

DRAFT 9/19/2025 MCT

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING THE CITY'S CLASSIFICATION PLAN TO ADD EIGHT NEW CLASSIFICATIONS AND CHANGE THE TITLES OF SIXTEEN MANAGEMENT CLASSIFICATIONS, AND MAKE CORRESPONDING CHANGES TO THE SALARY RESOLUTION AND PAY SCHEDULE (RESO. NO. 1151-22)

WHEREAS, the City's Human Resources Department commissioned a classification and compensation study for certain management positions and has recommended title changes and addition of certain classifications to implement the study results; and

WHEREAS, the City's Human Resources Department studied other positions and recommended certain changes to address operational needs; and

WHEREAS, the City Council has considered the recommendation and wishes to approve changes to the Classification Plan and make corresponding updates to the pay schedule of the City's Salary Resolution.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUNNYVALE THAT:

1. The City Council hereby approves amendments to the Classification Plan to add the following classifications:
 - a. Engineering Manager (0377)
 - b. Principal Assistant City Attorney (0016);
 - c. Business Systems Analyst-Confidential (4003);
 - d. Engineer 1 (1402);
 - e. Engineer 2 (1403);
 - f. Civil Engineer-ESD (1401);
 - g. Senior Engineer-ESD (0378); and
 - h. Traffic Engineer, Part-Time (8950).
2. The City Council hereby approves amendments to the Classification Plan to change the titles of the following classifications:
 - a. "Accounting Manager" to "Accounting Division Manager" (0365)
 - b. "Budget Manager" to "Budget Division Manager" (0364)
 - c. "Homeless Services Manager" to "Human Services Manager" (0343)
 - d. "Laboratory/Pretreatment Manager" to "Laboratory Manager" (0390)
 - e. "Senior Workforce Development Manager" to "Workforce Development Manager" (0211)

- f. “Superintendent of Libraries” to “Deputy Director of LRS - Library Services” (0219)
- g. “Superintendent of Parks and Golf” to “Deputy Director of DPW - Parks, Golf, and Urban Landscape” (0222)
- h. “Superintendent of Public Works Operations” to “Deputy Director of DPW - Public Works Operations” (0270)
- i. “Superintendent of Recreation Services” to “Deputy Director of LRS - Recreation Services” (0216)
- j. “Supervising Librarian” to “Library Services Manager” (0310)
- k. “Utility Billing Manager” to “Utility Billing Division Manager” (0315)
- l. “Water and Sewer Systems Division Manager” to “Deputy Director of ESD – Water Distribution/Sewer Collection” (0201)
- m. “Water Pollution Control Maintenance Manager” to “Wastewater Treatment Facilities and Maintenance Manager” (0395)
- n. “Water Pollution Control Operations Manager” to “Wastewater Treatment Plant Operations Manager” (0396)
- o. “Water Pollution Control Plant Division Manager” to “Deputy Director of Environmental Services - Wastewater Treatment” (0295)
- p. “Youth and Family Resource Manager” to “Recreation Services Manager” (0284)
3. Resolution No. 1151-22, the City’s Salary Resolution, is hereby amended by adding and amending the classification titles and pay rates as set forth in Exhibit “A,” attached and incorporated by reference, to implement the changes described in this Resolution on the effective dates set forth in Exhibit “A”.
4. All other provisions of Resolution No. 1151-22, and the Classification Plan, Resolution No. 143-77, shall remain in full force and effect.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on _____, 2025, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:
RECUSAL:

ATTEST:

APPROVED:

DAVID CARNAHAN
City Clerk
(SEAL)

LARRY KLEIN
Mayor

APPROVED AS TO FORM:

REBECCA L. MOON
City Attorney

EXHIBIT A

Regular			Job Title	Range / Scale	Hourly Pay Rates						Annual Range		Effective Date
Job Code	Unit	Pay Cat.			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Maximum	
0016	Mgmt-OCA	K	Principal Assistant City Attorney	21K							234,067	292,583	10/12/25
4003	SEA	B	Business Systems Analyst-Confidential	720	52.5688	55.1972	57.9571	60.8550	63.8978	67.0927	109,343	139,553	10/12/25
1402	SEA	B	Engineer 1	117	50.1067	52.6120	55.2426	58.0047	60.9049	63.9501	104,222	133,016	10/12/25
1403	SEA	B	Engineer 2	660	55.0243	57.7755	60.6643	63.6975	66.8824	70.2265	114,451	146,071	10/12/25
1401	SEA	B	Civil Engineer-ESD	116	59.9409	62.9379	66.0848	69.3890	72.8584	76.5013	124,677	159,123	10/12/25
0378	Mgmt-SMA	E	Senior Engineer-ESD	26							153,784	192,230	10/12/25
0365	Mgmt-SMA	E	Accounting Manager	32							168,581	210,726	7/6/25
0365	Mgmt-SMA	E	Accounting Division Manager	32							168,581	210,726	10/12/25
0364	Mgmt-SMA	E	Budget Manager	32							168,581	210,726	7/6/25
0364	Mgmt-SMA	E	Budget Division Manager	32							168,581	210,726	10/12/25
0343	Mgmt-SMA	E	Homeless Services Manager	26							153,784	192,230	7/6/25
0343	Mgmt-SMA	E	Human Services Manager	26							153,784	192,230	10/12/25
0390	Mgmt-SMA	E	Laboratory/Pretreatment Manager	18							148,739	185,923	7/6/25
0390	Mgmt-SMA	E	Laboratory Manager	18							148,739	185,923	10/12/25
0244	Mgmt-SMA	E	Senior Manager of Workforce Development (Grant Funded)	49							160,371	200,463	7/6/25
0211	Mgmt-SMA	E	Workforce Development Manager (Grant Funded)	19							160,371	200,463	10/12/25
0219	Mgmt-SMA	E	Superintendent of Libraries	20							179,614	224,518	7/6/25
0219	Mgmt-SMA	E	Deputy Director of LRS - Library Services	20							179,614	224,518	10/12/25
0222	Mgmt-SMA	E	Superintendent of Parks & Golf	20							179,614	224,518	7/6/25
0222	Mgmt-SMA	E	Deputy Director of DPW - Parks, Golf and Urban Landscape	20							179,614	224,518	10/12/25
0270	Mgmt-SMA	E	Superintendent of Public Works Operations	20							179,614	224,518	7/6/25
0270	Mgmt-SMA	E	Deputy Director of DPW - Public Works Operations	20							179,614	224,518	10/12/25
0216	Mgmt-SMA	E	Superintendent of Recreation Services	20							179,614	224,518	7/6/25
0216	Mgmt-SMA	E	Deputy Director of LRS - Recreation Services	20							179,614	224,518	10/12/25
0310	Mgmt-SMA	E	Supervising Librarian	17							132,526	165,658	7/6/25
0310	Mgmt-SMA	E	Library Services Manager	17							132,526	165,658	10/12/25
0315	Mgmt-SMA	E	Utility Billing Manager	49							160,371	200,463	7/6/25
0315	Mgmt-SMA	E	Utility Billing Division Manager	19							160,371	200,463	10/12/25

0204	Mgmt-SMA	E	Water & Sewer Systems Division Manager	20							179,614	224,518	7/6/25
0201	Mgmt-SMA	E	Deputy Director of ESD - Water Distribution / Sewer Collection	20							179,614	224,518	10/12/25
0395	Mgmt-SMA	E	Water Pollution Control Maintenance Manager	18							148,739	185,923	7/6/25
0395	Mgmt-SMA	E	Wastewater Treatment Facilities and Maintenance Manager	18							148,739	185,923	10/12/25
0396	Mgmt-SMA	E	Water Pollution Control Operations Manager	20							179,614	224,518	7/6/25
0396	Mgmt-SMA	E	Wastewater Treatment Plant Operations Manager	20							179,614	224,518	10/12/25
0295	Mgmt-SMA	E	Water Pollution Control Plant Division Manager	20W							188,595	235,744	7/6/25
0295	Mgmt-SMA	E	Deputy Director of ESD - Wastewater Treatment	20W							188,595	235,744	10/12/25
0284	Mgmt-SMA	E	Youth & Family Resources Manager	18							148,739	185,923	7/6/25
0284	Mgmt-SMA	E	Recreation Services Manager	17							132,526	165,658	10/12/25
0377	Mgmt-SMA	E	Engineering Manager	26							153,784	192,230	10/12/25
8950	SEIU	B	Traffic Engineer, Part-Time	8950	59.9409	62.9379	66.0848	69.3890	72.8584	76.5013	124,677	159,123	10/12/25