



Council Meeting: December 3, 2013

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 12 Bay Area cities and require that the City "provide such increase as needed to adjust the wages of the Public Safety Officers and Public Safety Lieutenants eleven percent (11%) above" the survey average of the top eight agencies.

The July 1, 2013 through June 30, 2015 MOU with the Public Safety Managers' Association (PSMA) 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.

CEQA REVIEW

N/A

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 12 Bay Area cities. The formula provides for total compensation for Sunnyvale classifications to be 11 percent above the survey average of the top eight 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 the 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 7, 2013: 1.86 percent Public Safety Officer II, 1.68 percent Public Safety Lieutenant, 1.68 percent 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 percent below Public Safety Officer II. The classification of Public Safety Officer I is set at five percent above Public Safety Officer-in-Training.

FISCAL IMPACT

The FY 2013/14 Adopted Budget included a 2 percent increase for all sworn personnel. Because the survey resulted in actual increases less than budgeted, the General Fund will realize approximately \$100,000 in savings in the current year and approximately \$3.4 million over 20 years. The 20 year number assumes all future increases come in as 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.

RECOMMENDATION

Staff recommends City Council 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 7, 2013.

Reviewed by:

Teri Silva, Director of Human Resources
Prepared by: Allison Suggs, Human Resources Manager

Reviewed by:

Grace K Leung, Director of Finance

Approved by:

Gary M. Luebbers
City Manager

Attachments

- A. 10/15/13 PSOA Total Compensation Survey – Public Safety Officer
- B. 10/15/13 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)

PSOA - October 15, 2013

PUBLIC SAFETY OFFICER II, STEP 6 - PROJECTED INCREASE

Top 8/ 1.77% PERS EPMC

(compares to Police Officer)

Current monthly top step salary: \$10,000.44

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

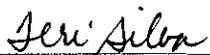
City	MOU Dates	Month(s) Salary Changes	Salary Effective Date	BASE PAY Top-Step Base Salary	BENEFIT PAY (Maximum Agency Contribution)											TOTAL COMP Base Pay + Benefit Pay
					City Paid EE PERS	EE PERS % Rate	EPMC %	EPMC \$	Medical	EAP	Dental	Life	LTD	Uniform Allowance	Total Benefits Pay	
Sunnyvale (current)	07/01/06-06/30/15	July	07/08/12	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
Sunnyvale (new)	07/01/06-06/30/15	July	07/09/13	10,186.76	916.81	9.00% a)	1.77%	180.31	515.00	in med	140.55	16.85	19.00	26.00 b)	1,814.51	12,001.27
Concord	07/10/07-06/30/14	January	1/1/2011	7,133	285.32	4.00%			1,609.71	7.06	193.34	19.69	27.82	95.83	2,238.77	9,371.77 *
Fremont	07/01/13-06/30/15	July	6/30/2013	8,197	0.00	0.00%			1,620.00	4.52	in med	5.46	57.16	125.00	1,812.14	10,009.20 *
Palo Alto	07/01/11-06/30/14	July	5/19/2012	8,117	0.00	0.00%			1,651.28	2.06	220.88	14.61	0.00	37.33 b)	1,926.16	10,043.36 *
San Jose	07/01/11-06/30/13	July	6/26/2011	8,100	0.00	0.00%			1,240.47	20.03	96.72	1.36	0.00	56.25	1,414.83	9,514.70 *
Alameda	06/29/13-06/24/17	December/July	6/24/2007	8,222	0.00	0.00%			1,820.31	3.19	136.52	8.00	n/a	125.00	2,093.02	10,314.76
Hayward	07/01/04-06/30/15	July	7/1/2010	8,774	0.00	0.00%			1,834.76	5.46	192.82	n/a	n/a	36.67	2,069.70	10,843.84
Milpitas	01/01/09-12/31/12	January	1/1/2011	9,235	0.00	0.00%			1,738.44	1.82	194.88	6.50	19.50	112.50	2,073.64	11,308.67
Mountain View	07/01/12-06/30/15	July	7/1/2013	9,182	0.00	0.00%			1,834.76	2.77	214.06	60.60	0.00	0.00	2,112.18	11,293.80
Richmond	07/01/08-06/30/13	January	1/1/2013	8,760	0.00	0.00%			1,738.44	3.83	122.46	14.50	25.00	66.67	1,970.90	10,730.90
San Leandro	01/01/13-12/31/15	January	annualized	7,909	355.91	4.50%			1,635.30	3.90	153.00	n/a	n/a	108.33	2,256.44	10,165.52
San Mateo	08/19/12-08/15/15	July	7/7/2013	8,485	0.00	0.00%			1,651.28	2.15	142.78	8.85	0.00	70.83	1,875.89	10,360.89
Santa Clara	12/23/12-12/12/14	December	12/27/2009	10,288	0.00	0.00%			1,132.30	1.15	in med	5.85	0.00	50.00	1,189.30	11,477.30

Notes: 0.00

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

Alameda - no wage increases in 2012 and 2013; 1/1/14 based upon BRI from fiscal year 2012-2013 (min. 1.5%; max. 4%)
 Concord - contract extended through 6/30/14 with no salary increases scheduled
 Fremont - effective 6/30/13 - restored the 4.25% salary reduction realized in July 2011
 Richmond - contracted expired 6/30/13; currently in negotiations
 Hayward - no salary increase 7/1/11 - 7/1/13 due to budget shortfall.
 Milpitas contract expired 12/31/12; currently in negotiations
 Mountain View - 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%; contract exp. 6/30/13, in negotiations
 San Leandro - 4% salary increase effective 1/1/14
 San Mateo - new contract - employees now pay 9% PERS and City now pays 90% of lowest cost HMO
 Santa Clara - no increase on 12/23/12

Salary Calculation Methodology per MOU		
MOU Section		
10.6.2	Sunnyvale Current Total Compensation:	11,794.61
10.6.4	Average Total Compensation (excludes Sunnyvale and four lowest cities *):	10,811.96
10.6.5	Average Total Compensation + 11%:	12,001.27
10.6.6	Dollar difference between 10.6.5 and 10.6.2:	206.66
10.6.7	Express 10.6.6 as a percentage of 10.6.2:	1.75%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5:	1.86%
	Hourly Salary	Old Rate 57,6948 New Rate 58,7698
	Monthly Salary	10,000.44 10,186.76
	Annual Salary	120,005.26 122,241.11


 TERI SILVA, DIRECTOR OF HUMAN RESOURCES

11/18/13
 DATE


 TIM AHEARN, PRESIDENT OF PSOA

11/15/13
 DATE

PSOA - October 15, 2013
PUBLIC SAFETY LIEUTENANT- PROJECTED INCREASE
 (compares to Police Sergeant)

Top 8/ 1.77% PERS EPMC

Current monthly top step salary: \$11,754.42

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 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)	07/01/06-06/30/15	July	07/08/12	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
Sunnyvale (new)	07/01/06-06/30/15	July	07/09/13	11,951.62	1075.65	9.00% a)	1.77%	211.54	515.00	in med	140.55	19.73	19.00	26.00 b)	2,007.47	13,959.09
Concord	07/10/07-06/30/14	January	1/1/2011	9236	369.44	4.00%			1,609.71	7.06	193.34	25.49	36.02	95.83	2,336.89	11,572.89 *
Fremont	07/01/13-06/30/15	July	6/30/2013	9851	0.00	0.00%			1,620.00	4.52	in med	5.46	57.16	125.00	1,812.14	11,663.12 *
Palo Alto	07/01/11-06/30/14	July	5/19/2012	9826	0.00	0.00%			1,651.28	2.06	220.88	17.69	0.00	37.33 b)	1,929.24	11,755.51 *
San Jose	07/01/11-06/30/13	July	6/26/2011	9377	0.00	0.00%			1,240.47	20.03	96.72	1.36	0.00	56.25	1,414.83	10,792.16 *
Alameda	06/29/13-06/24/17	December/July	6/24/2007	10010	0.00	0.00%			1,820.31	3.19	136.52	8.00	n/a	125.00	2,093.02	12,103.00
Hayward	07/01/04-06/30/15	July	7/1/2010	10516	0.00	0.00%			1,834.76	5.46	192.82	n/a	n/a	36.67	2,069.70	12,585.84
Milpitas	01/01/09-12/31/12	January	1/1/2011	11156	0.00	0.00%			1,738.44	1.82	194.88	6.50	19.50	112.50	2,073.64	13,229.83
Mountain View	07/01/12-06/30/15	July	7/1/2013	11146	0.00	0.00%			1,834.76	2.77	214.06	66.00	0.00	0.00	2,117.59	13,263.81
Richmond	07/01/08-06/30/13	January	1/1/2013	10437	0.00	0.00%			1,738.44	3.83	122.46	14.50	25.00	66.67	1,970.90	12,407.90
San Leandro	01/01/13-12/31/15	January	annualized	9491	427.10	4.50%			1,635.30	3.90	153.00	n/a	n/a	108.33	2,327.63	11,818.73
San Mateo	08/19/12-08/15/15	October	7/7/2013	10180	0.00	0.00%			1,651.28	2.15	142.78	8.85	34.61	75.00	1,914.67	12,094.67
Santa Clara	12/23/12-12/12/14	December	12/27/2009	11913	0.00	0.00%			1,132.30	1.15	in med	5.85	0.00	50.00	1,189.30	13,102.30

Notes 0.00

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

Alameda - no wage increases in 2012 and 2013; 1/1/14 based upon BRI from fiscal year 2012-2013 (min. 1.5%; max. 4%)
 Concord - contract extended through 6/30/14 with no salary increases scheduled
 Fremont - effective 6/30/13 - restored the 4.25% salary reduction realized in July 2011
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 Mountain View - 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%; contract exp. 6/30/13, in negotiations
 San Leandro - 4% salary increase effective 1/1/14
 San Mateo - new contract - employees now pay 9% PERS and City now pays 90% of lowest cost HMO
 Santa Clara - no increase on 12/23/12

Salary Calculation Methodology per MOU

MOU Section	Description	Value
10.6.2	Sunnyvale Current Total Compensation:	13,740.38
10.6.4	Average Total Compensation (excludes Sunnyvale and four lowest cities *):	12,575.76
10.6.5	Average Total Compensation + 11%:	13,959.09
10.6.6	Dollar difference between 10.6.5 and 10.6.2:	218.72
10.6.7	Express 10.6.6 as a percentage of 10.6.2:	1.59%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5:	1.68%

	Old Rate	New Rate
Hourly Salary	67,8140	68,9517
Monthly Salary	11,754.42	11,951.62
Annual Salary	141,053.06	143,419.49

Teri Silva
 TERI SILVA, DIRECTOR 11/18/13
 DATE

Tim Ahearn
 TIM AHEARN, PRESIDENT OF PSOA 11/15/13
 DATE

RESOLUTION NO. ___-13

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 7, 2013.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on December 3, 2013, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST:

APPROVED:

City Clerk
(SEAL)

Mayor

APPROVED AS TO FORM:

Joan A. Borger, City Attorney

City of Sunnyvale Salary Table -
PSO-IT, PSO I, PSO II, PS Lieutenant

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
3006	PUBLIC SAFETY OFFICER ACADEMY ATTENDEE/GRADUATE	PSOA	C	305	43.0366	45.1884	47.4479	49.8202			7/7/2013
3006	PUBLIC SAFETY OFFICER ACADEMY ATTENDEE/GRADUATE (EMT)	PSOA	C	305E	44.7581	46.9960	49.3458	51.8131			7/7/2013
3000	PUBLIC SAFETY OFFICER ACADEMY ATTENDEE/GRADUATE (EMT)	PSOA	C	305	43.0366	45.1884	47.4479	49.8202			7/7/2013
3000	PUBLIC SAFETY OFFICER IN-TRAINING (EMT)	PSOA	C	305E	44.7581	46.9960	49.3458	51.8131			7/7/2013
3001	PUBLIC SAFETY OFFICER II	PSOA	C	306	47.8184	50.2094	52.7198	55.3558	58.1236	59.5767	7/7/2013
3001	PUBLIC SAFETY OFFICER II (BACHELOR'S DEGREE)	PSOA	C	306B						61.0661	7/7/2013
3001	PUBLIC SAFETY OFFICER II (BACHELOR'S DEGREE AND EMT)	PSOA	C	306BE						63.4492	7/7/2013
3001	PUBLIC SAFETY OFFICER II (EMT)	PSOA	C	306E	49.7312	52.2177	54.8286	57.5701	60.4486	61.9598	7/7/2013
3001	PUBLIC SAFETY OFFICER II (MASTER'S DEGREE)	PSOA	C	306M						62.5555	7/7/2013
3001	PUBLIC SAFETY OFFICER II (MASTER'S DEGREE AND EMT)	PSOA	C	306ME						64.9386	7/7/2013
3002	PUBLIC SAFETY OFFICER I	PSOA	C	307	45.1884	47.4479	49.8202	52.3113			7/7/2013
3002	PUBLIC SAFETY OFFICER I (EMT)	PSOA	C	307E	46.9960	49.3458	51.8131	54.4037			7/7/2013
3003	PUBLIC SAFETY OFFICER I - TRAINEE	PSOA	C	308	43.0366	45.1884	47.4479	49.8202			7/7/2013
3003	PUBLIC SAFETY OFFICER I - TRAINEE (EMT)	PSOA	C	308E	44.7581	46.9960	49.3458	51.8131			7/7/2013
4601	PUBLIC SAFETY LIEUTENANT	PSOA	C	309	57.1805	60.0396	63.0416	66.1936	69.5033		7/7/2013
4601	PUBLIC SAFETY LIEUTENANT (BACHELOR'S DEGREE)	PSOA	C	309B	58.6101	61.5406	64.6176	67.8485	71.2409		7/7/2013
4601	PUBLIC SAFETY LIEUTENANT (BACHELOR'S DEGREE AND EMT)	PSOA	C	309BE	60.8973	63.9421	67.1393	70.4962	74.0210		7/7/2013
4601	PUBLIC SAFETY LIEUTENANT (EMT)	PSOA	C	309E	59.4678	62.4412	65.5632	68.8414	72.2834		7/7/2013

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.

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 7, 2013.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on December 3, 2013, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST:

APPROVED:

City Clerk
(SEAL)

Mayor

APPROVED AS TO FORM:

Joan A. Borger, City Attorney

City of Sunnyvale Salary Table -
DPS CAPTAINS AND DPS DEPUTY CHIEFS

Job Code	Job Title	Unit	Pay Categories	Scale	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Effective Date
0236	PUBLIC SAFETY CAPTAIN	Mgmt-PSMA	D/E	19PS	151,941					178,754	7/7/2013
0341	DEPUTY CHIEF PUBLIC SAFETY	Mgmt-PSMA	D/E	20PS	170,173					200,204	7/7/2013

Notes

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

MGMT-CONF, MGMT-SMA and MGMT-PSMA:

Category D/E, applies to Unrepresented and Represented Classified Management Employees

Pay rates for **Categories D/E, F and K** consist of the annual control point for each classification.