



City of Sunnyvale

Agenda Item-No Attachments (PDF)

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REPORT TO COUNCIL

SUBJECT

Adopt a Resolution Amending the City's Salary Resolution and the Schedule of Pay to Increase Salaries for Pay Plan Category D/E (Public Safety Captains and Public Safety Deputy Chiefs)

BACKGROUND

The 2015-2021 Memorandum of Understanding (MOU) between the City of Sunnyvale and the Public Safety Managers Association (PSMA) provides that, "Members in the bargaining group will receive the same percentage of salary increase or decrease as the Public Safety Officers Association Lieutenant position." (MOU Section 12.2.). PSMA represents 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 current MOU with PSMA provides that, "Members in the bargaining group will receive the same percentage of salary increase or decrease as the Public Safety Officers Association Lieutenant position." Salary adjustments for PSOA are determined by a wage formula based upon an annual market survey of total compensation that is outlined in the PSOA MOU for 8 Bay Area cities. The survey is conducted during the first 15 days of May, and the salary adjustments are effective the first full pay period in July. Based on results of the compensation survey for 2017, Public Safety Lieutenants are scheduled to receive a salary increase of 3.61% effective the first full pay period of July 2017.

Based on the PSMA MOU language and the results of the PSOA compensation survey for the Lieutenant position (See Attachment 1), it is recommended that the Schedule of Pay of the Salary Resolution be amended to reflect the new pay rate, increased by 3.61%, for Pay Plan Category D/E (Public Safety Captains and Public Safety Deputy Chiefs) effective the first full pay period of July 2017.

FISCAL IMPACT

The FY 2017/18 Recommended 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 over the FY 2017/18 Recommended Budget is estimated to be approximately \$20,000 per year. The Department of Public Safety FY 2017/18 Recommended Budget is \$99.5 million. The one year impact of this adjustment can be absorbed within the department's budget. The total twenty-year impact is approximately \$585,000 and will be included in the FY 2018/19 Recommended 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.

STAFF RECOMMENDATION

Adopt a Resolution Amending the City's Salary Resolution and the Schedule of Pay to Increase Salaries for Pay Plan Category D/E (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. 05/15/2017 Total Compensation Survey - Public Safety Lieutenant
2. Excerpt of Salary Table Affecting PSMA Classifications
3. Resolution to Amend the City's Salary Resolution and the Schedule of Pay to Increase Salaries for Pay Plan Category D/E (Public Safety Captains and Public Safety Deputy Chiefs)