



# City of Sunnyvale

## Agenda Item-No Attachments (PDF)

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### REPORT TO COUNCIL

#### **SUBJECT**

Approve Memorandum of Understanding between the City of Sunnyvale and the Public Safety Managers Association 2015-2021 and Resolution to Amend the City's Salary Resolution to add Pay Plan Category M (Public Safety Captains and Public Safety Deputy Chiefs)

#### **BACKGROUND**

A Tentative Agreement has been reached between the City of Sunnyvale (City) and the Public Safety Managers Association (PSMA) on a successor Memorandum of Understanding (MOU). PSMA represents Public Safety Captains and Deputy Chiefs. This report recommends approval of the MOU, which, if approved by the City Council, will be in effect from July 1, 2015 through and including December 31, 2021.

The MOU between the City and PSMA expired on June 30, 2015. Negotiators for the City and PSMA began the meet and confer process in October 2016 and met five times in an effort to reach an agreement. A Tentative Agreement was reached on November 17, 2016, and on November 21, 2016, the City was notified that the PSMA membership ratified this agreement.

The Salary Resolution contains pay plan categories for unrepresented Classified Management (Category D) and members of the Sunnyvale Managers Association (Category E). There has not been a separate category for members of PSMA. The proposed amendment to the Salary Resolution adds Pay Plan Category M (Public Safety Captains and Public Safety Deputy Chiefs).

#### **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)(5) in that it is a governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

#### **DISCUSSION**

The significant provisions of the new MOU are as follows:

##### **Wages**

PSMA members will continue to receive the same salary increase or decrease as Public Safety Lieutenants. A minimum pay differential of 15 percent is established between Public Safety

Lieutenant with a Bachelor's Degree and Captain, and a minimum pay differential of 12 percent has been established between Public Safety Captain and Deputy Chief.

### **Paid Time Off (PTO)/Paid Medical Leave (PML)**

Employees are eligible to cash out 120 hours of PTO per year, increased from 80 hours. Employees will be required to use 120 hours of PTO before they are eligible to use Paid Medical Leave. Accrual tier added for 17+ to 25 years of service. This change is consistent with the changes agreed to with other labor associations.

### **Bereavement Leave**

Step-parents are added as eligible relationships for bereavement leave. Bereavement leave will have to be used within six months of the eligible incident. The City reserves the right to require proof of death. This change is consistent with the changes agreed to with other labor associations.

### **Deployment Overtime**

MOU language has been modified to meet reimbursement requirements for State and Federal mutual aid reimbursement.

### **Education Incentive**

Eligible employees shall receive 2.5% in addition to their base hourly rate for possession of a graduate degree from an accredited college or university. This provision is an incentive for management employees to obtain higher education that will also benefit the City of Sunnyvale.

### **Floating Holiday**

Floating Holiday increased from 20 hours to 30 hours, consistent with all other management employees.

### **Administrative Leave**

Administrative Leave increased from 40 hours to 50 hours, consistent with all other management employees.

### **Cash In-Lieu of Medical Coverage**

Update to new system and rates, and employees must waive all coverage to be eligible. This change is consistent with the changes agreed to with other labor associations.

### **Housekeeping Items**

General cleanup made to MOU to reflect current practices, including Human Resources' phone number, cafeteria plan, premium conversion, long term disability insurance and retirement.

### **FISCAL IMPACT**

There is no fiscal impact from salaries as there is no change in the base salaries, even with the establishment of a minimum differential as all safety salaries are projected to increase at the same pace and the differential is already in place. This fiscal year PSMA received a 1.34% salary adjustment, an amount that was below budget assumptions.

The changes to benefits are estimated to cost approximately \$42,000 per year above the current budget. With escalation the total twenty year impact is \$1.16 million. The impact is all in the General Fund and can be adjusted for and absorbed over the twenty-year 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.

## **ALTERNATIVES**

1. Authorize the City Manager to Execute the Memorandum of Understanding between the City of Sunnyvale and the Public Safety Managers Association, and adopt the Resolution to Amend the City's Salary Resolution to add Pay Plan Category M (Public Safety Captains and Public Safety Deputy Chiefs).
2. Do not authorize the City Manager to Execute the Memorandum of Understanding between the City of Sunnyvale and the Public Safety Managers Association and do not adopt the Resolution.

## **STAFF RECOMMENDATION**

Alternative 1: Authorize the City Manager to Execute the Memorandum of Understanding between the City of Sunnyvale and the Public Safety Managers Association, and adopt the Resolution to Amend the City's Salary Resolution to add Pay Plan Category M (Public Safety Captains and Public Safety Deputy Chiefs).

Prepared by: Anthony Giles, Human Resources Manager  
Reviewed by: Teri Silva, Director, Department of Human Resources  
Reviewed by: Walter C. Rossmann, Assistant City Manager  
Approved by: Deanna J. Santana, City Manager

## **ATTACHMENTS**

1. Memorandum of Understanding between the City of Sunnyvale and the Public Safety Managers Association (PSMA) 2015 - 2021 with no markup
2. Memorandum of Understanding between the City of Sunnyvale and the Public Safety Managers Association (PSMA) 2015 - 2021 - redlined version
3. Resolution Amending the City's Salary Resolution to add Pay Plan Category M (Public Safety Captains and Public Safety Deputy Chiefs)