

Response to Councilmember Meyering's Interest in Comparing Public Salaries to Private Salaries When Presenting Future Report to Council Approving Salaries for City Staff

When classification reviews are requested both the scope of work and salary for the work being performed can be evaluated. These evaluations are completed through analysis and comparisons of other public sector agencies for various reasons.

Multiple bargaining units within the City of Sunnyvale have an article of their Memorandum of Understanding that specifically identifies survey jurisdictions for all benchmark classifications. These cities have been selected based on proximity to Sunnyvale, size of the respective city, and comparable responsibilities for City employees.

When conducting salary studies it is a best practice to compare against other companies/agencies that are in the same industry. As a municipality it is a best practice to compare against other municipalities that are similarly situated. This approach does not include private sector companies as they are not part of government service and have, in most cases, entirely different compensation frameworks.

In looking at the Public Employment Relations Board (PERB) website regarding the Meyers-Milias Brown Act (MMBA), it is a statutory provision in preparing for fact finding. Reference MMBA, 3505.4 (d)(5). http://www.perb.ca.gov/laws/statutes.aspx#ST3505_4

(5) Comparison of the wages, hours, and conditions of employment of the employees involved in the factfinding proceeding with the wages, hours, and conditions of employment of other employees performing similar services in comparable public agencies

Primarily it is the absence of guidance and information on using private sector data that makes using public sector data the best practice for comparable information. Given the City's obligation to comply with MMBA, existing bargaining agreements, and limited resources that do not afford us the opportunity to make an "apples to oranges" comparison to an "apples to apples" comparison, no further capacity will be assigned to this inquiry unless directed by the full City Council.