

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING RESOLUTION NO. 190-05, THE CITY'S SALARY RESOLUTION, TO AMEND THE CITY'S SALARY RESOLUTION TO PROVIDE A TIME EXCEPTION TO EXTEND ASSIGNMENTS FOR TERM LIMITED EMPLOYEES ASSIGNED TO THE ENTERPRISE RESOURCE PLANNING (ERP) PROJECT

WHEREAS, existing provisions of the City's Salary resolution address Term Limited assignments, which may not exceed two years, except under special circumstances approved by the City Manager, in which the term may be extended by no more than one year; and

WHEREAS, the ERP project has taken longer than expected due to various challenges; and

WHEREAS, the ERP project is now in the final implementation stage, and without an exception allowing an extension to the Term Limited maximum duration for employees assigned to the project, the City will lose experienced resources just prior to going live and or during the stabilization period, jeopardizing project success; and

WHEREAS, Human Resources has met and conferred with the bargaining units regarding assignment extensions for the Term Limited employees assigned to the ERP Project; and

WHEREAS, the City Council having considered such proposals and recommendations desires to approve the proposed changes by amending the City's Salary Resolution.

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

1. Section 7.180(e) of Resolution No. 190-05 (the City's Salary Resolution) is hereby amended to read as follows:

(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. For term limited appointments assigned to the Enterprise Resource Planning (ERP) project, the City Manager may authorize exceptions to the duration maximum, extending the allowed term to ensure sufficient coverage through the end of ERP implementation and the associated stabilization period.

2. All other provisions of Resolution No. 190-05 shall remain in full force and effect.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on August ____, 2022, by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:
RECUSAL:

ATTEST:

APPROVED:

City Clerk
(SEAL)

Mayor

APPROVED AS TO FORM:

City Attorney