

RESOLUTION NO. 25-3

A RESOLUTION OF THE SALARY SETTING COMMISSION OF THE CITY OF SANTA CLARA, CALIFORNIA, SETTING THE COMPENSATION FOR THE POSITION OF POLICE CHIEF FOR THE PERIOD JULY 1, 2025, TO JUNE 30, 2027, 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 2025;

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, 2025, and ending on June 30, 2027;

WHEREAS, the Salary Setting Commission met during the months of February, March, and April of 2025, 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 for Police Chief, Sheriff, and the “second in command” at the comparator agencies; City fiscal projections; potential impacts upon future candidates for the position; 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 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.
2. Unlike the other elected positions in the City, the position of Chief of Police is a full-time regular employee of the City.
3. The Commission reviewed compensation data for the positions of Police Chief and Assistant Police Chief, including benefits, for 11 comparator agencies including nearby cities and counties.
4. Currently, the salary level of \$345,060 per year places the position below eight out of the 11 comparator agencies surveyed. This remains true when using the current annual total compensation for the position of \$532,194. The Commission is cognizant of the differences in an elected and appointed Police Chief position. However, the Commission also seeks to achieve some parity in the compensation such that the position remains a desirable one for incumbents within the Santa Clara Police Department residing in the City, as well as others who may meet the eligibility requirements under the Charter.
5. Currently, the base salary for Police Chief is approximately 12% lower than the base salary for the incumbent in the position of Assistant Police Chief. In the eleven comparator agencies surveyed, none of the Assistant or Deputy positions (those acting as “second in command” in the department) had a base salary that exceeded the base salary of their superior in the chain of command. Again, the Commission seeks to achieve some parity with the comparator agencies, and to ensure that the position remains desirable for incumbents in the Police Department.

6. The current Unit 9A Memorandum of Understanding (“MOU”), which covers the position of Assistant Chief of Police, expires in December 2025 and a successor MOU may result in wage and/or benefits increases 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, as well as the disparate benefits package provided to the Police Chief. As such, the Commission wishes to align the benefits package (in enumerated categories) with the package granted to Unit 9A, and to ensure that any modifications to the package arising from the new MOU (beginning on January 1, 2026) are also granted to the Police Chief.
7. A 2.5% base salary increase places the annual salary for the position below seven out of the 11 comparator agencies. When including the Unit 9A benefits package described below, the total annual compensation increases by approximately 7% to \$562,231. This places the total compensation for the position below three out of the 11 comparator agencies.
8. 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. For the period July 1, 2025, to June 30, 2027, inclusive, the annual salary for the position of Chief of Police shall be increased by 2.5% for a new annual salary of \$353,686.50.
2. That for the period July 1, 2025, to June 30, 2027, inclusive, the position of the Chief of Police shall 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 31, 2025 in the categories (A-K) set forth below. The benefits for the position of Police Chief shall continue to be aligned with the benefits in these categories under the new Unit 9A MOU, expected to begin on January 1, 2026.

A. Cash in Lieu

B. Deferred Compensation

C. Dental Insurance

D. Flexible Spending Account

E. Health Insurance

F. PDA/Smart Phone Stipend

G. POST Premium Pay

H. Retiree Medical Reimbursement benefit

I. Uniform Allowance

J. Vision Insurance

K. VEBA (Police Chief shall not be included in the Unit 9A vote)

3. That for the period July 1, 2025, to June 30, 2027, 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). In the event the Police Chief separates from City employment during this period, the accrued leave balances shall be paid out at the rate of pay described in Section 1 above.

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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 7th DAY OF APRIL, 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