



Council Meeting: November 15, 2011

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) and Pay Plan Category D/E (applies to Public Safety Captains and Public Safety Deputy Chiefs).

BACKGROUND

The 2006-2015 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.

The 2009-2013 Memorandum of Understanding (MOU) with the Public Safety Managers' Association states that Public Safety Captains and Public Safety Deputy Chiefs are to receive the same percentage of salary increase as the Public Safety Lieutenant classification on the same effective date as the Public Safety Lieutenant and retroactive, if applicable.

EXISTING POLICY

The proposed increases are in accordance with the provisions of the current MOU between the City of Sunnyvale and the PSOA and current MOU between the City of Sunnyvale and the PSMA.

DISCUSSION

As noted when the current 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 current MOU, the same methodology was used for this year's survey.

Based on the results of this year's survey, it is recommended that Pay Plan Category C and D/E of the Schedule of Pay of the Salary Resolution be amended to reflect the new pay rates for the following classifications, increased by the indicated percentages, effective retroactive to July 10, 2011: 1.25% Public Safety Officer II, 1.30% Public Safety Lieutenant, 1.30% for Public Safety Captains and Public Safety Deputy Chiefs. 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.

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.

This survey will be conducted again in 2012, using the same methodology, in order to determine the 2012 salary adjustments for PSOA and PSMA represented classifications.

FISCAL IMPACT

The FY 2011/12 Adopted Budget included an estimated 3.7% increase for all sworn personnel. Actual increases for sworn personnel between 1.25% and 1.3% will result in savings of approximately \$1.1 million over what had been budgeted. Staff recommends maintaining the current budget for the Department of Public Safety, however, to offset the fact that current sworn headcount exceeds budgeted sworn headcount.

On June 28, 2011, Council approved Budget Modification No. 38 (RTC 11-141) to appropriate an additional \$550,000 to the Department of Public Safety's FY 2010/11 operating budget to ensure the department would not exceed its appropriation. This additional appropriation was required because attrition of officers through retirement was not occurring as planned, resulting in the department having more officers than they had budget to support. With additional reduction of sworn personnel through attrition planned for FY 2011/12, this issue persists, as the department currently has nine more sworn officers than they have budget to support. The savings resulting from the salary survey can be utilized to cover the cost of these unbudgeted officers. As attrition occurs, the Department of Public Safety budget will be adjusted downward as appropriate. It is important to note that while the General Fund will not see the savings from the survey results in FY 2011/12, the salary

baseline for sworn personnel has been reset at a lower level, which will result in long-term savings in comparison to what we currently have budgeted.

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 Pay Plan Category C and D/E of the Schedule of Pay of the Salary Resolution to reflect the new pay rates, effective retroactive to July 10, 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 Pay Plan Category C and D/E of the Schedule of Pay of the Salary Resolution to reflect the new pay rates, effective retroactive to July 10, 2011.

Reviewed by:

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

Reviewed by:

Grace Leung
Director of Finance

Approved by:

Gary M. Luebbers
City Manager

Attachments

- A. 10/15/11 PSOA Total Compensation Survey - Public Safety Officer
- B. 10/15/11 PSOA Total Compensation Survey – Public Safety Lieutenant
- C. Resolution for Pay Plan Category C with Exhibit A (Salary Schedule)
- D. Resolution for Pay Plan Category D/E (Public Safety Captains and Public Safety Deputy Chiefs) with Exhibit A (Salary Schedule)

ATTACHMENT A

PSOA - October 15, 2011
PUBLIC SAFETY OFFICER II, STEP 6 - PROJECTED INCREASE
 (compares to Police Officer)

Top 3/ 1.77% PERS EPMC

Current monthly top step salary: \$9,914.16

All costs shown in the array represent the maximum monthly agency costs or contributions for the respective benefit.

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 EE PERS	EE PERS % Rate	EPMC %	EPMC \$	Medical	EAP	Dental	Life	LTD	Uniform Allowance	Total Benefits Pay	Base Pay + Benefit Pay	
Sunnyvale (current)	07/01/06-06/30/12	July	07/11/10	9,914.16	392.27	9.00% a)	1.77%	175.48	515.00	in med	140.55	16.30	19.00	26.00 b)	1,784.61	11,698.77	
Sunnyvale (new)	07/01/06-06/30/12	July	07/11/11	10,037.92	903.41	9.00% a)	1.77%	177.67	515.00	in med	140.55	16.58	19.00	26.00 b)	1,798.21	11,836.14	
Alameda	01/03/10-06/29/13	December/July	6/24/2007	8,161	0.00	0.00%			1,531.45	3.15	136.23	8.00	n/a	97.00	1,775.83	9,936.36 *	
Concord	07/10/07-06/30/14	January	1/1/2011	7,133	285.32	4.00%			1,482.64	7.35	195.29	19.69	27.82	95.83	2,113.94	9,246.94 *	
Fremont	07/01/09-06/30/11	July	6/22/2008	8,197	0.00	0.00%			1,580.00	4.52	in med	5.46	57.16	125.00	1,772.14	9,969.20 *	
San Jose	07/01/10-06/30/12	July	6/26/2011	8,100	0.00	0.00%			1,049.88	21.11	102.90	1.38	0.00	56.25	1,231.52	9,331.39 *	
Hayward	07/01/04-06/30/15	July	7/1/2010	8,774	0.00	0.00%			1,533.26	5.46	143.40	n/a	n/a	36.67	1,718.78	10,492.78	
Milpitas	01/01/09-12/31/11	January	1/1/2011	9,235	0.00	0.00%			1,479.37	6.80	189.20	6.50	19.50	112.50	1,813.87	11,048.90	
Mountain View	07/01/07-06/30/12	June	06/23/2009	8,897	0.00	0.00%			1,533.26	2.64	184.35	58.72	0.00	0.00	1,778.97	10,675.97	
Palo Alto	07/01/07-06/30/11	July	7/1/2010	8,226	740.38	9.00%			1,479.37	2.13	205.34	14.81	0.00	37.33 b)	2,479.85	10,706.25	
Richmond	07/01/08-06/30/12	July/January	annualized	8,653	0.00	0.00%			1,533.26	3.00	118.05	14.50	25.00	66.67	1,760.47	10,413.30	
San Leandro	01/01/11-12/31/12	January	1/1/2010	7,754	697.86	9.00%			1,506.32	3.90	159.26	n/a	n/a	87.50	2,454.84	10,208.84	
San Mateo	08/27/06-08/20/12	August	8/22/2010	7,921	712.92	9.00%			1,533.26	2.50	131.66	8.85	0.00	70.83	2,460.02	10,381.35	
Santa Clara	12/26/10-12/23/12	December	12/27/2009	10,288	0.00	0.00%			1,033.10	1.15	in med	5.85	0.00	50.00	1,090.10	11,378.10	

Notes: 0.00

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

Alameda - no increases during term of MOU; contract expires 6/29/13
 Concord - contract extended through 6/30/14 with no salary increases scheduled
 Fremont - MOU expired 6/30/2011; currently in negotiations
 Richmond - 1/1/12 will receive 2.5% salary increase
 Hayward - no salary increase 7/1/11 due to budget shortfall.
 Milpitas - Contract expires 12/31/11
 Mountain View - extended contract 2 years with no salary increase
 Palo Alto - MOU expired 6/30/2011; currently in negotiations
 San Jose - effective 6/26/11 salary range decreased by approximately 10%
 San Leandro - no increase on 1/1/10 or 1/1/11
 Santa Clara - no increase on 12/26/10

MOU Section		
10.6.2	Sunnyvale Current Total Compensation:	11,698.77
10.6.4	Average Total Compensation (excludes Sunnyvale and four lowest cities *):	10,663.19
10.6.5	Average Total Compensation + 11%:	11,836.14
10.6.6	Dollar difference between 10.6.5 and 10.6.2:	137.37
10.6.7	Express 10.6.6 as a percentage of 10.6.2:	1.17%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5:	1.25%
	Hourly Salary	Old Rate: 57.1971 New Rate: 57.9111
	Monthly Salary	9,914.16 10,037.92
	Annual Salary	118,969.94 120,455.09

Teri Silva
 TERI SILVA, DIRECTOR OF HUMAN RESOURCES
 11/02/11
 DATE

Mike Andrade
 MIKE ANDRADE, PRESIDENT OF PSOA
 11/2/11
 DATE

ATTACHMENT B

PSOA - October 15, 2011
PUBLIC SAFETY LIEUTENANT- PROJECTED INCREASE
 (compares to Police Sergeant)

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: \$11,663.91

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)	07/01/06-06/30/12	July	07/11/10	11,663.91	1049.75	9.00% a)	1.77%	206.45	515.00	in med	140.55	19.18	19.00	26.00 b)	1,975.93	13,639.84
Sunnyvale (new)	07/01/06-06/30/12	July	07/11/11	11,815.02	1063.35	9.00% a)	1.77%	209.13	515.00	in med	140.55	19.45	19.00	26.00 b)	1,992.48	13,807.50
Alameda	01/03/10-06/29/13	December/July	6/24/2007	9935	0.00	0.00%			1,531.45	3.15	136.23	8.00	n/a	97.00	1,775.83	11,711.30 *
Concord	07/10/07-06/30/14	January	1/1/2011	9236	369.44	4.00%			1,482.64	7.35	195.29	25.49	36.02	95.83	2,212.07	11,448.07 *
Fremont	07/01/09-06/30/11	July	6/22/2008	9851	0.00	0.00%			1,580.00	4.52	in med	5.46	57.16	125.00	1,772.14	11,623.12 *
San Jose	07/01/10-06/30/12	July	6/26/2011	9377	0.00	0.00%			1,049.88	21.11	102.90	1.38	0.00	56.25	1,231.52	10,608.85 *
Hayward	07/01/04-06/30/15	July	7/1/2010	10516	0.00	0.00%			1,533.26	5.46	143.40	n/a	n/a	36.67	1,718.78	12,234.78
Milpitas	01/01/09-12/31/11	January	1/1/2011	11156	0.00	0.00%			1,479.37	6.80	189.20	6.50	19.50	112.50	1,813.87	12,970.06
Mountain View	07/01/07-06/30/12	June	06/28/2009	10801	0.00	0.00%			1,533.26	2.64	184.35	66.00	0.00	0.00	1,786.25	12,587.25
Palo Alto	07/01/07-06/30/11	July	7/1/2010	9958	896.22	9.00%			1,479.37	2.13	205.84	17.92	0.00	37.33 b)	2,638.81	12,596.81
Richmond	07/01/08-06/30/12	July/January	annualized	10310	0.00	0.00%			1,533.26	3.00	118.05	14.50	25.00	66.67	1,760.47	12,070.76
San Leandro	01/01/11-12/31/12	January	1/1/2010	9305	837.45	9.00%			1,506.32	3.90	159.26	n/a	n/a	87.50	2,594.43	11,899.43
San Mateo	08/27/06-08/21/12	August	8/22/2010	9506	855.50	9.00%			1,533.26	2.50	131.66	8.85	38.97	75.00	2,645.74	12,151.34
Santa Clara	12/26/10-12/22/12	December	12/27/2009	11913	0.00	0.00%			1,033.10	1.15	in med	5.85	0.00	50.00	1,090.10	13,003.10

Notes

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

Alameda - no increases during term of MOU; contract expires 6/29/13
 Concord - contract extended through 6/30/14 with no salary increases scheduled
 Fremont - MOU expired 6/30/2011; currently in negotiations
 Richmond - 1/1/12 will receive 2.5% salary increase
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 Palo Alto - MOU expired 6/30/2011; currently in negotiations
 San Jose - effective 6/26/11 salary range decreased by approximately 10%
 San Leandro - no increase on 1/1/10 or 1/1/11
 Santa Clara - no increase on 12/26/10

0.00

Salary Calculation Methodology per MOU		
10.6.2	Sunnyvale Current Total Compensation:	13,639.84
10.6.4	Average Total Compensation (excludes Sunnyvale and four lowest cities *):	12,439.19
10.6.5	Average Total Compensation + 11%:	13,807.50
10.6.6	Dollar difference between 10.6.5 and 10.6.2:	167.66
10.6.7	Express 10.6.6 as a percentage of 10.6.2:	1.23%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5:	1.30%
	Hourly Salary	Old Rate 67,2913 / New Rate 68,1636
	Monthly Salary	11,663.91 / 11,815.02
	Annual Salary	139,966.92 / 141,780.24

TERI SILVA, DIRECTOR OF HUMAN RESOURCES

DATE

MIKE ANDRADE, PRESIDENT OF PSOA

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), 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. 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 10, 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

City of Sunnyvale Salary Table - Regular Full-Time and Part-Time Employees

Job Code	Job Title	Unit	Pay Categories	Scale	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Effective Date
3000	PS OFFICER IN-TRAINING	PSOA	C	305	42.4085	44.5289	46.7553	49.0931			7/10/2011
3000	PS OFFICER IN-TRAINING (EMT)	PSOA	C	305E	44.0819	46.2859	48.6002	51.0303			7/10/2011
3001	PS OFFICER II	PSOA	C	306	47.1205	49.4765	51.9504	54.5479	57.2753	58.7072	7/10/2011
3001	PS OFFICER II (BACHELOR'S DEGREE)	PSOA	C	306B						60.1550	7/10/2011
3001	PS OFFICER II (BACHELOR'S DEGREE AND EMT)	PSOA	C	306BE						62.4715	7/10/2011
3001	PS OFFICER II (EMT)	PSOA	C	306E	48.9798	51.4288	54.0003	56.7003	59.5353	61.0237	7/10/2011
3001	PS OFFICER II (MASTER'S DEGREE)	PSOA	C	306M						61.6028	7/10/2011
3001	PS OFFICER II (MASTER'S DEGREE AND EMT)	PSOA	C	306ME						63.9193	7/10/2011
3002	PS OFFICER I	PSOA	C	307	44.5289	46.7553	49.0931	51.5478			7/10/2011
3002	PS OFFICER I (EMT)	PSOA	C	307E	46.2859	48.6002	51.0303	53.5818			7/10/2011
3003	PS OFFICER I - TRAINEE	PSOA	C	308	42.4085	44.5289	46.7553	49.0931			7/10/2011
3003	PS OFFICER I - TRAINEE (EMT)	PSOA	C	308E	44.0818	46.2859	48.6002	51.0303			7/10/2011
4601	PS LIEUTENANT	PSOA	C	309	56.5295	59.3559	62.3237	65.4399	68.7119		7/10/2011
4601	PS LIEUTENANT (BACHELOR'S DEGREE)	PSOA	C	309B	57.9314	60.8281	63.8694	67.0629	70.4161		7/10/2011
4601	PS LIEUTENANT (BACHELOR'S DEGREE AND EMT)	PSOA	C	309BE	60.1747	63.1834	66.3426	69.6598	73.1428		7/10/2011
4601	PS LIEUTENANT (EMT)	PSOA	C	309E	58.7727	61.7114	64.7970	68.0367	71.4386		7/10/2011
4601	PS LIEUTENANT (MASTER'S DEGREE)	PSOA	C	309M	59.3335	62.3002	65.4152	68.6860	72.1202		7/10/2011
4601	PS LIEUTENANT (MASTER'S DEGREE AND EMT)	PSOA	C	309ME	61.5767	64.6555	67.8883	71.2828	74.8469		7/10/2011

Notes
PSOA:

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

Bachelor's Degree - 2.5%

Master's Degree - 5.0%

Emergency Medical Technician (EMT) - 4.0%

Donning and Doffing - PS Officer-in-Training and PS Officer - 1.373%

Donning and Doffing - PS Lieutenant - 0.80%

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 D/E (PUBLIC SAFETY CAPTAINS AND PUBLIC SAFETY DEPUTY CHIEFS)

WHEREAS, pursuant to the Memorandum of Understanding (MOU) between the City of Sunnyvale and the Public Safety Managers' Association (PSMA), 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. Resolution No. 190-05 is hereby amended by amending the pay rates in Pay Plan Category D/E for Public Safety Captains and Public Safety Deputy Chiefs, 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 10, 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

**City of Sunnyvale
Salary Table - Regular Full-Time and Part-Time Employees**

Job Code	Job Title	Unit	Pay Categories	Range / Scale	Min. range / Step 1	Step 2	Step 3	Step 4	Step 5	Max. range / Step 6	Effective Date
0341	DEPUTY CHIEF PUBLIC SAFETY	Mgmt-PSMA	D/E	20PS	167,362					196,896	7/10/2011
0236	PUBLIC SAFETY CAPTAIN	Mgmt-PSMA	D/E	19PS	149,429					175,801	7/10/2011