

**RESOLUTION NO. 19-**

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA  
TO ADOPT THE REVISED UNCLASSIFIED MONTHLY SALARY  
SCHEDULE FOR EMPLOYEES REPRESENTED BY THE  
MISCELLANEOUS UNCLASSIFIED MANAGEMENT EMPLOYEES  
(UNIT 9) AND APPOINTED OFFICIALS**

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

**WHEREAS**, on December 4, 2018, Council directed the City Manager to survey management salaries for the Electric Utility, determine if they should be enhanced to avoid compaction, and to meet and confer with the appropriate bargaining group regarding any recommended changes to the salaries;

**WHEREAS**, staff has conducted that survey, has met and conferred with the appropriate bargaining unit (Unit 9 Unclassified Miscellaneous Management Employees) and has determined that certain Electric Utility unclassified management salaries should be enhanced to avoid compaction and compete in a tight labor market;

**WHEREAS**, staff proposes to adopt the attached revised Salary Schedule for Unclassified Miscellaneous Management Employees and appointed officials, effective as indicated below, to approve the higher unclassified management salaries as reflected in the revised schedule.

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

1. That the City hereby adopts the Salary Schedule for Unclassified Miscellaneous Employees and appointed officials in its entirety as set forth in the attached Exhibit A. This revised salary schedule shall supersede any previously adopted salary schedule.
2. Effective date. This salary rates reflected in Exhibit A shall be effective with the beginning of the first full pay period following approval.

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 29TH DAY OF JANUARY, 2019, 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. Exhibit A – Unclassified Monthly Salary Schedule