

REPORT TO COUNCIL

SUBJECT

Amend the Schedule of Pay in the Salary Resolution to provide Salary Increases effective February 12, 2017, for Pay Plan Category A (Public Safety Dispatcher, Senior Public Safety Dispatcher, and Public Safety Dispatcher-In-Training) pursuant to the City's current Memorandum of Understanding (MOU) with the Communication Officers Association (COA)

BACKGROUND

The 2015-2017 Memorandum of Understanding (MOU) with the Communication Officers Association (COA), which represents Public Safety Dispatcher, Senior Public Safety Dispatcher, and Public Safety Dispatcher-In-Training, provides for a salary adjustment in 2017 based on market survey data of total compensation for comparable positions in 12 Bay Area cities at the rate of five percent (5%) above the survey average.

EXISTING POLICY

The proposed increases are in accordance with the provisions of the MOU between the City of Sunnyvale 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 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 between the City and the COA included a 3% general wage increase for 2015 and a 3.5% general wage increase for 2016. 2017 wages are to be determined by a wage formula based upon an annual market survey of total compensation for 12 Bay Area cities. The formula sets 2017 salaries at a rate of five percent (5%) above the survey average on total compensation for employees represented by COA.

Based on the MOU requirement and the results of the compensation survey for 2017, it is recommended that the Schedule of Pay of the Salary Resolution be amended to reflect the new pay rate for Pay Plan Category A (Public Safety Dispatcher), an increase of 3.92 percent, effective February 12, 2017.

Pursuant to the MOU, Step 3 of the classification of Public Safety Dispatcher-In-Training is set at five percent (5%) below Step 1 of Public Safety Dispatcher. Step 5 of the classification of Senior Public Safety Dispatcher is set at Fourteen and one-half percent (14.5%) above Step 5 of Public Safety Dispatcher.

Going forward, staff intends to place amendments to the Schedule of Pay for bargaining units on the Consent Agenda as long as the salary increases are consistent with Council approved Memoranda of Understanding for applicable bargaining units.

FISCAL IMPACT

The FY 2016/17 Budget assumes a 2% increase for employees in this unit. The proposed increase is 1.92% over the budget. The total additional cost of this impact is approximately \$46,000 per year. It also increases the base going forward, having a twenty-year impact of approximately \$1.1 million. All salaries for these employees are in the Department of Public Safety. The Department can absorb the current year impact and the budget will be adjusted accordingly going forward.

Funding Source

Salaries for the Communication Officers Association are 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.

ALTERNATIVES

1. Adopt a Resolution Amending the City's Salary Resolution to Amend the Schedule of Pay for Pay Plan Category A (Public Safety Dispatchers, Senior Public Safety Dispatchers, and Public Safety Dispatcher-In-Training) pursuant to the City's current MOU with the COA.
2. Do not adopt a Resolution Amending the City's Salary Resolution to Amend the Schedule of Pay for Pay Plan Category A (Public Safety Dispatcher, Senior Public Safety Dispatcher, and Public Safety Dispatcher-In-Training) pursuant to the City's current MOU with the COA.

STAFF RECOMMENDATION

Alternative 1: Adopt a Resolution Amending the City's Salary Resolution to Amend the Schedule of Pay for Pay Plan Category A (Public Safety Dispatcher, Senior Public Safety Dispatcher, and Public Safety Dispatcher-In-Training) pursuant to the City's current MOU with the COA.

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Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. 01/15/17 COA Total Compensation Survey
2. Excerpt of Salary Table for Affected COA Classifications
3. Resolution Amending the Pay Schedule to Reflect Salary Increases for Pay Plan Category A (Public Safety Dispatchers and Senior Public Safety Dispatchers)