

RESOLUTION NO. 24-9393

A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA, TO ADOPT THE AMENDED AS-NEEDED AND CLASSIFIED SALARY PLANS FOR VARIOUS POSITIONS WITH AN APPROVAL DATE OF NOVEMBER 19, 2024 AND AN EFFECTIVE DATE OF DECEMBER 22, 2024

WHEREAS, the City of Santa Clara contracts with CalPERS to provide retirement benefits;

WHEREAS, to comply with the California Code Regulations section 570.5, the City of Santa Clara shall among other things, have publicly available pay schedules approved and adopted by the City Council which shall indicate an effective date and date of any revisions; and

WHEREAS, as required by the California Code Regulations section 570.5 and as mandated by CalPERS, the City Council deems it to be in the best interests of the City to adopt the Amended As-needed and Classified Salary Plans for City of Santa Clara classifications when there are salary modifications to existing classifications, and when new classifications are created and salary ranges need to be established or when existing classifications are deleted, with an approval date of November 19, 2024, and an effective date of December 22, 2024.

NOW THEREFORE, BE IT RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:

1. That the City hereby adopts the attached Amended As-needed Salary Plan, and the attached Classified Salary Plan, for various City of Santa Clara positions, reflecting the wage increases for classified positions previously approved by the City Council in the applicable Memoranda of Understanding with the various bargaining units.

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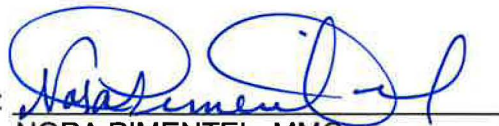
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2. Effective date. In accordance with the California Code Regulations section 570.5 and to comply with CalPERS, the attached salary schedules for various as-needed positions shall be effective December 22, 2024 to coincide with the pay period that includes January 1, 2025 effective date, and for various classified positions shall be effective December 22, 2024, and adopted with an approval date of November 19, 2024.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED AND ADOPTED BY THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE 19TH DAY OF NOVEMBER, 2024, BY THE FOLLOWING VOTE:

AYES:	COUNCILORS:	Becker, Chahal, Hardy, Jain, Park, and Watanabe, and Mayor Gillmor
NOES:	COUNCILORS:	None
ABSENT:	COUNCILORS:	None
ABSTAINED:	COUNCILORS:	None

ATTEST: 
NORA PIMENTEL, MMC
ASSISTANT CITY CLERK
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. As-Needed Salary Plan effective 12-22-2024 (for Council 11-19-2024)
2. Classified Salary Plan effective 12-22-2024 (for Council 11-19-2024)



As-Needed Salary Plan

Job Code	Description	Minimum Hourly Rate	Maximum Hourly Rate
349	TEMPORARY EMPLOYEE	\$ 18.20	\$ 214.06
362	CROSSING GUARD	\$ 18.20	\$ 28.50
100	EMERGENCY MEDICAL TECHNICIAN	\$ 18.20	\$ 20.19
501	INSTRUCTOR/LIFEGUARD	\$ 18.20	\$ 25.31
502	LABORER	\$ 18.20	\$ 24.85
524	LAW CLERK I	\$ 18.20	\$ 20.16
523	LAW CLERK II	\$ 19.61	\$ 23.84
542	LIBRARY PAGE		\$ 18.20
537	LIBRARY TECHNOLOGY AIDE		\$ 18.20
608	NUTRITION MEAL SERVER	\$ 18.20	\$ 20.81
609	NUTRITION SITE MANAGER	\$ 19.53	\$ 24.71
865	OFFICE CLERK I	\$ 29.18	\$ 35.50
870	OFFICE CLERK II	\$ 32.15	\$ 39.21
617	PER DIEM DISPATCHER (CITYWIDE)		\$ 75.00
618	PER DIEM DISPATCHER (STADIUM)		\$ 70.00
619	PER DIEM POLICE OFFICER		\$ 95.00
666	POOL MANAGER	\$ 21.02	\$ 27.84
606	RECORDS ASSISTANT	\$ 18.20	\$ 18.41
699	RECREATION INSTRUCTOR	\$ 18.20	\$ 30.91
681	RECREATION LEADER I	\$ 18.20	\$ 21.56
682	RECREATION LEADER II	\$ 19.28	\$ 25.10
683	RECREATION LEADER III	\$ 20.65	\$ 27.57
698	RECREATION OFFICE ASSISTANT	\$ 18.20	\$ 21.56
684	RECREATION PROGRAM COORDINATOR	\$ 21.69	\$ 32.33
686	RECREATION SPECIALIST	\$ 18.86	\$ 27.57
756	SR LIBRARY PAGE	\$ 18.20	\$ 20.96
497	STUDENT INTERN I	\$ 18.20	\$ 22.00
498	STUDENT INTERN II	\$ 21.69	\$ 26.25
504	STUDENT INTERN III	\$ 23.97	\$ 29.00
848	TRAFFIC CONTROL SPECIAL EVENTS		\$ 30.00

City of Santa Clara
Classified Salary Plan

Effective: 12/22/2024
Approved: 11/19/2024

Job Title	Job Code	Union Sal Code Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
				Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
				Sr Accounting Technician	208	578 A	026	\$ 46,088.423	\$ 7,988.66	\$ 95,863.92	\$ 48,326.019	\$ 8,376.51	\$ 100,518.12	\$ 50,820.777	\$ 8,810.20	\$ 105,722.40	\$ 53,174.135	\$ 9,216.85	\$ 110,602.20	\$ 55,852.615	\$ 9,681.12	\$ 116,173.44	\$ 57,262.962	\$ 9,925.58

All classifications on the Classified Salary Plan are FLSA "Non-Exempt" except Unit 4 classifications. Unit 4 classifications are eligible for MOU overtime.

City of Santa Clara
Classified Salary Plan

Effective: 12/22/2024
Approved: 11/19/2024

Job Title	Job Code	Union Code	Sal Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
					Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Utility Field Svcs Supervisor	896	578	A	028	\$ 48,326.019	\$ 8,376.51	\$ 100,518.12	\$ 50,828.077	\$ 8,810.20	\$ 105,722.40	\$ 53,174.135	\$ 9,216.85	\$ 110,602.20	\$ 55,852.615	\$ 9,681.12	\$ 116,173.44	\$ 58,673.308	\$ 10,170.04	\$ 122,040.48	\$ 60,151.558	\$ 10,426.27	\$ 125,115.24	\$ 61,629.750	\$ 10,682.49	\$ 128,189.88
Utility Inspection Supervisor	467	578	A	035	\$ 57,262.962	\$ 9,925.58	\$ 119,106.96	\$ 60,151.558	\$ 10,426.27	\$ 125,115.24	\$ 63,128.250	\$ 10,942.23	\$ 131,306.76	\$ 66,315.231	\$ 11,494.64	\$ 137,935.68	\$ 69,739.442	\$ 12,088.17	\$ 145,058.04	\$ 71,454.923	\$ 12,385.52	\$ 148,626.24	\$ 73,150.096	\$ 12,679.35	\$ 152,152.20
Utility Inspection Technician	469	6	G	027	\$ 44,253.288	\$ 7,670.57	\$ 92,046.84	\$ 46,423.038	\$ 8,046.66	\$ 96,559.92	\$ 48,747.692	\$ 8,449.60	\$ 101,395.20	\$ 51,072.404	\$ 8,852.55	\$ 106,230.60	\$ 53,603.769	\$ 9,291.32	\$ 111,495.84	\$ 54,946.904	\$ 9,524.13	\$ 114,289.56	\$ 56,277.115	\$ 9,754.70	\$ 117,056.40
Utility Locator (Fiber)	899	3	D2	022	\$ 61,441.788	\$ 10,649.91	\$ 127,798.92	\$ 64,567.212	\$ 11,191.65	\$ 134,299.80	\$ 67,743.404	\$ 11,742.19	\$ 140,906.28	\$ 71,131.500	\$ 12,329.46	\$ 147,953.52	\$ 74,714.250	\$ 12,950.47	\$ 155,405.64	\$ 76,501.442	\$ 13,260.25	\$ 159,123.00	\$ 78,314.077	\$ 13,574.44	\$ 162,893.28
Utility Services Technician	892	578	A	028	\$ 48,326.019	\$ 8,376.51	\$ 100,518.12	\$ 50,828.077	\$ 8,810.20	\$ 105,722.40	\$ 53,174.135	\$ 9,216.85	\$ 110,602.20	\$ 55,852.615	\$ 9,681.12	\$ 116,173.44	\$ 58,673.308	\$ 10,170.04	\$ 122,040.48	\$ 60,151.558	\$ 10,426.27	\$ 125,115.24	\$ 61,629.750	\$ 10,682.49	\$ 128,189.88
Utility Worker	895	6	G	019	\$ 36,265.327	\$ 6,285.99	\$ 75,431.88	\$ 38,047.615	\$ 6,594.92	\$ 79,139.04	\$ 39,984.865	\$ 6,930.71	\$ 83,168.52	\$ 42,128.769	\$ 7,302.32	\$ 87,627.84	\$ 44,253.288	\$ 7,670.57	\$ 92,046.84	\$ 45,292.904	\$ 7,850.77	\$ 94,209.24	\$ 46,423.038	\$ 8,046.66	\$ 96,559.92
Water & Sewer System Operator	902	578	A	035	\$ 57,262.962	\$ 9,925.58	\$ 119,106.96	\$ 60,151.558	\$ 10,426.27	\$ 125,115.24	\$ 63,128.250	\$ 10,942.23	\$ 131,306.76	\$ 66,315.231	\$ 11,494.64	\$ 137,935.68	\$ 69,739.442	\$ 12,088.17	\$ 145,058.04	\$ 71,454.923	\$ 12,385.52	\$ 148,626.24	\$ 73,150.096	\$ 12,679.35	\$ 152,152.20
Water Resources Specialist	907	578	A	034	\$ 55,852.615	\$ 9,681.12	\$ 116,173.44	\$ 58,673.308	\$ 10,170.04	\$ 122,040.48	\$ 61,629.750	\$ 10,682.49	\$ 128,189.88	\$ 64,640.365	\$ 11,204.33	\$ 134,451.96	\$ 68,010.346	\$ 11,788.46	\$ 141,461.52	\$ 69,739.442	\$ 12,088.17	\$ 145,058.04	\$ 71,454.923	\$ 12,385.52	\$ 148,626.24
Water Service Technician I	904	6	G	025	\$ 42,128.769	\$ 7,302.32	\$ 87,627.84	\$ 44,253.288	\$ 7,670.57	\$ 92,046.84	\$ 46,423.038	\$ 8,046.66	\$ 96,559.92	\$ 48,747.692	\$ 8,449.60	\$ 101,395.20	\$ 51,072.404	\$ 8,852.55	\$ 106,230.60	\$ 52,267.038	\$ 9,059.62	\$ 108,715.44	\$ 53,603.769	\$ 9,291.32	\$ 111,495.84
Water Service Technician II	903	6	G	027	\$ 44,253.288	\$ 7,670.57	\$ 92,046.84	\$ 46,423.038	\$ 8,046.66	\$ 96,559.92	\$ 48,747.692	\$ 8,449.60	\$ 101,395.20	\$ 51,072.404	\$ 8,852.55	\$ 106,230.60	\$ 53,603.769	\$ 9,291.32	\$ 111,495.84	\$ 54,946.904	\$ 9,524.13	\$ 114,289.56	\$ 56,277.115	\$ 9,754.70	\$ 117,056.40
Water/Sewer Maint Worker I	914	6	G	019	\$ 36,265.327	\$ 6,285.99	\$ 75,431.88	\$ 38,047.615	\$ 6,594.92	\$ 79,139.04	\$ 39,984.865	\$ 6,930.71	\$ 83,168.52	\$ 42,128.769	\$ 7,302.32	\$ 87,627.84	\$ 44,253.288	\$ 7,670.57	\$ 92,046.84	\$ 45,292.904	\$ 7,850.77	\$ 94,209.24	\$ 46,423.038	\$ 8,046.66	\$ 96,559.92
Water/Sewer Maint Worker II	917	6	G	023	\$ 39,984.865	\$ 6,930.71	\$ 83,168.52	\$ 42,128.769	\$ 7,302.32	\$ 87,627.84	\$ 44,253.288	\$ 7,670.57	\$ 92,046.84	\$ 46,423.038	\$ 8,046.66	\$ 96,559.92	\$ 48,747.692	\$ 8,449.60	\$ 101,395.20	\$ 49,845.462	\$ 8,639.88	\$ 103,678.56	\$ 51,072.404	\$ 8,852.55	\$ 106,230.60