



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 C (Public Safety Officers' Association) and Pay Plan Category M (Public Safety Managers' Association) Effective July 11, 2021

BACKGROUND

The 2021-2024 Memorandum of Understanding (MOU) with the Public Safety Officers' Association (PSOA) provides for a salary adjustment effective the first full pay period in July of each year based on market survey data of total compensation for comparable positions in eight Bay Area cities at the rate of 11% above the survey average. PSOA represents Public Safety Officers-in-Training, Public Safety Officers, and Public Safety Lieutenants.

The 2015-2021 MOU with 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.

The proposed increases are in accordance with the provisions of the MOUs between the City and the PSOA, and the City and PSMA.

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 PSOA provides specific language (Article 10- Wages) to determine salary adjustments based upon an annual market survey of total compensation for eight Bay Area cities (Alameda, Fremont, Hayward, Milpitas, Mountain View, Richmond, San Leandro, and Santa Clara). The survey formula provides a rate set at 11% above the survey average on total compensation. The survey is conducted during the first 15 days of May, and the salary adjustments are effective the first full pay period in July.

Pursuant to the PSOA MOU, the classification of Public Safety Officer-in-Training is set at 10% below Public Safety Officer 2. The classification of Public Safety Officer 1 is set at 5% above Public Safety Officer-in-Training.

Based on the PSOA and PSMA MOU requirements, and the 2021 compensation survey results (see Attachments 1 and 2), it is recommended that the Schedule of Pay of the Salary Resolution be amended to reflect the new pay rates, increased by the indicated percentages for the following classifications effective July 11, 2021.

Public Safety Officer 2: 3.42%
Public Safety Lieutenant: 3.38%
Public Safety Captain: 3.38%
Public Safety Deputy Chief: 3.38%

As these terms and conditions have been negotiated with both PSOA and PSMA, and the City Council approved the MOUs, this action is recommended to remain compliant with the agreements.

FISCAL IMPACT

The FY 2021/22 Recommended Budget includes assumptions on total compensation increases, including salaries, benefits, and retirement. Salary adjustments also affect salary-related benefits, including retirement. The impact of the survey results and recommended increases are slightly higher than what was budgeted in FY 2021/22 Budget. The impact for FY 2021/22 is estimated to be approximately \$191,000. The one-year impact can be absorbed with the City's operating budget. The total twenty-year impact is approximately \$5.1 million and will be addressed in the FY 2022/23 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 the Schedule of Pay to Increase Salaries for Pay Plan Category C (Public Safety Officers Association) and Pay Plan Category M (Public Safety Managers Association) Effective July 11, 2021.

Prepared by: Tina Murphy, Director, Human Resources
Reviewed by: Jaqui Guzmán, Deputy City Manager
Approved by: Kent Steffens, City Manager

ATTACHMENTS

1. 5/15/2021 PSOA Total Compensation Survey- Public Safety Officer
2. 5/15/2021 PSOA Total Compensation Survey- Public Safety Lieutenant
3. Resolution Amending the Salary Resolution and Schedule of Pay to Increase Salaries for Pay Plan Category C (Public Safety Officers' Association) and Pay Plan Category M (Public Safety Managers' Association).