

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY OF SANTA CLARA,
CALIFORNIA, TO ADOPT THE AMENDED UNCLASSIFIED
SALARY PLAN FOR THE POSITION OF CITY MANAGER WITH
AN APPROVAL DATE OF JANUARY 27, 2026, AND AN
EFFECTIVE DATE OF MAY 11, 2025**

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;

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 Unclassified Salary Plan 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;

WHEREAS, the attached Unclassified Salary Plan reflects salary modification for the position of City Manager, with an approval date of January 27, 2026, and an effective date of May 11, 2025 (the start of the first pay period after May 1, 2025); and

WHEREAS, the City Council previously approved unclassified salary plans with revisions to other classifications effective May 11, 2025, July 1, 2025, August 3, 2025, September 28, 2025, and December 21, 2025. The salary plans included with this item include the new salary for the position of City Manager (which is retroactive to May 11, 2025) and those changes/additions to other classifications that were previously approved by the City Council, (which remain effective as of the dates stated in the applicable prior Council action).

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

1. That the City hereby adopts the Amended Unclassified Salary Plan for the position of City Manager reflecting the wage increase approved by the City Council on January 27, 2026.
2. Effective date. In accordance with the California Code Regulations section 570.5 and to comply with CalPERS, the attached salary schedules for unclassified positions, shall be adopted with an approval date of January 27, 2026, and have an effective date of May 11, 2025, for the position of City Manager.

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 27TH DAY OF JANUARY, 2026, BY THE FOLLOWING VOTE:

AYES: COUNCILORS:

NOES: COUNCILORS:
ABSENT: COUNCILORS:

ABSTAINED: COUNCILORS:

ATTEST:

NORA PIMENTEL, MMC
ASSISTANT CITY CLERK
CITY OF SANTA CLARA

Attachments Incorporated by reference:

1. Amendment No. 1 to Employment Agreement between the City of Santa Clara and Jōvan D. Grogan
2. Unclassified Salary Plan (effective May 11, 2025) approved January 27, 2026