



File #: 20-0262, Version: 1

REPORT TO COUNCIL

SUBJECT

Adopt a Resolution Amending the City's Salary Resolution and Schedule of Pay to Increase Salaries for Pay Plan Category A (Communication Officers Association) Effective March 8, 2020

BACKGROUND

The 2018-2021 Memorandum of Understanding (MOU) with the Communication Officers Association (COA), which represents Public Safety Dispatchers-in-Training, Public Safety Dispatchers and Senior Public Safety Dispatchers, provides for a salary adjustment in 2020. The adjustment is based on a total compensation market survey of comparable positions in 12 Bay Area cities. The salary adjustment is based on the average of the comparison cities plus five percent (5%).

EXISTING POLICY

Council Policy 7.3.1 Legislative Management - Goals and Policies, Goal 7.3D: Maintain a quality work force, consistent with state and federal laws, City Charter, and adopted policies in order to assure that City services are provided in an effective, efficient, and high quality manner.

The proposed increases are in accordance with the provisions of the MOU between the City and the COA.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" with the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(4) in that it is a fiscal activity that does not involve any commitment to any specific project which may result in a potential significant impact on the environment.

DISCUSSION

The current MOU with COA provides specific language (Article 15 - Wages, Section 15.4) to determine salary adjustments based upon an annual market survey of total compensation for the Public Safety Dispatcher classification in 12 Bay Area cities (i.e., Alameda, Concord, Fremont, Hayward, Milpitas, Mountain View, Palo Alto, Richmond, San Jose, San Leandro, San Mateo and Santa Clara). The survey formula provides that Sunnyvale Public Safety Dispatchers will receive 5% above the survey total compensation average. The survey is conducted during the first 15 days of January annually, and the salary adjustments are effective the first full pay period following Council approval each year during the term of the MOU.

Based on the COA MOU requirements, and the 2020 compensation survey results (see Attachment 1), it is recommended that the Schedule of Pay of the Salary Resolution be amended to adopt new pay rates for Pay Plan Category A reflecting an increase of 3.49%, effective March 8, 2020.

FISCAL IMPACT

The FY 2019/20 Budget includes assumptions on increases in total compensation, which include salaries, benefits, and retirement. Adjustments in salary also affect salary related benefits, including retirement. The impact of the survey results and recommended increase are within the assumptions used in the FY 2019/20 Budget.

PUBLIC CONTACT

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall, at the Sunnyvale Senior Center, Community Center and Department of Public Safety; and by making the agenda and report available at the Sunnyvale Public Library, the Office of the City Clerk and on the City's website.

RECOMMENDATION

Adopt a Resolution Amending the City's Salary Resolution and Schedule of Pay to Increase Salaries for Pay Plan Category A (Communication Officers Association) Effective March 8, 2020.

Prepared by: Winta Berhane, Principal Human Resources Analyst
Reviewed by: Tina Murphy, Director, Department of Human Resources
Reviewed by: Teri Silva, Assistant City Manager
Approved by: Kent Steffens, City Manager

ATTACHMENTS

1. January 2020 Total Compensation Survey
2. Resolution Amending the Pay Schedule to Reflect Salary Increases for Pay Plan Category A (Employees Represented by the Communication Officers Association (COA))