



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 Schedule of Pay to Increase Salaries for Pay Plan Category A (Communication Officers Association).

BACKGROUND

The 2018-2021 Memorandum of Understanding (MOU) with the Communication Officers Association (COA), which represents Public Safety Dispatchers-in-Training, Public Safety Dispatchers and Senior Public Safety Dispatchers, provides for a salary adjustment in 2021 based on market survey data of total compensation for comparable positions.

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.

The proposed increases are in accordance with the provisions of the MOU between the City 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 with COA provides specific language (Article 15 - Wages, Section 15.4) to determine salary adjustments based upon an annual market survey of total compensation for Public Safety Dispatcher in 12 Bay Area cities (i.e., Alameda, Concord, Fremont, Hayward, Milpitas, Mountain View, Palo Alto, Richmond, San Jose, San Leandro, San Mateo and Santa Clara). The survey formula provides that Sunnyvale Public Safety Dispatchers will receive 5% above the survey total compensation average. The survey is conducted during the first 15 days of January, and the salary adjustments are effective the first full pay period following Council approval each year during the term of the MOU.

Based on the COA MOU requirements, and the 2021 compensation survey results (see Attachment 1), it is recommended that the Schedule of Pay of the Salary Resolution be amended to adopt new pay rates for Pay Plan Category A reflecting an increase of 4.49% effective the beginning of the next full pay period or March 7, 2021.

FISCAL IMPACT

The COA represents twenty budgeted positions. The FY 2020/21 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 survey results are greater than what was assumed in the FY 2020/21 Budget. The impact is anticipated to be approximately \$64,000 per year and \$1.6 million over twenty years. This will be included in the FY 2021/22 Recommended Budget.

PUBLIC CONTACT

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall, Sunnyvale Public Library and Department of Public Safety. In addition, the agenda and report are available at the Office of the City Clerk and on the City's website.

RECOMMENDATION

Adopt a Resolution Amending the City's Salary Resolution and Schedule of Pay to Increase Salaries for Pay Plan Category A (Communication Officers Association) Effective March 7, 2021.

Prepared by: Winta Berhane, Principal Human Resources Analyst

Reviewed by: Tina Murphy, Director, Human Resources

Reviewed by: Jaqui Guzmán, Deputy City Manager

Approved by: Kent Steffens, City Manager

ATTACHMENTS

1. January 2021 COA Total Compensation Survey
2. Resolution Amending the Pay Schedule to Reflect Salary Increases for Pay Plan Category A (Communication Officers Association (COA))