

**Council Meeting: December 18, 2012**

SUBJECT: Discussion and Possible Action to Amend the Schedule of Pay of the Salary Resolution for Pay Plan Category C (Public Safety Sworn Positions)

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 based on the market survey data of total compensation for twelve (12) Bay Area cities and require that the City adjust the wages of Public Safety Officers and Public Safety Lieutenants each year to be eleven percent (11%) above the survey average of the top eight (8) agencies.

EXISTING POLICY

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

DISCUSSION

Based on the results of this years survey, it is recommended that Pay Plan Category C of the Schedule of Pay of the Salary Resolution be amended to reflect the new base pay rates for the following classifications, effective retroactive to the first full pay period of July 2012 (July 8, 2012): Public Safety Officer II decreased from \$10,037.92 to \$10,000.44 monthly and Public Safety Lieutenant decreased from \$11,815.02 to \$11,754.42 monthly. 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 decreases for the positions represented by PSOA are based, and has concurred with the results of the survey.

Typically, salary increases determined by the salary survey are retroactive to the first pay period in July. However, because a salary decrease is to be imposed as a result of the 2012 salary survey, the City has offered to PSOA to have the decrease prorated to the end of the fiscal year instead of being repaid

in one lump sum. The PSOA has accepted this offer and the repayment schedule will begin in January 2013 and end June 2013.

This survey will be conducted again in 2013, using the same methodology, in order to determine the 2013 salary adjustments for PSOA represented classifications.

FISCAL IMPACT

The FY 2012/13 Adopted Budget included budgeted salary increases of 2.15% for the Public Safety Officer II position and 1.87% for Lieutenants. Because the survey resulted in a salary reduction, the General Fund will realize savings of \$1,038,313 annually, or approximately \$29 million over 20 years. The 20-year number assumes all future increases come in as budgeted. Budget Modification No. 20 has been prepared to reduce the Department of Public Safety operating budget by \$1,038,313 to reflect the updated costs for salaries and benefits based on the survey results. This action results in an increase to the balance of the Budget Stabilization Fund.

BUDGET MODIFICATION NO. 20 FISCAL YEAR 2012/13

General Fund	<u>Current</u>	<u>Increase (Decrease)</u>	<u>Revised</u>
<u>Expenditures:</u>			
Department of Public Safety Operating Budget	\$74,749,938	(\$1,038,313)	\$73,711,625
<u>Reserves:</u>			
Budget Stabilization Fund	\$52,576,748	\$1,038,313	\$53,615,061

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.

RECOMMENDATION

Staff recommends amending Pay Plan Category C of the Schedule of Pay of the Salary Resolution to reflect the new pay rates, effective retroactive to July 8, 2012.

Reviewed by:

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

Reviewed by:

Grace K. Leung, Director of Finance

Approved by:

Gary M. Luebbbers
City Manager

Attachments

- A. 10/15/12 PSOA Total Compensation Survey - Public Safety Officer
- B. 10/15/12 PSOA Total Compensation Survey – Public Safety Lieutenant
- C. Resolution for Pay Plan Category C (Public Safety Officer-In-Training, Public Safety Officer I, and Public Safety Officer II) with Exhibit A (Salary Schedule)

PSOA - October 15, 2012
PUBLIC SAFETY OFFICER II, STEP 6 - PROJECTED INCREASE
 (compares to Police Officer)

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: \$10,037.92

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 Base Pay + Benefit Pay
				Top-Step Base Salary	City Paid BE 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	07/10/11	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	
Sunnyvale (new)	07/01/06-06/30/12	July	07/11/12	10,000.44	900.04	9.00% a)	1.77%	177.01	515.00	in med	140.55	16.58	19.00	26.00 b)	1,794.17	11,794.61	
Concord	07/10/07-06/30/14	January	1/1/2011	7,133	285.32	4.00%			1,523.72	7.35	195.29	19.69	27.82	95.83	2,155.02	9,288.02 *	
Fremont	07/01/11-06/30/13	July	7/1/2012	7,863	0.00	0.00%			1,580.00	4.52	in med	5.46	57.16	125.00	1,772.14	9,635.14 *	
Palo Alto	07/01/11-06/30/14	July	5/19/2012	8,117	0.00	0.00%			1,496.52	2.06	220.88	14.61	0.00	37.33 b)	1,771.40	9,888.60 *	
San Jose	07/01/11-06/30/13	July	6/26/2011	8,100	0.00	0.00%			1,125.12	21.11	102.90	1.36	0.00	56.25	1,306.74	9,406.61 *	
Alameda	01/03/10-06/29/13	December/July	6/24/2007	8,161	0.00	0.00%			1,662.79	3.15	140.20	8.00	n/a	100.33	1,914.47	10,075.01	
Hayward	07/01/04-06/30/15	July	7/1/2010	8,774	0.00	0.00%			1,662.79	5.46	179.31	n/a	n/a	36.67	1,884.23	10,658.23	
Milpitas	01/01/09-12/31/12	January	1/11/2011	9,235	0.00	0.00%			1,587.14	6.80	189.20	6.50	19.50	112.50	1,921.64	11,156.67	
Mountain View	07/01/12-06/30/15	June	06/28/2009	8,897	0.00	0.00%			1,662.79	2.77	184.35	58.72	0.00	0.00	1,908.63	10,805.63	
Richmond	07/01/08-06/30/13	July/January	annualized	8,653	0.00	0.00%			1,662.79	3.74	118.05	14.50	25.00	66.67	1,890.75	10,543.57	
San Leandro	01/01/11-12/31/12	January	1/1/2010	7,754	697.86	9.00%			1,533.26	3.90	159.26	n/a	n/a	87.50	2,481.78	10,235.78	
San Mateo	08/19/12-08/15/15	October	10/14/2012	8,318	0.00	0.00%			1,575.87	2.15	135.99	8.85	0.00	70.83	1,793.69	10,111.69	
Santa Clara	12/26/10-12/22/12	December	12/27/2009	10,288	0.00	0.00%			1,074.64	1.15	in med	5.85	0.00	50.00	1,131.64	11,419.64	

- 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 - effective 7/1/12-6/30/13 - 4.25% salary reduction
 Richmond - salary increase of 2.5% scheduled for 1/1/12 was deferred to 1/1/13
 Hayward - no salary increase 7/1/11 due to budget shortfall.
 City of Milpitas POA extended contract through 12/31/12 with no pay increase
 Mountain View - no salary increase for 2012/13; next salary increase 7/1/13 - 3.2%
 Palo Alto - Effective 5/19/12 - 1.33% pay decrease
 San Jose - effective 6/26/11 salary range decreased by approximately 10%
 San Leandro - no increase on 1/1/10 or 1/1/11
 San Mateo - new contract - employees now pay 9% PERS and City now pays 90% of lowest cost HMO
 Santa Clara - no increase on 12/25/11

Salary Calculation Methodology per MOU		
10.6.2	Sunnyvale Current Total Compensation:	11,836.14
10.6.4	Average Total Compensation (excludes Sunnyvale and four lowest cities *):	10,625.78
10.6.5	Average Total Compensation + 11%:	11,794.61
10.6.6	Dollar difference between 10.6.5 and 10.6.2:	(41.52)
10.6.7	Express 10.6.6 as a percentage of 10.6.2:	-0.35%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5:	-0.37%
	Hourly Salary	Old Rate 57,911.1
	Monthly Salary	New Rate 57,694.8
	Annual Salary	120,455.09
		120,005.26

Teri Silva
 TERI SILVA, DIRECTOR OF HUMAN RESOURCES
 11/20/12
 DATE

Tim Ahearn
 TIM AHEARN, PRESIDENT OF PSOA
 11/19/12
 DATE

PSOA - October 15, 2012
 PUBLIC SAFETY LIEUTENANT- PROJECTED INCREASE
 (compares to Police Sergeant)

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: \$11,815.02

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
				BASE 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	07/10/11	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	
Sunnyvale (new)	07/01/06-06/30/12	July	07/11/12	11,754.42	1057.90	9.00% a)	1.77%	208.05	515.00	In med	140.55	19.45	19.00	26.00 b)	1,985.96	13,740.38	
Concord	07/10/07-06/30/14	January	1/1/2011	9236	369.44	4.00%			1,523.72	7.35	195.29	25.49	36.02	95.83	2,253.15	11,489.15 *	
Fremont	07/01/11-06/30/13	July	7/1/2012	9449	0.00	0.00%			1,580.00	4.52	in med	5.46	57.16	125.00	1,772.14	11,221.14 *	
Palo Alto	07/01/11-06/30/14	July	5/19/2012	9826	0.00	0.00%			1,496.52	2.06	220.88	17.69	0.00	37.33 b)	1,774.47	11,600.74 *	
San Jose	07/01/11-06/30/13	July	6/26/2011	9377	0.00	0.00%			1,125.12	21.11	102.90	1.36	0.00	56.25	1,306.74	10,684.07 *	
Alameda	01/03/10-06/29/13	December/July	6/24/2007	9935	0.00	0.00%			1,662.79	3.15	140.20	8.00	n/a	100.33	1,914.47	11,849.94	
Hayward	07/01/04-06/30/15	July	7/1/2010	10516	0.00	0.00%			1,662.79	5.46	179.31	n/a	n/a	36.67	1,884.23	12,400.23	
Milpitas	01/01/09-12/31/12	January	1/1/2011	11156	0.00	0.00%			1,587.14	6.80	189.20	6.50	19.50	112.50	1,921.64	13,077.83	
Mountain View	07/01/12-06/30/15	June	06/28/2009	10801	0.00	0.00%			1,662.79	2.77	184.35	66.00	0.00	0.00	1,915.91	12,716.91	
Richmond	07/01/08-06/30/13	July/January	annualized	10310	0.00	0.00%			1,662.79	3.74	118.05	14.50	25.00	66.67	1,890.75	12,201.03	
San Leandro	01/01/11-12/31/12	January	1/1/2010	9305	837.45	9.00%			1,533.26	3.90	159.26	n/a	n/a	87.50	2,621.37	11,926.37	
San Mateo	08/19/12-08/15/15	October	10/14/2012	9981	0.00	0.00%			1,575.87	2.15	135.99	8.85	33.94	75.00	1,831.79	11,812.79	
Santa Clara	12/26/10-12/22/12	December	12/27/2009	11913	0.00	0.00%			1,074.64	1.15	in med	5.85	0.00	50.00	1,131.64	13,044.64	

Notes (0.00)
 a) amount to be used per MOU.
 b) PERSable figure only, not actually paid.

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 San Mateo - new contract - employees now pay 9% PERS and City now pays 90% of lowest cost HMO
 Santa Clara - no increase on 12/25/11

Salary Calculation Methodology per MOU		
MOU Section		
10.6.2	Sunnyvale Current Total Compensation:	13,807.50
10.6.4	Average Total Compensation (excludes Sunnyvale and four lowest cities *):	12,378.72
10.6.5	Average Total Compensation + 11%:	13,740.38
10.6.6	Dollar difference between 10.6.5 and 10.6.2:	(67.12)
10.6.7	Express 10.6.6 as a percentage of 10.6.2:	-0.49%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5:	-0.51%
	Hourly Salary	Old Rate 68.1636 New Rate 67.8140
	Monthly Salary	11,815.02 11,754.42
	Annual Salary	141,780.24 141,053.06

Teri Silva
 TERI SILVA, DIRECTOR

11/20/12
 DATE

Tim Ahearn
 TIM AHEARN, PRESIDENT OF PSOA

11/19/12
 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 8, 2012.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on _____, 2012, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST:

APPROVED:

City Clerk
(SEAL)

Mayor

APPROVED AS TO FORM AND LEGALITY:

Joan A. Borger, City Attorney

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
4601	PS LIEUTENANT	PSOA	C	309	56.2371	59.0489	62.0014	65.1014	68.3565		7/8/2012
4601	PS LIEUTENANT (BACHELOR'S DEGREE AND EMT)	PSOA	C	309BE	59.8925	62.8871	66.0315	69.3330	72.7997		7/8/2012
4601	PS LIEUTENANT (BACHELOR'S DEGREE)	PSOA	C	309B	57.6430	60.5251	63.5514	66.7290	70.0654		7/8/2012
4601	PS LIEUTENANT (EMT)	PSOA	C	309E	58.4866	61.4109	64.4814	67.7055	71.0908		7/8/2012
4601	PS LIEUTENANT (MASTER'S DEGREE AND EMT)	PSOA	C	309ME	61.2984	64.3633	67.5815	70.9606	74.5086		7/8/2012
4601	PS LIEUTENANT (MASTER'S DEGREE)	PSOA	C	309M	59.0489	62.0014	65.1014	68.3565	71.7743		7/8/2012
3002	PS OFFICER I	PSOA	C	307	44.3619	46.5799	48.9089	51.3544			7/8/2012
3003	PS OFFICER I - TRAINEE	PSOA	C	308	42.2494	44.3619	46.5799	48.9089			7/8/2012
3003	PS OFFICER I - TRAINEE (EMT)	PSOA	C	308E	43.9394	46.1363	48.4431	50.8653			7/8/2012
3002	PS OFFICER I (EMT)	PSOA	C	307E	46.1363	48.4431	50.8653	53.4086			7/8/2012
3001	PS OFFICER II	PSOA	C	306	46.9438	49.2910	51.7555	54.3433	57.0604	58.4869	7/8/2012
3001	PS OFFICER II (BACHELOR'S DEGREE AND EMT)	PSOA	C	306BE						62.2886	7/8/2012
3001	PS OFFICER II (BACHELOR'S DEGREE)	PSOA	C	306B						59.9491	7/8/2012
3001	PS OFFICER II (EMT)	PSOA	C	306E	48.8215	51.2626	53.8257	56.5170	59.3429	60.8264	7/8/2012
3001	PS OFFICER II (MASTER'S DEGREE AND EMT)	PSOA	C	306ME						63.7508	7/8/2012
3001	PS OFFICER II (MASTER'S DEGREE)	PSOA	C	306M						61.4113	7/8/2012
3000	PS OFFICER IN-TRAINING	PSOA	C	305	42.2494	44.3619	46.5799	48.9089			7/8/2012
3000	PS OFFICER IN-TRAINING (EMT)	PSOA	C	305E	43.9394	46.1363	48.4431	50.8653			7/8/2012

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%

Assignments of Grade and Pay Ranges to Pay Plan as Referenced in the Salary Resolution

PSOA:

Category C, applies to Public Safety Lieutenants, Public Safety Officers, and Public Safety Officers-in-Training

Pay rates for Categories A, B, C, G and L consist of hourly pay rates for each available step in each classification.