



City of Sunnyvale

Agenda Item-No Attachments (PDF)

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REPORT TO COUNCIL

SUBJECT

Adopt a Resolution Adding Two New Classifications to the Classification Plan of the Civil Service and Changing Six Classification Titles in the Information Technology Department; and Amending the City's Salary Resolution to Make Corresponding Updates to the Schedule of Pay.

BACKGROUND

This report recommends amending the Classification Plan and the City's Salary Resolution to update the schedule of pay to add the newly established classifications of Network and Systems Engineer I and Applications Analyst / Project Coordinator I as entry level classifications to the job series and to change the classification titles of the following classifications assigned to the Information Technology Department.

Current Classification Title	New Classification Title
Network Technician	Network and Systems Engineer II
Network Engineer	Senior Network and Systems Engineer
Principal Network Engineer	Principal Network and Systems Engineer
Programmer Analyst	Applications Analyst/Project Coordinator II
Senior Programmer Analyst	Senior Applications Analyst/Project Manager
Principal Programmer Analyst	Principal Applications Analyst/Project Manager

EXISTING POLICY

Section 1103, entitled 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

The action being considered does not constitute a "project" with the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(5) in that it is a governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

DISCUSSION

In 2019, the Office of the City Manager approved a classification and compensation study request from the Information Technology Department (ITD). This request included a review of the current applications analyst and network engineering classifications and pay ranges and looking at new potential entry-level classifications that would be beneficial in attracting candidates and providing services for the City. Study results have been discussed with the Office of the City Manager, ITD,

and the Sunnyvale Employees Association (SEA)/ IFTPE Local 21 and the following recommendations result from these discussions.

Newly Established Classifications

ITD requested the creation of the Network & Systems Engineer I and Applications Analyst / Project Coordinator I classifications.

The creation of the Network & Systems Engineer I and Applications Analyst / Project Coordinator I classifications provides improved opportunity to qualify for entry level positions with the City of Sunnyvale. Currently, the lowest level of the ITD positions in Network Systems and Engineering and Applications Analytics and Project Coordination both require a bachelor's degree and two years of experience in their respective areas. As established, the City is unable to consider candidates who may have relevant work experience, but only have an associate's degree or Technology Certificate from an accredited college or university.

The creation of the Network & Systems Engineer I and Applications Analyst / Project Coordinator I provides four different education and experience alternatives for meeting the minimum qualifications of the classification. With these changes, the classifications provide succession planning and growth opportunities within the City.

The proposed Network & Systems Engineer I salary will be 10% below the Network & Systems Engineer II salary (benchmarked to the current Network Technician). The proposed Applications Analyst / Project Coordinator I will be 10% below the Applications Analyst / Project Coordinator II salary (benchmarked to the current Programmer Analyst).

These classifications will be represented by SEA/ IFPTE Local 21. SEA/IFPTE Local 21 was provided notice and an opportunity to comment on the job descriptions and proposed pay rates for the represented classification. Meetings were held with representatives from ITD, HRD, and SEA/IFPTE Local 21 to discuss opportunities, impacts, and proposed changes.

Classification Title Changes

The Department of Human Resources is also proposing changing the existing IT classification titles listed below to provide better clarity for the classification responsibilities, consistent naming conventions, and to align the career and promotional paths for both series.

Current Classification Title	New Classification Title
Network Technician	Network and Systems Engineer II
Network Engineer	Senior Network and Systems Engineer
Principal Network Engineer	Principal Network and Systems Engineer
Programmer Analyst	Applications Analyst/Project Coordinator II
Senior Programmer Analyst	Senior Applications Analyst/Project Manager
Principal Programmer Analyst	Principal Applications Analyst/Project Manager

SEA/IFPTE Local 21 was provided notice and an opportunity to comment on the proposed classification title changes.

FISCAL IMPACT

The salary ranges are the same for the new classification titles. Thus, there is no fiscal impact for these classification title changes.

PUBLIC CONTACT

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

RECOMMENDATION

Adopt a Resolution Amending Resolution Nos. 143-77 and 190-05, Adding Two New Classifications to the Classification Plan of the Civil Service and Changing Six Classification Titles in the Information Technology Department; and Amending the City's Salary Resolution to Make Corresponding Updates to the Schedule of Pay effective July 12, 2020

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Reviewed by: Jaqui Guzmán, Deputy City Manager

Approved by: Kent Steffens, City Manager

ATTACHMENTS

1. Resolution