

RESOLUTION NO. 25-9444

**A RESOLUTION OF THE CITY OF SANTA CLARA,
CALIFORNIA, TO ADOPT THE AMENDED UNCLASSIFIED
SALARY PLAN FOR VARIOUS POSITIONS WITH AN
APPROVAL DATE OF MAY 13, 2025 AND AN EFFECTIVE
DATE OF JULY 1, 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; 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 Unclassified Salary Plans for elected positions to reflect salary modifications approved and adopted by the Salary Setting Commission, with an approval date of May 13, 2025, and an effective date of July 1, 2025.

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 positions of Mayor, City Council Member, City Clerk, and Police Chief, reflecting the wage increases previously approved by the Salary Setting Commission.

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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 schedule for unclassified positions, shall be effective July 1, 2025 and adopted with an approval date of May 13, 2025.

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 13TH DAY OF MAY, 2025, BY THE FOLLOWING VOTE:

AYES:	COUNCILORS:	Chahal, Cox, Gonzalez, Hardy, and Jain, and Mayor Gillmor
NOES:	COUNCILORS:	None
ABSENT:	COUNCILORS:	None
ABSTAINED:	COUNCILORS:	Park

ATTEST:



NORA PIMENTEL, MMC
ASSISTANT CITY CLERK
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Unclassified Salary Plan eff 7-1-25 (for Council 5-13-2025)

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 7/1/2025
Approved 5/13/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Accounting Division Manager	109	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Asst Building Official	222	9	\$ 92.595404	\$ 16,049.87	\$ 192,598.44	\$ 119.838923	\$ 20,772.08	\$ 249,264.96
Asst City Attorney	015	9	\$ 107.617442	\$ 18,653.69	\$ 223,844.28	\$ 139.274423	\$ 24,140.90	\$ 289,690.80
Asst City Clerk	010	9	\$ 81.924000	\$ 14,200.16	\$ 170,401.92	\$ 106.009615	\$ 18,375.00	\$ 220,500.00
Asst City Librarian	012	9	\$ 93.769673	\$ 16,253.41	\$ 195,040.92	\$ 121.350462	\$ 21,034.08	\$ 252,408.96
Asst City Manager	016	9	\$ 138.876519	\$ 24,071.93	\$ 288,863.16	\$ 179.714250	\$ 31,150.47	\$ 373,805.64
Asst Dir Of Community Dev	038	9	\$ 105.985442	\$ 18,370.81	\$ 220,449.72	\$ 137.780769	\$ 23,882.00	\$ 286,584.00
Asst Dir Of Electric Util	021	9	\$ 127.039442	\$ 22,020.17	\$ 264,242.04	\$ 164.405538	\$ 28,496.96	\$ 341,963.52
Asst Dir Of Finance	022	9	\$ 101.105192	\$ 17,524.90	\$ 210,298.80	\$ 130.845635	\$ 22,679.91	\$ 272,158.92
Asst Dir Of Human Resources	018	9	\$ 101.105192	\$ 17,524.90	\$ 210,298.80	\$ 130.845635	\$ 22,679.91	\$ 272,158.92
Asst Dir Of Pub Works/City Eng	071	9	\$ 111.497827	\$ 19,326.29	\$ 231,915.48	\$ 144.295269	\$ 25,011.18	\$ 300,134.16
Asst Dir Of Water & Sewer Util	014	9	\$ 100.072731	\$ 17,345.94	\$ 208,151.28	\$ 129.516115	\$ 22,449.46	\$ 269,393.52
Asst Fire Chief	024	9B	\$ 144.731423	\$ 25,086.78	\$ 301,041.36	\$ 187.309038	\$ 32,466.90	\$ 389,602.80
Asst Fire Marshal	026	9B	\$ 111.007846	\$ 19,241.36	\$ 230,896.32	\$ 143.657250	\$ 24,900.59	\$ 298,807.08
Asst Fleet Manager	046	9	\$ 60.779942	\$ 10,535.19	\$ 126,422.28	\$ 78.649269	\$ 13,632.54	\$ 163,590.48
Asst Police Chief	027	9A	\$ 153.086596	\$ 26,535.01	\$ 318,420.12	\$ 190.489673	\$ 33,018.21	\$ 396,218.52
Asst To The City Manager	028	9	\$ 98.837654	\$ 17,131.86	\$ 205,582.32	\$ 127.903269	\$ 22,169.90	\$ 266,038.80
Audit Manager	201	9	\$ 83.633538	\$ 14,496.48	\$ 173,957.76	\$ 108.231519	\$ 18,760.13	\$ 225,121.56
Battalion Chief	036	9B	\$ 119.595692	\$ 20,729.92	\$ 248,759.04	\$ 154.762212	\$ 26,825.45	\$ 321,905.40
Battalion Chief 24 Hrs	036S	9BS	\$ 81.357610	\$ 19,742.78	\$ 236,913.36	\$ 105.280426	\$ 25,548.05	\$ 306,576.60
Budget & Treasury Division Mgr	113	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Building Maintenance Manager	041	9	\$ 76.932288	\$ 13,334.93	\$ 160,019.16	\$ 99.559788	\$ 17,257.03	\$ 207,084.36
Building Official	042	9	\$ 101.861019	\$ 17,655.91	\$ 211,870.92	\$ 131.817404	\$ 22,848.35	\$ 274,180.20
Cemetery Operations Manager	045	9	\$ 61.518750	\$ 10,663.25	\$ 127,959.00	\$ 79.611462	\$ 13,799.32	\$ 165,591.84
Chief Asst City Attorney	037	9	\$ 123.759750	\$ 21,451.69	\$ 257,420.28	\$ 160.165558	\$ 27,762.03	\$ 333,144.36
Chief Electric Utility Officer	108	9	\$ 159.713192	\$ 27,683.62	\$ 332,203.44	\$ 206.682346	\$ 35,824.94	\$ 429,899.28
Chief Operating Officer	311	9	\$ 159.713192	\$ 27,683.62	\$ 332,203.44	\$ 206.682346	\$ 35,824.94	\$ 429,899.28
City Attorney	060	Appointed				\$ 171.256038	\$ 29,684.38	\$ 356,212.50

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 7/1/2025
Approved 5/13/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
City Auditor	067	9	\$ 101.105192	\$ 17,524.90	\$ 210,298.80	\$ 130.845635	\$ 22,679.91	\$ 272,158.92
City Clerk	063	Elected					\$ 1,575.00	\$ 18,900.00
City Council Member	CNCL	Elected					\$ 2,100.00	\$ 25,200.00
City Librarian	066	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
City Manager	069	Appointed				\$ 201.067673	\$ 34,851.73	\$ 418,220.76
Communications & Outreach Mgr	083	9	\$ 69.839654	\$ 12,105.54	\$ 145,266.48	\$ 90.375173	\$ 15,665.03	\$ 187,980.36
Communications Operations Mgr	068	9	\$ 79.139019	\$ 13,717.43	\$ 164,609.16	\$ 102.414404	\$ 17,751.83	\$ 213,021.96
Compliance Manager	081	9	\$ 70.939615	\$ 12,296.20	\$ 147,554.40	\$ 91.799135	\$ 15,911.85	\$ 190,942.20
Contracts Manager	342	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Deputy City Attorney I	170	9	\$ 67.254981	\$ 11,657.53	\$ 139,890.36	\$ 87.034673	\$ 15,086.01	\$ 181,032.12
Deputy City Attorney II	172	9	\$ 78.464192	\$ 13,600.46	\$ 163,205.52	\$ 101.543827	\$ 17,600.93	\$ 211,211.16
Deputy City Clerk	178	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Deputy City Manager	079	9	\$ 108.724212	\$ 18,845.53	\$ 226,146.36	\$ 140.691519	\$ 24,386.53	\$ 292,638.36
Deputy Fire Chief	080	9B	\$ 131.573423	\$ 22,806.06	\$ 273,672.72	\$ 170.282250	\$ 29,515.59	\$ 354,187.08
Deputy Director	176	9	\$ 88.013192	\$ 15,255.62	\$ 183,067.44	\$ 113.900250	\$ 19,742.71	\$ 236,912.52
Development Project Manager	158	9	\$ 88.007423	\$ 15,254.62	\$ 183,055.44	\$ 113.890500	\$ 19,741.02	\$ 236,892.24
Development Review Officer	144	9	\$ 85.145192	\$ 14,758.50	\$ 177,102.00	\$ 110.188558	\$ 19,099.35	\$ 229,192.20
Director Of Community Developm	090	9	\$ 126.393808	\$ 21,908.26	\$ 262,899.12	\$ 163.571192	\$ 28,352.34	\$ 340,228.08
Director Of Finance	087	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Director Of Human Resources	088	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Director Of Inf Technology/CIO	089	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Director Of Public Works	091	9	\$ 133.695577	\$ 23,173.90	\$ 278,086.80	\$ 173.017731	\$ 29,989.74	\$ 359,876.88
Director Of Wtr & Sewer Utils	102	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Elec Div Mgr - Engineering	104Q	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Generation	104R	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Operations	104P	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Substations	104M	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Transm, Distrib	104S	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 7/1/2025
Approved 5/13/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Elec Div Mgr-Mkt A & P	107F	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Division Manager	104	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Program Manager	424	9	\$ 91.299750	\$ 15,825.29	\$ 189,903.48	\$ 118.145077	\$ 20,478.48	\$ 245,741.76
Elec Util Chief Oper Officer	116	9	\$ 139.746808	\$ 24,222.78	\$ 290,673.36	\$ 180.851538	\$ 31,347.60	\$ 376,171.20
Elec Util Risk Control Analyst	697	9	\$ 81.764135	\$ 14,172.45	\$ 170,069.40	\$ 105.815596	\$ 18,341.37	\$ 220,096.44
Emergency Services Officer	106	9	\$ 95.038327	\$ 16,473.31	\$ 197,679.72	\$ 122.983615	\$ 21,317.16	\$ 255,805.92
Environmental Programs Mgr	461	9	\$ 70.939615	\$ 12,296.20	\$ 147,554.40	\$ 91.799135	\$ 15,911.85	\$ 190,942.20
Executive Assistant	187	9	\$ 59.663019	\$ 10,341.59	\$ 124,099.08	\$ 77.208981	\$ 13,382.89	\$ 160,594.68
Fire Chief	117	9B	\$ 157.405038	\$ 27,283.54	\$ 327,402.48	\$ 203.689962	\$ 35,306.26	\$ 423,675.12
Fire Marshal	120	9B	\$ 119.594942	\$ 20,729.79	\$ 248,757.48	\$ 154.758000	\$ 26,824.72	\$ 321,896.64
Fleet Manager	034	9	\$ 73.301596	\$ 12,705.61	\$ 152,467.32	\$ 94.856135	\$ 16,441.73	\$ 197,300.76
Housing & Comm Svc Div Mgr	075	9	\$ 88.087442	\$ 15,268.49	\$ 183,221.88	\$ 114.001442	\$ 19,760.25	\$ 237,123.00
Housing Development Officer	749	9	\$ 69.178327	\$ 11,990.91	\$ 143,890.92	\$ 89.524904	\$ 15,517.65	\$ 186,211.80
Human Resources Div Mgr	139	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Information Technology Svc Mgr	112	9	\$ 81.534635	\$ 14,132.67	\$ 169,592.04	\$ 105.505212	\$ 18,287.57	\$ 219,450.84
Inspection Manager	134	9	\$ 87.250615	\$ 15,123.44	\$ 181,481.28	\$ 112.921673	\$ 19,573.09	\$ 234,877.08
Legal Executive Assistant	185	9	\$ 59.663019	\$ 10,341.59	\$ 124,099.08	\$ 77.208981	\$ 13,382.89	\$ 160,594.68
Library Div Mgr -Support Svcs	127G	9	\$ 73.247596	\$ 12,696.25	\$ 152,355.00	\$ 94.802135	\$ 16,432.37	\$ 197,188.44
Management Analyst	008	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Mayor	MAYOR	Elected					\$ 2,625.00	\$ 31,500.00
Municipal Services Div Mgr	110	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Park Maint & Operations Superv	131	9	\$ 72.404077	\$ 12,550.04	\$ 150,600.48	\$ 93.688673	\$ 16,239.37	\$ 194,872.44
Parks & Recreation Director	132	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Parks Const, Mtc & Repair Mgr	130	9	\$ 72.404077	\$ 12,550.04	\$ 150,600.48	\$ 93.688673	\$ 16,239.37	\$ 194,872.44
Performance Auditor I	203	9	\$ 50.478404	\$ 8,749.59	\$ 104,995.08	\$ 65.330596	\$ 11,323.97	\$ 135,887.64
Performance Auditor II	204	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Plan Review Manager	629	9	\$ 88.188692	\$ 15,286.04	\$ 183,432.48	\$ 114.116192	\$ 19,780.14	\$ 237,361.68
Planning Manager	072	9	\$ 91.967769	\$ 15,941.08	\$ 191,292.96	\$ 119.015538	\$ 20,629.36	\$ 247,552.32

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 7/1/2025
Approved 5/13/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Police Captain	138	9A	\$ 150.016096	\$ 26,002.79	\$ 312,033.48	\$ 181.432385	\$ 31,448.28	\$ 377,379.36
Police Chief	141	Elected					\$ 29,473.88	\$ 353,686.56
Police Records Manager	647	9	\$ 62.396135	\$ 10,815.33	\$ 129,783.96	\$ 80.751865	\$ 13,996.99	\$ 167,963.88
Power System Scheduler/Trader	674	9	\$ 78.302192	\$ 13,572.38	\$ 162,868.56	\$ 101.334635	\$ 17,564.67	\$ 210,776.04
Power Trader	673	9	\$ 100.072731	\$ 17,345.94	\$ 208,151.28	\$ 129.516115	\$ 22,449.46	\$ 269,393.52
Principal Accountant	148	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Electric Utility Eng	145	9	\$ 99.998423	\$ 17,333.06	\$ 207,996.72	\$ 129.408115	\$ 22,430.74	\$ 269,168.88
Principal Eng - Water & Sewer	142W	9	\$ 96.961615	\$ 16,806.68	\$ 201,680.16	\$ 125.480538	\$ 21,749.96	\$ 260,999.52
Principal Eng/City Surveyor	140	9	\$ 101.809846	\$ 17,647.04	\$ 211,764.48	\$ 131.756538	\$ 22,837.80	\$ 274,053.60
Principal Engineer	142	9	\$ 96.961615	\$ 16,806.68	\$ 201,680.16	\$ 125.480538	\$ 21,749.96	\$ 260,999.52
Principal Financial Analyst	149	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Planner	143	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Power Analyst	154	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Util Info System Mgr	146	9	\$ 100.072731	\$ 17,345.94	\$ 208,151.28	\$ 129.516115	\$ 22,449.46	\$ 269,393.52
Public Information Officer	077	9	\$ 95.038327	\$ 16,473.31	\$ 197,679.72	\$ 122.983615	\$ 21,317.16	\$ 255,805.92
Public Records Manager	082	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Purchasing Division Manager	147	9	\$ 83.633538	\$ 14,496.48	\$ 173,957.76	\$ 108.231519	\$ 18,760.13	\$ 225,121.56
Recreation Manager	150	9	\$ 78.943327	\$ 13,683.51	\$ 164,202.12	\$ 102.157904	\$ 17,707.37	\$ 212,488.44
Risk Manager	700	9	\$ 83.633538	\$ 14,496.48	\$ 173,957.76	\$ 108.231519	\$ 18,760.13	\$ 225,121.56
Sr Counsel for SVP	179	9	\$ 116.061981	\$ 20,117.41	\$ 241,408.92	\$ 149.719962	\$ 25,951.46	\$ 311,417.52
Sr Deputy City Attorney	161	9	\$ 83.403981	\$ 14,456.69	\$ 173,480.28	\$ 107.941442	\$ 18,709.85	\$ 224,518.20
Sr Elec Div Mgr	173	9	\$ 115.479346	\$ 20,016.42	\$ 240,197.04	\$ 149.457808	\$ 25,906.02	\$ 310,872.24
Sr Elec Div Mgr-Mkt A&P	174A	9	\$ 115.479346	\$ 20,016.42	\$ 240,197.04	\$ 149.457808	\$ 25,906.02	\$ 310,872.24
Sr Information Tech Svcs Mgr	743	9	\$ 89.342654	\$ 15,486.06	\$ 185,832.72	\$ 115.621096	\$ 20,040.99	\$ 240,491.88
Sr Management Analyst	742	9	\$ 66.631269	\$ 11,549.42	\$ 138,593.04	\$ 86.236154	\$ 14,947.60	\$ 179,371.20
Sr Performance Auditor	202	9	\$ 70.939615	\$ 12,296.20	\$ 147,554.40	\$ 91.799135	\$ 15,911.85	\$ 190,942.20
Sr Power System Schedlr/Trader	772	9	\$ 84.159865	\$ 14,587.71	\$ 175,052.52	\$ 108.919846	\$ 18,879.44	\$ 226,553.28
Street Superintendent	159	9	\$ 80.009596	\$ 13,868.33	\$ 166,419.96	\$ 103.548115	\$ 17,948.34	\$ 215,380.08

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 7/1/2025
Approved 5/13/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Transportation Manager	171	9	\$ 97.845750	\$ 16,959.93	\$ 203,519.16	\$ 126.627750	\$ 21,948.81	\$ 263,385.72
Utility Business Systems Mgr	898	9	\$ 78.072750	\$ 13,532.61	\$ 162,391.32	\$ 101.031000	\$ 17,512.04	\$ 210,144.48
Utility Operations Engineer	155	9	\$ 82.418712	\$ 14,285.91	\$ 171,430.92	\$ 106.652423	\$ 18,486.42	\$ 221,837.04
Water & Sewer Operations Mgr	180	9	\$ 81.008365	\$ 14,041.45	\$ 168,497.40	\$ 104.843827	\$ 18,172.93	\$ 218,075.16
Water & Sewer Superintendent	029	9	\$ 73.247596	\$ 12,696.25	\$ 152,355.00	\$ 94.802135	\$ 16,432.37	\$ 197,188.44
Web & Digital Media Manager	073	9	\$ 69.839654	\$ 12,105.54	\$ 145,266.48	\$ 90.375173	\$ 15,665.03	\$ 187,980.36