

DRAFT 6/5/2024 *MCT*

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING 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 2021-2024 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 2022-2025 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 2024 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 6.45%, for Public Safety Lieutenant and Captain by 6.33%, and for Public Safety Officer in Training and Public Safety Officer I as set forth in the MOU; and for Pay Plan Category M (Public Safety Deputy Chiefs and Captains) by 6.33%, effective July 7, 2024.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUNNYVALE THAT:

1. Resolution No. 1151-22 is hereby amended by modifying the salary schedule to read as in Exhibit A.
2. All other provisions of Resolution No. 1151-22 shall remain in full force and effect.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on June 18, 2024 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

RECUSAL:

ATTEST:

APPROVED:

DAVID CARNAHAN
City Clerk
(SEAL)

LARRY KLEIN
Mayor

APPROVED AS TO FORM:

REBECCA L. MOON
City Attorney

EXHIBIT A

Regular			Job Title	Range / Scale	Hourly Pay Rates						Annual Range		Effective Date
Job Code	Unit	Pay Cat.			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Maximum	
4601	PSOA	C	Public Safety Lieutenant	309	83.6758	87.8596	92.2526	96.8652	101.7085		174,046	211,554	7/7/24
4601	PSOA	C	Public Safety Lieutenant (EMT)	309E	87.0229	91.374	95.9427	100.7398	105.7768		181,008	220,016	7/7/24
4601	PSOA	C	Public Safety Lieutenant (EMT + Intermediate POST)	309EP	87.8596	92.2526	96.8652	101.7085	106.7939		182,748	222,131	7/7/24
3002	PSOA	C	Public Safety Officer 1	307	65.7518	69.0394	72.4914	76.116			136,764	158,321	7/7/24
3002	PSOA	C	Public Safety Officer 1 (EMT)	307E	68.3819	71.801	75.3911	79.1607			142,234	164,654	7/7/24
3003	PSOA	C	Public Safety Officer 1-Trainee	305	62.6208	65.7518	69.0394	72.4914			130,251	150,782	7/7/24
3003	PSOA	C	Public Safety Officer 1-Trainee (EMT)	305E	65.1256	68.3819	71.801	75.3911			135,461	156,813	7/7/24
3001	PSOA	C	Public Safety Officer 2	306	69.5787	73.0576	76.7105	80.546	84.5733	86.6876	144,724	180,310	7/7/24
3001	PSOA	C	Public Safety Officer 2 (EMT)	306E	72.3618	75.9799	79.7789	83.7678	87.9562	90.1551	150,513	187,523	7/7/24
3001	PSOA	C	Public Safety Officer 2 (EMT+ Intermediate POST)	306EP	73.0576	76.7105	80.546	84.5733	88.802	91.022	151,960	189,326	7/7/24
3006	PSOA	C	Public Safety Officer Academy Attendee/Graduate	305	62.6208	65.7518	69.0394	72.4914			130,251	150,782	7/7/24
3006	PSOA	C	Public Safety Officer Academy Attendee/Graduate (EMT)	305E	65.1256	68.3819	71.801	75.3911			135,461	156,813	7/7/24
3000	PSOA	C	Public Safety Officer-in-Training	305	62.6208	65.7518	69.0394	72.4914			130,251	150,782	7/7/24
3000	PSOA	C	Public Safety Officer-in-Training (EMT)	305E	65.1256	68.3819	71.801	75.3911			135,461	156,813	7/7/24

Notes

PSOA:

Emergency Medical Technician (EMT) - 4.0%

Emergency Medical Technician (EMT) + Intermediate Peace Office Standards and Training Program (POST) - 5.0%

Donning and Doffing - 1.5%

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**)

Regular			Job Title	Range / Scale	Hourly Pay Rates						Annual Range		Effective Date
Job Code	Unit	Pay Cat.			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Maximum	
0341	Mgmt-PSMA	M	Deputy Chief Public Safety	20PS							249,560	293,600	7/7/24
0341	Mgmt-PSMA	M	Deputy Chief Public Safety (Graduate Degree)	20PSG							255,799	300,940	7/7/24
0236	Mgmt-PSMA	M	Public Safety Captain	19PS							222,821	262,143	7/7/24
0236	Mgmt-PSMA	M	Public Safety Captain (Graduate Degree)	19PSG							228,392	268,696	7/7/24

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**)