

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

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING RESOLUTION NO. 1151-22, THE CITY'S SALARY RESOLUTION, TO UPDATE PAY RATES FOR CASUAL/TEMPORARY CLASSIFICATIONS TO REFLECT THE JANUARY 1, 2025 SUNNYVALE MINIMUM WAGE, INCREASE THE COUNCILMEMBER AND MAYOR STIPEND AMOUNTS PURSUANT TO CITY CHARTER SECTION 605, AND MOVE THE 3.5% LEAD WORKER/SUPERVISOR PREMIUM PAY FOR ATTORNEYS INTO BASE SALARY**

WHEREAS, as of January 1, 2025, the City of Sunnyvale minimum wage will increase from \$18.55 to \$19.00 per hour; and

WHEREAS, City Charter section 605 provides for annual cost of living increases for Councilmembers and the Mayor based on the Consumer Price Index; and

WHEREAS, staff is recommending moving the 3.5% lead worker/supervisor premium pay into base salary for employees in Category K (Attorneys) to address departmental needs; and

WHEREAS, the City Council of the City of Sunnyvale desires to amend the City's Salary Resolution and Schedule of Pay to reflect these changes.

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

1. Resolution No. 1151-22 is hereby amended by:
  - (a) Amending the text of Section 4.305 the City's Salary Resolution as set forth in Exhibit A (Salary Resolution) to reflect changes to Category K positions to read as follows (changes in underline):

**4.305 Lead Worker/Supervisor Premium Pay**

Effective June 29, 2008, employees in Category D and K who routinely and consistently lead or supervise employees in the subordinate classifications or job functions described below shall be paid a 3.5% Lead Worker/Supervisor Premium on all paid hours.

Applicable subordinate classifications or job functions include:

- (a) Sensitive positions requiring trust and discretion as provided in Section 4.300; or
  - (b) Classifications that prepare City Council agenda and minutes and perform the duties of the City Clerk in their absence;
- or

(c) Job functions that support sensitive projects directly assigned by the City Manager.

Effective December 22, 2024, the 3.5% premium will be removed from Category K positions, and the applicable salary ranges and pay rates for those positions will be increased by 3.5%.

(b) Amending the pay rates set forth in Exhibit A (Salary Schedule). Exhibit A is attached and incorporated by reference, and the changes shall be effective on the dates set forth in Exhibit A.

2. All other provisions of Resolution No. 1151-22 shall remain in full force and effect.

Adopted by the City Council of the City of Sunnyvale at a regular meeting held on December 10, 2024, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

RECUSAL:

ATTEST:

APPROVED:

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

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

APPROVED AS TO FORM:

\_\_\_\_\_  
REBECCA L. MOON  
City Attorney

**EXHIBIT A**

Job Code	Job Title	Unit	Pay Category	Scale	Annual Rate	Effective Date
0006	Council Member	Council	n/a	302	37,366.51	12/22/24
0007	Mayor	Council	n/a	303	49,822.07	12/22/24

Job Code	Job Title	Unit	Pay Category	Range	Hourly Pay Rates		Effective Date
					Minimum	Maximum	
9419	Assistant Pool Manager	TEMP	n/a	921	19.0000	24.3000	12/22/24
9584	Case Manager	TEMP	n/a	1030	21.1500	48.6500	12/22/24
9009	Crime Prevention Assistant	TEMP	n/a	936	n/a	19.0000	12/22/24
9018	Intern	TEMP	n/a	947	19.0000	26.4500	12/22/24
9580	Laborer	TEMP	n/a	802	19.0000	21.1500	12/22/24
9421	Lifeguard/Swim Instructor	TEMP	n/a	966	19.0000	22.2000	12/22/24
9299	NOVA Youth Worker	TEMP	n/a	802	19.0000	21.1500	12/22/24
9422	Pool Manager	TEMP	n/a	928	19.0500	26.4500	12/22/24
9323	Project/Grant Assistant 1	TEMP	n/a	1000	19.0000	29.6000	12/22/24
9324	Project/Grant Assistant 2	TEMP	n/a	1001	29.6000	42.3000	12/22/24
9250	Public Safety Cadet	TEMP	n/a	936	n/a	19.0000	12/22/24
9326	Public Safety Technical Professional	TEMP	n/a	963	61.3500	102.6000	12/22/24
9325	Recreation Assistant	TEMP	n/a	966	19.0000	22.2000	12/22/24
9527	Recreation Instructor (Expert)	TEMP	n/a	927	52.9000	77.2000	12/22/24
9522	Recreation Instructor 1	TEMP	n/a	965	19.0000	31.7500	12/22/24
9523	Recreation Instructor 2	TEMP	n/a	925	31.7500	52.9000	12/22/24
9327	Recreation Specialist	TEMP	n/a	947	19.0000	26.4500	12/22/24
9328	Recreation Technician	TEMP	n/a	968	26.4500	33.8500	12/22/24
9426	Sports Official	TEMP	n/a	967	19.0000	27.5000	12/22/24

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	
0013	Mgmt-OCA	K	Assistant City Attorney	19K							178,595	223,244	12/22/24
0014	Mgmt-OCA	K	Deputy City Attorney	17K							144,965	181,206	12/22/24
0012	Mgmt-OCA	K	Senior Assistant City Attorney	20K							204,604	255,755	12/22/24