



City of Sunnyvale

Agenda Item-No Attachments (PDF)

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REPORT TO COUNCIL

SUBJECT

Amend the Schedule of Pay in the Salary Resolution to provide Salary Increases, effective retroactive to July 5, 2015, for Pay Plan Category C (Classified Public Safety Officers and Lieutenants) and Pay Plan Category D/E (Public Safety Captains and Public Safety Deputy Chiefs) pursuant to the City's current MOUs with the PSOA and PSMA

BACKGROUND

The 2006-2015 Memorandum of Understanding (MOU) with the Public Safety Officers' Association (PSOA), which represents Public Safety Officers and Public Safety Lieutenants, provides for annual salary adjustments based on market survey data of total compensation for comparable positions in 12 Bay Area cities at the rate of eleven percent (11%) above the survey average of the top eight agencies.

The July 1, 2013 through June 30, 2015 MOU with the Public Safety Managers' Association (PSMA) states that Public Safety Captains and Public Safety Deputy Chiefs are to receive the same percentage of salary increase as the Public Safety Lieutenant classification.

EXISTING POLICY

The proposed increases are in accordance with the provisions of the MOUs between the City of Sunnyvale and the PSOA and PSMA.

The MOU between the City and the PSOA expired on June 30, 2015. However, the MOU states, "In the event a successor agreement is not reached by June 30, 2015, the following July 2015 increase generated by the formula, if any, will be implemented." The MOU between the City of Sunnyvale and the PSMA also expired on June 30, 2015, but PSMA is entitled to an increase because the MOU specifically provides that all terms will "continue in effect until the parties reach agreement on a successor Agreement or the City Council takes action to modify the wages, hours, and terms and conditions of employment provided hereunder."

ENVIRONMENTAL REVIEW

N/A

DISCUSSION

For several years, MOUs between the City and its Public Safety associations have a wage formula based upon an annual market survey of total compensation for 12 Bay Area cities. The formula provides for total compensation for Sunnyvale sworn classifications to be 11 percent above the survey average of the top eight surveyed agencies. .

Based on the results of this year's survey, it is recommended that the Pay Plan Category C and D/E

of the Schedule of Pay of the Salary Resolution be amended pursuant to the City's current MOUs with the PSOA and PSMA to reflect the new pay rates for the following classifications, increased by the indicated percentages, effective retroactive to July 5, 2015:

- 3.18 percent Public Safety Officer II,
- 3.23 percent Public Safety Lieutenant,
- 3.23 percent for Public Safety Captains and Public Safety Deputy Chiefs.

Pursuant to the Salary Resolution, the classification of Public Safety Officer-in-Training is set at 10 percent below Public Safety Officer II. The classification of Public Safety Officer I is set at 5 percent above Public Safety Officer-in-Training.

FISCAL IMPACT

The FY 2015/16 Department of Public Safety Budget has \$60 million in salaries and benefits for all sworn personnel, which includes an assumed 3% increase in salaries. The incremental impact of the additional amounts over 3% is approximately \$91,000 in the first year, with an impact of approximately \$2.5 million over twenty years.

DPS continues to be understaffed as they work to recruit new Public Safety Officers to fill staffing shortages. As part of the Council action to accelerate recruitment funding in December of 2014, it was anticipated that the Department would end FY 2014/15 and FY 2015/16 year with at least \$1 million in savings. For FY 2014/15, the Department ended more than \$1 million under budget. Therefore, the incremental increase in salaries resulting from the survey can be absorbed without modification to the budget. The ongoing impact will be incorporated into the FY 2016/17 long term financial plan.

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 to Amend the Schedule of Pay for Pay Plan Categories C (Classified Public Safety Officers and Lieutenants) and D/E (Public Safety Captains and Public Safety Deputy Chiefs) pursuant to the City's current MOUs with the PSOA and PSMA.

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Reviewed by: Grace K. Leung, Director of Finance

Reviewed by: Kent Steffens, Assistant City Manager

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. 10/15/15 PSOA Total Compensation Survey - Public Safety Officer
2. 10/15/15 PSOA Total Compensation Survey - Public Safety Lieutenant
3. Excerpt of Salary Table for Affected PSOA and PSMA Classifications

4. Resolution Amending the Pay Schedule to Reflect Salary Increases for Pay Plan Categories C (Public Safety Officers, Lieutenants) and D/E (Public Safety Captains and Public Safety Deputy Chiefs)