



Peckham & McKenney
"All about fit"



**Assistant Public Works Director/
City Engineer**
CITY OF SUNNYVALE, CALIFORNIA

THE HEART OF SILICON VALLEY

With a population over 157,000, Sunnyvale is the seventh largest city in the San Francisco Bay Area and the second largest in Santa Clara County. Incorporated in 1912, the City has transformed from an agricultural community to the nexus of research, development, and manufacturing that created the Silicon Valley. Approximately 7,000 local businesses provide a rich mixture of goods and services, including many icons in tech, manufacturing, retail, and research and development. Sunnyvale's ten largest employers are Google, Apple, Facebook, LinkedIn, Intuitive Surgical, Amazon, Lockheed Martin Space Systems, Applied Materials, Cepheid, and iHealth.

In addition to being a center of technology and innovation, Sunnyvale is a city of quiet family neighborhoods, a vibrant and thriving downtown, strong schools, and a diverse community. Boasting a mild and sunny climate with easy access to metropolitan amenities and abundant natural beauty, Sunnyvale is an ideal location to live, work, and play. The Caltrain station, located downtown, is only a few blocks



from City Hall. The San Jose, San Francisco, and Oakland International Airports are easily accessible, and the Bay Area is home to many museums, theaters, concert halls, art galleries, and professional sports teams.

The City's parks and recreation system boasts 26 parks; facilities for golf, tennis, and swimming; a community center, senior center, and a library. Construction is underway for the new Lakewood branch library. Sunnyvale's historic downtown is home to a variety of local eateries and merchants, and hosts frequent art festivals, concerts, and a year-round farmers' market. Residents and visitors enjoy the Summer Music Series, the Hands on the Arts Festival, and many seasonal events throughout the year.

For more information about the City of Sunnyvale, please visit [Sunnyvale, CA | Home](#).

THE ORGANIZATION

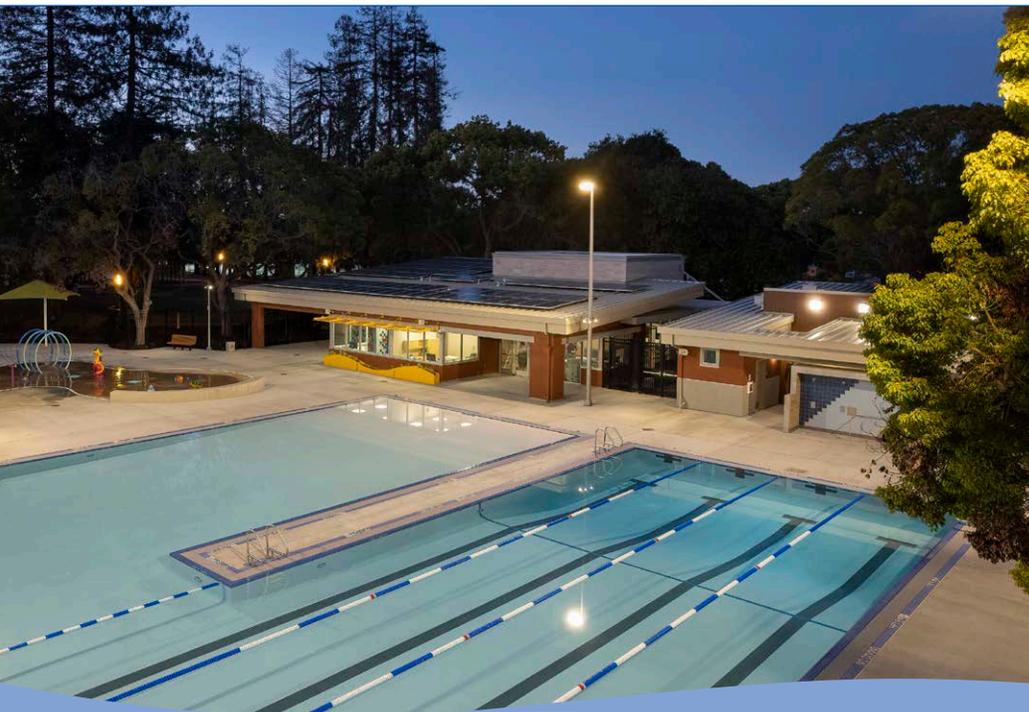
The City of Sunnyvale is a charter city, with a seven-member City Council and council appointed City Manager and City Attorney. The Council and City staff enjoy a positive and mutually respectful relationship. Sunnyvale provides a full range of services and maintains a workforce of approximately 955 regular full-time and part-time employees, and 300 casual/temporary employees, with six bargaining units. The 2024/25 Budget totals \$731 million with General Fund Expenditures of \$267 million. The City maintains issuer credit ratings of Aaa from Moody's Investors Services and AAA from Standard and Poors. Community surveys consistently indicate that residents and businesses are satisfied with the quality of the services and programs provided by the City.

THE DEPARTMENT

The Department of Public Works is responsible for constructing, maintaining, and improving the City of Sunnyvale's facilities and infrastructure. The Department of 202 employees is organized into five divisions: Engineering Services, Public Works Operations, Parks, Golf and Trees, Transportation and Traffic, and Administration. The Public Works operating budget for Fiscal Year 2024/2025 is approximately \$60 Million. And the capital projects budget for the next five years exceeds \$400 Million. For additional detail on the Department budget, as well as the Projects Budget:

[FY 2024/25 Adopted Budget Volume 1 - Summary and Operating Budget](#)

[FY 2024/25 Adopted Budget Volume 2 - Projects Budget](#)



Key services provided by the Department include:

- Transportation and traffic planning
- Residential and Downtown parking permits
- Pavement and concrete operations and maintenance
- Street light and street sign operations



- Parks, trees and open space management
- Real estate and property management
- Capital Improvement Program, engineering services
- Golf course and tennis center operations
- City facilities services

THE POSITION

Under the administrative direction of the Director of Public Works, this position plans, organizes, directs and coordinates the activities of the Engineering Division within the Public Works Department, including land development and capital improvement projects; coordinates Engineering Division activities with other divisions and departments; and provides highly complex staff assistance to the Director of Public Works.

The Assistant Public Works Director/ City Engineer is a management classification in which the incumbent is responsible for the management of the Engineering Division performing a wide range of administrative functions including preparing and administering the Division budget, supervising professional staff, and performing the most complex work of the Division.

THE IDEAL CANDIDATE

The City of Sunnyvale is seeking an experienced public works management professional who is able to exercise independent judgment and initiative while always keeping the best interest of the City and its residents as a priority. The ideal candidate will be a leader who imparts a service orientation to staff, inspires and fosters teamwork, builds relationships, maintains a positive and productive work environment, utilizes a participative management style, addresses and solves problems, makes decisions, and takes effective action when appropriate.

A combination of excellent project management and communication skills is essential to this position. The ideal candidate will exhibit an ability to effectively oversee employees, serving as a guide and a coach, as well as an effective supervisor. The ability to collaborate well with other departments and utilize strong project management skills to move forward key Capital Improvement Projects (CIP) will be important for the successful candidate. The City has a robust **capital improvement program** and examples

of significant CIP efforts currently underway include the Lakewood Branch Library and the Cleanwater Program.

EXPERIENCE/ EDUCATION REQUIREMENTS

This position requires the following education and experience: a Bachelor's degree from an accredited college or university in engineering, planning, environmental science, public administration or a related field; and five years of professional civil engineering work that includes two years of supervisory or project management responsibility.

In addition, possession of registration as a professional civil or structural engineer issued by the State of California is required.

Desirable qualifications include registration as a Professional Land Surveyor with the State of California, and a Master's degree in engineering, planning, environmental science, public administration or a related field. Public sector professional engineering experience is also desirable.

THE COMPENSATION PACKAGE

The annual salary range for this position is \$193,432 - \$241,790, depending on qualifications. Effective July 6, 2025, this position will receive a 4% salary increase and on July 5, 2026, the salary will be increased by 3.5%.



This position is represented by the Sunnyvale Managers Association:
Sunnyvale Managers Association (SMA) - MOU

The City offers the following excellent benefits:

CALPERS DEFINED BENEFIT PENSION:

- Classic members 2% @ 60 - Employees pay 3% of the employee contribution and the City pays 4%.
- PEPRAs members 2% @ 62 - Employees pay the full 7.5% employee contribution.
- The City does not participate in Social Security; however, it does participate in Medicare and the employee portion is 1.45%.

DEFERRED COMPENSATION: The City contributes 2% of base salary to either a 457 or a 401(a) plan, subject to plan contribution limits.

HEALTH INSURANCE:

- Medical Benefits: CalPERS Health Plans with up to 100% of the premium for employee and eligible dependents paid by the City, depending on plan selection.
- Retiree Medical Insurance: The City contributes a monthly employer



SEARCH SCHEDULE

Filing Deadline:May 5, 2025, by 5:00pm

Panel Interviews (In-Person): Wednesday, May 21

Finalist Interviews (In-Person): Week of June 2nd

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

contribution towards CalPERS retiree health benefits for employees who retired from the City with a vesting schedule that increases after 5 years of service with the City.

- Dental & Vision: PPO or DMO with 100% of the premium for the employee and eligible dependents paid by the City.

LIFE INSURANCE / AD&D: Basic life/AD&D insurance equal to \$175,000. Optional supplemental life/AD&D insurance is available up to \$250,000.

LTD / SALARY CONTINUATION: Long-term disability coverage of 67% of monthly salary to a cap of \$11,000. After 26 pay periods of service, the city provides paid medical leave following an employee's first 120 hours of absence for a non-work-related injury or illness.

HOLIDAYS: The city recognizes 11 holidays per year.

PAID TIME OFF: Accrual is based on longevity starting at 21 days per year.

Additionally, 60 hours of Management Leave is granted at the beginning of each payroll calendar year to be used for any leave purpose, along with 30 hours of Floating Holiday leave. Both leaves are prorated for new hires.

Please see the following Benefit Summary for more benefit details:
SMA Benefits.



THE RECRUITMENT PROCESS

To apply for this key position and exciting career opportunity, please apply for this position via the City's website at:

[Jobs | Sunnyvale, CA](#)

Peckham & McKenney
www.peckhamandmckenney.com

Contact Anne Cardwell at 707.771.4213, toll-free at 866.912.1919, or via email at Anne@PeckhamandMcKenney.com if you have any questions regarding this position or the recruitment process.



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