



City of Santa Clara

Meeting Agenda

Salary Setting Commission

Monday, March 17, 2025

4:00 PM

Sparacino Conference Room/Virtual
1500 Warburton Avenue
Santa Clara, CA 95050

The City of Santa Clara is conducting the Salary Setting Commission meetings in a hybrid manner (in-person and a method for the public to participate remotely).

- Via Zoom: <https://santaclaraca.zoom.us/j/86182883656pwd=wXE6fByYmu0qDfQrnZncrfrBOdFJ9E.1>

Webinar ID: 861 8288 3656

Passcode: 332206

Or

Phone: 1-669-900-6833

CALL TO ORDER AND ROLL CALL

Pledge of Allegiance

CONSENT CALENDAR

1. 25-357 [Action to Approve the Salary Setting Commission Meeting Minutes of March 10, 2025](#)

Recommendation: Approve the Meeting Minutes of March 10, 2025.

PUBLIC PRESENTATIONS

[This item is reserved for persons to address the body on any matter not on the agenda that is within the subject matter jurisdiction of the body. The law does not permit action on, or extended discussion of, any item not on the agenda except under special circumstances. The governing body, or staff, may briefly respond to statements made or questions posed, and appropriate body may request staff to report back at a subsequent meeting.]

GENERAL BUSINESS

- 2. **25-358** [Action on Resolution Increasing the Salary for the City Clerk by Approximately 10% Over the Period July 1, 2025, to June 30, 2027, Pursuant to City Charter Section 702 and SCCC 2.20.015](#)

Recommendation: Adopt the Resolution Increasing the Salary of City Clerk by Approximately 10% over the Period July 1, 2025, to June 30, 2027, Pursuant to City Charter Section 702 and SCCC 2.20.015

- 3. **25-359** [Discussion and Possible Action to Set the Salary for the Position of Police Chief \(Job Code 141\)](#)

Recommendation: Staff has no recommendation other than to encourage the Commission to consider the available information, and if/when ready, act to set the salary of the Police Chief.

STAFF REPORT

COMMISSIONERS REPORT

ADJOURNMENT

MEETING DISCLOSURES

The time limit within which to commence any lawsuit or legal challenge to any quasi-adjudicative decision made by the City is governed by Section 1094.6 of the Code of Civil Procedure, unless a shorter limitation period is specified by any other provision. Under Section 1094.6, any lawsuit or legal challenge to any quasi-adjudicative decision made by the City must be filed no later than the 90th day following the date on which such decision becomes final. Any lawsuit or legal challenge, which is not filed within that 90-day period, will be barred. If a person wishes to challenge the nature of the above section in court, they may be limited to raising only those issues they or someone else raised at the meeting described in this notice, or in written correspondence delivered to the City of Santa Clara, at or prior to the meeting. In addition, judicial challenge may be limited or barred where the interested party has not sought and exhausted all available administrative remedies.

If a member of the public submits a speaker card for any agenda items, their name will appear in the Minutes. If no speaker card is submitted, the Minutes will reflect "Public Speaker."

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the City of Santa Clara will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities, and will ensure that all existing facilities will be made accessible to the maximum extent feasible. The City of Santa Clara will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities including those with speech, hearing, or vision impairments so they can participate equally in the City's programs, services, and activities. The City of Santa Clara will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

Agendas and other written materials distributed during a public meeting that are public record will be made available by the City in an appropriate alternative format. Contact the City Clerk's Office at 1 408-615-2220 with your request for an alternative format copy of the agenda or other written materials.

Individuals who require an auxiliary aid or service for effective communication, or any other disability-related modification of policies or procedures, or other accommodation, in order to participate in a program, service, or activity of the City of Santa Clara, should contact the City's ADA Coordinator at 408-615-3000 as soon as possible but no later than 48 hours before the scheduled event.



City of Santa Clara

1500 Warburton Avenue
Santa Clara, CA 95050
santaclaraca.gov
@SantaClaraCity

Agenda Report

25-357

Agenda Date: 3/17/2025

REPORT TO SALARY SETTING COMMISSION

SUBJECT

Action to Approve the Salary Setting Commission Meeting Minutes of March 10, 2025

RECOMMENDATION

Approve the Meeting Minutes of March 10, 2025.



City of Santa Clara

Meeting Minutes

Salary Setting Commission

03/10/2025

4:00 PM

Hybrid Meeting
 City Hall Council Chambers/Virtual
 1500 Warburton Avenue
 Santa Clara, CA 95050

The City of Santa Clara is conducting the Salary Setting Commission meetings in a hybrid manner (in-person and a method for the public to participate remotely).

• Via Zoom: <https://santaclaraca.zoom.us/j/86182883656?pwd=wXE6fByYmu0qDfQrnZncrfrBOdFJ9E.1>

Webinar ID: 861 8288 3656

Passcode: 332206

Or

Phone: 1-669-900-6833

CALL TO ORDER AND ROLL CALL

Chair Kumar called the meeting to order at 4:06pm. All Commissioners were present, with the exception of Commissioner Humphries. Commissioner Humphries was absent and the absence is unexcused.

Present 4 - Commissioner Mihir Kakkad, Commissioner David Kertes, Chair MV Kumar , and Vice Chair John Sontag

Absent 1 - Commissioner Natasha Humphries

CONSENT CALENDAR

1. Action to Approve the Salary Setting Commission Meeting Minutes of March 3, 2025

A motion was made by Vice Chair Sontag, seconded by Chair Kumar to approve the Salary Setting Commission Meeting Minutes of March 3, 2025.

Aye: 3 - Commissioner Kakkad, Chair Kumar, and Vice Chair Sontag

Absent: 1 - Commissioner Humphries

Abstained: 1 - Commissioner Kertes

PUBLIC PRESENTATIONS

None

GENERAL BUSINESS

2. Discussion and Possible Action to Set the Salary for the position of City Clerk (Job Code 063)

A motion was made by Commissioner Kakkad, seconded by Commissioner Kertes, to increase the salary for the position of City Clerk by \$75/month to \$1,575/month for the period of July 1, 2025 to June 30, 2026; and by \$75/month, to \$1,650/month for the period of July 1, 2026 to June 30, 2027.

Aye: 4 - Commissioner Kakkad, Commissioner Kertes, Chair Kumar, and Vice Chair Sontag

Absent: 1 - Commissioner Humphries

3. Discussion and Possible Action to Set the Salary for the position of Police Chief (Job Code 141)

The Commission requested that staff provide the maximum salary for the position of Assistant Police Chief or equivalent to the survey for each agency listed.

STAFF REPORT

None

COMMISSIONERS REPORT

None

ADJOURNMENT

A motion was made by Vice Chair Sontag, seconded by Commissioner Kakkad, to adjourn the Salary Setting Commission meeting at 6:02pm.

Aye: 4 - Commissioner Kakkad, Commissioner Kertes, Chair Kumar, and Vice Chair Sontag

Absent: 1 - Commissioner Humphries

MEETING DISCLOSURES

The time limit within which to commence any lawsuit or legal challenge to any quasi-judicative decision made by the City is governed by Section 1094.6 of the Code of Civil Procedure, unless a shorter limitation period is specified by any other provision. Under Section 1094.6, any lawsuit or legal challenge to any quasi-judicative decision made by the City must be filed no later than the 90th day following the date on which such decision becomes final. Any lawsuit or legal challenge, which is not filed within that 90-day period, will be barred. If a person wishes to challenge the nature of the above section in court, they may be limited to raising only those issues they or someone else raised at the meeting described in this notice, or in written correspondence delivered to the City of Santa Clara, at or prior to the meeting. In addition, judicial challenge may be limited or barred where the interested party has not sought and exhausted all available administrative remedies.

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Agenda Report

25-358

Agenda Date: 3/17/2025

REPORT TO SALARY SETTING COMMISSION

SUBJECT

Action on Resolution Increasing the Salary for the City Clerk by Approximately 10% Over the Period July 1, 2025, to June 30, 2027, Pursuant to City Charter Section 702 and SCCC 2.20.015

BACKGROUND

The City Clerk (Job Code 062) position is an elected position under City Charter Section 660. City Municipal Code Section 2.20.015 requires the Commission to set the City Clerk's compensation on July 1, 2019 and every two years thereafter. Charter Section 702 provides that salaries so established by the Commission shall not exceed one hundred ten percent (110%) of the previous figure. The Salary Setting Commission has met and thoroughly reviewed and discussed the various data points pertaining to, and aspects of, the issue of salary setting for the City Clerk.

At the March 10, 2025, meeting, the Commission voted to provide a salary increase described further below and directed staff to return at the next meeting with a resolution setting forth the Commission's decision.

DISCUSSION

The Commission took into consideration the following in reaching its decision:

- Historical salary information
- Scope of duties for the subject position
- Potential consequences for future candidates for the position
- Comparator agency data
- Operational budget forecasts
- Charter limitations on the Commission's actions

Ultimately, the Commission voted to increase compensation as follows:

1. The salary of the position of City Clerk shall be increased to \$1,575 per month for the period July 1, 2025, to June 30, 2026.
2. The salary for the position of City Clerk shall be increased to \$1,650 per month for the period July 1, 2026, to June 30, 2027.

The proposed Resolution reflects the factors considered and the motion passed by the Commission.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(4) in that it is a fiscal activity that does not involve any commitment to any specific project which may result in a

potential significant impact on the environment.

FISCAL IMPACT

For the position of City Clerk, the Commission's decision results in an increase of \$1,800 total over the course of two fiscal years. These amounts will be included in the Fiscal Year 25-26 and 26-27 Operating Budget.

COORDINATION

This report has been coordinated with the Human Resources Department and City Attorney's Office.

PUBLIC CONTACT

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov <<mailto:clerk@santaclaraca.gov>> or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Adopt the Resolution Increasing the Salary of City Clerk by Approximately 10% over the Period July 1, 2025, to June 30, 2027, Pursuant to City Charter Section 702 and SCCC 2.20.015

Reviewed by: Aracely Azevedo, Director, Human Resources

Approved by: Nadine Nader, Chief Operating Officer

ATTACHMENTS

1. Resolution

RESOLUTION NO. 25-2

A RESOLUTION OF THE SALARY SETTING COMMISSION OF THE CITY OF SANTA CLARA, CALIFORNIA, SETTING THE SALARY FOR THE POSITION OF CITY CLERK FOR THE PERIOD JULY 1, 2025, TO JUNE 30, 2027, INCLUSIVE, PURSUANT TO CITY CHARTER SECTION 702 AND SANTA CLARA CITY CODE SECTION 2.20.015

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

WHEREAS, in accordance with City Charter Section 702, a Salary Setting Commission consisting of five qualified electors of the City was appointed by the Civil Service Commission, and commenced performance of its duties in February 2025;

WHEREAS, pursuant to City Code Section 2.20.015, the Salary Setting Commission is charged with establishing the compensation of the elected position of City Clerk for the period commencing on July 1, 2025, and ending on June 30, 2027;

WHEREAS, the Salary Setting Commission met during the months of February and March of 2025, during which time the compensation level for the position of City Clerk was discussed;

WHEREAS, the Salary Setting Commission was presented with, and took into consideration, various data points including, but not limited to, the history of compensation received by the City Clerk, comparator agency salary levels, and modification of the duties of the City Clerk under the Charter and the City Code; and

WHEREAS, the final decision of the Salary Setting Commission as to the compensation for the position of City Clerk, as set forth in this Resolution, is based upon the following:

1. Charter Section 903 sets forth generally the various duties of a City Clerk including attending Council meetings and maintaining the minutes of said meetings, maintaining the official contracts entered into by the City, acting as custodian of the City seal, and having charge of all City elections.
2. In July 2018, the City Council by ordinance (SCCC 2.20.020) reduced the scope of the elected City Clerk's duties to having charge of City elections and acting as custodian of

the City seal; the remainder of the duties listed in the Charter were assigned to the professional Assistant City Clerk (SCCC 2.20.030).

3. Concurrently with the reduction in scope of official duties of the City Clerk in 2018, the City Council also reduced the salary associated with the position to the sum of \$2,000 per month, which was the same salary earned by Council Members.
4. In 2019, the Salary Setting Commission approved a decrease in the salary for the position of City Clerk to the sum of \$1,500 per month, for the reasons set forth in Commission Resolution 19-3.
5. At the current fully loaded annual rate of \$25,561 per month, the total compensation for the position of City Clerk is below the average current annual total compensation for the position in the comparator agencies reviewed by the Commission.
6. The City Clerk is not a “regular” employee of the City, subject to internal performance review. Rather, the City Clerk is elected by the voters of the City of Santa Clara; it is, therefore, solely within the purview of the voters to determine the quality of performance by the current office holder. Accordingly, the role of the Salary Setting Commission is to set the salary for the position of City Clerk, irrespective of the identity or performance of the current office holder.
7. The position of City Clerk is similar to that of Council Member in that it is an elected, part-time, executive-level position, and the office holder may hold separate full-time employment in addition to service in his/her elected position. However, unlike the position of Council Member, the City Clerk has no formal requirements for meeting attendance or other specific activities related to his/her City service.
8. The primary duty of the City Clerk is to manage (i.e., “have charge of”) the City elections. Because elections are generally held every two years, the Commission understands that the position will be subject to a biennial increase in time commitment.
9. The time commitment associated with the position, varying on a biennial basis, is likely

to have associated financial impacts on the incumbent, e.g. childcare or elder care, which are subject to inflationary forces. The Commission does not believe that public service should have a negative financial impact on the elected official. In addition, the Commission believes that a stipend fairly tailored to address these potential financial impacts would facilitate the attraction of a qualified and diverse group of candidates for these positions.

10. The Ten-Year Financial Forecast included in the last budget indicated an expected cumulative budget shortfall for each of the next ten years, but at a much lower level than was initially forecast in June 2022. So, while the City is not yet recovered from the financial effects of the pandemic, there does appear to be significant improvement.
11. The City Charter limits salary increases to a maximum of 10% per 2-year Commission cycle. As compared with the size and scope of the City's overall Operating Budget, an increase to the stipend for one position, capped at 10%, was not deemed to create a meaningful impact to the City's fiscal outlook.
12. The Commission appreciates the importance of the position of City Clerk as it relates to properly managing the City elections and strives to strike a balance between the various considerations described above, while acting in a fiscally responsible manner, properly aligning compensation with the duties of the position, and attracting capable candidates for this important position.

NOW THEREFORE, BE IT FURTHER RESOLVED BY THE SALARY SETTING

COMMISSION OF THE CITY OF SANTA CLARA AS FOLLOWS:

1. That the salary of the position of City Clerk shall be increased to \$1,575 per month for the period July 1, 2025, to June 30, 2026.
 2. That the salary for the position of City Clerk shall be increased to \$1,650 per month for the period July 1, 2026, to June 30, 2027.
2. Effective date. This resolution shall become effective immediately.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED AND ADOPTED BY THE SALARY SETTING COMMISSION OF THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE 17th DAY OF MARCH, 2025, BY THE FOLLOWING VOTE:

AYES: COMMISSIONERS:

NOES: COMMISSIONERS:

ABSENT: COMMISSIONERS:

ABSTAINED: COMMISSIONERS:

ATTEST: _____
MV KUMAR, CHAIR
SALARY SETTING COMMISSION

Attachments incorporated by reference: None



Agenda Report

25-359

Agenda Date: 3/17/2025

REPORT TO SALARY SETTING COMMISSION

SUBJECT

Discussion and Possible Action to Set the Salary for the Position of Police Chief (Job Code 141)

BACKGROUND

The Police Chief (Job Code 141) position is an elected position under City Charter Section 600. City Municipal Code Section 2.80.015 requires the Commission to set the Police Chief's compensation on July 1, 2019 and every two years thereafter. Charter Section 702 provides that salaries so established by the Commission shall not exceed one hundred ten percent (110%) of the previous figure.

DISCUSSION

Police Chief (Job Code 141)

City Charter Section 906 sets forth the duties for the position of Police Chief.

The Chief of Police shall have power and be required to:

- (a) Preserve the public peace;
- (b) Execute and return all process issued to him/her by legal authority; and
- (c) Exercise all the powers that are now or may hereafter be conferred upon sheriffs and other police officers by the laws of the State. (Amended by electors at an election held March 7, 2000, Charter Chapter 11 of the State *Statutes of 2000*)

The current Charter Section 701.1 was adopted in 2000 (Measure I) and introduced the requirement that the Chief of Police be able to satisfy the state law qualification requirements imposed upon candidates for County Sheriff. Prior to the 2000 election, the only requirements were that the Chief of Police be a City resident and qualified registered voter. The requirements of the state law are not stringent. Government Code Section 24004.3 sets forth the requirements for County Sheriff as follows:

- (1) An active or inactive advanced certificate issued by the Commission on Peace Officer Standards and Training.
- (2) One year of full-time, salaried law enforcement experience, and possesses a master's degree from an accredited college or university.
- (3) Two years of full-time, salaried law enforcement experience, and possesses a bachelor's degree from an accredited college or university.
- (4) Three years of full-time, salaried law enforcement experience, and possesses an associate in arts or associate in science degree, or the equivalent, from an accredited college.

- (5) Four years of full-time, salaried law enforcement experience, and possesses a high school diploma or the equivalent.

Assistant Police Chief (Job Code 027)

Beginning June 2020, in collaboration with the Police Chief, the City Manager appointed two Assistant Police Chiefs. Having two experienced leaders in this role will help broaden the department's ability to respond to critical, time sensitive matters and lead the department and serve the community.

The classification specification for Assistant Chief of Police requires both an advanced certificate and a management certificate from POST and it is desirable to possess completion certificates from POST Supervisory Leadership Institute (SLI), FBI National Academy, or POST Command College. Please refer to Attachment 1, Classification Specification for Assistant Police Chief.

Recently, the organizational structure reverted to the traditional (pre-2020) structure of a single Assistant Chief position, with four Captains, all reporting to the Chief of Police.

Comparator Information for Police Chief

Staff completed a compensation survey that includes comparator agencies for the classification of Police Chief (Attachment 2). At the March 3, 2025 meeting, the Commission requested that compensation information be added to the survey for the counties of Alameda, Santa Clara, and San Mateo. The City was able to obtain information from Santa Clara County and San Mateo County, which has been included. At the March 10, 2025 meeting, the Commission requested the maximum for the position of Assistant Police Chief be added to the survey for the agency's listed.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(5) in that it is a governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

FISCAL IMPACT

Any costs associated with approved salary increases will be incorporated in the development of future budgets.

COORDINATION

This report has been coordinated with the City Attorney's Office.

PUBLIC CONTACT

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov <<mailto:clerk@santaclaraca.gov>> or at the

public information desk at any City of Santa Clara public library.

RECOMMENDATION

Staff has no recommendation other than to encourage the Commission to consider the available information, and if/when ready, act to set the salary of the Police Chief.

Reviewed by: Aracely Azevedo, Director of Human Resources

Approved by: Nadine Nader, Chief Operating Officer/Assistant City Manager

ATTACHMENTS

1. Classification Specification for Assistant Police Chief
2. Police Chief Survey
3. Resolution No. 23-3
4. Comparison of Police Chief and Assistant Police Chief

Police Chief			Max Salary	Insurance (Family) ⁽¹⁾					Total Benefits	Retirement		Total Retirement (Classic)	Total Other Benefits ⁽⁴⁾	Total Compensation
Rank	Agency	Classification		Life	Medical	Dental	LTD	Vision		Social Security Medicare (Base Pay Only) ⁽²⁾	Employer Total Retirement Rate (Base Pay + POST Only) ⁽³⁾			
1	MOUNTAIN VIEW	POLICE CHIEF	\$385,175	\$648	\$36,071	\$3,002	\$103	\$ -	\$39,824	\$5,585	\$147,869	\$153,454	\$3,452	\$581,905
2	HAYWARD	CHIEF OF POLICE	\$354,224	\$ -	\$33,597	\$2,015	\$ -	\$372	\$35,985	\$6,524	\$146,833	\$153,357	\$30,467	\$574,033
3	SANTA CLARA (COUNTY)	SHERIFF - U	\$352,657	\$612	\$32,722	\$1,410	\$530	\$105	\$35,379	\$26,978	\$122,619	\$149,597	\$27,400	\$565,034
4	SAN MATEO (COUNTY)	SHERIFF - ELECTIVE	\$361,858	TBD ⁽⁵⁾	\$27,777	\$1,388	TBD ⁽⁵⁾	\$192	\$29,357	\$27,682	\$110,547	\$138,230	\$27,139	\$556,584
5	PALO ALTO	POLICE CHIEF	\$367,702	\$410	\$27,120	\$2,644	\$446	\$153	\$30,773	\$5,332	\$141,676	\$147,007	\$2,400	\$547,882
6	SAN JOSE	CHIEF OF POLICE	\$389,597	\$720	\$28,314	\$1,798	\$ -	\$192	\$31,024	\$ -	\$119,073	\$119,073	\$4,875	\$544,570
7	FREMONT	POLICE CHIEF	\$362,369	\$101	\$32,400	\$1,610	\$665	\$362	\$35,138	\$5,254	\$128,315	\$133,569	\$8,747	\$539,824
8	MILPITAS	CHIEF OF POLICE	\$357,123	\$84	\$34,722	\$2,427	\$86	\$205	\$37,524	\$5,178	\$125,493	\$130,671	\$8,850	\$534,168
9	SANTA CLARA	POLICE CHIEF	\$345,060	\$46	\$13,365	\$267	\$ -	\$108	\$13,785	\$5,003	\$146,302	\$151,305	\$19,653	\$529,804
10	SAN MATEO	CHIEF OF POLICE	\$333,731	\$102	\$31,250	\$1,650	\$1,268	\$149	\$34,419	\$4,839	\$117,807	\$122,646	\$8,792	\$499,588
11	BERKELEY	POLICE CHIEF	\$323,129	\$113	\$30,683	\$2,044	\$3,231	\$ -	\$36,071	\$5,794	\$120,947	\$126,741	\$5,900	\$491,841
12	DALY CITY	CHIEF OF POLICE	\$307,678	\$ -	\$32,986	\$ -	\$ -	\$200	\$33,186	\$4,461	\$99,349	\$103,811	\$1,000	\$445,675
AVG (NO CSC)			\$354,113											
AVG (BELOW/ABOVE)			-2.56%											

- NOTES:**
- (1) City of Santa Clara Police Chief receives benefits available to Unclassified Police Management Employees (Unit 9A) in effect as of 2018-2023 MOU
 - (2) Only Santa Clara (County) and San Mateo (County) pay for both Social Security and Medicare. All others pay for Medicare only (except San Jose).
 - (3) Employer Rate is the Normal Cost only as provided for Classic employees in CalPERS valuation reports. San Jose and San Mateo (County) are not in CalPERS.
 - (4) Other Benefits include, where available: POST Pay, Deferred Compensation, Uniform Allowance, Auto Allowance, and Professional Development
 - (5) Awaiting on information from agency. Total Compensation Survey will be updated once this information is received.

Classification	Top Step Salary	Insurance (Family) ⁽¹⁾					Total Benefits	Retirement		TOTAL RETIREMENT (CLASSIC)	TOTAL OTHER BENEFITS ⁽⁴⁾	TOTAL COMPENSATION
		Life	Medical	Dental	LTD	Vision		Social Security Medicare (Base Pay Only) ⁽²⁾	Employer Total Retirement Rate (Base Pay + POST Only) ⁽³⁾			
POLICE CHIEF	\$345,060	\$46	\$13,365	\$267	\$ -	\$108	\$13,785	\$5,003	\$139,335	\$144,339	\$19,653	\$522,837
ASSISTANT POLICE CHIEF	\$387,247 ⁽⁵⁾	\$46	\$31,250	\$267	\$ -	\$108	\$31,671	\$5,615	\$156,370	\$161,986	\$31,444	\$612,347

- NOTES:**
- (1) City of Santa Clara Police Chief receives benefits available to Unclassified Police Management Employees (Unit 9A) in effect as of 2018-2023 MOU
 - (2) Medicare only.
 - (3) Employer Rate is the Normal Cost only as provided for Classic employees in CalPERS valuation report.
 - (4) Other Benefits include, where available: POST Pay, Deferred Compensation, Uniform Allowance, Auto Allowance, and Professional Development
 - (5) Salary shown above is incumbent's current salary range. Maximum Salary is \$396,219.

RESOLUTION NO. 23-3

A RESOLUTION OF THE SALARY SETTING COMMISSION OF THE CITY OF SANTA CLARA, CALIFORNIA, SETTING THE COMPENSATION FOR THE POSITION OF CHIEF OF POLICE FOR THE PERIOD JULY 1, 2023, TO JUNE 30, 2025, INCLUSIVE, PURSUANT TO CITY CODE SECTION 2.80.015 AND CHARTER SECTION 702

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

WHEREAS, in accordance with City Charter Section 702, a Salary Setting Commission consisting of qualified electors of the City was appointed by the Civil Service Commission, and commenced performance of its duties in February 2023;

WHEREAS, pursuant to City Code Section 2.80.015 and City Charter Section 702, the Salary Setting Commission is charged with establishing the compensation of the Chief of Police for the period commencing on July 1, 2023, and ending on June 30, 2025;

WHEREAS, the Salary Setting Commission met during the months of February through May of 2021, during which the compensation level for the position of Chief of Police was discussed;

WHEREAS, the Salary Setting Commission was presented with, and took into consideration, various data points including, but not limited to, the history of compensation for the position of Chief of Police; comparator agency salary levels; comparisons of the positions of Chief of Police and Assistant Chief of Police under the City Charter, City Code, and job specifications; compensation levels for the position of Assistant Chief of Police; City budget projections; potential impacts upon decision-making of future commissions; and

WHEREAS, the final decision of the Salary Setting Commission as to compensation for the Chief of Police, as set forth in this Resolution, is based upon the following:

1. In the 2000 special election, the voters passed Measure I, adding Section 701.1 to the City Charter, which imposed upon candidates for the office of Chief of Police a requirement to meet the minimum eligibility and qualification requirements imposed by state law upon candidates for the office of county sheriff.

- a. The minimum qualifications for the office of sheriff require only a California POST advanced certificate, and a combination of education (ranging from high school diploma to master's degree) and work experience (ranging from one to four years).
 - b. These Charter requirements are the only official substantive requirements for the position; because the position is elected, there exists no further job description or other requirement for seeking, or holding, the position of Chief of Police.
2. The Chief of Police, akin to a county sheriff, is elected by the voters of the City of Santa Clara; it is, therefore, solely within the purview of the voters to determine the quality of performance by the current office holder. Accordingly, the role of the Salary Setting Commission is to set the salary for the position of Chief of Police, irrespective of the identity, experience, or performance of the current office holder.
3. Unlike the other elected positions in the City, the position of Chief of Police is a full time regular employee of the City.
4. Currently, the salary level of \$26,141 per month is approximately 3% lower than the average salary level for the position in the comparator agencies reviewed by the Salary Setting Commission. When taking into consideration medical and other benefits, the current total compensation is approximately 2% lower than the average total compensation paid by the comparator agencies.
5. Currently, the average salary of the two incumbents in the position of Assistant Chief of Police Salary is approximately \$29,000, which is approximately 11% higher than the current monthly salary for the position of Chief of Police. The Unit 9A Memorandum of Understanding ("MOU"), which covers the position of Assistant Chief of Police, expires in December 2023 and a successor MOU may result in a wage increase for that position. The Salary Setting Commission is concerned about the potential consequences of continuation and exacerbation of compaction of the salaries for these two positions.

6. The next Salary Setting Commission will meet in early 2025 to again analyze the salary level for the position of Chief of Police. By that time, if the Assistant Chief of Police position receives a wage increase under the new MOU (and in light of the 10% maximum salary increase under Charter Section 702), the Salary Setting Commission may not be in a position to adequately or meaningfully address compaction.
7. The Salary Setting Commission reviewed and considered the short- and long-term budget projections provided by staff; the Commission strives to arrive at a prudent and fiscally responsible decision. The Commission does not believe that the salary increase granted to the position of Chief of Police will negatively impact, in any meaningful way, the City's financial position.

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

1. In accordance with Resolution 21-3 of the Salary Setting Commission, up to and including June 30, 2023, the monthly salary for the position of Chief of Police shall be \$26,141.00. For the period July 1, 2023, to June 30, 2025, inclusive, the monthly salary for the position of Chief of Police shall be increased by 10% for a new monthly salary of \$28,755.00.
2. That for the period July 1, 2023, to June 30, 2025, inclusive, the position of the Chief of Police shall continue to receive benefits equivalent to those currently received by members of the Unclassified Police Management Unit (9A) under the Memorandum of Understanding set to expire on December 25, 2023.
3. That for the period July 1, 2023, to June 30, 2025, inclusive, any accrued leave balances held by the Chief of Police shall continue to be "frozen" as of the date he/she takes office (i.e., shall neither accrue increases in leave balances, nor be subject to decreases in those balances, during his/her term of elected office).
4. Effective date. This resolution shall become effective immediately.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED

AND ADOPTED BY THE SALARY SETTING COMMISSION OF THE CITY OF SANTA CLARA,
CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE 8th DAY OF MAY, 2023,
BY THE FOLLOWING VOTE:

AYES: 3 COMMISSIONERS: Kumar, Sontag, Lawson

NOES: 0 COMMISSIONERS:

ABSENT: 1 COMMISSIONERS: Humphries

ABSTAINED: 0 COMMISSIONERS:

ATTEST:



MV KUMAR, CHAIR
SALARY SETTING COMMISSION

Attachments incorporated by reference: None

POLICE CHIEF COMPARISON WITH ASSISTANT POLICE CHIEF
(Base Pay Only)

Rank	Agency	Classification	Top Step Salary	Classification	Top Step Salary	Difference (\$)	Difference (%)
1	HAYWARD	CHIEF OF POLICE	\$354,224	DEPUTY POLICE CHIEF ⁽¹⁾	None available ⁽¹⁾	N/A	N/A
2	SAN MATEO	CHIEF OF POLICE	\$333,731	DEPUTY POLICE CHIEF	\$270,185	\$63,546	19.04%
3	SAN MATEO (COUNTY)	SHERIFF - ELECTIVE ⁽²⁾	\$361,858	UNDERSHERIFF - UNCLASSIFIED	\$296,837	\$65,021	17.97%
4	BERKELEY	POLICE CHIEF	\$323,129	DEPUTY CHIEF OF POLICE	\$275,600	\$47,529	14.71%
5	FREMONT	POLICE CHIEF	\$362,369	POLICE DEPUTY CHIEF	\$321,377	\$40,992	11.31%
6	MOUNTAIN VIEW	POLICE CHIEF	\$385,175	POLICE CAPTAIN	\$341,863	\$43,313	11.24%
7	PALO ALTO	POLICE CHIEF	\$367,702	ASSISTANT CHIEF OF POLICE-AD	\$326,810	\$40,892	11.12%
8	SAN JOSE	CHIEF OF POLICE	\$389,597	ASSISTANT CHIEF OF POLICE	\$348,230	\$41,368	10.62%
9	DALY CITY	CHIEF OF POLICE	\$307,678	DEPUTY POLICE CHIEF	\$287,147	\$20,531	6.67%
10	MILPITAS	CHIEF OF POLICE	\$357,123	ASSISTANT POLICE CHIEF	\$340,127	\$16,997	4.76%
11	SANTA CLARA (COUNTY)	SHERIFF - U ⁽²⁾	\$352,657	UNDERSHERIFF - U	\$345,298	\$7,359	2.09%
12	SANTA CLARA	POLICE CHIEF⁽²⁾	\$345,060	ASSISTANT POLICE CHIEF	\$396,219⁽³⁾	\$(51,159)	-14.83%

NOTES: Information on who the “second in command” of the department is based on available organization charts or from information available online

- (1) Hayward’s organization chart shows Deputy Police Chief as under the Chief of Police; however, no job class specification or salary information is available
- (2) Elected positions
- (3) Maximum of the salary range for Assistant Police Chief. When compared to the incumbent’s current salary, there is an approximate -12.23% difference between the Police Chief and Assistant Police Chief.