

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY
OF SUNNYVALE AMENDING THE CITY'S SALARY
RESOLUTION TO REMOVE THE CALPERS EMPLOYER
PAID MEMBER CONTRIBUTION (EPMC) AND REVISE
THE PAY SCHEDULE TO INCREASE THE SALARY
RANGES FOR UNCLASSIFIED DEPARTMENT
DIRECTOR POSITIONS (PAY PLAN CATEGORY F)**

WHEREAS, the City desires to amend the salary resolution and pay schedule for department directors (pay plan category F) to reflect a decision to remove the CalPERS employer paid member contribution (EPMC) and increase salary ranges.

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

1. Section 5.740 of Resolution No. 1151-22 (the City's Salary Resolution) is hereby amended to read as follows:

5.740 CalPERS Contribution

(a) Employees in categories D, F, and K who are 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.

Effective December 21, 2025, category F employees in Tier 1 who are Miscellaneous members shall pay the entire 8% member contribution, and Safety members shall pay the entire 9% member contribution. The reporting of the EPMC value as additional compensation will end.

(b) Employees in categories D, F and K who are 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.

Effective December 21, 2025, category F employees in Tier 2 who are Miscellaneous members shall pay the entire 7% member contribution, and Safety members shall pay the entire 9% member contribution. The reporting of the EPMC value as additional compensation will end.

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

(d) 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/Temporary employees, the employee shall be responsible for the full normal member contribution to CalPERS.

2. Resolution No. 1151-22 (the City's Salary Resolution) is hereby amended to update the pay rates as set forth in Exhibit A, in the schedule of pay (salary table), attached and incorporated by reference, to implement the changes described in this resolution on the effective dates noted in Exhibit A.
3. Except as herein modified, Resolution No. 1151-22, as amended, shall remain in full force and effect.

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

AYES:
NOES:
ABSTAIN:
ABSENT:
RECUSAL:

ATTEST:

APPROVED:

DAVID CARNAHAN
City Clerk
(SEAL)

LARRY KLEIN
Mayor

APPROVED AS TO FORM:

REBECCA L. MOON
City Attorney

Regular			Hourly Pay Rates								Annual Range		Effective Date
Job Code	Unit	Pay Cat.	Job Title	Range / Scale	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Minimum	Maximum	
0110	Mgmt-DIR	F	Assistant City Manager	25							370,597	444,717	12/21/25
0190	Mgmt-DIR	F	Chief Information Officer	31							330,891	397,069	12/21/25
0113	Mgmt-DIR	F	Deputy City Manager	30							297,802	357,362	12/21/25
0120	Mgmt-DIR	F	Director of Community Development	31							330,891	397,069	12/21/25
0185	Mgmt-DIR	F	Director of Environmental Services	31							330,891	397,069	12/21/25
0130	Mgmt-DIR	F	Director of Finance	31							330,891	397,069	12/21/25
0145	Mgmt-DIR	F	Director of Human Resources	31							330,891	397,069	12/21/25
0155	Mgmt-DIR	F	Director of Library & Recreation Services	31							330,891	397,069	12/21/25
0170	Mgmt-DIR	F	Director of Public Safety	24PS							359,803	431,764	12/21/25
0180	Mgmt-DIR	F	Director of Public Works	31							330,891	397,069	12/21/25

Notes

Assignments of Grade and Pay Ranges to Pay Plan as Referenced in the Salary Resolution
Category F applies to Unclassified Department Directors (MGMT-DIR)