

DRAFT 6/9/2020 MCT

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 2020 compensation survey results, the City desires to amend the pay (salary) schedules in the City's salary resolution for Pay Plan Category C (Classified Public Safety Officers and Lieutenants), to increase the salaries for Public Safety Officer II by 3.93%, for Public Safety Lieutenant by 3.97%, and for Public Safety Officer in Training and Public Safety Officer I as set forth in the MOU; and 3.97% salary increase for Public Safety Deputy Chief and Captain positions (Pay Plan Category M), effective July 12, 2020.

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 salary schedule 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.

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

AYES:

NOES:

ABSTAIN:

ABSENT:

RECUSAL:

ATTEST:

APPROVED:

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

\_\_\_\_\_  
Mayor

APPROVED AS TO FORM:

\_\_\_\_\_  
MELISSA C. TRONQUET  
Assistant City Attorney

Section 1

EXHIBIT A  
City of Sunnyvale  
Salary Table - PSOA Classifications

Job Code	Job Title	Unit	Pay Cat.	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum	
4601	Public Safety Lieutenant	PSOA	C	309	69.5556	73.0334	76.6851	80.5194	84.5454		144,676	N/A	175,854	7/12/20
4601	Public Safety Lieutenant (Bachelor's Degree & EMT)	PSOA	C	309BE	74.0769	77.7807	81.6697	85.7532	90.0409		154,080	N/A	187,285	7/12/20
4601	Public Safety Lieutenant (Bachelor's Degree)	PSOA	C	309B	71.2946	74.8593	78.6023	82.5324	86.6590		148,293	N/A	180,251	7/12/20
4601	Public Safety Lieutenant (EMT)	PSOA	C	309E	72.3380	75.9549	79.7526	83.7402	87.9272		150,463	N/A	182,889	7/12/20
4601	Public Safety Lieutenant (Master's Degree & EMT)	PSOA	C	309ME	75.8158	79.6066	83.5869	87.7662	92.1545		157,697	N/A	191,681	7/12/20
4601	Public Safety Lieutenant (Master's Degree)	PSOA	C	309M	73.0334	76.6851	80.5194	84.5454	88.7727		151,909	N/A	184,647	7/12/20
3002	Public Safety Officer 1	PSOA	C	307	54.7453	57.4826	60.3567	63.3745			113,870	N/A	131,819	7/12/20
3002	Public Safety Officer 1 (EMT)	PSOA	C	307E	56.9351	59.7819	62.7710	65.9096			118,425	N/A	137,092	7/12/20
3003	Public Safety Officer 1-Trainee	PSOA	C	305	52.1384	54.7453	57.4826	60.3567			108,448	N/A	125,542	7/12/20
3003	Public Safety Officer 1-Trainee (EMT)	PSOA	C	305E	54.2239	56.9351	59.7819	62.7710			112,786	N/A	130,564	7/12/20
3001	Public Safety Officer 2	PSOA	C	306	57.9316	60.8282	63.8696	67.0631	70.4163	72.1767	120,498	N/A	150,128	7/12/20
3001	Public Safety Officer 2 (Bachelor's Degree & EMT)	PSOA	C	306BE						76.8682	159,886	N/A	159,886	7/12/20
3001	Public Safety Officer 2 (Bachelor's Degree)	PSOA	C	306B						73.9811	153,881	N/A	153,881	7/12/20
3001	Public Safety Officer 2 (EMT)	PSOA	C	306E	60.2490	63.2614	66.4245	69.7457	73.2330	75.0638	125,318	N/A	156,133	7/12/20
3001	Public Safety Officer 2 (Master's Degree & EMT)	PSOA	C	306ME						78.6726	163,639	N/A	163,639	7/12/20
3001	Public Safety Officer 2 (Master's Degree)	PSOA	C	306M						75.7855	157,634	N/A	157,634	7/12/20
3006	Public Safety Officer Academy Attendee/Graduate	PSOA	C	305	52.1384	54.7453	57.4826	60.3567			108,448	N/A	125,542	7/12/20
3006	Public Safety Officer Academy Attendee/Graduate (EMT)	PSOA	C	305E	54.2239	56.9351	59.7819	62.7710			112,786	N/A	130,564	7/12/20
3000	Public Safety Officer-in-Training	PSOA	C	305	52.1384	54.7453	57.4826	60.3567			108,448	N/A	125,542	7/12/20
3000	Public Safety Officer-in-Training (EMT)	PSOA	C	305E	54.2239	56.9351	59.7819	62.7710			112,786	N/A	130,564	7/12/20

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)

Section 1

City of Sunnyvale  
Salary Table - PSMA Classifications

Job Code	Job Title	Unit	Pay Cat.	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum	
0341	Deputy Chief Public Safety	Mgmt-PSMA	M	20PS							207,013	243,543	243,543	7/12/20
0341	Deputy Chief Public Safety (Graduate Degree)	Mgmt-PSMA	M	20PSG							212,187	249,632	249,632	7/12/20
0236	Public Safety Captain	Mgmt-PSMA	M	19PS							184,835	217,451	217,451	7/12/20
0236	Public Safety Captain (Graduate Degree)	Mgmt-PSMA	M	19PSG							189,455	222,888	222,888	7/12/20

**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**)