

## RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING RESOLUTION NO. 190-05, THE CITY'S SALARY RESOLUTION, TO INCREASE SALARIES FOR PAY PLAN CATEGORY C (CLASSIFIED PUBLIC SAFETY OFFICERS AND LIEUTENANTS) AND PAY PLAN CATEGORY M (PUBLIC SAFETY CAPTAINS AND PUBLIC SAFETY DEPUTY CHIEFS) FOR EMPLOYEES REPRESENTED BY PUBLIC SAFETY OFFICERS ASSOCIATION AND THE PUBLIC SAFETY MANAGER'S ASSOCIATION**

WHEREAS, the 2015-2020 Memorandum of Understanding ("MOU") with the Public Safety Officers Association ("PSOA"), which represents Public Safety Officers, Public Safety Officers-in-Training and Public Safety Lieutenants provides for a salary adjustment based on market survey data of total compensation for comparable positions in eight Bay Area cities at the rate of eleven percent (11%) above the survey average; and

WHEREAS, the 2015-2021 Memorandum of Understanding ("MOU") with the Public Safety Manager's Association ("PSMA") provides that "Members in the bargaining group will receive the same percentage of salary increase or decrease as the Public Safety Officers Association ("PSOA") Lieutenant position"; and

WHEREAS, consistent with the terms of the PSOA and PSMA MOUs, and the 2019 compensation survey results, the City desires to amend the City's salary resolution and pay (salary) schedules for Pay Plan Category C (Classified Public Safety Officers and Lieutenants), to increase the salaries for Public Safety Officer II by 1.91%, for Public Safety Lieutenant by 2.01%, and for Public Safety Officer in Training and Public Safety Officer I as set forth in the MOU; and 2.01% salary increase for Public Safety Deputy Chief and Captain positions (Pay Plan Category M), effective July 14, 2019.

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 text 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 Salary Resolution amendments and pay rates noted above shall be effective July 14, 2019.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on \_\_\_\_\_, 2019, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

RECUSAL:

ATTEST:

APPROVED:

\_\_\_\_\_  
City Clerk  
(SEAL)

\_\_\_\_\_  
Mayor

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney

# EXHIBIT A

## City of Sunnyvale Salary Table - PSOA Classifications

Draft Salary Table for PSOA  
Salary Survey Adjustment

Job Code	Job Title	Unit	Pay Categories	Scale	Hourly Pay Rates						Effective Date
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
4601	Public Safety Lieutenant	PSOA	C	309	66.9021	70.2472	73.7595	77.4475	81.3199		7/14/2019
4601	Public Safety Lieutenant (Bachelor's Degree & EMT)	PSOA	C	309BE	71.2507	74.8132	78.5539	82.4816	86.6056		7/14/2019
4601	Public Safety Lieutenant (Bachelor's Degree)	PSOA	C	309B	68.5747	72.0034	75.6036	79.3837	83.3529		7/14/2019
4601	Public Safety Lieutenant (EMT)	PSOA	C	309E	69.5782	73.0571	76.7099	80.5454	84.5727		7/14/2019
4601	Public Safety Lieutenant (Master's Degree & EMT)	PSOA	C	309ME	72.9233	76.5694	80.3979	84.4178	88.6387		7/14/2019
4601	Public Safety Lieutenant (Master's Degree)	PSOA	C	309M	70.2472	73.7595	77.4475	81.3199	85.3859		7/14/2019
3006	Public Safety Officer Academy Attendee/Graduate	PSOA	C	305	50.1666	52.6749	55.3087	58.0742			7/14/2019
3006	Public Safety Officer Academy Attendee/Graduate (EMT)	PSOA	C	305E	52.1732	54.7819	57.5210	60.3970			7/14/2019
3002	Public Safety Officer 1	PSOA	C	307	52.6749	55.3087	58.0742	60.9779			7/14/2019
3003	Public Safety Officer 1 - Trainee	PSOA	C	308	50.1666	52.6749	55.3087	58.0742			7/14/2019
3003	Public Safety Officer 1 - Trainee (EMT)	PSOA	C	308E	52.1732	54.7819	57.5210	60.3970			7/14/2019
3002	Public Safety Officer 1 (EMT)	PSOA	C	307E	54.7820	57.5211	60.3971	63.4170			7/14/2019
3001	Public Safety Officer 2	PSOA	C	306	55.7407	58.5277	61.4541	64.5269	67.7532	69.4470	7/14/2019
3001	Public Safety Officer 2 (Bachelor's Degree & EMT)	PSOA	C	306BE						73.9610	7/14/2019
3001	Public Safety Officer 2 (Bachelor's Degree)	PSOA	C	306B						71.1832	7/14/2019
3001	Public Safety Officer 2 (EMT)	PSOA	C	306E	57.9704	60.8689	63.9123	67.1079	70.4634	72.2249	7/14/2019
3001	Public Safety Officer 2 (Master's Degree & EMT)	PSOA	C	306ME						75.6972	7/14/2019
3001	Public Safety Officer 2 (Master's Degree)	PSOA	C	306M						72.9193	7/14/2019
3000	Public Safety Officer-in-Training	PSOA	C	305	50.1666	52.6749	55.3087	58.0742			7/14/2019
3000	Public Safety Officer-in-Training (EMT)	PSOA	C	305E	52.1732	54.7819	57.5210	60.3970			7/14/2019

### 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

**Category C** applies to Public Safety Lieutenants, Public Safety Officers, and Public Safety Officers-in-Training (**PSOA**)

**City of Sunnyvale**  
**Salary Table - PSMA Classifications**

Draft Salary Table for PSMA  
Salary Survey Adjustment

Job Code	Job Title	Unit	Pay Categories	Range	Annual Range Minimum	Annual Range Maximum	Effective Date
0341	Deputy Chief Public Safety	Mgmt-PSMA	E	20PS	199,108	234,244	7/14/2019
0341	Deputy Chief Public Safety (Graduate Degree)	Mgmt-PSMA	E	20PSG	204,085	240,100	7/14/2019
0236	Public Safety Captain	Mgmt-PSMA	E	19PS	177,777	209,148	7/14/2019
0236	Public Safety Captain (Graduate Degree)	Mgmt-PSMA	E	19PSG	182,221	214,377	7/14/2019

**Notes**

**PSMA:**

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

Graduate Degree - 2.5%

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

**Category M** applies to Public Safety Captain and Deputy Chief of Public Safety (**MGMT-PSMA**)