

RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING RESOLUTION NOS. 143-77 AND 190-05, TO (1) UPDATE PAY RATES FOR CASUAL EMPLOYEE CLASSIFICATIONS TO REFLECT THE JANUARY 1, 2020 SUNNYVALE MINIMUM WAGE, AND THE CITY COUNCIL STIPEND AMOUNT; (2) IMPLEMENT MINOR ADMINISTRATIVE CHANGES TO THE SALARY RESOLUTION AND SCHEDULE OF PAY; (3) ADD A NEW SYSTEM CODE TO THE CASUAL INTERN CLASSIFICATION TO ALLOW FOR SEASONAL INTERNS; (4) ADD A NEW CLASSIFICATION OF MANAGEMENT FELLOW**

WHEREAS, CalPERS requires a publicly available pay schedule (2 C.C.R. Section 570.5), which the City of Sunnyvale includes as the Schedule of Pay attached to the City's Salary Resolution; and

WHEREAS, the City's local minimum wage ordinance provides that minimum wage in the City will increase to \$16.05 on January 1, 2020, and this increase requires an update to the rates of pay for certain City casual employee classifications; and

WHEREAS, City Charter Section 603 provides for annual cost of living adjustments on January 1<sup>st</sup> to the stipends for the Mayor and City Council members based on the CPI-U; and

WHEREAS, City staff further recommends minor administrative edits to the salary resolution and schedule of pay; and

WHEREAS, Human Resources staff also recommends adding a new job classifications of Management Fellow to the City's Classification Plan, adding a new system code for Casual Intern to allow seasonal interns, and updating the Casual NOVA Youth Worker Classification to add a fourth pay step.

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 of the Civil Service as follows:
  - a. Create the classification of Management Fellow (1103) with a pay range of \$75,326.00 (Min. range/ Step 1) to \$96,137.00 (Max. range/ Step 6) annually.
2. Except as herein modified, the Classification Plan, Resolution No. 143-77, as amended, shall remain in full force and effect.

3. Resolution No. 190-05 is hereby amended by amending the Salary Resolution and Schedule of Pay as set forth in Exhibit "A" attached and incorporated by reference.
4. All other provisions of Resolution No. 190-05 shall remain in full force and effect.
5. The Salary Resolution amendments noted above shall be effective the pay period including January 1, 2020.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on \_\_\_\_\_, 2019, by the following vote:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:  
RECUSAL:

ATTEST:

APPROVED:

\_\_\_\_\_  
DAVID CARNAHAN  
City Clerk  
(SEAL)

\_\_\_\_\_  
LARRY KLEIN  
Mayor

APPROVED AS TO FORM:

\_\_\_\_\_  
MELISSA C. TRONQUET  
Assistant City Attorney

City of Sunnyvale  
Salary Table

Section 1: [Regular Classifications](#)

Section 2: [Casual/Seasonal Classifications](#)

Section 3: [Council Members](#)

**Current revision:** December 10, 2019

**Regular/Part Time Classifications - Revisions since 2011:** 10/2/2011, 11/21/2011, 3/29/2012, 5/15/2012, 8/27/2012, 10/2/2012, 12/26/2012, 2/6/2013, 3/3/2013, 6/3/2013, 7/7/2013, 9/30/2013, 12/4/2013, 12/22/2013, 2/25/2014, 7/6/2014, 8/17/2014, 8/31/2014, 12/7/2014, 12/9/2014, 7/5/2015, 9/27/2015, 12/1/2015, 12/15/2015, 1/03/2016, 7/03/2016, 8/24/2016, 9/25/2016, 2/12/2017, 3/12/2017, 7/2/2017, 7/16/2017, 9/10/2017, 9/12/2017, 2/11/2018, 3/11/2018, 4/22/2018, 6/17/2018, 7/1/2018, 7/15/2018, 8/26/2018, 9/23/2018, 12/18/2018, 1/1/2019, 2/10/2019, 3/10/2019, 5/30/2019, 7/14/2019, 7/28/2019, 8/11/2019, 9/8/2019, 9/22/2019, 12/10/2019

**Casual/Temporary Classifications - Revisions since 2011:** 1/20/2013, 3/29/2012, 4/27/2014, 6/22/2014, 12/21/2014, 5/10/2015, 2/14/2016, 4/5/2016, 7/1/2016, 1/1/2017, 1/1/2018, 1/1/2019, 12/10/2019, 12/29/2019

**City Council - Revisions since 2011:** 1/1/2012, 1/1/2013, 1/1/2014, 1/1/2015, 1/1/2016, 1/1/2017, 1/1/2018, 1/1/2019, 1/1/2020

**City of Sunnyvale**  
**Salary Table - Regular Classifications**

Job Code	Job Title	Unit	Pay Cat.	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum	
1000	Accountant	SEA	B	101	39.8973	41.8920	43.9866	46.1861	48.4953	50.9200	82,986	N/A	105,914	7/28/19
6800	Accounting Technician	SEA	B	646	30.6343	32.1660	33.7745	35.4631	37.2362	39.0980	63,719	N/A	81,324	7/28/19
1100	Administrative Aide	SEA	B	104	36.2142	38.0250	39.9261	41.9225	44.0186	46.2196	75,326	N/A	96,137	7/28/19
8500	Administrative Aide, Part-time	SEIU	L	8500	36.2142	38.0250	39.9261	41.9225	44.0186	46.2196	75,326	N/A	96,137	7/28/19
1101	Administrative Aide-Confidential	CONF	G	640	36.2142	38.0250	39.9261	41.9225	44.0186	46.2196	75,326	N/A	96,137	7/28/19
1102	Administrative Aide-Employment Development	SEA	B	104	36.2142	38.0250	39.9261	41.9225	44.0186	46.2196	75,326	N/A	96,137	7/28/19
1250	Administrative Analyst	SEA	B	630	37.8545	39.7473	41.7348	43.8214	46.0125	48.3131	78,737	N/A	100,491	7/28/19
8601	Administrative Analyst, Part-time	SEIU	L	8601	37.8545	39.7473	41.7348	43.8214	46.0125	48.3131	78,737	N/A	100,491	7/28/19
0305	Administrative Librarian	Mgmt-SMA	E	19							127,685	150,218	153,973	9/8/19
6000	Administrative Secretary	CONF	G	105	32.5294	34.1560	35.8638	37.6568	39.5398	41.5167	67,661	N/A	86,355	7/28/19
0309	Administrative Services Manager	Mgmt-SMA	E	17							105,516	124,137	127,240	9/8/19
0217	Affordable Housing Manager	Mgmt-SMA	E	18							118,423	139,322	142,805	9/8/19
2170	Animal Control Officer	SEA	B	106	35.1592	36.9171	38.7629	40.7010	42.7361	44.8728	73,131	N/A	93,335	7/28/19
0013	Assistant City Attorney	Mgmt-OCA	K	19K							142,883	168,097	172,299	9/8/2019
0206	Assistant City Engineer	Mgmt-SMA	E	19MA							135,416	159,313	163,296	9/8/19
0110	Assistant City Manager	Mgmt-DIR	F	25							276,979	332,375	332,375	9/22/19
0400	Assistant Director of Community Development	Mgmt-SMA	E	21							160,169	188,434	193,145	9/8/19
0259	Assistant Director of Finance	Mgmt-CONF	D	30CONF							160,169	188,434	193,145	9/8/19
0205	Assistant Director of Public Works/City Engineer	Mgmt-SMA	E	21							160,169	188,434	193,145	9/8/19
5015	Assistant Golf Professional	SEA	B	665	21.7701	22.8587	24.0016	25.2017	26.4618	27.7848	45,282	N/A	57,792	7/28/19
1251	Assistant Planner	SEA	B	126	36.4740	38.2978	40.2126	42.2233	44.3343	46.5512	75,866	N/A	96,826	7/28/19
0320	Assistant to the City Manager	Mgmt-CONF	D	20CONF							142,883	168,097	172,299	9/8/19
1200	Associate Planner	SEA	B	107	43.8814	46.0756	48.3796	50.7985	53.3384	56.0052	91,273	N/A	116,491	7/28/19
1205	Automotive Shop Attendant	SEA	B	669 670	17.7530	18.6406	19.5726	20.5511	21.5788	22.6579	36,926	N/A	47,128	7/28/19
8900	Automotive Shop Attendant, Part-time	SEIU	L	8900 8150	17.7530	18.6406	19.5726	20.5511	21.5788	22.6579	36,926	N/A	47,128	7/28/19
0367	Budget Analyst 1	Mgmt-SMA	E	16							97,707	114,949	117,823	9/8/19
0368	Budget Analyst 2	Mgmt-SMA	E	17							105,516	124,137	127,240	9/8/19
0364	Budget Manager	Mgmt-SMA	E	32							140,759	165,597	169,737	9/8/19
4001	Building Inspector 1	SEA	B	702	38.4587	40.3815	42.4008	44.5209	46.7471	49.0845	79,994	N/A	102,096	7/28/19
4000	Building Inspector 2	SEA	B	111	42.4008	44.5209	46.7471	49.0845	51.5386	54.1157	88,194	N/A	112,561	7/28/19
8303	Building Services Worker, Part-time	SEIU	L	8303	29.5682	31.0466	32.5990	34.2289	35.9403	37.7375	61,502	N/A	78,494	7/28/19
2501	Business Liaison	SEA	B	124	33.3205	34.9865	36.7358	38.5727	40.5013	42.5265	69,307	N/A	88,455	7/28/19
8700	Business Liaison, Part-time	SEIU	L	8700 8701	33.3205	34.9865	36.7358	38.5727	40.5013	42.5265	69,307	N/A	88,455	7/28/19
0209	Business Operations Manager	Mgmt-SMA	E	19							127,685	150,218	153,973	9/8/19
6750	Buyer 1	SEA	B	145	35.1656	36.9240	38.7702	40.7086	42.7439	44.8812	73,144	N/A	93,353	7/28/19
2000	Buyer 2	SEA	B	112	39.5965	41.5764	43.6551	45.8378	48.1296	50.5363	82,361	N/A	105,116	7/28/19
2500	Career Advisor	SEA	B	124	33.3205	34.9865	36.7358	38.5727	40.5013	42.5265	69,307	N/A	88,455	7/28/19
8701	Career Advisor, Part-time	SEIU	L	8701	33.3205	34.9865	36.7358	38.5727	40.5013	42.5265	69,307	N/A	88,455	7/28/19
0210	Chief Building Official	Mgmt-SMA	E	20							143,007	168,243	172,449	9/8/19
0190	Chief Information Officer	Mgmt-DIR	F	31							247,303	296,764	296,764	9/22/19
0011	City Attorney	n/a	n/a	301							264,690	264,690	264,690	7/28/19
0203	City Clerk	Mgmt-CONF	D	18CONF 19CONF							127,575	150,087	153,839	9/8/19
0010	City Manager	n/a	n/a	300							302,041	362,449	362,449	1/1/19
0388	City Property Administrator	Mgmt-SMA	E	19							127,685	150,218	153,973	9/8/19
1400	Civil Engineer	SEA	B	116	47.8438	50.2361	52.7480	55.3854	58.1547	61.0625	99,515	N/A	127,010	7/28/19
0371	Civilian Assistant Fire Marshal	Mgmt-SMA	E	33							139,278	163,855	167,951	9/8/19

**City of Sunnyvale**  
**Salary Table - Regular Classifications**

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					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum		
0369	Civilian Fire Marshal	Mgmt-SMA	E	21								160,169	188,434	193,145	9/8/19
6805	Collections Specialist	SEA	B	646	30.6343	32.1660	33.7745	35.4631	37.2362	39.0980		63,719	N/A	81,324	7/28/19
0316	Communications Officer	Mgmt-SMA	E	18								118,423	139,322	142,805	9/8/19
0342	Community Resources Manager	Mgmt-SMA	E	18								118,423	139,322	142,805	9/8/19
2351	Community Services Coordinator 1	SEA	B	164	33.8240	35.5154	37.2911	39.1555	41.1132	43.1689		70,354	N/A	89,791	7/28/19
2300	Community Services Coordinator 2	SEA	B	628	39.1558	41.1135	43.1693	45.3278	47.5940	49.9740		81,444	N/A	103,946	7/28/19
0213	Community Services Manager	Mgmt-SMA	E	17								105,516	124,137	127,240	9/8/19
2150	Community Services Officer	SEA	B	106	35.1592	36.9171	38.7629	40.7010	42.7361	44.8728		73,131	N/A	93,335	7/28/19
8702	Computer Systems Specialist, Part-time	SEIU	L	8702	37.6792	39.5631	41.5412	43.6184	45.7994	48.0893		78,373	N/A	100,026	7/28/19
5753	Cross Connection Control Specialist	SEA	B	186	36.7078	38.5431	40.4701	42.4939	44.6186	46.8496		76,352	N/A	97,447	7/28/19
8301	Custodian, Part-time	SEIU	L	<del>8304</del> 8150	17.7530	18.6406	19.5726	20.5511	21.5788	22.6579		36,926	N/A	47,128	7/28/19
6675	Customer Service Representative	SEA	B	<del>648</del> 172	30.3068	31.8222	33.4134	35.0841	36.8382	38.6800		63,038	N/A	80,454	7/28/19
0341	Deputy Chief Public Safety	Mgmt-PSMA	M	20PS								199,108	234,244	234,244	7/14/19
0341	Deputy Chief Public Safety (Graduate Degree)	Mgmt-PSMA	M	20PSG								204,085	240,100	240,100	7/14/19
0014	Deputy City Attorney	Mgmt-OCA	K	17K								115,977	136,443	139,854	9/8/2019
2460	Deputy City Clerk	SEA	B	637	37.8545	39.7473	41.7348	43.8214	46.0125	48.3131		78,737	N/A	100,491	7/28/19
0113	Deputy City Manager	Mgmt-DIR	F	30								224,821	269,785	269,785	9/22/19
0120	Director of Community Development	Mgmt-DIR	F	31								247,303	296,764	296,764	9/22/19
0140	Director of Employment Development	Mgmt-DIR	F	22ED1								161,605	193,925	193,925	9/10/17
0185	Director of Environmental Services	Mgmt-DIR	F	31								247,303	296,764	296,764	9/22/19
0130	Director of Finance	Mgmt-DIR	F	31								247,303	296,764	296,764	9/22/19
0145	Director of Human Resources	Mgmt-DIR	F	31								247,303	296,764	296,764	9/22/19
0155	Director of Library & Community Services	Mgmt-DIR	F	31								247,303	296,764	296,764	9/22/19
0170	Director of Public Safety	Mgmt-DIR	F	24PS								268,912	322,694	322,694	9/22/19
0180	Director of Public Works	Mgmt-DIR	F	31								247,303	296,764	296,764	9/22/19
0260	Economic Development Manager	Mgmt-SMA	E	19								127,685	150,218	153,973	9/8/19
2160	Emergency Management Coordinator	SEA	B	106	35.1592	36.9171	38.7629	40.7010	42.7361	44.8728		73,131	N/A	93,335	7/28/19
2480	Emergency Medical Services Coordinator	SEA	B	674	46.2643	48.5774	51.0064	53.5566	56.2344	59.0461		96,230	N/A	122,816	7/28/19
8110	Emergency Medical Services Specialist 1, Part-time	SEIU	L	8110	40.2223	42.2336	44.3452	46.5625	48.8906	51.3351		83,662	N/A	106,777	7/28/19
8120	Emergency Medical Services Specialist 2, Part-time	SEIU	L	8120	46.2643	48.5774	51.0064	53.5566	56.2344	59.0461		96,230	N/A	122,816	7/28/19
2650	Employment Development Information Systems Analyst	SEA	B	108	40.5300	42.5569	44.6845	46.9188	49.2648	51.7281		84,302	N/A	107,594	7/28/19
0301	Employment Training Manager	Mgmt-SMA	E	17								105,516	124,137	127,240	9/8/19
1160	Employment Training Program Coordinator	SEA	B	611	36.3366	38.1532	40.0610	42.0640	44.1673	46.3757		75,580	N/A	96,461	7/28/19
8100	Employment Training Program Coordinator, Part-time	SEIU	L	8100	36.3366	38.1532	40.0610	42.0640	44.1673	46.3757		75,580	N/A	96,461	7/28/19
1500	Engineering Assistant 1	SEA	B	117	39.9942	41.9942	44.0938	46.2986	48.6133	51.0442		83,188	N/A	106,172	7/28/19
1410	Engineering Assistant 2	SEA	B	660	43.9198	46.1159	48.4215	50.8427	53.3849	56.0540		91,353	N/A	116,592	7/28/19
4900	Environmental Chemist 1	SEA	B	196	33.6257	35.3069	37.0720	38.9257	40.8721	42.9157		69,941	N/A	89,265	7/28/19
8250	Environmental Chemist 1, Part-time	SEIU	L	8250	33.6257	35.3069	37.0720	38.9257	40.8721	42.9157		69,941	N/A	89,265	7/28/19
1351	Environmental Chemist 2	SEA	B	100	39.1103	41.0661	43.1194	45.2755	47.5390	49.9160		81,349	N/A	103,825	7/28/19
8251	Environmental Chemist 2, Part-time	SEIU	L	8251	39.1103	41.0661	43.1194	45.2755	47.5390	49.9160		81,349	N/A	103,825	7/28/19
1350	Environmental Compliance Inspector	SEA	B	135	38.3974	40.3173	42.3331	44.4497	46.6722	49.0056		79,867	N/A	101,932	7/28/19
1840	Environmental Engineering Coordinator	SEA	B	168	52.4509	55.0734	57.8271	60.7184	63.7545	66.9421		109,098	N/A	139,240	7/28/19
0326	Environmental Programs Manager	Mgmt-SMA	E	18MA								120,513	141,780	145,325	9/8/19
2320	Environmental Programs Specialist 1	SEA	B	220	36.9606	38.8086	40.7491	42.7865	44.9258	47.1721		76,878	N/A	98,118	7/28/19
2321	Environmental Programs Specialist 2	SEA	B	221	40.4798	42.5038	44.6290	46.8604	49.2034	51.6636		84,198	N/A	107,460	7/28/19
5050	Equipment Mechanic	SEA	B	128	34.5417	36.2688	38.0823	39.9861	41.9855	44.0848		71,847	N/A	91,696	7/28/19
7100	Equipment Mechanic-in-Training	SEA	B	129	29.5062	30.9814	32.5306	34.1571	35.8650	37.6583		61,373	N/A	78,329	7/28/19

**City of Sunnyvale**  
**Salary Table - Regular Classifications**

Job Code	Job Title	Unit	Pay Cat.	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum	
6410	Executive Assistant	CONF	G	166	38.0246	39.9259	41.9222	44.0183	46.2193	48.5302	79,091	N/A	100,943	7/28/19
5310	Facilities Technician 1	SEA	B	680 198	28.1873	29.5967	31.0766	32.6304	34.2620	35.9753	58,630	N/A	74,829	7/28/19
5315	Facilities Technician 2	SEA	B	684 600	29.5681	31.0465	32.5988	34.2288	35.9402	37.7373	61,502	N/A	78,494	7/28/19
5320	Facilities Technician 3	SEA	B	682 614	32.0793	33.6833	35.3675	37.1357	38.9928	40.9421	66,725	N/A	85,160	7/28/19
5300	Facility Attendant 1	SEA	B	670	17.7530	18.6406	19.5726	20.5511	21.5788	22.6579	36,926	N/A	47,128	7/28/19
8150	Facility Attendant 1, Part-time	SEIU	L	8150	17.7530	18.6406	19.5726	20.5511	21.5788	22.6579	36,926	N/A	47,128	7/28/19
5301	Facility Attendant 2	SEA	B	671	22.1076	23.2128	24.3735	25.5923	26.8718	28.2154	45,984	N/A	58,688	7/28/19
8151	Facility Attendant 2, Part-time	SEIU	L	8151	22.1076	23.2128	24.3735	25.5923	26.8718	28.2154	45,984	N/A	58,688	7/28/19
6830	Finance Analyst 1	SEA	B	692	36.0520	37.8546	39.7476	41.7349	43.8215	46.0126	74,988	N/A	95,706	7/28/19
6840	Finance Analyst 2	SEA	B	693 630	37.8545	39.7473	41.7348	43.8214	46.0125	48.3131	78,737	N/A	100,491	7/28/19
0363	Finance Manager	Mgmt-SMA	E	19							127,685	150,218	153,973	9/8/19
6875	Finance Technician	SEA	B	677 647	34.7195	36.4555	38.2782	40.1923	42.2016	44.3117	72,217	N/A	92,168	7/28/19
4460	Fire Prevention Inspector 1	SEA	B	212	40.8328	42.8744	45.0182	47.2690	49.6325	52.1142	84,932	N/A	108,398	7/28/19
4461	Fire Prevention Inspector 2	SEA	B	213	44.9161	47.1619	49.5200	51.9960	54.5958	57.3256	93,425	N/A	119,237	7/28/19
4481	Fire Protection Engineer 1	SEA	B	215	53.6952	56.3800	59.1990	62.1589	65.2669	68.5302	111,686	N/A	142,543	7/28/19
4482	Fire Protection Engineer 2	SEA	B	216	59.0647	62.0180	65.1189	68.3748	71.7935	75.3832	122,855	N/A	156,797	7/28/19
4475	Fire Protection Inspector	SEA	B	651	49.4078	51.8782	54.4721	57.1956	60.0554	63.0582	102,768	N/A	131,161	7/28/19
0380	Fleet Manager	Mgmt-SMA	E	18							118,423	139,322	142,805	9/8/19
4490	Fleet Services Coordinator	SEA	B	700	41.4501	43.5223	45.6985	47.9834	50.3827	52.9018	86,216	N/A	110,036	7/28/19
5025	Golf Course Equipment Mechanic	SEA	B	645	34.5417	36.2688	38.0823	39.9861	41.9855	44.0848	71,847	N/A	91,696	7/28/19
0327	Golf Operations Manager	Mgmt-SMA	E	18							118,423	139,322	142,805	9/8/19
5010	Golf Professional	SEA	B	664	29.9788	31.4781	33.0520	34.7045	36.4396	38.2617	62,356	N/A	79,584	7/28/19
8200	Golf Service Assistant, Part-time	SEIU	L	8200	17.6068	18.4869	19.4115	20.3819	21.4011	22.4711	36,622	N/A	46,740	7/28/19
2505	Graphic Artist	SEA	B	184 180	26.7721	28.1107	29.5161	30.9919	32.5413	34.1684	55,686	N/A	71,070	7/28/19
8300	Graphic Artist, Part-time	SEIU	L	8300 8103	26.7721	28.1107	29.5161	30.9919	32.5413	34.1684	55,686	N/A	71,070	7/28/19
7300	Greenskeeper	SEA	B	134 153	36.1997	38.0096	39.9101	41.9057	44.0008	46.2010	75,295	N/A	96,098	7/28/19
7325	Groundswoker	SEA	B	626 670	17.7530	18.6406	19.5726	20.5511	21.5788	22.6579	36,926	N/A	47,128	7/28/19
4450	Hazardous Materials Inspector	SEA	B	110	53.3407	56.0078	58.8079	61.7483	64.8360	68.0777	110,949	N/A	141,602	7/28/19
0302	Head Golf Professional	Mgmt-SMA	E	15							90,470	106,435	109,096	9/8/19
5100	Heavy Equipment Operator	SEA	B	130	34.5171	36.2429	38.0550	39.9574	41.9555	44.0532	71,796	N/A	91,631	7/28/19
2430	Help Desk Technician	SEA	B	708	33.7401	35.4271	37.1984	39.0583	41.0114	43.0619	70,179	N/A	89,569	7/28/19
0202	Housing Officer	Mgmt-SMA	E	19							127,685	150,218	153,973	9/8/19
2925	Housing Programs Analyst	SEA	B	179	38.4738	40.3973	42.4172	44.5380	46.7651	49.1031	80,026	N/A	102,134	7/28/19
2950	Housing Programs Technician	SEA	B	104	36.2142	38.0250	39.9261	41.9225	44.0186	46.2196	75,326	N/A	96,137	7/28/19
4400	Housing Rehabilitation Specialist	SEA	B	134 160	39.2606 39.2607	41.2235 41.2238	43.2850 43.2851	45.4492 45.4494	47.7215 47.7218	50.1078 50.1079	81,662	N/A	104,224	7/28/19
1450	Human Resources Analyst	CONF	G	187	41.9598	44.0579	46.2609	48.5738	51.0025	53.5527	87,276	N/A	111,390	7/28/19
0282	Human Resources Manager	Mgmt-CONF	D	19CONF							127,575	150,087	153,839	9/8/19
1775	Human Resources Technician	CONF	G	640	36.2142	38.0250	39.9261	41.9225	44.0186	46.2196	75,326	N/A	96,137	7/28/19
2450	I.T. Coordinator	SEA	B	123	45.9108	48.2064	50.6167	53.1475	55.8047	58.5952	95,494	N/A	121,878	7/28/19
2455	I.T. Coordinator-Confidential	CONF	G	685	45.9108	48.2064	50.6167	53.1475	55.8047	58.5952	95,494	N/A	121,878	7/28/19

**City of Sunnyvale**  
**Salary Table - Regular Classifications**

Job Code	Job Title	Unit	Pay Cat.	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date	
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum		
0331	Information Technology Manager	Mgmt-SMA	E	20								143,007	168,243	172,449	9/8/19
0338	Internal Auditor	Mgmt-SMA	E	16								97,707	114,949	117,823	9/8/19
0211	Job Seeker Services Manager	Mgmt-SMA	E	19								127,685	150,218	153,973	9/8/19
8305	Lab/Field Technician, Part-time	SEIU	L	8305	30.9386	32.4856	34.1101	35.8156	37.6064	39.4867		64,352	N/A	82,132	7/28/19
4950	Laboratory/Field Technician	SEA	B	620	30.9386	32.4856	34.1101	35.8156	37.6064	39.4867		64,352	N/A	82,132	7/28/19
0390	Laboratory/Pretreatment Manager	Mgmt-SMA	E	18								118,423	139,322	142,805	9/8/19
4960	Landfill Technician	SEA	B	672	30.2056	31.7158	33.3017	34.9667	36.7149	38.5506		62,828	N/A	80,185	7/28/19
8350	Landfill Technician, Part-time	SEIU	L	8350	30.2056	31.7158	33.3017	34.9667	36.7149	38.5506		62,828	N/A	80,185	7/28/19
5150	Lead Equipment Mechanic	SEA	B	136	38.6866	40.6210	42.6519	44.7847	47.0237	49.3750		80,468	N/A	102,700	7/28/19
6100	Legal Secretary	CONF	G	137	32.6480	34.2805	35.9944	37.7941	39.6838	41.6680		67,908	N/A	86,669	7/28/19
1600	Librarian	SEA	B	139	35.0367	36.7883	38.6278	40.5594	42.5872	44.7166		72,876	N/A	93,011	7/28/19
8400	Librarian, Part-time	SEIU	L	8400	35.0367	36.7883	38.6278	40.5594	42.5872	44.7166		72,876	N/A	93,011	7/28/19
2100	Library Assistant	SEA	B	140	28.5707	29.9991	31.4991	33.0741	34.7276	36.4642		59,427	N/A	75,846	7/28/19
0303	Library Circulation Manager	Mgmt-SMA	E	15								90,470	106,435	109,096	9/8/19
8402	Library Specialist 1, Part-time	SEIU	L	8402	16.4540	17.2767	18.1406	19.0476	20.0000	21.0000		34,224	N/A	43,680	7/28/19
8403	Library Specialist 2, Part-time	SEIU	L	8403	19.3578	20.3256	21.3420	22.4091	23.5295	24.7062		40,264	N/A	51,389	7/28/19
8404	Library Specialist 3, Part-time	SEIU	L	8404	22.7739	23.9125	25.1083	26.3636	27.6819	29.0659		47,370	N/A	60,457	7/28/19
5250	Mail Clerk	SEA	B	699 150	22.0083	23.1089	24.2643	25.4773	26.7512	28.0887		45,777	N/A	58,424	7/28/19
8130	Mail Clerk, Part-time	SEIU	L	8130	22.0083	23.1089	24.2643	25.4773	26.7512	28.0887		45,777	N/A	58,424	7/28/19
5860	Maintenance Worker 1	SEA	B	699	28.1602	29.5681	31.0465	32.5988	34.2288	35.9402		58,573	N/A	74,756	7/28/19
5850	Maintenance Worker 2	SEA	B	698 600	29.5681	31.0465	32.5988	34.2288	35.9402	37.7373		61,502	N/A	78,494	7/28/19
0276	Management Analyst	Mgmt-SMA	E	16								97,707	114,949	117,823	9/8/19
0274	Management Analyst: Employment Development	Mgmt-SMA	E	16								97,707	114,949	117,823	9/8/19
1103	Management Fellow	n/a	TL	104	36.2142	38.0250	39.9261	41.9225	44.0186	46.2196		75,326	N/A	96,137	12/10/19
0324	Manager, Bureau Of Technical Services-Public Safety	Mgmt-SMA	E	20								143,007	168,243	172,449	9/8/19
6150	Meter Reader	SEA	B	147	29.7819	31.2709	32.8346	34.4762	36.2001	38.0101		61,946	N/A	79,061	7/28/19
8107	Meter Reader, Part-time	SEIU	L	8107	29.7819	31.2709	32.8346	34.4762	36.2001	38.0101		61,946	N/A	79,061	7/28/19
0204	Neighborhood Preservation Manager	Mgmt-SMA	E	18								118,423	139,322	142,805	9/8/19
2349	Neighborhood Preservation Specialist	SEA	B	118	34.7157	36.4515	38.2741	40.1879	42.1972	44.3071		72,209	N/A	92,159	7/28/19
4825	Network Engineer	SEA	B	642 631	52.2365	54.8484	57.5908	60.4704	63.4939	66.6684		108,652	N/A	138,670	7/28/19
2420	Network Technician	SEA	B	687	38.0251	39.9262	41.9225	44.0186	46.2196	48.5307		79,092	N/A	100,944	7/28/19
6200	Office Assistant	SEA	B	149	24.2828	25.4965	26.7716	28.1102	29.5158	30.9915		50,508	N/A	64,462	7/28/19
8102	Office Assistant, Part-time	SEIU	L	8102	24.2828	25.4965	26.7716	28.1102	29.5158	30.9915		50,508	N/A	64,462	7/28/19
6210	Office Assistant-Confidential	CONF	G	676	24.2828	25.4965	35.9944	28.1102	29.5158	30.9915		50,508	N/A	74,868	7/28/19
6250	Office Clerk	SEA	B	150	22.0083	23.1089	24.2643	25.4773	26.7512	28.0887		45,777	N/A	58,424	7/28/19
0329	Operations Manager: Facilities	Mgmt-SMA	E	17								105,516	124,137	127,240	9/8/19
1060	Paralegal	CONF	G	658	39.8973	41.8920	43.9866	46.1861	48.4953	50.9200		82,986	N/A	105,914	7/28/19
5350	Parks Leader	SEA	B	153	36.1997	38.0096	39.9101	41.9057	44.0008	46.2010		75,295	N/A	96,098	7/28/19
0330	Parks Manager	Mgmt-SMA	E	17								105,516	124,137	127,240	9/8/19
7320	Parks Supervisor	SEA	B	613 191	39.8192	41.8102	43.9008	46.0958	48.4006	50.8207		82,824	N/A	105,707	7/28/19
7600	Parks Worker 1	SEA	B	198	28.1873	29.5967	31.0766	32.6304	34.2620	35.9753		58,630	N/A	74,829	7/28/19
7650	Parks Worker 2	SEA	B	600	29.5681	31.0465	32.5988	34.2288	35.9402	37.7373		61,502	N/A	78,494	7/28/19
7675	Parks Worker 3	SEA	B	614	32.0793	33.6833	35.3675	37.1357	38.9928	40.9421		66,725	N/A	85,160	7/28/19
1015	Payroll Supervisor	CONF	G	675	43.8869	46.0813	48.3853	50.8048	53.3448	56.0121		91,285	N/A	116,505	7/28/19
6855	Payroll Technician 1	CONF	G	703 109	26.7721	28.1107	29.5161	30.9919	32.5413	34.1684		55,686	N/A	71,070	7/28/19

Section 1

City of Sunnyvale  
Salary Table - Regular Classifications

Job Code	Job Title	Unit	Pay Cat.	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum	
6857	Payroll Technician 2	CONF	G	705	30.6343	32.1660	33.7745	35.4631	37.2362	39.0980	63,719	N/A	81,324	7/28/19
6860	Payroll Technician 3	CONF	G	686	34.7195	36.4555	38.2782	40.1923	42.2016	44.3117	72,217	N/A	92,168	7/28/19
4080	Permit Center Coordinator	SEA	B	655	49.7448	52.2320	54.8436	57.5859	60.4653	63.4884	103,469	N/A	132,056	7/28/19
0262	Permit Center Manager	Mgmt-SMA	E	26							122,441	144,048	147,649	9/8/19
2110	Permit Clerk 1	SEA	B	180	26.7721	28.1107	29.5161	30.9919	32.5413	34.1684	55,686	N/A	71,070	7/28/19
2112	Permit Clerk 2	SEA	B	172	30.3068	31.8222	33.4134	35.0841	36.8382	38.6800	63,038	N/A	80,454	7/28/19
2115	Permit Technician	SEA	B	639	33.4534	35.1262	36.8824	38.7264	40.6628	42.6958	69,583	N/A	88,807	7/28/19
2440	Personal Computer Technician	SEA	B	708	33.7401	35.4271	37.1984	39.0583	41.0114	43.0619	70,179	N/A	89,569	7/28/19
4875	Plan Check Engineer	SEA	B	627 168	52.4509	55.0734	57.8271	60.7184	63.7545	66.9421	109,098	N/A	139,240	7/28/19
4855	Plan Checker 1	SEA	B	662	40.3813	42.4004	44.5205	46.7464	49.0837	51.5379	83,993	N/A	107,199	7/28/19
4805	Plan Checker 2	SEA	B	656	44.5208	46.7469	49.0840	51.5383	54.1154	56.8212	92,603	N/A	118,188	7/28/19
0230	Planning Officer	Mgmt-SMA	E	20							143,007	168,243	172,449	9/8/19
7500	Press Operator	SEA	B	155	27.2642	28.6274	30.0587	31.5617	33.1398	34.7967	56,710	N/A	72,377	7/28/19
1020	Principal Accountant	SEA	B	616	48.5862	51.0155	53.5664	56.2448	59.0569	62.0098	101,059	N/A	128,980	7/28/19
2050	Principal Buyer	SEA	B	683	45.7345	48.0211	50.4222	52.9434	55.5904	58.3701	95,128	N/A	121,410	7/28/19
5730	Principal Design & Construction Operator	SEA	B	710	48.5728	51.0018	53.5519	56.2294	59.0407	61.9928	101,031	N/A	128,945	7/28/19
0334	Principal Human Resources Analyst	Mgmt-CONF	D	17CONF							105,433	124,039	127,140	9/8/19
2204	Principal Network Engineer	SEA	B	632	61.8879	64.9823	68.2315	71.6431	75.2252	78.9865	128,727	N/A	164,292	7/28/19
6300	Principal Office Assistant	SEA	B	156	34.3485	36.0658	37.8692	39.7627	41.7509	43.8384	71,445	N/A	91,184	7/28/19
8105	Principal Office Assistant, Part-time	SEIU	L	8105	34.3485	36.0658	37.8692	39.7627	41.7509	43.8384	71,445	N/A	91,184	7/28/19
6301	Principal Office Assistant-Confidential	CONF	G	102	34.3485	36.0658	37.8692	39.7627	41.7509	43.8384	71,445	N/A	91,184	7/28/19
0401	Principal Planner	Mgmt-SMA	E	26							122,441	144,048	147,649	9/8/19
2202	Principal Programmer Analyst	SEA	B	632	61.8879	64.9823	68.2315	71.6431	75.2252	78.9865	128,727	N/A	164,292	7/28/19
6701	Principal Storekeeper	SEA	B	668	35.2647	37.0277	38.8792	40.8233	42.8644	45.0076	73,351	N/A	93,616	7/28/19
1885	Principal Transportation Engineer/Planner	SEA	B	709	58.7895	61.7289	64.8154	68.0562	71.4590	75.0318	122,282	N/A	156,066	7/28/19
5752	Principal Water Pollution Control Operator	SEA	B	710	48.5728	51.0018	53.5519	56.2294	59.0407	61.9928	101,031	N/A	128,945	7/28/19
1255	Program Coordinator	SEA	B	638 630	37.8545	39.7473	41.7348	43.8214	46.0125	48.3131	78,737	N/A	100,491	7/28/19
0375	Program Quality & Operations Manager	Mgmt-SMA	E	20							143,007	168,243	172,449	9/8/19
2200	Programmer Analyst	SEA	B	103	47.1085	49.4639	51.9371	54.5339	57.2604	60.1236	97,986	N/A	125,057	7/28/19
0236	Public Safety Captain	Mgmt-PSMA	M	19PS							177,777	209,148	209,148	7/14/19
0236	Public Safety Captain (Graduate Degree)	Mgmt-PSMA	M	19PSG							182,221	214,377	214,377	7/14/19
0245	Public Safety Communications Manager	Mgmt-SMA	E	18							118,423	139,322	142,805	9/8/19
4500	Public Safety Dispatcher	COA	A	200	43.5743	45.7530	48.0406	50.4427	52.9648		90,634	N/A	110,167	3/10/19
4525	Public Safety Dispatcher-in-Training	COA	A	205	37.6411	39.5231	41.4993				78,293	N/A	86,319	3/10/19
4601	Public Safety Lieutenant	PSOA	C	309	66.9021	70.2472	73.7595	77.4475	81.3199		139,156	N/A	169,145	7/14/19
4601	Public Safety Lieutenant (Bachelor's Degree & EMT)	PSOA	C	309BE	71.2507	74.8132	78.5539	82.4816	86.6056		148,201	N/A	180,140	7/14/19
4601	Public Safety Lieutenant (Bachelor's Degree)	PSOA	C	309B	68.5747	72.0034	75.6036	79.3837	83.3529		142,635	N/A	173,374	7/14/19
4601	Public Safety Lieutenant (EMT)	PSOA	C	309E	69.5782	73.0571	76.7099	80.5454	84.5727		144,723	N/A	175,911	7/14/19
4601	Public Safety Lieutenant (Master's Degree & EMT)	PSOA	C	309ME	72.9233	76.5694	80.3979	84.4178	88.6387		151,680	N/A	184,368	7/14/19
4601	Public Safety Lieutenant (Master's Degree)	PSOA	C	309M	70.2472	73.7595	77.4475	81.3199	85.3859		146,114	N/A	177,603	7/14/19
7400	Public Safety Maintenance Worker	SEA	B	444 198	28.1873	29.5967	31.0766	32.6304	34.2620	35.9753	58,630	N/A	74,829	7/28/19
3002	Public Safety Officer 1	PSOA	C	307	52.6749	55.3087	58.0742	60.9779			109,564	N/A	126,834	7/14/19
3002	Public Safety Officer 1 (EMT)	PSOA	C	307E	54.7820	57.5211	60.3971	63.4170			113,947	N/A	131,907	7/14/19
3003	Public Safety Officer 1-Trainee	PSOA	C	308 305	50.1666	52.6749	55.3087	58.0742			104,347	N/A	120,794	7/14/19
3003	Public Safety Officer 1-Trainee (EMT)	PSOA	C	308E 305E	52.1732	54.7819	57.5210	60.3970			108,520	N/A	125,626	7/14/19

## Section 1

**City of Sunnyvale**  
**Salary Table - Regular Classifications**

Job Code	Job Title	Unit	Pay Cat.	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum	
3001	Public Safety Officer 2	PSOA	C	306	55.7407	58.5277	61.4541	64.5269	67.7532	69.4470	115,941	N/A	144,450	7/14/19
3001	Public Safety Officer 2 (Bachelor's Degree & EMT)	PSOA	C	306BE						73.9610	153,839	N/A	153,839	7/14/19
3001	Public Safety Officer 2 (Bachelor's Degree)	PSOA	C	306B						71.1832	148,061	N/A	148,061	7/14/19
3001	Public Safety Officer 2 (EMT)	PSOA	C	306E	57.9704	60.8689	63.9123	67.1079	70.4634	72.2249	120,578	N/A	150,228	7/14/19
3001	Public Safety Officer 2 (Master's Degree & EMT)	PSOA	C	306ME						75.6972	157,450	N/A	157,450	7/14/19
3001	Public Safety Officer 2 (Master's Degree)	PSOA	C	306M						72.9193	151,672	N/A	151,672	7/14/19
3006	Public Safety Officer Academy Attendee/Graduate	PSOA	C	305	50.1666	52.6749	55.3087	58.0742			104,347	N/A	120,794	7/14/19
3006	Public Safety Officer Academy Attendee/Graduate (EMT)	PSOA	C	305E	52.1732	54.7819	57.5210	60.3970			108,520	N/A	125,626	7/14/19
3000	Public Safety Officer-in-Training	PSOA	C	305	50.1666	52.6749	55.3087	58.0742			104,347	N/A	120,794	7/14/19
3000	Public Safety Officer-in-Training (EMT)	PSOA	C	305E	52.1732	54.7819	57.5210	60.3970			108,520	N/A	125,626	7/14/19
6351	Public Safety Property Clerk 1	SEA	B	615	31.0200	32.5709	34.1996	35.9094	37.7049	39.5900	64,522	N/A	82,347	7/28/19
6350	Public Safety Property Clerk 2	SEA	B	159 176	32.6526	34.2853	35.9994	37.7993	39.6893	41.6738	67,917	N/A	86,682	7/28/19
1130	Public Safety Records Coordinator	SEA	B	621	35.4916	37.2663	39.1294	41.0860	43.1404	45.2974	73,823	N/A	94,219	7/28/19
0246	Public Safety Records Manager	Mgmt-SMA	E	29							93,177	109,620	112,361	9/8/19
6052	Public Safety Records Senior Specialist	SEA	B	635	32.1586	33.7665	35.4547	37.2275	39.0888	41.0433	66,890	N/A	85,370	7/28/19
6050	Public Safety Records Specialist 1	SEA	B	633	26.3115	27.6273	29.0086	30.4590	31.9819	33.5808	54,728	N/A	69,848	7/28/19
6051	Public Safety Records Specialist 2	SEA	B	634	29.2352	30.6971	32.2318	33.8435	35.5356	37.3123	60,809	N/A	77,610	7/28/19
2180	Public Safety Specialist	SEA	B	106	35.1592	36.9171	38.7629	40.7010	42.7361	44.8728	73,131	N/A	93,335	7/28/19
4650	Public Works Construction Inspector	SEA	B	160	39.2607	41.2238	43.2851	45.4494	47.7218	50.1079	81,662	N/A	104,224	7/28/19
5510	Public Works Crew Leader	SEA	B	161	36.1997	38.0096	39.9101	41.9057	44.0008	46.2010	75,295	N/A	96,098	7/28/19
5640	Public Works Supervisor	SEA	B	191	39.8192	41.8102	43.9008	46.0958	48.4006	50.8207	82,824	N/A	105,707	7/28/19
0362	Purchasing Officer	Mgmt-SMA	E	19							127,685	150,218	153,973	9/8/19
5431	Recycled Water Coordinator	SEA	B	663	38.3328	40.2495	42.2620	44.3750	46.5939	48.9235	79,732	N/A	101,761	7/28/19
0218	Regulatory Programs Division Manager	Mgmt-SMA	E	20							143,007	168,243	172,449	9/8/19
0285	Risk Manager	Mgmt-CONF	D	19CONF							127,575	150,087	153,839	9/8/19
1010	Senior Accountant	SEA	B	641	43.8869	46.0813	48.3853	50.8048	53.3448	56.0121	91,285	N/A	116,505	7/28/19
6850	Senior Accounting Technician	SEA	B	647	34.7195	36.4555	38.2782	40.1923	42.2016	44.3117	72,217	N/A	92,168	7/28/19
0012	Senior Assistant City Attorney	Mgmt-OCA	K	20K							163,692	192,578	197,392	9/8/2019
4700	Senior Building Inspector	SEA	B	167	46.7086	49.0439	51.4961	54.0710	56.7746	59.6132	97,154	N/A	123,995	7/28/19
5651	Senior Building Services Leader	SEA	B	604 191	39.8192	41.8102	43.9008	46.0958	48.4006	50.8207	82,824	N/A	105,707	7/28/19
1140	Senior Buyer	SEA	B	624	43.5563	45.7344	48.0210	50.4221	52.9433	55.5903	90,597	N/A	115,628	7/28/19
2145	Senior Community Services Officer	SEA	B	151	40.2223	42.2336	44.3452	46.5625	48.8906	51.3351	83,662	N/A	106,777	7/28/19
1850	Senior Construction Inspector/Coordinator	SEA	B	174 167	46.7086	49.0439	51.4961	54.0710	56.7746	59.6132	97,154	N/A	123,995	7/28/19
4150	Senior Crime Analyst	SEA	B	653	47.6849	50.0694	52.5728	55.2015	57.9615	60.8597	99,185	N/A	126,588	7/28/19
8106	Senior Crime Analyst, Part-time	SEIU	L	8106	47.6849	50.0694	52.5728	55.2015	57.9615	60.8597	99,185	N/A	126,588	7/28/19
0373	Senior Engineer	Mgmt-SMA	E	26							122,441	144,048	147,649	9/8/19
1300	Senior Environmental Chemist	SEA	B	114	43.2798	45.4437	47.7157	50.1016	52.6067	55.2369	90,022	N/A	114,893	7/28/19
1349	Senior Environmental Compliance Inspector	SEA	B	146	44.5782	46.8074	49.1478	51.6049	54.1852	56.8946	92,723	N/A	118,341	7/28/19
0374	Senior Environmental Engineer	Mgmt-SMA	E	26							122,441	144,048	147,649	9/8/19
7301	Senior Greenskeeper	SEA	B	609	39.8193	41.8103	43.9009	46.0959	48.4008	50.8208	82,824	N/A	105,707	7/28/19
4425	Senior Hazardous Materials Inspector	SEA	B	210	58.6748	61.6086	64.6889	67.9233	71.3195	74.8854	122,044	N/A	155,762	7/28/19
4325	Senior Housing Rehabilitation Specialist	SEA	B	601	43.1864	45.3458	47.6131	49.9937	52.4933	55.1179	89,828	N/A	114,645	7/28/19
0339	Senior Internal Auditor	Mgmt-SMA	E	18							118,423	139,322	142,805	9/8/19
2400	Senior Library Assistant	SEA	B	170	29.7444	31.2316	32.7932	34.4328	36.1544	37.9622	61,868	N/A	78,961	7/28/19
5710	Senior Maintenance Worker	SEA	B	177 614	32.0793	33.6833	35.3675	37.1357	38.9928	40.9421	66,725	N/A	85,160	7/28/19

Section 1

City of Sunnyvale  
Salary Table - Regular Classifications

Job Code	Job Title	Unit	Pay Cat.	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date	
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum		
0322	Senior Management Analyst	Mgmt-SMA	E	18								118,423	139,322	142,805	9/8/19
6450	Senior Meter Reader	SEA	B	171	32.2141	33.8246	35.5160	37.2918	39.1564	41.1144		67,005	N/A	85,518	7/28/19
2345	Senior Neighborhood Preservation Specialist	SEA	B	148	38.1889	40.0981	42.1032	44.2084	46.4187	48.7397		79,433	N/A	101,379	7/28/19
6500	Senior Office Assistant	SEA	B	172	30.3068	31.8222	33.4134	35.0841	36.8382	38.6800		63,038	N/A	80,454	7/28/19
8104	Senior Office Assistant, Part-time	SEIU	L	8104	30.3068	31.8222	33.4134	35.0841	36.8382	38.6800		63,038	N/A	80,454	7/28/19
6501	Senior Office Assistant-Confidential	CONF	G	644	30.3068	31.8222	33.4134	35.0841	36.8382	38.6800		63,038	N/A	80,454	7/28/19
5600	Senior Park Utility Worker	SEA	B	173 614	32.0793	33.6833	35.3675	37.1357	38.9928	40.9421		66,725	N/A	85,160	7/28/19
4090	Senior Plan Check Engineer	SEA	B	691	58.7451	61.6824	64.7663	68.0049	71.4052	74.9754		122,190	N/A	155,949	7/28/19
1260	Senior Planner	SEA	B	654	49.0531	51.5057	54.0809	56.7852	59.6243	62.6056		102,030	N/A	130,220	7/28/19
2201	Senior Programmer Analyst	SEA	B	631	52.2365	54.8484	57.5908	60.4704	63.4939	66.6684		108,652	N/A	138,670	7/28/19
4550	Senior Public Safety Dispatcher	COA	A	201	50.1104	52.6159	55.2467	58.0091	60.9095			104,230	N/A	126,692	3/10/19
1860	Senior Traffic Engineer	SEA	B	181	56.3748	59.1935	62.1529	65.2607	68.5238	71.9499		117,260	N/A	149,656	7/28/19
1865	Senior Transportation Engineer	SEA	B	610	53.6900	56.3747	59.1934	62.1528	65.2606	68.5237		111,675	N/A	142,529	7/28/19
1875	Senior Transportation Planner	SEA	B	657	50.8140	53.3548	56.0223	58.8234	61.7647	64.8528		105,693	N/A	134,894	7/28/19
5930	Senior Wastewater Collections Worker	SEA	B	177 614	32.0793	33.6833	35.3675	37.1357	38.9928	40.9421		66,725	N/A	85,160	7/28/19
5820	Senior Water Distribution Worker	SEA	B	696	32.8848	34.5291	36.2555	38.0681	39.9718	41.9703		68,400	N/A	87,298	7/28/19
5751	Senior Water Pollution Control Operator	SEA	B	679	42.4960	44.6208	46.8519	49.1946	51.6543	54.2370		88,392	N/A	112,813	7/28/19
5425	Senior Water Pollution Control Plant Mechanic	SEA	B	185	43.5579	45.7357	48.0227	50.4237	52.9449	55.5923		90,600	N/A	115,632	7/28/19
2504	Senior Workforce Services Representative	SEA	B	666	27.1667	28.5251	29.9515	31.4491	33.0215	34.6726		56,507	N/A	72,119	7/28/19
8800	Senior Workforce Services Representative, Part-time	SEIU	L	8800	27.1667	28.5251	29.9515	31.4491	33.0215	34.6726		56,507	N/A	72,119	7/28/19
1345	Solid Waste Contract Administrator	SEA	B	115 168	52.4509	55.0734	57.8271	60.7184	63.7545	66.9421		109,098	N/A	139,240	7/28/19
0275	Solid Waste Programs Division Manager	Mgmt-SMA	E	20								143,007	168,243	172,449	9/8/19
4800	Solid Waste Specialist	SEA	B	169	40.7583	42.7963	44.9361	47.1828	49.5422	52.0190		84,777	N/A	108,200	7/28/19
6650	Staff Office Assistant	SEA	B	180	26.7721	28.1107	29.5161	30.9919	32.5413	34.1684		55,686	N/A	71,070	7/28/19
8103	Staff Office Assistant, Part-time	SEIU	L	8103	26.7721	28.1107	29.5161	30.9919	32.5413	34.1684		55,686	N/A	71,070	7/28/19
6651	Staff Office Assistant-Confidential	CONF	G	109	26.7721	28.1107	29.5161	30.9919	32.5413	34.1684		55,686	N/A	71,070	7/28/19
6700	Storekeeper 1	SEA	B	182	31.0283	32.5797	34.2088	35.9194	37.7153	39.6009		64,539	N/A	82,370	7/28/19
6600	Storekeeper 2	SEA	B	176	32.6526	34.2853	35.9994	37.7993	39.6893	41.6738		67,917	N/A	86,682	7/28/19
6710	Storekeeper/Buyer	SEA	B	112	39.5965	41.5764	43.6551	45.8378	48.1296	50.5363		82,361	N/A	105,116	7/28/19
5200	Street Lighting Technician	SEA	B	142 153	36.1997	38.0096	39.9101	41.9057	44.0008	46.2010		75,295	N/A	96,098	7/28/19
0353	Street Operations Manager	Mgmt-SMA	E	17								105,516	124,137	127,240	9/8/19
0216	Superintendent of Community Services	Mgmt-SMA	E	20								143,007	168,243	172,449	9/8/19
0212	Superintendent of Facilities Maintenance	Mgmt-SMA	E	19								127,685	150,218	153,973	9/8/19
0219	Superintendent of Libraries	Mgmt-SMA	E	20								143,007	168,243	172,449	9/8/19
0222	Superintendent of Parks & Golf	Mgmt-SMA	E	20								143,007	168,243	172,449	9/8/19
0270	Superintendent of Public Works Operations	Mgmt-SMA	E	20								143,007	168,243	172,449	9/8/19
0223	Superintendent of Trees & Landscape	Mgmt-SMA	E	19								127,685	150,218	153,973	9/8/19
0310	Supervising Librarian	Mgmt-SMA	E	17								105,516	124,137	127,240	9/8/19
2120	Technical Support Specialist	SEA	B	649	46.7276	49.0639	51.5172	54.0930	56.7977	59.6376		97,193	N/A	124,046	7/28/19
1950	Traffic Engineer	SEA	B	188 116	47.8438	50.2361	52.7480	55.3854	58.1547	61.0625		99,515	N/A	127,010	7/28/19
4200	Traffic Engineering Technician 1	SEA	B	127	30.0212	31.5223	33.0985	34.7534	36.4910	38.3155		62,444	N/A	79,696	7/28/19
4201	Traffic Engineering Technician 2	SEA	B	607	33.0233	34.6744	36.4083	38.2288	40.1402	42.1469		68,688	N/A	87,666	7/28/19
0290	Transportation & Traffic Manager	Mgmt-SMA	E	20								143,007	168,243	172,449	9/8/19
1955	Transportation Engineer	SEA	B	612	45.5658	47.8438	50.2361	52.7480	55.3854	58.1547		94,777	N/A	120,962	7/28/19
1861	Transportation Planner	SEA	B	183	49.1745	51.6333	54.2150	56.9259	59.7721	62.7607		102,283	N/A	130,542	7/28/19

Section 1

City of Sunnyvale  
Salary Table - Regular Classifications

Job Code	Job Title	Unit	Pay Cat.	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date	
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum		
0363	Treasury Manager	Mgmt-SMA	E	19								127,685	150,218	153,973	9/8/19
0344	Urban Landscape Manager	Mgmt-SMA	E	17								105,516	124,137	127,240	9/8/19
0315	Utility Billing Manager	Mgmt-SMA	E	19								127,685	150,218	153,973	9/8/19
7800	Utility Worker	SEA	B	492 600	29.5681	31.0465	32.5988	34.2288	35.9402	37.7373	61,502	N/A	78,494	7/28/19	
8600	Vehicle Abatement Officer, Part-time	SEIU	L	8600	28.1271	29.5336	31.0103	32.5607	34.1889	35.8981	58,504	N/A	74,668	7/28/19	
5920	Wastewater Collections Crew Leader	SEA	B	464 153	36.1997	38.0096	39.9101	41.9057	44.0008	46.2010	75,295	N/A	96,098	7/28/19	
5910	Wastewater Collections Supervisor	SEA	B	191	39.8192	41.8102	43.9008	46.0958	48.4006	50.8207	82,824	N/A	105,707	7/28/19	
0352	Wastewater Operations Manager	Mgmt-SMA	E	17W							110,004	129,416	132,651	9/8/19	
0201	Water & Sewer Systems Division Manager	Mgmt-SMA	E	20							143,007	168,243	172,449	9/8/19	
5430	Water Conservation Coordinator	SEA	B	650	38.3328	40.2495	42.2620	44.3750	46.5939	48.9235	79,732	N/A	101,761	7/28/19	
5810	Water Distribution Crew Leader	SEA	B	695	37.1055	38.9609	40.9089	42.9546	45.1023	47.3575	77,179	N/A	98,504	7/28/19	
5800	Water Distribution Supervisor	SEA	B	694	40.8131	42.8539	44.9965	47.2464	49.6086	52.0891	84,891	N/A	108,345	7/28/19	
5830	Water Distribution Worker	SEA	B	697	31.0465	32.5988	34.2288	35.9402	37.7373	39.6243	64,577	N/A	82,419	7/28/19	
0351	Water Operations Manager	Mgmt-SMA	E	18W							124,397	146,350	150,009	9/8/19	
0395	Water Pollution Control Maintenance Manager	Mgmt-SMA	E	18							118,423	139,322	142,805	9/8/19	
0396	Water Pollution Control Operations Manager	Mgmt-SMA	E	19							127,685	150,218	153,973	9/8/19	
5901	Water Pollution Control Operator 1	SEA	B	197	36.2523	38.0650	39.9681	41.9665	44.0650	46.2682	75,405	N/A	96,238	7/28/19	
5900	Water Pollution Control Operator 2	SEA	B	202	37.1588	39.0166	40.9676	43.0160	45.1667	47.4249	77,290	N/A	98,644	7/28/19	
7900	Water Pollution Control Operator-in-Training	SEA	B	199	27.7326	29.1192	30.5752	32.1040	33.7089	35.3945	57,684	N/A	73,621	7/28/19	
0295	Water Pollution Control Plant Division Manager	Mgmt-SMA	E	20							143,007	168,243	172,449	9/8/19	
5400	Water Pollution Control Plant Mechanic	SEA	B	154	39.4839	41.4581	43.5309	45.7076	47.9930	50.3926	82,127	N/A	104,817	7/28/19	
5399	Water Pollution Control Plant Mechanic-in-Training	SEA	B	713	33.7281	35.4145	37.1853	39.0444	40.9967	43.0465	70,154	N/A	89,537	7/28/19	
5435	Water Pollution Control Plant Systems Integrator	SEA	B	711	48.2475	50.6600	53.1930	55.8527	58.6453	61.5775	100,355	N/A	128,081	7/28/19	
4100	Water Systems Operator	SEA	B	186	36.7078	38.5431	40.4701	42.4939	44.6186	46.8496	76,352	N/A	97,447	7/28/19	
2540	Web & Communications Specialist	SEA	B	706	39.7473	41.7348	43.8213	46.0125	48.3131	50.7288	82,674	N/A	105,516	7/28/19	
2550	Workforce Development Analyst	SEA	B	664 124	33.3205	34.9865	36.7358	38.5727	40.5013	42.5265	69,307	N/A	88,455	7/28/19	
2503	Workforce Services Representative	SEA	B	667	24.6513	25.8838	27.1779	28.5368	29.9636	31.4619	51,275	N/A	65,441	7/28/19	
0284	Youth & Family Resources Manager	Mgmt-SMA	E	18							118,423	139,322	142,805	9/8/19	

**Notes**

**CONF and Mgmt-CONF:**

In addition to base pay, employees assigned to Confidential classifications receive a 3.5% confidential premium.

**CONF and SEA:**

Effective July 12, 2020, employees receive 1.5% of annual base salary as off-salary-schedule pay (not reportable to CalPERS).

Effective July 11, 2021, employees receive 1.5% of annual base salary as off-salary-schedule pay (not reportable to CalPERS).

**SEIU:**

Effective July 12, 2020, employees receive 1.5% of annual base salary as off-salary-schedule pay (not reportable to CalPERS).

**PSOA:**

Educational Incentive: The employee must provide the Department of Human Resources with notification of the degree to establish the educational incentive.

Bachelor's Degree - 2.5%

Master's Degree - 5.0%

Emergency Medical Technician (EMT) - 4.0%

Donning and Doffing - PS Officer-in-Training and PS Officer - 1.373%

Donning and Doffing - PS Lieutenant - 0.80%

**City of Sunnyvale  
Salary Table - Regular Classifications**

Job Code	Job Title	Unit	Pay Cat.	Range / Scale	Hourly Pay Rates						Annual Range			Effective Date
					Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Control Point	Maximum	

**PSMA:**

Educational Incentive: The employee must provide the Department of Human Resources with notification of the degree to establish the educational incentive.  
Graduate Degree - 2.5%

**Assignments of Grade and Pay Ranges to Pay Plan as Referenced in the Salary Resolution**

**Category A** applies to Public Safety Dispatcher-in-Training, Public Safety Dispatchers, and Senior Public Safety Dispatchers **(COA)**

**Category B** applies to Miscellaneous Classified Employees **(SEA)**

**Category C** applies to Public Safety Lieutenants, Public Safety Officers, and Public Safety Officers-in-Training **(PSOA)**

**Category D** applies to Unrepresented Classified Management Employees **(MGMT-CONF)**

**Category E** applies to Represented Classified Management Employees **(MGMT-SMA)**

**Category F** applies to Unclassified Department Directors **(MGMT-DIR)**

**Category G** applies to Classified Confidential Employees **(CONF)**

**Category K** applies to Unclassified Management Employees appointed by the City Attorney **(MGMT-OCA)**

**Category L** applies to Classified Regular Part-time Employees **(SEIU)**

**Category M** applies to Public Safety Captain and Deputy Chief of Public Safety **(MGMT-PSMA)**

**Category TL** applies to Unclassified Term Limited Employees

**City of Sunnyvale**  
**Salary Table - Casual/Seasonal Classifications**

Job Code		Job Title	Unit	Pay Category	Scale	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Effective Date
Casual	Seasonal											
9503	9530	Casual Clerical 2	Casual	TEMP	1004	<del>15.6500</del>	<del>16.0339</del> 16.0500	16.8356	17.6774	18.5612	19.4893	12/29/19
9504	9531	Casual Clerical 3	Casual	TEMP	1005	20.4638	21.4870	22.5613	23.6894	24.8738	26.1175	5/10/15
9505	9532	Casual Clerical 4	Casual	TEMP	1006	27.4234	28.7946	30.2343	31.7460	33.3333	35.0000	5/10/15
9009	9442	Casual Crime Prevention Asst	Casual	TEMP	936	<del>15.6500</del> 16.0500						12/29/19
9979	9996	Casual Executive 1	Casual	TEMP	1007	65.4445	68.7167	72.1526	75.7602	79.5482	83.5256	5/10/15
9506	9533	Casual Executive 2	Casual	TEMP	1008	87.7019	92.0870	96.6913	101.5259	106.6022	111.9323	5/10/15
9507	9534	Casual Executive 3	Casual	TEMP	1009	117.5289	123.4054	129.5756	136.0544	142.8571	150.0000	5/10/15
9022	9028	Casual Librarian	Casual	TEMP	1050	30.1026	31.6076	33.1880	34.8475	36.5898	38.4192	4/10/16
9800	9801	Casual Library Specialist 1	Casual	TEMP	1051			<del>15.6500</del> 16.0500	16.3652	17.1835	18.0427	12/29/19
9025	9027	Casual Library Specialist 2	Casual	TEMP	1052	16.6317	17.4632	18.3365	19.2533	20.2159	21.2269	4/10/16
9700	9701	Casual Library Specialist 3	Casual	TEMP	1053	19.5667	20.5450	21.5723	22.6508	23.7835	24.9727	4/10/16
9980	9989	Casual Management 1	Casual	TEMP	1014	36.5857	38.4150	40.3358	42.3526	44.4702	46.6937	5/10/15
9513	9541	Casual Management 2	Casual	TEMP	1015	49.0284	51.4798	54.0538	56.7565	59.5943	62.5740	5/10/15
9514	9542	Casual Management 3	Casual	TEMP	1016	65.7027	68.9879	72.4373	76.0591	79.8621	83.8552	5/10/15
9982	9990	Casual Paraprofessional 1	Casual	TEMP	1000	17.4519	18.3245	19.2407	20.2027	21.2129	22.2735	5/10/15
9515	9543	Casual Paraprofessional 2	Casual	TEMP	1001	23.3872	24.5565	25.7844	27.0736	28.4273	29.8486	5/10/15
9516	9544	Casual Paraprofessional 3	Casual	TEMP	1002	31.3410	32.9081	34.5535	36.2812	38.0952	40.0000	5/10/15
9978	9975	Casual Professional - Registered/Certified 1	Casual	TEMP	1035	32.7223	34.3584	36.0763	37.8801	39.7741	41.7628	5/10/15
9520	9548	Casual Professional - Registered/Certified 2	Casual	TEMP	1024	43.8509	46.0435	48.3457	50.7630	53.3011	55.9662	5/10/15
9521	9549	Casual Professional - Registered/Certified 3	Casual	TEMP	1026	58.7645	61.7027	64.7878	68.0272	71.4286	75.0000	5/10/15
9981	9991	Casual Professional 1	Casual	TEMP	1017	19.5342	20.5110	21.5365	22.6134	23.7440	24.9312	5/10/15
9517	9545	Casual Professional 2	Casual	TEMP	1018	26.1778	27.4867	28.8610	30.3041	31.8193	33.4102	5/10/15
9518	9546	Casual Professional 3	Casual	TEMP	1019	35.0808	36.8348	38.6765	40.6104	42.6409	44.7729	5/10/15
9519	9547	Casual Professional 4	Casual	TEMP	1020	47.0116	49.3621	51.8303	54.4218	57.1429	60.0000	5/10/15
9250	9251	Casual Public Safety Cadet	Casual	TEMP	962	<del>15.6500</del> 16.0500						12/29/19
9569	9557	Casual Service Maintenance 2	Casual	TEMP	1004	<del>15.6500</del>	<del>16.0339</del> 16.0500	16.8356	17.6774	18.5612	19.4893	12/29/19
9570	9558	Casual Service Maintenance 3	Casual	TEMP	1005	20.4638	21.4870	22.5613	23.6894	24.8738	26.1175	5/10/15
9571	9559	Casual Service Maintenance 4	Casual	TEMP	1006	27.4234	28.7946	30.2343	31.7460	33.3333	35.0000	5/10/15
9984	9993	Casual Skilled Craft 1	Casual	TEMP	1001	23.3872	24.5565	25.7844	27.0736	28.4273	29.8486	5/10/15
9572	9560	Casual Skilled Craft 2	Casual	TEMP	1002	31.3410	32.9081	34.5535	36.2812	38.0952	40.0000	5/10/15
9576	9564	Casual Staff Support 2	Casual	TEMP	1021			<del>15.6500</del>	<del>15.9787</del> 16.0500	16.7776	17.6165	12/29/19
9577	9565	Casual Staff Support 3	Casual	TEMP	1022	18.4973	19.4222	20.3933	21.4130	22.4836	23.6078	5/10/15
9983	9994	Casual Technical 1	Casual	TEMP	1027	21.8148	22.9056	24.0509	25.2534	26.5161	27.8419	5/10/15
9578	9566	Casual Technical 2	Casual	TEMP	1028	29.2340	30.6957	32.2304	33.8420	35.5341	37.3108	5/10/15
9579	9567	Casual Technical 3	Casual	TEMP	1029	39.1763	41.1351	43.1919	45.3515	47.6190	50.0000	5/10/15
9580	9568	Casual Unskilled Laborer 2	Casual	TEMP	1021			<del>15.6500</del>	<del>15.9787</del> 16.0500	16.7776	17.6165	12/29/19
9023	9443	Casual Capital Project Assistant 1	Project	TEMP	1000	17.4519	18.3245	19.2407	20.2027	21.2129	22.2735	5/10/15
9501	9528	Casual Capital Project Assistant 2	Project	TEMP	1001	23.3872	24.5565	25.7844	27.0736	28.4273	29.8486	5/10/15

**City of Sunnyvale**  
**Salary Table - Casual/Seasonal Classifications**

Job Code		Job Title	Unit	Pay Category	Scale	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Effective Date
Casual	Seasonal											
9502	9529	Casual Capital Project Assistant 3	Project	TEMP	1002	31.3410	32.9081	34.5535	36.2812	38.0952	40.0000	5/10/15
9024	9440	Casual Grant Assistant 1	Project	TEMP	1010				<del>15.6500</del>	<del>15.8294</del> 16.0500	16.6208	12/29/19
9508	9535	Casual Grant Assistant 2	Project	TEMP	1000	17.4519	18.3245	19.2407	20.2027	21.2129	22.2735	5/10/15
9509	9536	Casual Grant Assistant 3	Project	TEMP	1001	23.3872	24.5565	25.7844	27.0736	28.4273	29.8486	5/10/15
9510	9537	Casual Grant Assistant 4	Project	TEMP	1002	31.3410	32.9081	34.5535	36.2812	38.0952	40.0000	5/10/15
9026	9436	Casual Special Project Assistant 1	Project	TEMP	1010				<del>15.6500</del>	<del>15.8294</del> 16.0500	16.6208	12/29/19
9573	9561	Casual Special Project Assistant 2	Project	TEMP	1000	17.4519	18.3245	19.2407	20.2027	21.2129	22.2735	5/10/15
9574	9562	Casual Special Project Assistant 3	Project	TEMP	1001	23.3872	24.5565	25.7844	27.0736	28.4273	29.8486	5/10/15
9575	9563	Casual Special Project Assistant 4	Project	TEMP	1002	31.3410	32.9081	34.5535	36.2812	38.0952	40.0000	5/10/15
9018	9020	Intern 1	Project	TEMP	1021			<del>15.6500</del>	<del>15.9787</del> 16.0500	16.7776	17.6165	12/29/19
9019	9021	Intern 2	Project	TEMP	1022	18.4973	19.4222	20.3933	21.4130	22.4836	23.6078	1/1/18
9419	9441	Casual Assistant Pool Manager	Recreation	TEMP	921	<del>15.6500</del>	15.7500	16.5400	17.3600	18.2300	19.1400	12/29/19
9312	9538	Casual Intermittent Recreation 1	Recreation	TEMP	1011				<del>15.6500</del>	<del>15.9096</del> 16.0500	16.7051	12/29/19
9511	9539	Casual Intermittent Recreation 2	Recreation	TEMP	1012	17.5404	18.4174	19.3383	20.3052	21.3204	22.3865	5/10/15
9512	9540	Casual Intermittent Recreation 3	Recreation	TEMP	1013	23.5058	24.6811	25.9151	27.2109	28.5714	30.0000	5/10/15
9421	9429	Casual Lifeguard/Swim Instructor 2 (WSI Certified)	Recreation	TEMP	927				<del>15.6500</del>	<del>15.8100</del> 16.0500	16.6000	12/29/19
9422	9430	Casual Pool Manager	Recreation	TEMP	928	16.5400	17.3700	18.2400	19.1500	20.1000	21.1100	4/27/14
9407	9435	Casual Program Assistant	Recreation	TEMP	907	<del>16.0000</del> 16.0500	16.8000	17.6400	18.5200	19.4500	20.4200	12/29/19
9423	9431	Casual Recreation Attendant	Recreation	TEMP	931	16.0500				<del>15.6500</del>	<del>15.9500</del>	12/29/19
9522	9551	Casual Recreation Instructor/Official 2	Recreation	TEMP	1021			<del>15.6500</del>	<del>15.9787</del> 16.0500	16.7776	17.6165	12/29/19
9523	9552	Casual Recreation Instructor/Official 3	Recreation	TEMP	1022	18.4973	19.4222	20.3933	21.4130	22.4836	23.6078	5/10/15
9524	9553	Casual Recreation Instructor/Official 4	Recreation	TEMP	1023	24.7882	26.0276	27.3290	28.6954	30.1302	31.6367	5/10/15
9525	9554	Casual Recreation Instructor/Official 5	Recreation	TEMP	1034	33.2185	34.8795	36.6234	38.4546	40.3773	42.3962	5/10/15
9526	9555	Casual Recreation Instructor/Official 6	Recreation	TEMP	1025	44.5160	46.7418	49.0789	51.5328	54.1095	56.8150	5/10/15
9527	9556	Casual Recreation Instructor/Official 7	Recreation	TEMP	1033	59.6557	62.6385	65.7704	69.0589	72.5119	76.1375	5/10/15
9413	9433	Casual Recreation Specialist	Recreation	TEMP	913	<del>15.6500</del> 16.0500						12/29/19
9584	9581	Casual Senior Case Manager 1	Recreation	TEMP	1030	20.0000	21.0000	22.0500	23.1525	24.3101	25.5256	5/10/15
9585	9582	Casual Senior Case Manager 2	Recreation	TEMP	1031	26.8019	28.1420	29.5491	31.0266	32.5779	34.2068	5/10/15
9586	9583	Casual Senior Case Manager 3	Recreation	TEMP	1032	35.9171	37.7130	39.5986	41.5786	43.6575	45.8404	5/10/15
9425	9434	Casual Site Lead	Recreation	TEMP	939	16.5400	17.3700	18.2400	19.1500	20.1000	21.1100	4/27/14
9426	9437	Casual Sports Official	Recreation	TEMP	947	20.0000	21.0000	22.0500	23.1500	24.3100	25.5300	4/27/14
9427	9439	Casual Theatre Technician	Recreation	TEMP	949	25.0000	26.2500	27.5600	28.9400	30.3900	31.9100	4/27/14
9299	9298	Casual NOVA Youth Worker	WIA	TEMP	802	<del>15.6500</del> 16.0500	<del>16.4300</del> 16.8525	<del>17.2500</del> 17.6951	18.5799			12/29/19

**City of Sunnyvale  
Salary Table - Council Members**

Job Code	Job Title	Unit	Pay Category	Range / Scale	Min. range / Step 1	Step 2	Step 3	Step 4	Step 5	Max. range / Step 6	Effective Date
0006	COUNCIL MEMBER	Council	N/A	302		<del>30,680.52</del>	31,748.29	(Annual)			1/1/20
0007	MAYOR	Council	N/A	303		<del>40,907.64</del>	42,331.12	(Annual)			1/1/20

**CITY OF SUNNYVALE**  
**SALARY RESOLUTION**  
**Table of Contents**

- 1.000. PAY PLAN SCHEDULES.
- 1.050. RETROACTIVE PAYMENT. SEPARATED/RETIRED EMPLOYEES.
- 1.100. MANDATED DEDUCTIONS.
- 3.000. LEAVE BENEFITS.
- 3.010. LEAVE AUTHORIZATION.
- 3.020. LEAVE BENEFITS. TO WHOM APPLICABLE.
- 3.030. LEAVE PAYMENT.
- 3.040. LEAVE SUBSTITUTION.
- 3.100. PAID TIME OFF LEAVE (PTO) AND PAID MEDICAL LEAVE (PML).  
MANAGEMENT.
- 3.200. BEREAVEMENT LEAVE.
- 3.300. HOLIDAY LEAVE.
- 3.310. FLOATING HOLIDAY LEAVE.
- 3.320. SPECIAL SCHEDULE. HOLIDAY LEAVE.
- 3.400. JURY LEAVE.
- 3.500. MILITARY LEAVE.
- 3.550. MILITARY RESERVISTS. EXTENSION OF BENEFITS AND  
SUPPLEMENTAL SALARY.
- 3.620. PAID MEDICAL LEAVE. AUTHORIZATION.
- ~~3.625. STATE DISABILITY INSURANCE (SDI), INCLUDING PAID FAMILY  
LEAVE INSURANCE (PFLI).~~
- 3.630. LONG TERM DISABILITY.
- 3.640. PAID MEDICAL LEAVE REQUIREMENT WAIVER.
- ~~3.800. VACATION LEAVE.~~
- ~~3.810. VACATION LEAVE. ACCUMULATION. USE.~~
- 3.900. ADMINISTRATIVE LEAVE FOR MANAGEMENT.
- 3.910. ADMINISTRATIVE LEAVE FOR CONFIDENTIAL EMPLOYEES.
- 3.950. EMPLOYEE EMERGENCY LEAVE RELIEF FUND.
- 4.000. OVERTIME PAY. WHO IS ENTITLED.

- 4.010. OVERTIME AUTHORIZATION.
- 4.020. OVERTIME COMPUTATION.
- 4.030. OVERTIME PAY. WHEN APPLICABLE.
- 4.100. COMPENSATORY TIME.
- ~~4.200. CALL BACKPAY. OVERTIME. WHEN APPLICABLE.~~
- 4.300. CONFIDENTIAL PREMIUM PAY.
- 5.000. WAGE SUPPLEMENTS.
- 5.010. INTERIM/ACTING PAY OR OUT-OF-CLASS PAY FOR SPECIAL ASSIGNMENT WORK. MANAGEMENT.
- 5.020. Y-RATING PAY.
- 5.100. UNIFORMS.
- 5.200. WORK EQUIPMENT.
- 5.210. SAFETY GLASSES.
- 5.220. SAFETY FOOTWEAR.
- 5.300. TRAINING ASSISTANCE.
- 5.500. HEALTH INSURANCES. ELIGIBILITY AND EFFECTIVE DATES.
- 5.501. CASH-IN-LIEU. MEDICAL COVERAGE.
- 5.502. CASH REIMBURSEMENT. CITY RETIREE COUNCIL MEMBERS.
- 5.505. CITY CONTRIBUTION. MEDICAL INSURANCES.
- 5.506. CITY CONTRIBUTION. DENTAL INSURANCE.
- 5.507. CITY CONTRIBUTION. VISION INSURANCE.
- 5.515. CITY CONTRIBUTION. CAFETERIA BENEFITS PLAN.
- 5.520. MAXIMUM CITY CONTRIBUTION. HEALTH INSURANCE.
- 5.525. EMPLOYEE CONTRIBUTION. HEALTH INSURANCE.
- 5.530. PREMIUM CONVERSION.
- 5.540. POST RETIREMENT MEDICAL BENEFITS.
- 5.550. LIFE INSURANCE.
- 5.560. DEPENDENT CARE REIMBURSEMENT ACCOUNT.
- 5.561. HEALTH CARE REIMBURSEMENT ACCOUNT.
- 5.562. COMMUTER TRANSPORTATION BENEFITS.
- 5.600. WORKERS' COMPENSATION BENEFITS.
- 5.700. RETIREMENT SYSTEMS.
- 5.710. CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CalPERS).

- 5.711. CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM. QUALIFIED EMPLOYEES.
- 5.715. PUBLIC AGENCY RETIREMENT SYSTEM (PARS).
- 5.720. TIER 1 – 3%-AT-50 SAFETY PLAN.
- 5.721. TIER 2 – 3%-AT-55 SAFETY PLAN.
- 5.722. TIER 3 – 2.7%-AT-57 SAFETY PLAN.
- 5.730. TIER 1 – 2.7%-AT-55 MISCELLANEOUS PLAN.
- 5.731. TIER 2 – 2%-AT-60 MISCELLANEOUS PLAN.
- 5.732. TIER 3 – 2%-AT-62 MISCELLANEOUS PLAN.
- 5.740. CalPERS CONTRIBUTION.
- 5.745. PUBLIC AGENCY RETIREMENT SERVICES ALTERNATIVE RETIREMENT SYSTEM (PARS-ARS).
- 5.746. PUBLIC AGENCY RETIREMENT SERVICES ALTERNATIVE RETIREMENT SYSTEM (PARS-ARS). QUALIFIED EMPLOYEES.
- 5.747. PARS-ARS CONTRIBUTION.
- 5.750. SOCIAL SECURITY. FICA PORTION.
- 6.000. SPECIAL PROVISIONS.
- 6.100. WORK SCHEDULES.
- ~~6.150. FLEX SCHEDULES. DESIGNATED CATEGORY B EMPLOYEES.~~
- 6.200. ALTERNATE SCHEDULES. MANAGEMENT EMPLOYEES.
- 6.300. DEFERRED COMPENSATION.
- 6.400. YOUTH PARTICIPATION INCENTIVES.
- 6.500. AUTOMOBILE ALLOWANCE.
- 6.600. RELOCATION ASSISTANCE.
- 6.700. EXECUTIVE MORTGAGE ASSISTANCE PROGRAM.
- 7.000. ADMINISTRATION. CLASSIFIED SERVICE AND UNCLASSIFIED MANAGEMENT.
- 7.100. HOURLY RATES.
- 7.105. SALARY RATES.
- 7.110. CONTROL POINTS AND SALARY RANGES. MANAGEMENT.
- 7.115. DIFFERENTIAL PAY. MANAGEMENT.
- 7.120. MERIT INCREASE. NONMANAGEMENT.
- 7.130. MERIT INCREASE. MANAGEMENT.

- 7.140. PROMOTION. NONMANAGEMENT.
- 7.150. PROMOTION. MANAGEMENT.
- 7.170. GRANT-FUNDED EMPLOYMENT.
- 7.180. TERM LIMITED EMPLOYMENT
- 7.190. SEVERANCE
- 8.000. UNCLASSIFIED SERVICE. RECREATION, CASUAL, SEASONAL, AND  
SPECIAL PROJECT. ADMINISTRATION.
- 8.100. REDUCED TIME JOB STATUS PROGRAM. CATEGORY G.
- 9.000. PAY BASIS.
- 10.000. EFFECTIVE DATE.

**CITY OF SUNNYVALE**  
**SALARY RESOLUTION**

1.000. PAY PLAN SCHEDULES. The schedule of pay for each classification in the Classified Service and in the Unclassified Service enumerated by pay categories A, B, C, G, J and L consist of hourly pay rates for each available step in each classification. The schedule of pay for Unclassified and Classified Management classifications enumerated by pay categories D, E, F, K and M consists of the annual control point for each classification.

All pay ranges and rates are contained in Exhibit "A" (posted Salary Tables) and incorporated by this reference.

Pay Plan Schedules A through M apply to employee categories as follows:

Pay Plan Category A applies to employees represented by the Communications Officers Association (COA).

Pay Plan Category B applies to employees represented by the Sunnyvale Employees Association (SEA).

Pay Plan Category C applies to employees represented by the Public Safety Officers Association (PSOA).

Pay Plan Category D applies to unrepresented **Classified Management** employees. This category represents first-line supervisors, mid-management, and staff level employees who plan and implement established City programs, budgets, and policy.

Pay Plan Category E applies to employees represented by the Sunnyvale Managers Association (SMA). This category represents first-line supervisors, mid-management, and staff level employees who plan and implement established City programs, budgets, and policy.

Pay Plan Category F applies to employees in Unclassified **Department Director** positions who report directly to the City Manager. These classes are the highest level management positions at the department level. Employees in these positions are responsible for overall direction of their respective department operations within the context of City policy.

Pay Plan Category G applies to unrepresented **Classified Confidential** employees. [Note: For purposes of wage increases/decreases, benefits and leaves, Category G employees receive the same treatment as Category B employees, except as provided in Section 3.910, Section 4.000, Section 4.100, and Section 4.300].

Pay Plan Category J applies to the **Unclassified** classifications listed under the **Job Training Partnership Act (JTPA)**.

Pay Plan Category K applies to employees in unrepresented **Unclassified Management** classifications appointed directly by the City Attorney.

Pay Plan Category L applies to **Classified Regular Part-time** employees represented by the Service Employee International Union (SEIU).

Pay Plan Category M applies to employees represented by the Public Safety Managers Association (PSMA).

Pay Plan Category TL applies to employees in Unclassified Term-Limited classifications. [Note: For purposes of wage increases/decreases, benefits and leaves, Category TL employees receive the same treatment as Category B employees, except as provided in Section 3.910, Section 4.000, Section 4.100, and Section 4.300].

The Pay Ranges and Rates for each Subclass of a classification for which subclasses have been established shall be as set forth for the applicable classification.

The effective dates for each Pay Plan are indicated on the respective Pay Plan Schedules as set forth in Exhibit "A" (posted Salary Tables).

1.050. RETROACTIVE PAYMENT. SEPARATED/RETIRED EMPLOYEES. Retroactive salary adjustments which occur as a result of a collective bargaining settlement will be provided to those employees who are actively employed by the City at the time of the Memorandum of Understanding adoption by the City Council, and to those employees who have retired between the effective date for retroactivity and date of adoption by the City Council. Any employees who have separated or have been terminated prior to this adoption will not be eligible for any retroactive adjustments. Retroactivity will be provided for salary adjustment only. To be eligible for any other salary adjustment as a result of MOU provisions, the employee must be employed as of the established effective date of such action.

1.100. MANDATED DEDUCTIONS. Any state or federally mandated deductions are made in accordance with applicable law.

All employees hired after April 1986 shall be covered by Medicare. The employee and the City will each contribute the mandated percentage of the employee's wage toward the cost of Medicare.

Unemployment insurance is provided to employees at no cost to the employee.

3.000. LEAVE BENEFITS. The enumerated leave benefits are part of the Pay Plan or applicable Memoranda of Understanding.

3.010. LEAVE AUTHORIZATION. All leaves, with the exception of those of Category K members, must be approved in advance by the City Manager or designated Management

representative under established procedure. Leaves of Category K members must be approved in advance by the City Attorney.

3.020. LEAVE BENEFITS. TO WHOM APPLICABLE. Except as otherwise provided for herein, leave benefits are applicable to employees in Pay Plan Categories A, B, C, D, E, F, G, K, L and M.

3.030. LEAVE PAYMENT. All leave time shall be paid at the hourly straight time rate. Only one type of paid leave shall be paid at any given time and when paid shall be to the exclusion of any other paid time.

3.040. LEAVE SUBSTITUTION. No leave may be substituted for the authorized leave once the employee is on leave except as provided in the Administrative Policy; nor may any leave be authorized in addition to another leave for the same period.

3.100. PAID TIME OFF LEAVE (PTO) AND PAID MEDICAL LEAVE (PML).  
MANAGEMENT.

(a) Employees in Categories D, F and K are eligible to accrue and use Paid Time Off Leave (PTO). Such leave shall be used for vacation, medical appointment, illness or injury, family emergency, and may also be used for personal business, care of sick children or other family members, school visits, etc. Leaves not included in PTO which remain separate leaves are bereavement, jury duty, military duty, management administrative leave, workers' compensation, floating holiday, and holiday.

Except for illness, injury or emergency, all PTO shall be pre-planned and pre-approved. The minimum advance notice is 1 week. The City may at any time require written verification from a physician for a non-pre-planned absence for illness or injury, family emergency or visits to a doctor, dentist or licensed mental health practitioner.

(b) PTO begins accruing on the first day of employment and is prorated on an hourly basis for each paid hour. PTO shall not accrue during any unpaid leave, except as provided in Section 3.100(k). Time off is paid provided there is adequate PTO accrued to cover the absence. Time off in excess of PTO accruals and other available leave shall be leave without pay. As employees use PTO, the time used shall be deducted from the employee's current PTO balance.

(c) The accrual rates are listed below:

**TABLE A**

<b>Pay Periods of Service</b>	<b>Years</b>	<b>Accrual Rate - Hours/Pay Period</b>	<b>Accrual Rate - Hours/Year</b>
1-26.99	0 to 1	6.5	169
27-130.99	1+ to 5	7.5	195
131-260.99	5+ to 10	9.0	234
261-442.99	10+ to 17	10.5	273
443-650.99	17+ to 25	11.5	299
651+	25+	12.0	312

(d) Eligible employees will accrue at the rates shown in Table A for the first 870 hours. After 870 hours are accrued, the employee will start accruing at the reduced rate levels of Table B.

**TABLE B**

<b>Pay Periods of Service</b>	<b>Years</b>	<b>Accrual Rate - Hours/Pay Period</b>	<b>Accrual Rate - Hours/Year</b>
1-130.99	0 to 5	5.0	130
131-650.99	5+ to 25	6.5	169
651+	25+	8.0	208

Accruals at this level will stop at 1040 hours (maximum cap) until total accrual is reduced below 1040.

(e) If at any time the total accrual falls below 870 hours, the accrual rate will revert to the rates in Table A.

(f) No minimum usage per year is required. Accruals carry over from one payroll calendar year to the next.

(g) For a newly-hired or promoted Category F employee, the City Manager may authorize an initial accrual rate higher than that provided in the above and/or an initial credit of

hours. Such provision will be documented in the offer letter to the employee. For a newly-hired or promoted Category D employee, the City Manager may authorize an initial accrual rate higher than that provided in the above.

(h) For a newly-hired or promoted Category K employee, the City Attorney may authorize an initial accrual rate higher than that provided in the above and/or an initial credit of hours. Such provision will be documented in the offer letter to the employee.

(i) PTO and Separation/Retirement. PTO accrues and is prorated on an hourly basis for each paid hour during the last pay period of service. PTO shall be paid off to the employee on the employee's last day of work (pay included in final paycheck). The City Manager may, however, approve the utilization of available accrued PTO to extend the date of retirement, and in special circumstances, the date of separation.

(j) PTO and Paid Medical Leave. After 26 consecutive pay periods of service, the City shall provide full pay for a medically certified (same occurrence) illness or injury, beginning with work hour 121 through 90 calendar days of illness or injury. At this time, the City will require a doctor's note and medical information in accordance with current Administrative Policy provisions. No Paid Medical Leave will be provided until this requirement is satisfied.

To access the Paid Medical Leave, an employee must provide acceptable written medical documentation showing that the illness or injury is a single illness or injury, whether continuous time off has been taken or not for that illness or injury. The first 120 hours of a single illness or injury are charged to the employee's PTO bank. Hours 121 up through the maximum of calendar day 90 are eligible for coverage under the Paid Medical Leave.

After 90 calendar days of (same occurrence) illness or injury, the employee shall be eligible to apply for Long Term Disability coverage as outlined in Section 3.630. In addition, if, after having been off work for 120 hours on a same illness or injury and becoming eligible for Paid Medical Leave pay, the employee continues to be unable to return to work full-time, but is able to work partial days, the employee remains eligible for Paid Medical Leave pay for the part of the day that the employee is unable to work.

(k) PTO and Workers' Compensation. During the first 26 pay periods of service, the employee will be eligible for Workers' Compensation benefits as provided by state law. The employee, at this time, will have the option to use PTO or any other leave balance available to him/her, or keep it in his/her leave bank for future use upon his/her return.

After 26 consecutive pay periods of service, the City shall provide full pay for a medically

certified work-related (same occurrence) illness or injury, beginning with workday 1 through 60 calendar days of illness or injury. After 90 calendar days of (same occurrence) work-related illness or injury, the employee shall be eligible to apply for Long Term Disability coverage as outlined in Section 3.630. Employee will accrue full seniority for the first 90 days of Workers' Compensation leave regardless of whether they use PTO or any other leave balance to supplement Workers' Compensation benefits.

(l) If an employee has no available leave hours, pay may be deducted for any hours short of 40 worked in a week. This policy is established pursuant to principles of public accountability.

(m) Employees in Categories D, F and K will have the option to cash-out up to 100 hours of PTO effective the last pay day in October of each calendar year. This cash-out will be allowed as long as the employee maintains a balance of 120 hours in his/her bank. If the employee elects this option, the minimum number of hours that may be cashed-out is 8.

3.200. BEREAVEMENT LEAVE. Employees in Categories D, F and K are entitled to bereavement leave where death has occurred to an employee's spouse or registered domestic partner, father, step-father, mother, step-mother, son, daughter, brother, sister, grandparents or grandchildren, or to the father, step-father, mother, step-mother, son, daughter, brother, sister, grandparents or grandchildren of an employee's spouse or registered domestic partner. The City reserves the right to require proof of death from the employee.

Employees in Categories D, F and K shall be entitled to bereavement leave in an amount not to exceed 40 work hours per eligible incident immediately upon employment. Except as provided herein, all bereavement leave must be used within six calendar months of the date of the eligible incident. Employees who are designated as the executor for a qualifying decedent's estate may use bereavement leave beyond the six-month limitation. Any use of bereavement leave more than six months after the eligible incident requires the approval of the Human Resources Director. The City reserves the right to require proof of death from the employee including, but not limited to: death certificates, obituaries, and funeral cards.

3.300. HOLIDAY LEAVE. Employees in Categories B, C (except those scheduled to work holidays), D, E, F, G, K and M who were on pay status both before and after each holiday shall be entitled to take leave on each of the following holidays and be paid at the straight time rate, except as provided in Section 3.320.

**CITY OBSERVED HOLIDAYS**

Independence Day	Christmas Eve	Martin Luther King, Jr. Birthday
Labor Day	Christmas Day	President's Holiday
Thanksgiving Day	New Year's Eve	Memorial Day

Day After Thanksgiving                      New Year's Day

When a City holiday falls on a Saturday the holiday will be observed on the Friday; when a holiday falls on a Sunday, the holiday will be observed on Monday; or as designated by the City Council.

3.310. FLOATING HOLIDAY LEAVE. Employees in Categories D, F and K shall be credited with 30 hours of floating holiday leave at the beginning of each payroll calendar year.

New employees shall be credited with a pro-rata share based upon the proportion of the payroll calendar year remaining after their date of hire. Use of floating holiday leave shall be subject to the approval of the employee's supervisor.

Employees terminating City employment shall have their allotment of floating holiday leave for that year pro-rated based upon their date of separation. Employees who have used less than their pro-rated allotment for the portion of the payroll calendar year worked shall have the balance paid to them on their final paycheck. Employees who have used more than their pro-rated allotment for the portion of the payroll calendar year worked, shall have the overage deducted from their final paycheck.

Employees in Categories D, F and K who have unused floating holiday hours at the end of the payroll calendar year will be paid out in cash for all the unused hours.

3.320. SPECIAL SCHEDULE. HOLIDAY LEAVE. Holiday leave for employees on a Special Schedule is paid in accordance with policies set forth in the Special Schedule Agreement, applicable MOU, or in the Administrative Policy Manual as the same exists or is amended hereafter.

3.400. JURY LEAVE. An employee is entitled to jury leave subject to conditions and limitations contained in the applicable MOU, or in the Administrative Policy Manual, as the same exists or is amended hereafter.

3.500. MILITARY LEAVE. Employees assigned to active military duty are entitled to military leave in accordance with the provisions of applicable State and Federal laws and the Administrative Policy Manual as the same exists or is amended hereafter. This leave is granted on a fiscal year basis.

3.550. MILITARY RESERVISTS. EXTENSION OF BENEFITS AND SUPPLEMENTAL SALARY.

(a) A person is eligible for the benefits established in this section if he or she meets all of the following qualifications:

- (1) Is an active probationary or regular part-time or full-time employee of the City in Pay Plan Categories A, B, C, D, E, F, G, K, L or M;

- (2) Is a member of the Armed Forces, Naval Militia or National Guard;
- (3) Is called to active duty per Executive Order 13223 issued on September 14, 2001;
- 
- (4) Returns to City employment within 60 days after the end of active duty status; and
- (5) Remains as an employee of the City for at least six months following his or her return to City employment.

Eligible employees will be required to sign an agreement with the City which details their rights and obligations with respect to these benefits and supplemental salary prior to their initial receipt of benefits beyond the mandatory 30 days of benefits otherwise provided by law. Employees who elect not to return to City service shall be required to repay the City for the cost of the supplementary salary and benefits plus interest at the 26-week T-bill rate at the time that the final supplementary compensation was provided and for the period that exceeded the mandatory 30 days of benefits otherwise provided by law.

(b) The City will continue to pay a bi-weekly check to eligible employees equal to base salary, plus any other compensation the employee would have received had he/she been actually working. The employee then will reimburse the City the amounts paid for military service plus allowances, including Basic Allowance for Housing.

(c) Eligible employees will be required to send copies of their military pay stubs to the Department of Human Resources for purposes of reconciliation. The payments will be reconciled by the Payroll unit of the Accounting Division of the Department of Finance. If the Payroll unit has not received the copies within three weeks after the end of the month, future checks will be withheld until the information is provided.

(d) All employees who receive the benefits and supplemental salary under this section will be eligible to remain covered under their current retirement, medical, dental, employee assistance, and vision plans while Executive Order 13223 remains active or until such time as Council takes action to amend or discontinue such benefits and supplemental salary. The City will provide eligible employees, along with the supplemental salary, the amount that the City currently contributes toward the benefits plans. If the employee is currently paying a deduction toward these plans, the employee will continue to make those payments.

3.620. PAID MEDICAL LEAVE. AUTHORIZATION. Paid Medical leave may be authorized by Management staff in accordance with procedures set forth in the applicable MOU or

Administrative Policy Manual as the same now exists or is hereafter amended.

~~3.625. STATE DISABILITY INSURANCE (SDI), INCLUDING PAID FAMILY LEAVE INSURANCE (PFLI). Category L employees are eligible for SDI benefits in accordance with the applicable MOU. Benefits are provided due to non-work related disability. The cost is paid by employee. SDI includes Paid Family Leave Insurance. These programs are administered by the State of California.~~

3.630. LONG TERM DISABILITY. For employees in Categories A, B, D, E, G, K and M, the City shall provide, after completion of 26 consecutive pay periods of service, income protection insurance which will take effect after 90 calendar days from the original date of disability and which, subject to standard policy provisions, exclusions and limitations, will pay 67% of the employee's annual base salary while the employee is disabled and unable to work. For employees in Category F, income protection insurance is provided as of the first of the month after date of hire. Eligibility and procedural limitations are set forth in the Administrative Policy Manual and the current Long Term Disability contract as the same now exists or is hereafter amended.

3.640. PAID MEDICAL LEAVE REQUIREMENT WAIVER. For employees in Categories D, E, F, K and M, the requirement of 26 pay periods of service for eligibility for City-provided Paid Medical Leave, i.e., full pay for a medically certified (same occurrence) illness/injury beginning with work hour 121 through 90 calendar days, may be waived by the City Manager in the case of catastrophic and/or life-threatening illness/injury.

~~3.800. VACATION LEAVE. Casual / Temporary employees hired prior to August 30, 1992 with 2,500 hours of City employment which is continuous or separated by no more than 26 pay periods of service are entitled to .1 hour of vacation leave for each hour of work. Casual/Temporary employees hired after August 30, 1992 are not entitled to vacation leave accrual.~~

~~3.810. VACATION LEAVE. ACCUMULATION. USE. For Casual / Temporary employees hired prior to August 30, 1992, vacation leave may be accumulated up to 50 hours. Accumulated leave time unused at the end of the payroll calendar year will be paid at the employee's current pay rate on one of the last paychecks of the payroll calendar year. Casual/Temporary employees who have accumulated 50 hours of vacation leave at any time shall not accrue additional vacation leave or be compensated for any unused vacation leave in excess of 50 hours.~~

~~Accrued vacation leave for all categories of employees shall be paid off to the employee on the employee's last day of work and will be included in the employee's final paycheck. The City Manager may, however, approve the utilization of available accrued vacation to extend the date of retirement, and in special circumstances, the date of separation.~~

3.900. ADMINISTRATIVE LEAVE FOR MANAGEMENT. Employees in Categories D and K shall be credited with 50 hours of Administrative Leave at the beginning of the first pay period of the payroll calendar year. Employees in Category F shall be credited with 70 hours. ~~All employee categories must complete 6 months of employment to meet eligibility.~~ Use of Administrative Leave for Category F is subject to the City Manager's approval, Categories D to Department Director's approval and to the additional provisions in the Administrative Policy. ~~Provisionally appointed managers not previously holding a regular management position are ineligible for Administrative Leave.~~

3.910. ADMINISTRATIVE LEAVE FOR CONFIDENTIAL EMPLOYEES. Employees in Category G designated as FLSA exempt as provided in Section 4.000 shall be credited with 40 hours of Administrative Leave at the beginning of the first pay period of the payroll calendar year. ~~All employees must complete 6 months of employment to meet eligibility.~~ Use of Administrative Leave is subject to the employee's manager approval and to the additional provisions in the Administrative Policy.

3.950. EMPLOYEE EMERGENCY LEAVE RELIEF FUND. The Employee Emergency Leave Relief Fund is a program that allows any City employee who has leave hours accrued, the opportunity to donate a portion of his/her accrued leave to benefit another employee needing paid emergency leave. To benefit from this fund, the receiving employee must be eligible to accrue City paid leave time, must have used all available accrued leave and must have a personal emergency that requires the employee to be on leave from work responsibilities to attend to the emergency. The employee, or a member of the family or a friend, must request in writing to the City Manager that this Employee Relief Fund be enacted. The City Manager will have administrative authority to accept or reject the request. The City Manager will also have the administrative authority in defining all procedures to be followed in setting up and utilizing this fund.

4.000. OVERTIME PAY. WHO IS ENTITLED. All employees of the City shall be entitled to overtime pay, except those in Management positions in Categories D, E, F, K and M, and the following classifications in Category G, which are hereby designated as exempt from the provisions of the Fair Labor Standards Act (FLSA).

**Category G Classifications:**

<b>Job Code</b>	<b>Classification</b>
<del>1001</del>	<del>Accountant-Confidential</del>
1450	Human Resources Analyst
1015	Payroll Supervisor
<del>1460</del>	<del>Sr. Human Resources Analyst</del>

2203

~~Sr. Programmer Analyst Confidential~~

4.010. OVERTIME AUTHORIZATION. All overtime must be approved in advance by the City Manager or designated Management representative under established procedure.

4.020. OVERTIME COMPUTATION. Overtime, when applicable, shall be paid at the rate of 1½ times the straight-time rate, except as otherwise provided for in an applicable MOU or herein.

4.030. OVERTIME PAY. WHEN APPLICABLE. Casual/Temporary employees and regular part-time employees in Category L shall be entitled to overtime pay in accordance with the Fair Labor Standards Act (FLSA). Casual / Temporary employees who meet the FLSA exempt requirements are designated as such.

Employees assigned to a special schedule shall be entitled to overtime only for hours worked in excess of 40 hours in a work week as defined in the applicable MOU and Administrative Policy Manual, or as provided in the written special schedule agreement. ~~See also Section 6.150 regarding flex time for designated Category B employees.~~

4.100. COMPENSATORY TIME. Employees in Category G shall have the same accumulation and use options as employees in Category B. Employees in Category G designated as FLSA exempt as provided in Section 4.000 are not eligible for compensatory time.

~~4.200. CALL BACK PAY. OVERTIME. WHEN APPLICABLE. For full time employees, the call back provisions apply when an employee has gone off duty and left the job site. Overtime pay for call back duty shall not continue into the next work schedule nor shall it be counted toward fulfillment of a work period.~~

4.300. CONFIDENTIAL PREMIUM PAY. The City shall provide a 3.5% premium on all paid hours for employees in Category D, G, and K.

5.000. WAGE SUPPLEMENTS. Wage supplements shall consist of payments to the employee outside the standard pay schedule for paid work time, and which are paid by the City either in part or in total as provided for herein or in applicable Memoranda of Understanding.

5.010. INTERIM/ACTING PAY OR OUT-OF-CLASS PAY FOR SPECIAL ASSIGNMENT WORK. MANAGEMENT.

(a) Interim/Acting Pay. Employees who are appointed by the City Manager in an acting/interim status to a higher-level vacant position in Pay Plan Categories D and F may receive placement within the salary range of the vacant position; or a percentage over his/her current pay as

designated by the City Manager. Interim/acting assignments may not exceed 960 hours within a fiscal year.

(b) Out-of-Class Pay for Special Assignment Work. For employees in Pay Plan Categories D and F, the City Manager or designee may authorize a temporary pay adjustment for an employee given a specific temporary assignment clearly beyond the scope of the regular job description as determined by the Director of Human Resources or designee. Such assignment is to be made only as necessary to meet the business needs of the department. A request for such an assignment must be made to the City Manager or designee, in writing, from the Department Director prior to commencement of the assignment. Work in such assignment shall be at a minimum of two (2) consecutive weeks, up to a maximum of one (1) year, and up to a maximum of 960 hours per fiscal year.

The request for special assignment shall describe the assignment, justify why it is to be performed by the designated employee, and give a specific duration for completion of the assignment with start and end date. Special assignment pay is five percent (5%) above the employee's normal pay rate. The special assignment and related compensation may be revoked at any time at the discretion of the Department Director, or the City Manager or designee. Special assignment pay is not reportable compensation to CalPERS.

Special assignment pay shall be based on the full period of actual hours worked during the assignment and received for the full period of time in which the employee works in the assignment, provided that such special assignment and related compensation has been authorized in advance by the Department Director, has been approved by the City Manager or designee, and has been processed by the Human Resources Department. Special assignment pay shall not be made retroactively. Special assignment pay shall not be paid for Paid Time Off, Holidays, Paid Medical Leave or any other leave during the special assignment; nor shall such leave days be considered a break in the special assignment.

The special assignment pay shall be discontinued on the date originally identified for completion of the assignment, unless an extension of specific duration is approved by the City Manager or designee prior to the end of the original assignment end date. Extension may be granted for up to an additional one (1) year for the same assignment.

5.020. Y-RATING PAY. Y-rating may be authorized by the City Manager or his/her designee when an employee is allocated to a classification with a lower salary range. If the current salary of the employee is more than the maximum of the revised allocated classification, the employee may be Y-rated and he/she will continue to receive the former rate of pay until the

maximum salary of the new classification is raised to an amount higher than the rate of pay received in the former classification.

5.100. UNIFORMS. The City shall provide uniforms ~~for Category B employees assigned to meter reading, public facility maintenance, public safety records, and others as designated by the City Manager~~ subject to the provisions in the applicable MOU. The following amounts, as determined and updated in accordance with the relevant MOU, will be reported to CalPERS biweekly as the value of the provided uniform for CalPERS classic employees who are assigned, and actually wear, a provided uniform:

Category A (COA): \$12.00

Category B (SEA): \$19.70

Category C (PSOA): \$12.00

Category L (SEIU): \$ 8.39

5.200. WORK EQUIPMENT. The City shall provide mattresses, sheets, pillows, pillow cases and blankets at the fire stations and safety gear in all departments as required by law.

5.210. SAFETY GLASSES. The City shall provide employees in Categories A, B, C, D, E and L prescription safety glasses, provided (a) that safety glasses are required on the job; (b) the employee provides the prescription at no cost to the City; and (c) the glasses are provided by an optical firm approved by the City.

5.220. SAFETY FOOTWEAR. Employees shall be eligible to receive an annual allowance in accordance with the provisions of the applicable MOU. The Human Resources Risk Manager may authorize additional classifications to receive the safety footwear allowance if it is determined that safety footwear is required for the work being performed.

5.300. TRAINING ASSISTANCE. The City shall reimburse employees in Categories A, B, C, D, E, F, G, K, L, those in the Public Safety Cadet program, and employees in the classification of Crime Prevention Assistant for all or part of the cost of tuition and books for courses approved in advance by the City, provided the course is completed successfully and documentation of costs and certificates of completion are presented according to Administrative Policy or applicable MOU. The amount of reimbursement based on relatedness to the employee's present position may be taxable in accordance with state and federal law.

5.500. HEALTH INSURANCE. ELIGIBILITY AND EFFECTIVE DATES.

(a) Medical. Participation in the medical insurance plan is available to employees in all full-time and regular part-time Categories and to members of the City Council at the time of appointment in accordance with the provisions of the plan selected, with the effective date the first

day of the month following enrollment.

(b) Dental. Employees in Categories B, D, E, F, G, K, L, M and members of the City Council are eligible for dental coverage at the time of appointment, with an effective date of the first day of the month following enrollment. For employees in Category A and C, the Public Safety Officers Association shall contract with a dental provider and make dental insurance available to represented employees in accordance with the provisions of the respective MOU. Effective January 1, 2010, employees and members of the City Council may elect to enroll in an enhanced “voluntary buy-up” dental plan. The cost of the voluntary buy-up plan is solely funded by employee / City Council member contributions.

(c) Vision. Employees in all full-time and regular part-time Categories and members of the City Council are eligible for vision coverage at the time of appointment, with an effective date of the first day of the month following enrollment. Effective January 1, 2010, employees and members of the City Council may elect to enroll in an enhanced “voluntary buy-up” vision plan. The cost of the voluntary buy-up plan is solely funded by employee/City Council member contributions.

(d) Employee Assistance Plan (EAP). Employees in all full-time and regular part-time Categories are covered by the employee assistance program at the time of appointment in accordance with the provisions of the plan.

5.501. CASH IN-LIEU. MEDICAL COVERAGE.

(a) Employees in Categories D, F, K and members of the City Council have the option of waiving their medical coverage and receiving payment of a portion of the City contribution. However, if the employee is currently a dependent of a City employee and covered by a CalPERS Health Plan, the employee is not eligible for reimbursement.

Payment shall be made on the following schedule:

<b>Type of Coverage Waiving</b>	<b>Per Pay Period Payment</b>
Employee only coverage	\$38.00
Employee +1 coverage	\$76.00
Employee + family coverage	\$98.50

Whenever an employee changes to no coverage, the employee shall provide proof of alternate coverage and sign a waiver stating that he or she does have alternative coverage and that he or she understands that he or she will no longer receive coverage through a City-sponsored CalPERS provided medical plan.

If an employee decides to reenter a City sponsored CalPERS provided medical plan or

reenter with dependent(s), he or she may enroll in accordance with CalPERS procedures.

Employees receiving cash in-lieu payments must provide documentation to verify their dependents' eligibility.

5.502. CASH REIMBURSEMENT. CITY RETIREE COUNCIL MEMBERS.

Members of the City Council who are City retirees and are enrolled in the CalPERS medical program as a retiree, are eligible to receive a reimbursement equal to the difference of the current City contribution to medical insurance included under Section 5.505 and the current cost of the CalPERS medical premium.

In addition, if Members of the City Council who are City retirees and have an alternative dental plan, and they waive City coverage, the City will reimburse the cost of dental insurance up to the amount specified under Section 5.506 (f).

5.505. CITY CONTRIBUTION. MEDICAL INSURANCE. Effective January 1, 2020, the City will contribute the following amounts toward the cost of premiums for medical insurance under the Public Employees Medical and Hospital Care Act (PEMHCA) for each employee in the respective categories listed below, and his or her eligible dependents, and for each annuitant in CalPERS formerly in the respective categories listed below and his or her eligible dependents:

- (a) Category A. The cost of the premium or \$472.98 per month, whichever is less.
- (b) Categories B and G. The cost of the premium or \$921.31 per month, whichever is less.
- (c) Category C. The cost of the premium or \$467.46 per month, whichever is less.
- (d) Category L. The cost of the premium or \$506.75 per month, whichever is less.
- (e) Categories D, E, F, K and M. The cost of the premium or \$921.31 per month, whichever is less. Effective January 1<sup>st</sup> each year, the City's contribution will be the lesser of the cost of the premium or the lowest cost HMO premium for single coverage available through the CalPERS Region 1 medical plans. Additionally, the City's contribution shall be no less than the highest City contribution for any of the employee represented units; including COA, PSOA, SEA and SEIU.

(f) Members of the City Council. The City's contribution will be the lesser of the cost of the premium or the minimum monthly contribution pursuant to Government Code Section 22892 of the Public Employees Medical and Hospital Care Act (PEMHCA). For calendar year 2019, the amount is \$136.00, and for calendar year 2020, the amount is \$139.00.

5.506. CITY CONTRIBUTION. DENTAL INSURANCE.

- (a) Category A. The City's contribution is up to a maximum of \$140.55 per month,

pursuant to the provisions of the COA MOU.

- (b) Category B and G. The City's contribution is included under Section 5.515 (b) below.
- (c) Category C. The City's contribution is subject to the provisions of the PSOA MOU.
- (d) Category L. The City's contribution is included under Section 5.515 (d) below.
- (e) Categories D, E, F, K and M. The City will contribute the premium for employee only, employee plus one dependent, or employee plus family coverage.
- (f) Members of the City Council. The City will contribute the premium for council member only coverage. Dependent coverage is available at the council member's cost.

5.507. CITY CONTRIBUTION. VISION INSURANCE.

- (a) Category A. The City's contribution is included under Section 5.515 (a) below.
- (b) Category B and G. The City will contribute the premium for employee only or employee plus one dependent coverage.
- (c) Category C. The City's contribution is included under Section 5.515 (c) below.
- (d) Category L. The City's contribution is included under Section 5.515 (d) below.
- (e) Categories D, E, F, K and M. The City will contribute the premium for employee only, employee plus one dependent, or employee plus family coverage.
- (f) Members of the City Council. The City will contribute the premium for council member only coverage. Dependent coverage is available at the council member's cost.

5.515. CITY CONTRIBUTION. CAFETERIA BENEFITS PLAN.

- (a) Category A. The City will contribute \$342.02 per month, the difference between \$815.00 and the amount stated in 5.505 (a) above.
- (b) Category B and G. The City's contribution is subject to the provisions of the SEA MOU.
- (c) Category C. The City will contribute \$47.54 per month, the difference between \$515.00 per month and the amount stated in 5.505 (c) above.
- (d) Category L. The City's contribution is subject to the provisions of the SEIU MOU.
- (e) Categories D, E, F, K and M. The City will contribute to a Cafeteria Benefits Plan for the cost of medical premiums only. The City's Cafeteria Benefits Plan contribution will be capped at the cost of the premium of the highest priced plan between the CalPERS Region #1 ~~(formerly Bay Area)~~ HMO plans or the PERS Choice PPO plan, effective January 1 each year, less the City Contribution as stated in Section 5.505 (e) above, and shall be based upon the plan level in which the employee is enrolled (i.e., employee only, employee plus one dependent, or employee plus family).

(f) Members of the City Council. The City will contribute to a Cafeteria Benefits Plan for the cost of medical premiums only. The City's Cafeteria Benefits Plan contribution will be capped at the cost of the premium of the highest priced plan between the CalPERS Region #1 (~~formerly Bay Area~~) HMO plans or the PERS Choice PPO plan, effective January 1 each year, less the City Contribution as stated in Section 5.505 (f) above, and shall be based upon the plan level in which the council member is enrolled (i.e., council member only, council member plus one dependent or council member plus family).

5.520. MAXIMUM CITY CONTRIBUTION. HEALTH INSURANCE.

(a) Category A. In addition to the amounts contributed by the City as specified in Sections 5.505 (a), 5.506 (a) and 5.515 (a), the City pays the full premium for the employee assistance program.

(b) Category B and G. In addition to the amounts contributed by the City as specified in Sections 5.505 (b) and 5.515 (b), the City pays the full premium for the employee assistance program.

(c) Category C. Including the amounts specified in Sections 5.505 (c) and 5.515 (c), the City's maximum contribution is \$515.00 per month (\$237.69 per pay period) towards the employee assistance program insurance, employee and dependent medical insurance, employee and dependent vision insurance, optional life insurance or any combination thereof.

(d) Category L. In addition to the amounts contributed by the City as specified in Sections 5.505 (d) and 5.515 (d), the City pays the full premium for the employee assistance program.

(e) Categories D, E, F, K and M. In addition to the amounts contributed by the City as specified in Sections 5.505 (e) and 5.515 (e), the City pays the full premium for the employee assistance program.

(f) Members of the City Council. For calendar year ~~2019~~2020, the maximum monthly City contribution, as described in Sections 5.505 (f), 5.506 (f), 5.507 (f) and 5.515(f), ranges from ~~\$1,160.33~~1,184.84 to ~~\$2,938.14~~3,080.58. The actual amount is based upon the plan level in which the council member is enrolled in medical coverage (e.g.; council member only, council member plus one dependent or council member plus family).

5.525. EMPLOYEE CONTRIBUTION. HEALTH INSURANCE. To the extent that any full or part-time employee or member of the City Council elects health insurance coverage that exceeds the amount stated in Section 5.520, the employee/member of the City Council shall pay the difference.

5.530. PREMIUM CONVERSION. If applicable, pursuant to IRS Code §125, regular full-time and regular part-time employees shall pay their contribution toward health insurance on a pre-tax basis, unless the employee chooses to pay on a post-tax basis and notifies the Department of Human Resources of this request in writing.

5.540. POST RETIREMENT MEDICAL BENEFITS.

(a) Categories D, E, F, K and M. Employees who retire from City service under the provisions of the City's contract with CalPERS (minimum of age 50 and 5 years of service) are eligible for post-retirement medical benefits as stated below:

(a.1) Group A – Retirement date prior to January 1, 2008.

The City shall contribute an amount equal to that which is stated in Section 5.505 (e) for the cost of retiree medical premiums. Additionally, the City's Retiree Health Reimbursement Program will provide the retiree a monthly reimbursement amount equal to the difference between the City Contribution, as stated in Section 5.505 (e) and the retiree's premium for his/her selected medical plan.

(a.2) Group B – Retirement date on or after January 1, 2008 with an appointment date prior to July 1, 2007.

The City shall contribute an amount equal to that which is stated in Section 5.505 (e) for the cost of retiree medical premiums. Additionally, the City's Retiree Health Reimbursement Program will provide the retiree a monthly reimbursement amount equal to the difference between the City Contribution, as stated in Section 5.505 (e) and the retiree's premium for his/her selected medical plan, subject to a cap based on the cost of the premium of the highest price plan between the CalPERS Region #1 (~~formerly Bay Area~~) HMO plans or the PERS Choice PPO plan effective January 1<sup>st</sup> of each year.

(a.3) Group C – Retirement date on or after January 1, 2008 with an appointment date on or after July 1, 2007.

The City shall contribute an amount equal to that which is stated in Section 5.505 (e) for the cost of retiree medical premiums. Additionally, the City's Retiree Health Reimbursement Program (RHR) will provide the retiree a monthly reimbursement amount equal to the difference between the City Contribution, as stated in Section 5.505 (e) and the retiree's premium for his/her selected medical plan, subject to the cap indicated in (a.2) above and according to the following vesting schedule:

**Vesting Schedule**

<b>City of Sunnyvale Management Years of Service</b>	<b>% of RHR paid to Retiree</b>
<b>5</b>	<b>50%</b>
<b>6</b>	<b>55%</b>
<b>7</b>	<b>60%</b>
<b>8</b>	<b>65%</b>
<b>9</b>	<b>70%</b>
<b>10</b>	<b>75%</b>
<b>11</b>	<b>80%</b>
<b>12</b>	<b>85%</b>
<b>13</b>	<b>90%</b>
<b>14</b>	<b>95%</b>
<b>15+</b>	<b>100%</b>
<b>Combined Years of Service: Minimum 15 years City of Sunnyvale service, 5 years of which must be City of Sunnyvale management service</b>	<b>100%</b>

5.550. LIFE INSURANCE. The City shall provide life insurance equal to one times annual base salary for employees in Categories D, F and K, up to a maximum coverage of \$175,000. In addition, the employee has the option of buying additional insurance of one times his/her annual base salary up to the maximum allowable coverage. Coverage is subject to the terms and conditions of the insurance policy and to current tax law provisions.

5.560. DEPENDENT CARE REIMBURSEMENT ACCOUNT. Employees in Categories D, F, and K are provided with an option to pay for dependent care expenses on a pre-tax basis, as provided in the Internal Revenue Code.

5.561. HEALTH CARE REIMBURSEMENT ACCOUNT. Employees in Categories ~~A~~, D, F, and K are provided with an option to pay for health care expenses on a pre-tax basis, as provided in the Internal Revenue Code.

5.562. COMMUTER TRANSPORTATION BENEFITS. The City shall provide a plan in accordance with the Internal Revenue Code Section 132(f) that provides an option for employees to pay for qualified work-related transportation expenses for mass transit, van pools, and parking on a pre-tax basis. The monthly election limit is regulated by the IRS.

5.600. WORKERS' COMPENSATION BENEFITS. The City self-insures for Workers' Compensation benefits. Workers' Compensation benefits will be provided as required by law. Employees who are injured on the job are to comply with the legal requirements governing the use of Workers' Compensation benefits. Employees in Categories D, F, and K, who are eligible for temporary disability payments under Workers' Compensation law, shall receive salary continuation from the City's disability program for the first 60 calendar days of temporary disability. Pursuant to current tax laws, a portion of salary continuation, in lieu of temporary disability payments, is exempt from federal and state withholding taxes. The amount of tax-free salary continuation is up to 2/3 of an employee's average wage, subject to minimums and maximums set by state law. Employees who remain temporarily totally disabled after 90 calendar days shall receive temporary disability payments directly from the City's Workers' Compensation third party administrator.

5.700. RETIREMENT SYSTEMS. The City shall provide a retirement system to eligible employees and to members of the City Council who elect to join the California Public Employees' Retirement System, in accordance with the provisions of the City Charter, and as specifically described herein. In addition, the City shall provide an alternative retirement system to eligible temporary (unclassified casual, seasonal, special project, and recreation) employees as specifically described below.

5.710. CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CalPERS). The City shall contract with the State of California Public Employees' Retirement System (CalPERS) for retirement plans for qualified Safety and Miscellaneous employees. Both plans shall include the 1959 Survivor Benefits. Miscellaneous and Safety employees, and members of the City Council who have elected CalPERS membership, receive the 1959 Survivor Benefit at the increased benefit level (Third Level). Miscellaneous and Safety employees are eligible for the optional Military Buy-Back benefit (Military Service Credit as Public Service).

5.711. CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM. QUALIFIED EMPLOYEES. Qualified employees are those in Categories A, B, C, D, E, F, G, K, L, M and those employees in any other Category who are required by CalPERS to be covered. In addition, members of the City Council are qualified to participate in the California Public Employees Retirement System and may elect optional membership in CalPERS.

5.715. PUBLIC AGENCY RETIREMENT SYSTEM (PARS). In appropriate situations for employees hired on or after July 1, 1996, who retire in good standing, City agrees to provide a supplemental retirement benefit through the Public Agency Retirement System (PARS) so that the employee's retirement benefit equals what the employee would have received from CalPERS had

the employee been hired by the City prior to July 1, 1996 as outlined in the CalPERS Circular Letter No. 200-002 (circular letter available in the Department of Human Resources).

5.720. TIER 1 – 3%-AT-50 SAFETY PLAN. The City shall provide qualified Safety employees with the basic "3%-at-50" plan with the one-half continuance option under the California Public Employees' Retirement System (CalPERS). Final compensation shall be calculated using the single highest year model.

5.721. TIER 2 – 3%-AT-55 SAFETY PLAN. The City shall provide qualified Safety employees with the basic "3%-at-55" plan with the one-half continuance option under the California Public Employees' Retirement System (CalPERS). This benefit will apply to Safety employees hired after February 19, 2012. Final compensation shall be calculated using the single highest year model.

5.722. TIER 3 – 2.7%-AT-57 SAFETY PLAN. The City shall provide qualified safety employees hired beginning January 1, 2013 who are not current CalPERS members or who are not members of a reciprocal retirement system as defined by CalPERS the safety 2.7% at age 57 retirement formula with the one-half continuance option under CalPERS. Final compensation shall be calculated using the average of the three highest years model.

5.730. TIER 1 – 2.7%-AT-55 MISCELLANEOUS PLAN. The City shall provide qualified Miscellaneous employees and members of the City Council with the "2.7%-at-55" plan under the California Public Employees' Retirement System (CalPERS). Final compensation shall be calculated using the single highest year model.

5.731. TIER 2 – 2%-AT-60 MISCELLANEOUS PLAN. The City shall provide qualified Miscellaneous employees and members of the City Council hired/appointed beginning in the last full pay period in December 2012 the Local Miscellaneous 2.0% at age 60 retirement formula. Final compensation shall be calculated using the single highest year model. Employees hired on or after January 1, 2013 who are current CalPERS members or who are members of a reciprocal retirement system, as defined by CalPERS shall also receive the 2% at 60 retirement plan.

5.732. TIER 3 – 2%-AT-62 MISCELLANEOUS PLAN. The City shall provide qualified Miscellaneous employees and members of the City Council hired/appointed beginning January 1, 2013 who are not current CalPERS members or who are not members of a reciprocal retirement system as defined by CalPERS the Local Miscellaneous 2.0% at age 62 retirement formula. Final compensation shall be calculated using the average of the three highest years model.

5.740. CalPERS CONTRIBUTION.

(a) Effective July 17, 2016, employees in categories D, F (except for the Director of Public Safety), and K who are also in Tier 1, shall be responsible for contributing 4% of the member

contribution, and the City shall contribute 4%; such payment shall be made pursuant to IRC Section 414(h)(2). The City will report the value of the Employer Paid Member Contribution (EPMC) of 4% as additional compensation.

(b) Effective July 17, 2016, employees in categories D, F and K in Tier 2 shall be responsible for contributing 3% of the member contribution, and the City shall contribute 4%; such payment shall be made pursuant to IRC Section 414(h)(2). The City will report the value of the Employer Paid Member Contribution (EPMC) of 4% as additional compensation.

(c) Employees in categories D, F and K in Tier 3 shall be responsible for paying 50% of the normal cost toward their retirement.

~~(d) Effective July 17, 2016, the Director of Public Safety shall be responsible for paying 3% of the member contribution, and the City shall contribute 6%; such payment shall be made pursuant to IRC Section 414(h)(2). In addition, the City shall continue to pay to CalPERS a total of 2.25% of the employee's salary to fund the cost of the single highest year retirement benefit. The City will report the value of the Employer Paid Member Contribution (EPMC) of 6% as additional compensation.~~

(e) For employees in other Categories who are required by the CalPERS to be covered, such as City Council members who elect to enroll in CalPERS and eligible casual employees, the employee shall be responsible for the full normal member contribution to CalPERS.

~~5.745. PUBLIC AGENCY RETIREMENT SERVICES ALTERNATIVE RETIREMENT SYSTEM (PARS-ARS). The City will contract with the Public Agency Retirement Services (PARS) for an alternative retirement system (ARS) for qualified temporary (unclassified casual, seasonal, special project, and recreation) employees.~~

~~5.746. PUBLIC AGENCY RETIREMENT SERVICES ALTERNATIVE RETIREMENT SYSTEM (PARS-ARS). QUALIFIED EMPLOYEES. Qualified employees are those not enrolled in the CalPERS retirement plan, with the exception of Councilmembers and employees in Categories J.~~

~~5.747. PARS-ARS CONTRIBUTION. For employees enrolled in PARS-ARS, the City shall contribute to PARS-ARS 1.3% of the employee's salary towards the federally-mandated 7.5% minimum contribution. The employee shall be responsible for the remainder of the contribution of 6.2% to PARS-ARS.~~

5.750. SOCIAL SECURITY. FICA PORTION. All employees not covered by CalPERS or PARS-ARS shall be covered by Social Security/FICA. The employee and the City will each contribute the mandated percentage of the employee's wages toward the cost of Social

Security/FICA. No Social Security/FICA will be withheld for retired CalPERS members who return to work as a temporary employee.

6.000. SPECIAL PROVISIONS. Those provisions which are in a non-pay category, but which confer a benefit on an employee, are provided in accordance with the provisions in the Administrative Policy Manual.

6.100. WORK SCHEDULES. Employees in the Civil Service are to work in accordance with the schedules, shifts, tours of duty and work periods or cycles established by their respective departments in accordance with the provisions of the applicable MOU or the Administrative Policy Manual as the same now exists or is hereafter amended.

~~6.150. FLEX SCHEDULES. DESIGNATED CATEGORY B EMPLOYEES. Category B employees, designated under the terms of the applicable MOU as exempt under the Fair Labor Standards Act, may have their work schedules adjusted, at the discretion of their managers, in order to minimize the cost of overtime pay. Such adjustments shall be made in accordance with the provisions of the applicable MOU.~~

6.200. ALTERNATE SCHEDULES. MANAGEMENT EMPLOYEES. Alternate schedules for individual employees in Categories D, E, F, and K may be authorized by the City Manager and the City Attorney in accordance with the Administrative Policy Manual.

6.300. DEFERRED COMPENSATION. Employees in Categories A, B, C, D, E, F, G, K, L and L-M and members of the City Council shall be entitled to participate in a 457 deferred compensation plan approved by the City. For employees in Categories D, E, F, K and KM, a 401 (a) plan is available and procedures for contribution to such plan will be established by the City. With respect to any employee in Categories D, F and K who enrolls in any of the two deferred compensation plans (457 or 401 (a)), the City shall contribute to such plan on behalf of the employee an amount equal to 2% of the employee's gross pay per pay period. Such employees shall not be entitled to receive any or all of such payment except as payment into a deferred compensation account.

6.400. YOUTH PARTICIPATION INCENTIVES. Incentive Payments may be made in accordance with 29 USC § 2854, to provide incentives for recognition and achievements of the participants in the youth activities through the Department of Employment Development.

6.500. AUTOMOBILE ALLOWANCE. Any Management employee authorized and assigned exclusive use of a City vehicle on a 24-hour basis may, at the option of the employee, receive a automobile allowance, payable monthly, in lieu of the assignment and authorization to use such City vehicle. Such automobile allowance is only available while the employee is actively at

work (i.e., not absent from work for more than one month, irrespective of reason). When not actively at work, the automobile allowance will cease the first of the month following the last date the employee is actively at work. A Management employee in Category D, E and M who is not assigned exclusive use of a City vehicle and who ordinarily does not have access to pool vehicles at his or her work site and who averages 300 or more miles per month of City business travel in his or her own personal vehicle, excluding normal travel to and from work, shall be eligible for an automobile allowance. This option shall not be available in the event the City Manager or the employee's Department Director determines that the vehicle assigned is a special purpose vehicle or a vehicle especially equipped so that it cannot be adequately replaced by the employee's private vehicle. Effective July 1, 2007, the monthly automobile allowance for Department Directors will be \$450.00 and for designated management employees \$310.00. Effective October 8, 2017, the monthly automobile allowance for the Director of Employment Development will be \$650.00 for as long as NOVA is providing services to San Mateo County. The City Manager may authorize a change in this allowance in accordance with the change in the IRS standard mileage rate.

6.600. RELOCATION ASSISTANCE. Employees in Categories D, E, K and M may be offered up to \$5,000 of relocation assistance, including expenses incurred in connection with the final trip for employee and immediate family to the area, provided that their primary residence at the time they receive their offer of employment with the City is located outside a 50-mile radius of the City and they move to a location within Santa Clara County within 1 year of appointment. In addition, these employees are also eligible for interim living expenses, at the maximum rate of \$100 per day for a period not to exceed 30 days, incurred while searching for a new residence. Category F employees may be offered up to the full cost of relocation assistance, including interim living expenses, if they move into the City limits within 1 year of appointment. Such assistance may be taxable to the employee. This assistance must be documented in the offer letter to the employee.

6.700. EXECUTIVE MORTGAGE ASSISTANCE PROGRAM. Category F employees are eligible for benefits provided pursuant to the Executive Mortgage Assistance Program. Provisions of the program have been approved through separate resolution and may be amended as necessary.

7.000. ADMINISTRATION. CLASSIFIED SERVICE AND UNCLASSIFIED MANAGEMENT. The Pay Plan for all City employees shall be administered by the City Manager in accordance with policies stated herein and in the Administrative Policy Manual and any applicable MOU. The City Manager shall issue such rules and procedures as are necessary to put the policies

into effect.

7.100. HOURLY RATES. Employees in Categories A, B, C, G and L at the time of appointment are ordinarily assigned the hourly rate in the first step of the pay range. In cases where it is necessary to attract qualified personnel the employee may be assigned the hourly rate in the second or third step of the pay range. Under extraordinary circumstances, employees may be assigned to a higher step than the first step of the pay range, upon recommendation of the Department Director and approval of the City Manager.

7.105. SALARY RATES. The minimum rate at which employees in Categories D, E, K and M may be hired is 85.0% of the Control Point for that classification; the maximum is 100% of Control Point. Appointments made above 95.0% of Control Point require recommendation of the Department Director, and approval of the City Manager for all, but Category K. Determinations on Category K employees are made by the City Attorney.

The minimum and maximum rates at which employees in Categories F may be hired are established for that classification in Exhibit "A" (posted Salary Tables). All appointments require approval of the City Manager.

7.110. CONTROL POINTS AND SALARY RANGES. MANAGEMENT. Control Points for Management classifications are established in Exhibit "A" (posted Salary Tables). The range for each classification in Categories M extends from 85.0% of the Control Point up to the Control Point (100%).

The range for each classification in Categories D, E, F, and K is established in Exhibit "A" (posted Salary Tables). For Category F, the salary range from the minimum to the maximum is 20%. For Category D, E and K, the salary range from the minimum to the maximum is 17.5% effective September 8, 2019, and 20% effective July 11, 2021.

7.115. DIFFERENTIAL PAY. MANAGEMENT. In the event that a pay differential of less than 15% is identified between the maximum of the salary range for a Management classification and the top step base salary for a direct-report non-management classification, a department director may recommend a pay differential of up to 15%. The differential will not be applied automatically, and an identifiable need for such differential must exist prior to providing the differential pay. All differentials require review by the Director of Human Resources and approval of the City Manager.

7.120. MERIT INCREASE. NONMANAGEMENT. Upon completion of 13 pay periods, employees in Categories A, B, C and G may be assigned the next step in the pay range to which the classification is assigned. Such merit increases shall not be approved unless the employee's work

performance is acceptable. Consideration for each subsequent one step merit adjustment is given at 26 pay period intervals until the employee's hourly pay rate reaches the top step of the pay range. Increases may be granted effective with the pay period immediately following the anniversary date.

Upon completion of 6 months of continuous City service, employees in Category L may be assigned the next step in the pay range to which the classification is assigned. Such merit increase shall not be approved unless the employee's work performance is acceptable. Consideration for each subsequent one step merit adjustment is given upon completion of intervals of 12 months of continuous service until the employee's hourly pay rate reaches the top step of the pay range. Increases may be granted effective with the pay period immediately following completion of the requisite hours.

7.130. MERIT INCREASE. MANAGEMENT. Upon completion of 13 pay periods of service, employees in Categories D and K who receive an overall rating of achieves or exceeds expectations on their most recent performance evaluation may receive an increase in salary above the rate to which they were initially assigned, up to but not exceeding the salary range.

The pay rate for employees in Categories D and K will be considered for adjustment beyond that granted after the first 13 pay periods of service following the completion of 26 pay periods from the prior increase in salary, up to but not exceeding the salary range. Increases in salary shall be granted effective with the pay period immediately following the completion of 26 pay periods. The pay rate adjustment is subject to an overall rating of achieves or exceeds expectations on the employee's most recent performance evaluation. Increases of more than 5% require approval of the City Manager.

Upon completion of 26 pay periods of service, employees in Category F who receive an overall rating of achieves or exceeds expectations on their most recent performance evaluation may receive an increase in salary as determined by the City Manager, above the rate to which they were initially assigned, up to but not exceeding the range maximum. The pay rate will be considered for adjustment beyond that granted after the first 26 pay periods of service following the completion of an annual performance evaluation, up to but not exceeding the range maximum. The pay rate adjustment is subject to an overall rating of achieves or exceeds expectations on the employee's most recent performance evaluation. All salary increases require approval of the City Manager. For extenuating or bona fide circumstances, the City Manager may increase the salary for a Category F employee outside of the annual performance review cycle.

7.140. PROMOTION. NONMANAGEMENT. Upon promotion to a full-time non-management classification having an assigned pay range greater than the classification from which

the employee is being promoted, employees in Categories A, B, C and G shall be entitled either to that hourly pay step in the pay range of the higher class which is at least 5% above the employee's current hourly step rate, or that step the employee would have received within 2 pay periods had the promotion not been made, provided the increase does not exceed the rate contained in the top salary step. Thereafter, the employee will be considered for merit increases in the same manner as other probationary employees.

Upon promotion to a regular part-time classification having an assigned pay range greater than the classification from which the employee is being promoted, the employee shall be entitled to that hourly pay step in the pay range of the higher classification which is at least 5% above the employee's current hourly step rate, provided the increase does not exceed the rate contained in the top salary step. Thereafter, the employee will be considered for merit increases in the same manner as other probationary employees.

7.150. PROMOTION. MANAGEMENT. Employees in Category D and E who are promoted to a classification which has been assigned a Control Point greater than the classification from which the employee is being promoted shall be entitled to assignment to a pay rate in the new salary range which provides at least 5% above the employee's current hourly rate, or the rate which the employee would have received with a meeting or exceeding expectation of performance within 2 pay periods had the promotion not been made, provided the increase does not exceed 95.0% of the Control Point for the new classification, except that upon recommendation of the Department Director and approval of the City Manager, the promoted employee's pay rate may be set at up to 100% of such Control Point. Employees in Category K who are promoted in similar circumstances shall likewise receive an increase, subject to the determination of the City Attorney. Thereafter, the employee is considered for merit increases in the same manner as other Management employees.

7.170. GRANT FUNDED EMPLOYMENT.

(a) The City may hire employees in grant-funded (limited duration) positions where the position is funded by grant funds or similar types of non-City funding sources.

(b) Job classification titles for grant-funded positions shall be distinct from job classification titles for regular positions.

(c) Prospective employees shall be informed of the duration of the appointment in the job announcement and at the time of employment, and shall be advised of and acknowledge in writing the impact of the grant-funded (limited duration) status, including that the City has the authority to terminate employment at the completion of the grant or for reduction or loss of grant funding.

(d) Unless otherwise stated by the funding source or agency, if the appointment is for a period of twelve months or more, employees in grant-funded positions shall receive the same benefits as regular employees. Employees who will be working a full-time schedule in a management classification will be included in the Sunnyvale Managers Association bargaining unit; employees who will be working a full-time schedule in a non-management classification will be included in the Sunnyvale Employees Association bargaining unit; and employees who will be working a schedule of 1,092 -1,716 hours per fiscal year will be included in the Services Employees International Union bargaining unit.

(e) If the appointment is for less than twelve months, employees shall be employed in the unclassified service as temporary employees. Temporary employees are unrepresented, are eligible for only those benefits applicable to this category of employment, and are limited to 900 hours of work in the fiscal year.

(f) Should an employee who was originally hired to fill a grant-funded position of twelve months or more be later appointed to a regular position, his/her hire date will be the date that service commenced in the grant-funded position.

7.180. TERM LIMITED EMPLOYMENT.

(a) Term limited appointments are designed for limited duration projects, and shall not be used to displace regular bargaining unit represented positions. There shall be no adverse effect on the bargaining units, as all bargaining unit members shall continue to receive full protections under existing MOUs. The intent behind Term Limited positions is to avoid layoffs – i.e., avoid hiring and then laying off employees retained to perform work of a limited duration. The assignment of regular employees to perform work related to the limited duration project with Term Limited employees used to provide backfill for the work of regular employees shall not be considered displacement of regular bargaining unit represented positions.

(b) Term Limited positions are different from Grant Funded employment as described in 7.170 above, in that Term Limited appointments shall be tied to a budget for a specific project or projects of limited anticipated duration.

(c) Term Limited appointments must be approved by the City Manager.

(d) Term Limited appointments are “at-will” and may be terminated at any time with or without cause. Further, the City has the authority to terminate employment at the completion of the specified term, or prior to the specified term due to lack of funding or other budgetary constraints, or lack of work.

(e) Term Limited appointments shall specify their duration, and shall not exceed two

years, except under special circumstances approved by the City Manager, in which case the term may be extended by no more than 1 year. Such positions are not intended to replace regular, budgeted positions. Duration in position is counted from hire date and is not based on work hours.

(f) Term Limited positions shall be subject to membership in the applicable bargaining unit and shall receive the full benefits applicable to their bargaining unit, except as limited by their “at-will” status.

(g) Prospective employees shall be informed of the duration of the appointment in the job announcement and at the time of employment, and shall be advised of and acknowledge in writing the impact of the Term Limited status, including that the City has the authority to terminate employment at the completion of the term, or prior to the specified term due to lack of funding or other budgetary constraints, or lack of work. Prospective employees shall also be advised of and acknowledge in writing their status as at-will employees and the City’s ability to terminate their employment for any reason with or without cause.

(h) At the request of any bargaining unit, the City will meet with bargaining unit representatives no less than twice a year to hear and resolve any concerns about the Term Limited program.

There shall be no more than twenty-seven (27) Term Limited employees in the SEA bargaining Unit. However, a regular SEA employee in an out of class assignment (either within or outside of the bargaining unit) shall not count against the twenty-seven (27).

7.190. SEVERANCE. Employees in Category F may be terminated or asked to resign at the discretion of the City Manager. Upon execution of a release of all claims against the City, the employee shall be eligible for severance payment. Upon separation, the employee shall be eligible for one (1) month of base salary as severance for each full year of employment with the City of Sunnyvale, with a minimum of three (3) months of salary and up to a maximum of six (6) months of salary. However, the City Manager may authorize any amount between three (3) and six (6) months as he or she determines reasonable and appropriate. The severance benefit shall not be available if the employee is terminated for serious misconduct involving abuse of his or her office or position, including but not limited to waste, fraud, violation of the law under color of authority, misappropriation of public resources, violence, harassment or discrimination. If the employee is later convicted of a crime involving such abuse of his or her position, the employee shall fully reimburse the City as set forth in the Government Code section 53243.3.

8.000. CASUAL/TEMPORARY PAY RATE ASSIGNMENTS AND STEP INCREASES. Pay rate assignments and pay step increases for Casual/Temporary employees shall

be administered by the City Manager in accordance with the policies stated herein. The City Manager shall promulgate such rules and procedures as are necessary to put said policies into effect.

Casual/Temporary employees at the time of appointment are ordinarily assigned the hourly rate in the first step of the pay range; however, the department may assign employees to a higher step based on qualifications and experience, and/or specific job functions, or in cases where it is necessary to attract qualified personnel. Casual/Temporary employees may be considered for an initial merit step increase after completion of 1040 hours of service and additional merit step increases upon completion of intervals of 2080 hours of service up to top step. However, a merit increase shall not be approved unless the employee's work performance is rated satisfactory or better. In situations where the above hour criteria for merit increases is not reasonable given the nature of a Casual/Temporary assignment, individual departments may assign a Casual/Temporary employee to the next step in the series upon completion of a minimum of 12 months of service in the current job classification and step, and a minimum number of hours worked as established by the department.

8.100. REDUCED TIME JOB STATUS PROGRAM. CATEGORY G. Designated classifications within Category G may work a reduced time work job share schedule pursuant to the provisions of the Reduced Time Job Status Program.

9.000. PAY BASIS. An eligible employee may be paid under multiple pay ranges or scheduled amounts in any given pay period, in addition to working out of class, on special assignment or under special circumstances.

10.000. EFFECTIVE DATE. Unless otherwise specifically indicated, all provisions herein contained shall be effective as of the date of posting. This version of the Salary Resolution supersedes any prior versions and amendments thereto.