

RESOLUTION NO. 19-8720

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA
TO APPROVE AND ADOPT THE SALARY SCHEDULE FOR
UNCLASSIFIED POLICE MANAGEMENT ASSOCIATION (UNIT
9A) EFFECTIVE AS OF DECEMBER 23, 2018, AND THE
UPDATED UNCLASSIFIED/ELECTED SALARY PLAN WITH AN
APPROVAL DATE OF JUNE 25, 2019**

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

WHEREAS, the 2018-2021 Memorandum of Understanding ("MOU") between the City of Santa Clara ("City") and the Unclassified Police Management Association ("Unit 9A") provides for a 5.0% salary adjustment retroactive to December 23, 2018;

WHEREAS, salary schedules for Years 2 and 3 of the MOU will be revised and adopted by resolution prior to implementation of those MOU years;

WHEREAS, consistent with the terms of the MOU, and as required by applicable state law, the City Council deems it to be in the best interests of the City to approve and adopt the attached Salary Schedule for the Unclassified Police Management Association Unit 9A, effective December 23, 2018; and

WHEREAS, as required by 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 approve and adopt the updated Unclassified/Elected Salary Plan, with an approval date of June 25, 2019

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

1. That the City hereby approves and adopts the Salary Schedule for the Unclassified Police Management Association in its entirety as set forth in the attached Exhibit A.
2. That the City hereby approves and adopts the Unclassified/Elected Salary Plan in its entirety as set forth in the attached Exhibit B.

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3. Effective date. In accordance with the terms of the MOU, the salary rates reflected in Exhibit A shall be effective as of December 23, 2018.

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 25TH DAY OF JUNE, 2019, BY THE FOLLOWING VOTE:

AYES: COUNCILORS: Chahal, Davis, Hardy, Mahan, O'Neill, 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. Exhibit A – Unclassified Police Management Association Monthly Salary Schedule, effective 12/23/18
2. Exhibit B – Unclassified/Elected Salary Plan, approved 6/25/19

Exhibit A

City of Santa Clara
Unit 9A Salary Plan

Effective 12/23/2018
Approved 6/25/2019

Job Title	Job Code	Union Code	Hourly	Minimum Salary			Hourly	Maximum Salary		
				Monthly	Annual			Monthly	Annual	
ASST POLICE CHIEF	027	9A	\$ 130.234615	\$ 22,574.00	\$ 270,888.00		\$ 168.536538	\$ 29,213.00	\$ 350,556.00	
POLICE CAPTAIN	138	9A	\$ 124.044231	\$ 21,501.00	\$ 258,012.00		\$ 160.523077	\$ 27,824.00	\$ 333,888.00	

All classifications on the 9A Salary Plan are FLSA "Exempt"

Exhibit B

City of Santa Clara
Unclassified/Elected Salary PlanEffective 6/2/2019
Approved 8/25/2019

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
ACCOUNTING DIVISION MANAGER	109	9	\$ 74.267308	\$ 12,873.00	\$ 154,476.00	\$ 96.109615	\$ 16,659.00	\$ 199,908.00
ASST BUILDING OFFICIAL	222	9	\$ 79.159615	\$ 13,721.00	\$ 164,652.00	\$ 102.450000	\$ 17,758.00	\$ 213,096.00
ASST CITY ATTORNEY	015	9	\$ 92.001923	\$ 15,947.00	\$ 191,364.00	\$ 119.065385	\$ 20,638.00	\$ 247,656.00
ASST CITY CLERK	010	9	\$ 61.534615	\$ 10,666.00	\$ 127,992.00	\$ 79.632692	\$ 13,803.00	\$ 165,636.00
ASST CITY LIBRARIAN	012	9	\$ 80.163462	\$ 13,895.00	\$ 166,740.00	\$ 103.742308	\$ 17,982.00	\$ 215,784.00
ASST CITY MANAGER	016	9	\$ 124.661538	\$ 21,608.00	\$ 259,296.00	\$ 161.319231	\$ 27,962.00	\$ 335,544.00
ASST DIR OF ELECTRIC UTIL	021	9	\$ 108.605769	\$ 18,825.00	\$ 225,900.00	\$ 140.550000	\$ 24,362.00	\$ 292,344.00
ASST DIR OF FINANCE	022	9	\$ 86.434615	\$ 14,982.00	\$ 179,784.00	\$ 111.859615	\$ 19,389.00	\$ 232,668.00
ASST DIR OF HUMAN RESOURCES	018	9	\$ 86.434615	\$ 14,982.00	\$ 179,784.00	\$ 111.859615	\$ 19,389.00	\$ 232,668.00
ASST DIR OF PUB WORKS/CITY ENG	071	9	\$ 95.319231	\$ 16,522.00	\$ 198,264.00	\$ 123.357692	\$ 21,382.00	\$ 256,584.00
ASST DIR OF WATER & SEWER UTIL	014	9	\$ 85.551923	\$ 14,829.00	\$ 177,948.00	\$ 110.723077	\$ 19,192.00	\$ 230,304.00
ASST FIRE MARSHAL	026	9B	\$ 91.211538	\$ 15,810.00	\$ 189,720.00	\$ 118.038462	\$ 20,460.00	\$ 245,520.00
ASST POLICE CHIEF	027	9A	\$ 130.234615	\$ 22,574.00	\$ 270,888.00	\$ 168.536538	\$ 29,213.00	\$ 350,556.00
ASST TO THE CITY MANAGER	028	9	\$ 84.496154	\$ 14,646.00	\$ 175,752.00	\$ 109.344231	\$ 18,953.00	\$ 227,436.00
ASST WATER & SEWER SUPERINTEND	029	9	\$ 62.619231	\$ 10,854.00	\$ 130,248.00	\$ 81.046154	\$ 14,048.00	\$ 168,576.00
BATTALION CHIEF	036	9B	\$ 98.267308	\$ 17,033.00	\$ 204,396.00	\$ 127.159615	\$ 22,041.00	\$ 264,492.00
BATTALION CHIEF 24 HRS	036S	9B	\$ 66.848901	\$ 16,222.00	\$ 194,664.00	\$ 86.505495	\$ 20,992.00	\$ 251,904.00
BUILDING MAINTENANCE MANAGER	041	9	\$ 65.769231	\$ 11,400.00	\$ 136,800.00	\$ 85.113462	\$ 14,753.00	\$ 177,036.00
BUILDING OFFICIAL	042	9	\$ 87.080769	\$ 15,094.00	\$ 181,128.00	\$ 112.890385	\$ 19,533.00	\$ 234,396.00
CEMETERY OPERATIONS MANAGER	045	9	\$ 52.592308	\$ 9,116.00	\$ 109,392.00	\$ 68.059615	\$ 11,797.00	\$ 141,564.00
CHIEF ELECTRIC UTILITY OFFICER	108	9	\$ 143.385385	\$ 24,850.00	\$ 298,200.00	\$ 185.526923	\$ 32,158.00	\$ 385,896.00
CHIEF OPERATING OFFICER	311	9	\$ 143.365385	\$ 24,850.00	\$ 298,200.00	\$ 185.526923	\$ 32,158.00	\$ 385,896.00
CITY ATTORNEY	060	9				\$ 159.998077	\$ 27,733.00	\$ 332,796.00
CITY CLERK	063	Elected				\$ 11.538462	\$ 2,000.00	\$ 24,000.00
CITY COUNCIL MEMBER	CNCL	Elected				\$ 11.538462	\$ 2,000.00	\$ 24,000.00
CITY LIBRARIAN	066	9	\$ 100.194231	\$ 17,367.00	\$ 208,404.00	\$ 129.663462	\$ 22,475.00	\$ 269,700.00
CITY MANAGER	069	9				\$ 193.903846	\$ 33,610.00	\$ 403,320.00
COMMUNICATIONS OPERATIONS MGR	068	9	\$ 67.655769	\$ 11,727.00	\$ 140,724.00	\$ 87.553846	\$ 15,176.00	\$ 182,112.00
COMPLIANCE MANAGER	081	9	\$ 60.646154	\$ 10,512.00	\$ 126,144.00	\$ 78.478846	\$ 13,603.00	\$ 163,236.00
CONTRACTS MANAGER	342	9	\$ 66.853846	\$ 11,588.00	\$ 139,056.00	\$ 86.509615	\$ 14,995.00	\$ 179,940.00
DEPUTY CITY ATTORNEY I	170	9	\$ 57.496154	\$ 9,966.00	\$ 119,592.00	\$ 74.405769	\$ 12,897.00	\$ 154,764.00

Exhibit B

City of Santa Clara
Unclassified/Elected Salary PlanEffective 6/2/2019
Approved 6/25/2019

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
DEPUTY CITY ATTORNEY II	172	9	\$ 67.078846	\$ 11,627.00	\$ 139,524.00	\$ 86.809615	\$ 15,047.00	\$ 180,564.00
DEPUTY CITY CLERK	178	9	\$ 51.784615	\$ 8,976.00	\$ 107,712.00	\$ 67.021154	\$ 11,617.00	\$ 139,404.00
DEPUTY CITY MANAGER	079	9	\$ 92.948077	\$ 16,111.00	\$ 193,332.00	\$ 120.276923	\$ 20,848.00	\$ 250,176.00
DEPUTY FIRE CHIEF	080	9B	\$ 108.109615	\$ 18,739.00	\$ 224,868.00	\$ 139.915385	\$ 24,252.00	\$ 291,024.00
DEPUTY PARKS & REC DIRECTOR	175	9	\$ 75.109615	\$ 13,019.00	\$ 156,228.00	\$ 97.200000	\$ 16,848.00	\$ 202,176.00
DEPUTY PUBLIC WORKS DIRECTOR	176	9	\$ 75.242308	\$ 13,042.00	\$ 156,504.00	\$ 97.373077	\$ 16,878.00	\$ 202,536.00
DEVELOPMENT REVIEW OFFICER	144	9	\$ 72.790385	\$ 12,617.00	\$ 151,404.00	\$ 94.200000	\$ 16,328.00	\$ 195,936.00
DIRECTOR OF COMMUNITY DEVELOPM	090	9	\$ 110.151923	\$ 19,093.00	\$ 229,116.00	\$ 142.551923	\$ 24,709.00	\$ 296,508.00
DIRECTOR OF FINANCE	087	9	\$ 109.932692	\$ 19,055.00	\$ 228,660.00	\$ 142.263462	\$ 24,659.00	\$ 295,908.00
DIRECTOR OF HUMAN RESOURCES	088	9	\$ 101.342308	\$ 17,566.00	\$ 210,792.00	\$ 131.146154	\$ 22,732.00	\$ 272,784.00
DIRECTOR OF INF TECHNOLOGY/CIO	089	9	\$ 104.573077	\$ 18,126.00	\$ 217,512.00	\$ 135.334615	\$ 23,458.00	\$ 281,496.00
DIRECTOR OF PUBLIC WORKS	091	9	\$ 116.515385	\$ 20,196.00	\$ 242,352.00	\$ 150.784615	\$ 26,136.00	\$ 313,632.00
DIRECTOR OF WTR & SEWER UTILS	102	9	\$ 105.605769	\$ 18,305.00	\$ 219,660.00	\$ 136.661538	\$ 23,688.00	\$ 284,256.00
ELEC DIV MGR - ENGINEERING	104Q	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIV MGR - GENERATION	104R	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIV MGR - OPERATIONS	104P	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIV MGR - SUBSTATIONS	104M	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIV MGR - TRANSM, DISTRIB	104S	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIV MGR-MKT A & P	107F	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIVISION MANAGER	104	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC PROGRAM MANAGER	424	9	\$ 78.051923	\$ 13,529.00	\$ 162,348.00	\$ 101.001923	\$ 17,507.00	\$ 210,084.00
ELEC UTIL CHIEF OPER OFFICER	116	9	\$ 119.469231	\$ 20,708.00	\$ 248,496.00	\$ 154.609615	\$ 26,799.00	\$ 321,588.00
ELEC UTIL RISK CONTROL ANALYST	697	9	\$ 69.900000	\$ 12,116.00	\$ 145,392.00	\$ 90.461538	\$ 15,680.00	\$ 188,160.00
EMERGENCY SERVICES COORDINATOR	106	9	\$ 58.696154	\$ 10,174.00	\$ 122,088.00	\$ 75.963462	\$ 13,167.00	\$ 158,004.00
ENVIRONMENTAL PROGRAMS MGR	461	9	\$ 60.646154	\$ 10,512.00	\$ 126,144.00	\$ 78.478846	\$ 13,603.00	\$ 163,236.00
EXECUTIVE ASSISTANT	187	9	\$ 51.005769	\$ 8,841.00	\$ 106,092.00	\$ 66.005769	\$ 11,441.00	\$ 137,292.00
FIRE CHIEF	117	9B	\$ 129.334615	\$ 22,418.00	\$ 269,016.00	\$ 167.365385	\$ 29,010.00	\$ 348,120.00
FIRE MARSHAL	120	9B	\$ 98.267308	\$ 17,033.00	\$ 204,396.00	\$ 127.159615	\$ 22,041.00	\$ 264,492.00
FLEET MANAGER	034	9	\$ 62.665385	\$ 10,862.00	\$ 130,344.00	\$ 81.092308	\$ 14,056.00	\$ 168,672.00
HOUSING & COMM SVC DIV MGR	075	9	\$ 75.305769	\$ 13,053.00	\$ 156,636.00	\$ 97.459615	\$ 16,893.00	\$ 202,716.00
HOUSING DEVELOPMENT OFFICER	749	9	\$ 59.140385	\$ 10,251.00	\$ 123,012.00	\$ 76.534615	\$ 13,266.00	\$ 159,192.00

Exhibit B

City of Santa Clara
Unclassified/Elected Salary PlanEffective 6/2/2019
Approved 6/25/2019

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
HUMAN RESOURCES DIV MGR	139	9	\$ 74.267308	\$ 12,873.00	\$ 154,476.00	\$ 96.109615	\$ 16,659.00	\$ 199,908.00
INFORMATION TECHNOLOGY SVC MGR	112	9	\$ 69.703846	\$ 12,082.00	\$ 144,984.00	\$ 90.196154	\$ 15,634.00	\$ 187,608.00
INSPECTION MANAGER	134	9	\$ 74.590385	\$ 12,929.00	\$ 155,148.00	\$ 96.536538	\$ 16,733.00	\$ 200,796.00
LIBRARY DIV MGR -SUPPORT SVCS	127G	9	\$ 62.619231	\$ 10,854.00	\$ 130,248.00	\$ 81.046154	\$ 14,048.00	\$ 168,576.00
MANAGEMENT ANALYST	008	9	\$ 51.784615	\$ 8,976.00	\$ 107,712.00	\$ 67.021154	\$ 11,617.00	\$ 139,404.00
MAYOR	MAYOR	Elected				\$ 14.423077	\$ 2,500.00	\$ 30,000.00
MUNICIPAL SERVICES DIV MGR	110	9	\$ 74.267308	\$ 12,873.00	\$ 154,476.00	\$ 96.109615	\$ 16,659.00	\$ 199,908.00
PARKS & RECREATION DIRECTOR	132	9	\$ 102.109615	\$ 17,699.00	\$ 212,388.00	\$ 132.132692	\$ 22,903.00	\$ 274,836.00
PARKS CONST, MTC & REPAIR MGR	130	9	\$ 61.898077	\$ 10,729.00	\$ 128,748.00	\$ 80.094231	\$ 13,883.00	\$ 166,596.00
PLAN REVIEW MANAGER	629	9	\$ 75.392308	\$ 13,068.00	\$ 156,816.00	\$ 97.557692	\$ 16,910.00	\$ 202,920.00
PLANNING MANAGER	072	9	\$ 78.623077	\$ 13,628.00	\$ 163,536.00	\$ 101.746154	\$ 17,636.00	\$ 211,632.00
POLICE CAPTAIN	138	9A	\$ 124.044231	\$ 21,501.00	\$ 258,012.00	\$ 160.523077	\$ 27,824.00	\$ 333,868.00
POLICE CHIEF	141	Elected				\$ 150.813462	\$ 26,141.00	\$ 313,692.00
POLICE RECORDS MANAGER	647	9	\$ 53.342308	\$ 9,246.00	\$ 110,952.00	\$ 69.034615	\$ 11,966.00	\$ 143,592.00
POWER SYSTEM SCHEDULER/TRADER	674	9	\$ 66.940385	\$ 11,603.00	\$ 139,236.00	\$ 86.630769	\$ 15,016.00	\$ 180,192.00
POWER TRADER	673	9	\$ 85.551923	\$ 14,829.00	\$ 177,948.00	\$ 110.723077	\$ 19,192.00	\$ 230,304.00
PRINCIPAL ACCOUNTANT	148	9	\$ 66.853846	\$ 11,588.00	\$ 139,056.00	\$ 86.509615	\$ 14,995.00	\$ 179,940.00
PRINCIPAL ELECTRIC UTILITY ENG	145	9	\$ 85.488462	\$ 14,818.00	\$ 177,816.00	\$ 110.630769	\$ 19,176.00	\$ 230,112.00
PRINCIPAL ENGINEER	142	9	\$ 82.892308	\$ 14,368.00	\$ 172,416.00	\$ 107.273077	\$ 18,594.00	\$ 223,128.00
PRINCIPAL ENGINEER - WATER	142W	9	\$ 82.892308	\$ 14,368.00	\$ 172,416.00	\$ 107.273077	\$ 18,594.00	\$ 223,128.00
PRINCIPAL FINANCIAL ANALYST	149	9	\$ 66.853846	\$ 11,588.00	\$ 139,056.00	\$ 86.509615	\$ 14,995.00	\$ 179,940.00
PRINCIPAL PLANNER	143	9	\$ 66.853846	\$ 11,588.00	\$ 139,056.00	\$ 86.509615	\$ 14,995.00	\$ 179,940.00
PRINCIPAL POWER ANALYST	154	9	\$ 66.853846	\$ 11,588.00	\$ 139,056.00	\$ 86.509615	\$ 14,995.00	\$ 179,940.00
PRINCIPAL UTIL INFO SYSTEM MGR	146	9	\$ 85.551923	\$ 14,829.00	\$ 177,948.00	\$ 110.723077	\$ 19,192.00	\$ 230,304.00
PUBLIC INFORMATION OFFICER	077	9	\$ 81.248077	\$ 14,083.00	\$ 168,996.00	\$ 105.138462	\$ 18,224.00	\$ 218,688.00
PUBLIC RECORDS MANAGER	082	9	\$ 51.784615	\$ 8,976.00	\$ 107,712.00	\$ 67.021154	\$ 11,617.00	\$ 139,404.00
PURCHASING DIVISION MANAGER	147	9	\$ 71.498077	\$ 12,393.00	\$ 148,716.00	\$ 92.526923	\$ 16,038.00	\$ 192,456.00
RECREATION MANAGER	150	9	\$ 67.488462	\$ 11,698.00	\$ 140,376.00	\$ 87.334615	\$ 15,138.00	\$ 181,656.00
RISK MANAGER	700	9	\$ 71.498077	\$ 12,393.00	\$ 148,716.00	\$ 92.526923	\$ 16,038.00	\$ 192,456.00
SR DEPUTY CITY ATTORNEY	161	9	\$ 71.301923	\$ 12,359.00	\$ 148,308.00	\$ 92.278846	\$ 15,995.00	\$ 191,940.00
SR ELEC DIV MGR	173	9	\$ 98.723077	\$ 17,112.00	\$ 205,344.00	\$ 127.771154	\$ 22,147.00	\$ 265,764.00

Exhibit B

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 6/2/2019
Approved 6/25/2019

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
SR ELEC DIV MGR-MKT A&P	174A	9	\$ 98.723077	\$ 17,112.00	\$ 205,344.00	\$ 127.771154	\$ 22,147.00	\$ 265,764.00
SR INFORMATION TECH SVCS MGR	743	9	\$ 76.378646	\$ 13,239.00	\$ 158,868.00	\$ 98.844231	\$ 17,133.00	\$ 205,596.00
SR POWER SYSTEM SCHEDLR/TRADER	772	9	\$ 71.948077	\$ 12,471.00	\$ 149,652.00	\$ 93.115385	\$ 16,140.00	\$ 193,680.00
TRAFFIC ENGINEER	171	9	\$ 83.648077	\$ 14,499.00	\$ 173,988.00	\$ 108.253846	\$ 18,764.00	\$ 225,168.00
UTILITY BUSINESS SYSTEMS MGR	898	9	\$ 66.744231	\$ 11,569.00	\$ 138,828.00	\$ 86.371154	\$ 14,971.00	\$ 179,652.00
UTILITY OPERATIONS ENGINEER	155	9	\$ 70.459615	\$ 12,213.00	\$ 146,556.00	\$ 91.176923	\$ 15,804.00	\$ 189,648.00
WATER & SEWER OPERATIONS MGR	180	9	\$ 69.253846	\$ 12,004.00	\$ 144,048.00	\$ 89.630769	\$ 15,536.00	\$ 186,432.00