



Employment and Labor Contracts

Human Resources Department

February 3, 2025



Budgeted Positions

Bargaining Group	Unit	FTE
Mayor and Council	Elected	7
City Manager	Appointee	1
City Attorney	Appointee	1
Police Chief	Elected	1
City Clerk	Elected	1
Firefighters Association (IAFF)	1	144
Police Officers Association (POA)	2	147
Electrical Workers (IBEW)	3	89
Engineers Association	4	50
Employees' Association	5,7,8	327.25
American Federation of State County and Municipal Employees (AFSCME)	6	134
Unclassified Management	9	189
Police Management	9A	5
Fire Management	9B	11
Public Safety Non-Sworn	10	70
TOTAL Budgeted Positions		1,177.25



Recent Council Actions

- December 12, 2023
 - City Manager
- June 4, 2024
 - Employees Association (Unit 5,7,8)
- November 19, 2024
 - Miscellaneous Unclassified Management (Unit 9)
- December 3, 2024
 - City Attorney
- January 14, 2025
 - AFSCME (Unit 6)



Council Appointees

Appointee	January 2024	March 2024
	Cost of Living Adjustment	
City Manager	2.00%	
City Attorney		3.25%



Recently Negotiated Labor Contracts

Calendar Year	AFSCME	Employees Association	Unclassified Management
2024		5.0% (June)	
2025	5.0%	3.0%	0% for Assistant City Manager and above 3% for Directors 5% for all others
2026	3.5%	3.0%	3.0%
2027	3.5%	3.0%	3.0%
2028	3.0%		3.0%

Current/Upcoming Negotiations





Bargaining Units

Unit No	Bargaining Unit	MOU Expiration
1	Santa Clara Firefighters, IAFF Local 1171	December 31, 2025
2	Police Officers Association	December 31, 2025
3	International Brotherhood of Electrical Workers (IBEW), Local 1245	December 31, 2025
4	Engineers of the City of Santa Clara	June 30, 2025
9A	Unclassified Police Management	December 31, 2025
9B	Unclassified Fire Management	December 31, 2025
10	Public Safety Non-Sworn Employees Association	December 20, 2025

Discussion/Questions

