



# City of Sunnyvale

## Agenda Item-No Attachments (PDF)

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### **REPORT TO COUNCIL**

#### **SUBJECT**

Amend the Salary Table of the Salary Resolution and the Classification Plan to Add the Newly Established Classifications of Principal Network Engineer, Principal Design and Construction Operator, and Water Pollution Control Plant (WPCP) Control Systems Integrator

#### **BACKGROUND**

This report recommends amending the Salary Table of the City's Salary Resolution and the Classification Plan to add the newly established classifications of Principal Network Engineer, Principal Design and Construction Operator, and WPCP Control Systems Integrator.

#### **EXISTING POLICY**

Section 1103, Classification, of the City Charter states that additions or changes to the classification plan may be adopted from time to time by the City Council upon the recommendation of the City Manager.

#### **ENVIRONMENTAL REVIEW**

N/A

#### **DISCUSSION**

##### **Principal Network Engineer**

Through the FY 2014/15 budget process, the Information Technology Department (ITD) requested the Department of Human Resources develop a new classification of Principal Network Engineer. ITD requested this new classification due to an increased level of complexity in Network Engineering. The requirement for involvement in strategic technical decisions and need for independence of action has increased steadily in this field. This new classification differs from the classification of Network Engineer in that the latter is responsible for engineering and analysis assignments of moderate scope and complexity under oversight of the new Principal Network Engineer position. The Principal Network Engineer will be responsible for new and highly complex projects, engineering and analysis assignments including the assessment of new technologies for their use within the City and the development of processes, procedures, and standards for use of such equipment. The Principal Network Engineer will provide lead direction, support, and training to subordinate positions within the division. The Principal Network Engineer classification has been benchmarked to other similar classifications in the list of comparable agencies in the Sunnyvale Employee Association (SEA) Memorandum of Understanding. SEA was provided notice and an opportunity to comment on the proposed Principal Network Engineer classification.

##### **Principal Design and Construction Operator**

Through the FY 2014/15 budget process, the Environmental Services Department (ESD) requested

the Department of Human Resources develop a new classification of Principal Design and Construction Operator. ESD has requested this classification be created to fill the role of key liaison for all Plant construction projects, to coordinate with all other Plant key operational areas (operations, electrical, instrumentation, mechanical) in providing input into project designs, to coordinate Plant shut down requests, approve construction schedules as related to the Plant operations, and be the gatekeeper to ensure smooth flow of construction projects while minimizing impacts to everyday operations, ensuring safe and compliant implementation of projects. The Principal Design and Construction Operator classification has been benchmarked to other similar classifications in the list of comparable agencies in the SEA Memorandum of Understanding. SEA was provided notice and an opportunity to comment on the proposed Principal Design and Construction Operator classification.

### **WPCP Control Systems Integrator**

Through the FY 2014/15 budget process, ESD also requested the Department of Human Resources develop a new classification of WPCP Control Systems Integrator. ESD has requested this classification be created to fill the role responsible for the automation and control system design of the new facilities and also the upgrade and integration of existing control system facilities. This position will work with the design engineers and be responsible for translating operator preferences into control sequencing to be transmitted to the design engineers and ensure implementation during construction. This position will also ensure consistent control system programming throughout the 10+ year implementation period and be the City representative responsible for the maintenance of these systems after construction is complete. The WPCP Control Systems Integrator classification has been benchmarked to other similar classifications in the list of comparable agencies in the SEA Memorandum of Understanding. SEA was provided notice and an opportunity to comment on the proposed WPCP Control Systems Integrator classification.

### **FISCAL IMPACT**

The FY 2014/15 Adopted Budget includes all three of these positions in their respective departments. As the specific classifications and salary ranges were not developed at the time the budget was prepared, staff estimated the anticipated salary ranges and incorporated those into the budget. The final salary ranges developed for each position are within the ranges included in the budget. Additionally, the two positions at the Water Pollution Control Plant are only budgeted through the duration of the WPCP renovation project. These positions will be re-evaluated as the project closes, currently anticipated to occur in FY 2023/24.

### **PUBLIC CONTACT**

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall, at the Sunnyvale Senior Center, Community Center and Department of Public Safety; and by making the agenda and report available at the Sunnyvale Public Library, the Office of the City Clerk and on the City's website.

### **ALTERNATIVES**

1. Adopt Resolutions to amend the Salary Table of the City's Salary Resolution and the Classification Plan to add the newly established classifications of Principal Network Engineer, Principal Design and Construction Operator, and WPCP Control Systems Integrator that will become effective at the beginning of the first pay period after November 11, 2014.
2. Do not approve the recommendations included in this report.

### **STAFF RECOMMENDATION**

Alternative 1: Adopt Resolutions to amend the Salary Table of the City's Salary Resolution and the Classification Plan to add the newly established classifications of Principal Network Engineer, Principal Design and Construction Operator, and WPCP Control Systems Integrator that will become effective at the beginning of the first pay period after November 11, 2014.

Prepared by: Delanie LoFranco, Human Resources Manager

Reviewed by: Teri Silva, Director, Human Resources

Reviewed by: Robert A. Walker, Assistant City Manager

Approved by: Deanna J. Santana, City Manager

### **ATTACHMENTS**

1. Resolution to Amend the Classification Plan
2. Resolution to Amend the Salary Resolution