



City of Sunnyvale

Agenda Item-No Attachments (PDF)

File #: 19-0933, Version: 1

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 (Unrepresented Classified Management Employees) and Pay Plan Category K (Unrepresented Unclassified Management Employees Appointed Directly by the City Attorney)

BACKGROUND

Unrepresented management employees (pay plan categories D and K) are not organized and do not negotiate for any changes to their wages, hours, and/or other terms and conditions of employment. Instead, the City Manager makes recommendations to Council regarding such changes on behalf of these employee groups.

This report presents the opportunity to provide salary increases for unrepresented management employees (pay plan categories D and K) to achieve the goal of maintaining consistent benefits between represented and unrepresented employees, and also clean up language and amend some provisions of the Salary Resolution.

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

In order to stay consistent between represented and unrepresented employees, the amendments recommended by this report for unrepresented management employees (pay plan categories D and K) are as follows:

Salary

- Effective September 8, 2019: 3.0% across the board increase.
- Effective July 12, 2020: 4.0% across the board increase.
- Effective July 11, 2021: 3.0% across the board increase.
- Effective July 10, 2022: 3.0% across the board increase.

Salary Range

- Effective September 8, 2019: The maximum of the salary range will be increased by 2.5%. The range will be 85% to 102.5% of Control Point.
- Effective July 11, 2021: The maximum of the salary range will be increased by 2.5%. The range will be 85% to 105% of Control Point.

Paid Time Off (PTO)

Employees have the option to cash out up to 100 hours of PTO per year (increased from 80), if the employee maintains a balance of 120 hours.

Minor Updates for Clean-Up and Clarification

The amendments to the Salary Resolution contain some language clean-up and clarifications to reflect current practices.

FISCAL IMPACT

The FY 2019/20 Budget includes assumptions in total compensation, but did not fully account for the impact of the recommended action. The impact for FY 2019/20 is estimated to be approximately \$26,000. The one-year impact can be absorbed within the City's operating budget. The total twenty-year impact is approximately \$3.0 million and will be included in the FY 2020/21 Recommended Budget.

About 82% of this cost is borne by the General Fund with the remainder captured in the city's various other funds where operations are budgeted, primarily in the City's enterprise funds. The fiscal impact of the agreement on all funds can be absorbed in the current year and incorporated into the FY 2020/21 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.

ALTERNATIVES

1. Adopt a Resolution Amending Resolution 190-05, the City's Salary Resolution and the Schedule of Pay, to Increase Salaries for Pay Plan Category D (Unrepresented Classified Management Employees) and Pay Plan Category K (Unrepresented Unclassified Management Employees Appointed Directly by the City Attorney)
2. Do Not Adopt a Resolution Amending Resolution 190-05, the City's Salary Resolution and the Schedule of Pay, to Increase Salaries for Pay Plan Category D (Unrepresented Classified Management Employees) and Pay Plan Category K (Unrepresented Unclassified Management Employees Appointed Directly by the City Attorney)

STAFF RECOMMENDATION

Alternative 1: Adopt a Resolution Amending Resolution 190-05, the City's Salary Resolution and the Schedule of Pay, to Increase Salaries for Pay Plan Category D (Unrepresented Classified Management Employees) and Pay Plan Category K (Unrepresented Unclassified Management

Employees Appointed Directly by the City Attorney)

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Reviewed by: Tina Murphy, Director, Human Resources

Reviewed by: Teri Silva, Assistant City Manager

Approved by: Kent Steffens, City Manager

ATTACHMENTS

1. Resolution Amending Resolution 190-05, the City's Salary Resolution, by Amending the Pay Schedule and Benefits for Pay Plan Category D (Unrepresented Classified Management Employees) and Pay Plan Category K (Unrepresented Unclassified Management Employees Appointed Directly by the City Attorney)