

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING RESOLUTION NO. 190-05, THE CITY'S SALARY RESOLUTION, BY AMENDING THE PAY SCHEDULE TO IMPLEMENT AN EDUCATION INCENTIVE SIDE LETTER BY ADDING TWO NEW SALARY RANGES FOR PUBLIC SAFETY MANAGERS ASSOCIATION (PAY PLAN CATEGORY M)

WHEREAS, in 2016, the City and Public Safety Managers Association ("PSMA") negotiated a Memorandum of Understanding ("MOU") effective July 1, 2015 to December 31, 2021, which contains a provision for an education incentive of 2.5% of the employee's base hourly rate for possession of a graduate degree from an accredited college or university, effective July 1, 2016; and

WHEREAS, in September 2017, PSMA requested that the education incentive be included on the salary table just as a similar education incentive is included for the Public Safety Officers Association ("PSOA") salary table; and

WHEREAS, based on the PSMA MOU language and the revised implementation of the education incentive as specified in the side letter agreement and described above, the City desires to amend the Schedule of Pay of the Salary Resolution to reflect an education incentive of 2.5% of the employee's base hourly rate for possession of a graduate degree from an accredited college or university for PSMA Pay Plan Category M (pay range: Public Safety Captain with Graduate Degree (19PSG) and Deputy Chief Public Safety with Graduate Degree (20PSG)), effective the first pay period following Council approval, April 22, 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 pay rates in Pay Plan Category M, 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 April 22, 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 - PSMA Classifications

Draft Salary Table for PSMA
Educational Premium Adjustment
Effective 4/22/2018

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	E	20PS	188,803					222,121	4/22/2018
0341	DEPUTY CHIEF PUBLIC SAFETY (GRADUATE DEGREE)	Mgmt-PSMA	E	20PSG	193,523					227,674	4/22/2018
0236	PUBLIC SAFETY CAPTAIN	Mgmt-PSMA	E	19PS	168,576					198,324	4/22/2018
0236	PUBLIC SAFETY CAPTAIN (GRADUATE DEGREE)	Mgmt-PSMA	E	19PSG	172,790					203,282	4/22/2018

Notes

PSMA: Educational Incentive: The employee must provide the Department of Human Resources with notification of the degree to establish the educational incentive.
Master's Degree - 2.5%

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