



RECEIVED

NOV 22 2024

City Clerk's Office  
City of Santa Clara

Board/ Commission/ Committee Applying For: \*

Salary Setting Commission

Name \*

David M Kertes

Are you a registered voter and resident of the City of Santa Clara? \*

(Must be a registered voter at time of application)

Yes

No

Address \*

Street Address

[Redacted]

Address Line 2

[Redacted]

City

Santa Clara

State / Province / Region

CA

Postal / Zip Code

[Redacted]

Country

USA

Email \*

[Redacted]

Primary Phone Number \*

[Redacted]

Secondary Phone Number

[Redacted]

Provide two forms of Proof of Residency in the City of Santa Clara

(Must be a resident of the city of santa clara at time of application)

Attachment 1 \*

Santa Clara Utility Bill - DMKertes.pdf

1.33MB

Attachment 2 \*

PGE Energy Bill - DMKertes.pdf

1.03MB

Present Employer \*

American Equipment - Salt Lake City, Utah

Job Title \*

VP of Sales and Marketing

Previous Government Bodies/ Elective Offices Applicant has served

Government Bodies/ Elective Offices

Position/ Office Held:

Date

[Redacted]

[Redacted]

[Redacted]

1

Civic or Charitable Organizations to which Applicant has belonged:

Civic or Charitable Organizations

Position(s) Held:

Date

San Jose Gay Pride Board of Directors

President (5 years), Treasurer (1 year)

5/10/2000

1

**Special Interests, Hobbies or Talents**

Coaching Westside Little League, Coaching SCYSL, Basketball, Cooking, Travel

**College, Professional, Vocational Schools Attend**

High School, College, Professional, Vocational School

Major Subject

Date

SJSU

BS Business Administration

5/29/2004

**Special awards or recognition received:**

**Please state reasons why you want to become a member of this Board/Commission/Committee, including what specific objectives you would be working toward as a member of this advisory board:**

I want to make sure we are paying fair compensation for work.

Objectives:

Conduct a Market Analysis to understand prevailing salary standards for similar positions in the region.

Equity and Fairness: Ensure that salary levels are equitable among employees with similar experience, education, and performance, thereby helping to maintain fairness and morale within the organization.

Compliance: Ensure that salary setting practices comply with labor laws, regulations, and collective bargaining agreements, if applicable.

Reporting: Provide reports or guidance to management or relevant stakeholders about salary structures, trends, and recommendations for adjustments.

Continuous Review: Ongoing assessment and adjustment of salary levels to respond to changing economic conditions, labor market demands, and organizational goals.

**Any other information which you feel would be useful to the City Council in reviewing your application:**

**Are you associated with any Organization/ Employment that might be deemed a conflict of interest in performing your duties if appointed to this position?\***

Yes  No  Not Sure

**City policy directs all advisory body members not to vote on matters where there exists a potential conflict of interest. Would you be willing to abstain from voting if such a conflict arises?\***

Yes  No  Not Sure

**Post Service Limitation Acknowledgment**

If selected to serve on the City of Santa Clara Salary Setting Commission, by signing below, I hereby agree and acknowledge that I shall not do any of the following:

- 1) While serving on the Commission I should not work for or make a campaign contribution to a candidate for City of Santa Clara elective office.
- 2) Be a candidate for City of Santa Clara elective office for the time period in which my vote to affect compensation is in effect.
- 3) Be a registered lobbyist for 1 year after completing service on or resigning from the Commission.

In addition, I hereby pledge that I am not a family member or paid campaign staff member of an elected Santa Clara city official.

**Signature\***

[Redacted Signature]

**Date**

11/22/2024