



City of Sunnyvale

Agenda Item-No Attachments (PDF)

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REPORT TO COUNCIL

SUBJECT

Adopt a Resolution to Amend the Salary Table of the City's Salary Resolution to Implement a 7% Wage Increase for the Classification of Casual Crossing Guard

BACKGROUND

On December 15, 2015, the City Council was presented with a number of policy options to address concerns related to the City's Crossing Guard Program. At that meeting, the City Council directed staff to amend the Salary Table of the City's Salary Resolution to provide for a 7% wage increase for the classification of Casual Crossing Guard. In addition, the City Council directed that staff evaluate the policy option to contract out this service and continue with robust recruitment efforts.

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.

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

On December 15, 2015, the City Council directed staff to amend the Salary Table of the City's Salary Resolution to provide for a 7% wage increase to the classification of Casual Crossing Guard. If this action is approved by Council, all 36 current Casual Crossing Guard incumbents will receive a 7% wage increase effective February 14, 2016, the first full pay period following Council approval. Any incumbent employee not at step 5 will continue to move through the salary table to the next step in the range in accordance with our current practice as outlined in the Salary Resolution. The attached salary table reflects the new rates for each step in the range.

FISCAL IMPACT

The fiscal impact of a 7% wage increase for the classification of Casual Crossing Guard would be approximately \$17,000 per year. The impact for the remainder of the year can be absorbed in the Department of Public Safety operating budget. The ongoing cost can be absorbed by the General Fund and will be incorporated into the FY 2016/17 Recommended Budget.

Funding Source

The Crossing Guard Program is funded by the General Fund.

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 to amend the Salary Table of the City's Salary Resolution revising the pay schedule for Pay Plan Category I to implement a 7% Wage Increase for the Classification of Casual Crossing Guard.

Prepared by: Doug Baker, Human Resources Manager

Reviewed by: Teri Silva, Director of Human Resources

Reviewed by: Kent Steffens, Assistant City Manager

Approved by: Deanna J. Santana, City Manager

ATTACHMENT

1. Resolution Amending the Salary Schedule for Casual Crossing Guards