

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 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 2021-2024 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 2021 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 3.42%, 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 11, 2021.

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.
3. The Salary Resolution amendments and pay rates noted above shall be effective July 11, 2021.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on _____, 20____, 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

Regular			Casual/Temporary			Job Title	Range / Scale	Hourly Pay Rates							Annual Range			
Job Code	Unit	Pay Cat.	Job Code	Unit	Pay Cat.			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum	Effective Date	
4601	PSOA	C	n/a	n/a	n/a	Public Safety Lieutenant	309	72.4015	76.0216	79.8227	83.8138	88.0045		150,595	N/A	183,049	7/11/21	
4601	PSOA	C	n/a	n/a	n/a	Public Safety Lieutenant (EMT)	309E	75.2976	79.0625	83.0156	87.1664	91.5247		156,619	N/A	190,371	7/11/21	
4601	PSOA	C	n/a	n/a	n/a	Public Safety Lieutenant (EMT + Intermediate POST)	309EP	76.0216	79.8227	83.8138	88.0045	92.4047		158,125	N/A	192,202	7/11/21	
3002	PSOA	C	n/a	n/a	n/a	Public Safety Officer 1	307	56.6889	59.5233	62.4995	65.6245			117,913	N/A	136,499	7/11/21	
3002	PSOA	C	n/a	n/a	n/a	Public Safety Officer 1 (EMT)	307E	58.9565	61.9043	64.9995	68.2495			122,630	N/A	141,959	7/11/21	
3003	PSOA	C	n/a	n/a	n/a	Public Safety Officer 1-Trainee	305	53.9894	56.6889	59.5233	62.4995			112,298	N/A	129,999	7/11/21	
3003	PSOA	C	n/a	n/a	n/a	Public Safety Officer 1-Trainee (EMT)	305E	56.1490	58.9565	61.9043	64.9995			116,790	N/A	135,199	7/11/21	
3001	PSOA	C	n/a	n/a	n/a	Public Safety Officer 2	306	59.9882	62.9876	66.1370	69.4438	72.9160	74.7389	124,775	N/A	155,457	7/11/21	
3001	PSOA	C	n/a	n/a	n/a	Public Safety Officer 2 (EMT)	306E	62.3877	65.5071	68.7825	72.2216	75.8327	77.7285	129,766	N/A	161,675	7/11/21	
3001	PSOA	C	n/a	n/a	n/a	Public Safety Officer 2 (EMT+ Intermediate POST)	306EP	62.9876	66.1370	69.4438	72.9160	76.5618	78.4758	131,014	N/A	163,230	7/11/21	
3006	PSOA	C	n/a	n/a	n/a	Public Safety Officer Academy Attendee/Graduate	305	53.9894	56.6889	59.5233	62.4995			112,298	N/A	129,999	7/11/21	
3006	PSOA	C	n/a	n/a	n/a	Public Safety Officer Academy Attendee/Graduate (EMT)	305E	56.1490	58.9565	61.9043	64.9995			116,790	N/A	135,199	7/11/21	
3000	PSOA	C	n/a	n/a	n/a	Public Safety Officer-in-Training	305	53.9894	56.6889	59.5233	62.4995			112,298	N/A	129,999	7/11/21	
3000	PSOA	C	n/a	n/a	n/a	Public Safety Officer-in-Training (EMT)	305E	56.1490	58.9565	61.9043	64.9995			116,790	N/A	135,199	7/11/21	

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**)

**City of Sunnyvale
Salary Table - PSMA**

Regular			Casual/Temporary			Job Title	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date
Job Code	Unit	Pay Cat.	Job Code	Unit	Pay Cat.			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum	
0341	Mgmt-PSMA	M	n/a	n/a	n/a	Deputy Chief Public Safety	20PS							213,988	251,751	251,751	7/11/21
0341	Mgmt-PSMA	M	n/a	n/a	n/a	Deputy Chief Public Safety (Graduate Degree)	20PSG							219,338	258,045	258,045	7/11/21
0236	Mgmt-PSMA	M	n/a	n/a	n/a	Public Safety Captain	19PS							191,062	224,779	224,779	7/11/21
0236	Mgmt-PSMA	M	n/a	n/a	n/a	Public Safety Captain (Graduate Degree)	19PSG							195,839	230,399	230,399	7/11/21

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**)