

**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 in July 2017 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 2018 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 3.48%, for Public Safety Lieutenant by 3.38%, and for Public Safety Officer in Training and Public Safety Officer I as set forth in the MOU; and 3.38% salary increase for Public Safety Deputy Chief and Captain positions (Pay Plan Category M), effective July 1, 2018.

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 1, 2018.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on \_\_\_\_\_, 2018, 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  
Effective 7/1/2018

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	PUBLIC SAFETY LIEUTENANT	PSOA	C	309	65.5831	68.8623	72.3054	75.9206	79.7167		7/1/2018
4601	PUBLIC SAFETY LIEUTENANT (BACHELOR'S DEGREE AND EMT)	PSOA	C	309BE	69.8460	73.3383	77.0053	80.8555	84.8983		7/1/2018
4601	PUBLIC SAFETY LIEUTENANT (BACHELOR'S DEGREE)	PSOA	C	309B	67.2227	70.5838	74.1130	77.8187	81.7096		7/1/2018
4601	PUBLIC SAFETY LIEUTENANT (EMT)	PSOA	C	309E	68.2065	71.6168	75.1976	78.9575	82.9054		7/1/2018
4601	PUBLIC SAFETY LIEUTENANT (MASTER'S DEGREE AND EMT)	PSOA	C	309ME	71.4856	75.0599	78.8129	82.7535	86.8912		7/1/2018
4601	PUBLIC SAFETY LIEUTENANT (MASTER'S DEGREE)	PSOA	C	309M	68.8623	72.3054	75.9206	79.7167	83.7025		7/1/2018
3006	PUBLIC SAFETY OFFICER ACADEMY ATTENDEE/GRADUATE	PSOA	C	305	49.2249	51.6861	54.2704	56.9840			7/1/2018
3006	PUBLIC SAFETY OFFICER ACADEMY ATTENDEE/GRADUATE (EMT)	PSOA	C	305E	51.1939	53.7535	56.4412	59.2633			7/1/2018
3002	PUBLIC SAFETY OFFICER I	PSOA	C	307	51.6861	54.2704	56.9840	59.8332			7/1/2018
3003	PUBLIC SAFETY OFFICER I - TRAINEE	PSOA	C	308	49.2249	51.6861	54.2704	56.9840			7/1/2018
3003	PUBLIC SAFETY OFFICER I - TRAINEE (EMT)	PSOA	C	308E	51.1939	53.7535	56.4412	59.2633			7/1/2018
3002	PUBLIC SAFETY OFFICER I (EMT)	PSOA	C	307E	53.7535	56.4412	59.2633	62.2264			7/1/2018
3001	PUBLIC SAFETY OFFICER II	PSOA	C	306	54.6944	57.4291	60.3006	63.3156	66.4814	68.1434	7/1/2018
3001	PUBLIC SAFETY OFFICER II (BACHELOR'S DEGREE AND EMT)	PSOA	C	306BE						72.5727	7/1/2018
3001	PUBLIC SAFETY OFFICER II (BACHELOR'S DEGREE)	PSOA	C	306B						69.8470	7/1/2018
3001	PUBLIC SAFETY OFFICER II (EMT)	PSOA	C	306E	56.8821	59.7262	62.7126	65.8483	69.1406	70.8692	7/1/2018
3001	PUBLIC SAFETY OFFICER II (MASTER'S DEGREE AND EMT)	PSOA	C	306ME						74.2763	7/1/2018
3001	PUBLIC SAFETY OFFICER II (MASTER'S DEGREE)	PSOA	C	306M						71.5506	7/1/2018
3000	PUBLIC SAFETY OFFICER IN-TRAINING	PSOA	C	305	49.2249	51.6861	54.2704	56.9840			7/1/2018
3000	PUBLIC SAFETY OFFICER IN-TRAINING (EMT)	PSOA	C	305E	51.1939	53.7535	56.4412	59.2633			7/1/2018

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

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

Draft Salary Table for PSMA  
Salary Survey Adjustment  
Effective 7/1/2018

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	M	20PS	195,184					229,628	7/1/2018
0341	DEPUTY CHIEF PUBLIC SAFETY (GRADUATE DEGREE)	Mgmt-PSMA	M	20PSG	200,064					235,369	7/1/2018
0236	PUBLIC SAFETY CAPTAIN	Mgmt-PSMA	M	19PS	174,274					205,027	7/1/2018
0236	PUBLIC SAFETY CAPTAIN (GRADUATE DEGREE)	Mgmt-PSMA	M	19PSG	178,631					210,153	7/1/2018

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**

PSMA:

**Category M**, applies to Public Safety Captain and Deputy Chief of Public Safety