.72
Santa Clara	Communication Dispatcher II	12/14/08 - 12/24/11	12/22/09	7,686			0.00%	0.00	1,006.88		1,006.88	8,692.88

NOTES:

- a) Medical for comparator agencies capped at PEMHCA Kaiser plus 2+ for the Bay Area/Sacramento region.
- b) City of Alameda POA (Non-Sworn) is currently in negotiations
- c) City of Concord Local 1 agreed to extend current contract through 6/30/10 with no pay increase
- d) City of Fremont TEAMSTERS agreed to no COLA during new two-year contract
- e) City of Palo Alto SEIU 715 agreed to extend current contract through 6/30/10 with no pay increase
- f) City of San Jose MEF decided to forego 2009/10 1.5% increase
- g) City of San Leandro SLCEA agreed to extend current contract through 12/31/10 with no pay increase
- h) City of San Mateo SMCEA agreed to forego 2009 increases

0.00

Salary Calculation Methodology per MOU

MOU Section			
16.8.2	Sunnyvale Current Total Compensation:		8,570.16
16.8.4	Average Total Compensation:		7,995.60
16.8.5	Average Total Compensation plus	9.5%	8,755.18
16.8.6	Dollar difference between 16.8.5 and 16.8.2:		185.02
16.8.7	16.8.6 as a percentage of 16.8.2:	2.16%	
Percentage to apply to Top-Step Monthly Salary so that 16.8.2 equals 16.8.5:			3.61%

Step 5	Dispatcher		Sr. Dispatcher
	Current Rate	New Rate	New Rate
	42,880.8	44,429.4	50,871.7
	7,432.67	7,701.10	539.08
	89,192.06	92,413.23	6,468.93


 ERWIN YOUNG, DIRECTOR OF HUMAN RESOURCES
 2/8/10
 DATE


 JOANN GALLO, PRESIDENT OF COA
 2/4/10
 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 Exhibits "A" and "B" 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 6, 2011.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on _____, 2011, 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	31.5751	33.1539	34.8116		
4500	PUBLIC SAFETY DISPATCHER	200	36.5522	38.3798	40.2988	42.3137	44.4294
4550	SENIOR PUBLIC SAFETY DISPATCHER	201	41.8522	43.9449	46.1421	48.4492	50.8717

Effective: 02/07/10 - Deferred until 02/06/11

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	32.4123	34.0329	35.7346		
4500	PUBLIC SAFETY DISPATCHER	200	37.5213	39.3974	41.3673	43.4356	45.6074
4550	SENIOR PUBLIC SAFETY DISPATCHER	201	42.9619	45.1100	47.3655	49.7338	52.2205

Effective: 02/06/11