

**RESOLUTION NO. 19-8665**

**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**, the Human Resources Department has a 75% vacancy rate in management positions and has been unsuccessful in recruitment efforts at the Division Manager level;

**WHEREAS**, staff has conducted salary surveys and performed internal equity analysis, has met and conferred with the appropriate bargaining unit (Unit 9 Unclassified Miscellaneous Management Employees) and has determined that certain Human Resources unclassified management salaries should be enhanced to attract and retain employees in a tight labor market; and,

**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.


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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 5<sup>TH</sup> DAY OF FEBRUARY, 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 Monthly Salary Schedule



**City of  
Santa Clara**  
The Center of What's Possible

## Unclassified/Elected Monthly Salary Schedule

Job Code	Description	Minimum Monthly Salary	Maximum Monthly Salary
<b>MISCELLANEOUS MANAGEMENT (UNIT 9)</b>			
109	ACCOUNTING DIVISION MANAGER	\$ 12,873	\$ 16,659
222	ASSISTANT BUILDING OFFICIAL	\$ 13,721	\$ 17,758
021	ASSISTANT DIR OF ELECTRIC UTIL	\$ 16,908	\$ 21,882
015	ASST CITY ATTORNEY	\$ 15,947	\$ 20,638
010	ASST CITY CLERK	\$ 10,666	\$ 13,803
012	ASST CITY LIBRARIAN	\$ 13,895	\$ 17,982
016	ASST CITY MANAGER	\$ 21,608	\$ 27,962
021E	ASST DIR ELEC-ENERGY DISTRIB	\$ 18,825	\$ 24,362
021M	ASST DIR ELEC-PLAN & STRATEGIC	\$ 18,825	\$ 24,362
022	ASST DIR OF FINANCE	\$ 14,982	\$ 19,389
018	ASST DIR OF HUMAN RESOURCES	\$14,982	\$19,389
071	ASST DIR OF PUB WORKS/CITY ENG	\$ 16,522	\$ 21,382
014	ASST DIR OF WATER & SEWER UTIL	\$ 14,829	\$ 19,192
028	ASST TO THE CITY MANAGER	\$ 14,646	\$ 18,953
029	ASST WATER & SEWER SUPERINTEND	\$ 10,854	\$ 14,048
113	BUDGET & TREASURY DIVISION MGR	\$ 12,873	\$ 16,659
041	BUILDING MAINTENANCE MANAGER	\$ 11,400	\$ 14,753
042	BUILDING OFFICIAL	\$ 15,094	\$ 19,533
045	CEMETERY OPERATIONS MANAGER	\$ 9,116	\$ 11,797
108	CHIEF ELECTRIC UTILITY OFFICER	\$ 24,850	\$ 32,158
311	CHIEF OPERATING OFFICER	\$ 24,850	\$ 32,158
318	CHIEF STADIUM AUTHORITY OFCR	\$ 21,608	\$ 27,962
060	CITY ATTORNEY	N/A	\$ 27,733
066	CITY LIBRARIAN	\$ 17,367	\$ 22,475
069	CITY MANAGER	N/A	\$ 33,610
068	COMMUNICATIONS OPERATIONS MGR	\$ 11,727	\$ 15,176
078	COMMUNICATIONS TECH SVCS MGR	\$ 11,727	\$ 15,176
081	COMPLIANCE MANAGER	\$ 10,512	\$ 13,603
342	CONTRACTS MANAGER	\$ 11,588	\$ 14,995
170	DEPUTY CITY ATTORNEY I	\$ 9,966	\$ 12,897
172	DEPUTY CITY ATTORNEY II	\$ 11,627	\$ 15,047
178	DEPUTY CITY CLERK	\$ 8,976	\$ 11,617
079	DEPUTY CITY MANAGER	\$ 16,111	\$ 20,848
175	DEPUTY PARKS & REC DIRECTOR	\$ 13,019	\$ 16,848
176	DEPUTY PUBLIC WORKS DIRECTOR	\$ 13,042	\$ 16,878
144	DEVELOPMENT REVIEW OFFICER	\$ 12,617	\$ 16,328
090	DIRECTOR OF COMMUNITY DEVELOPM	\$ 19,093	\$ 24,709
087	DIRECTOR OF FINANCE	\$ 19,055	\$ 24,659
088	DIRECTOR OF HUMAN RESOURCES	\$ 17,566	\$ 22,732
089	DIRECTOR OF INF TECHNOLOGY/CIO	\$ 18,126	\$ 23,458
091	DIRECTOR OF PUBLIC WORKS	\$ 20,196	\$ 26,136
102	DIRECTOR OF WTR & SEWER UTILS	\$ 18,305	\$ 23,688
104Q	ELEC DIV MGR - ENGINEERING	\$ 15,557	\$ 20,134
104R	ELEC DIV MGR - GENERATION	\$ 15,557	\$ 20,134
104P	ELEC DIV MGR - OPERATIONS	\$ 15,557	\$ 20,134
104M	ELEC DIV MGR - SUBSTATIONS	\$ 15,557	\$ 20,134
104S	ELEC DIV MGR - TRANSM, DISTRIB	\$ 15,557	\$ 20,134
116	ELEC UTIL CHIEF OPER OFFICER	\$ 20,708	\$ 26,799
697	ELEC UTIL RISK CONTROL ANALYST	\$ 12,116	\$ 15,680
107D	ELECTRIC DIV MGR-CUSTOMER SVCS	\$ 15,557	\$ 20,134



Job Code	Description	Minimum Monthly Salary	Maximum Monthly Salary
107F	ELECTRIC DIV MGR-MKT A & P	\$ 15,557	\$ 20,134
107G	ELECTRIC DIV MGR-RISK ANALYSIS	\$ 15,557	\$ 20,134
104	ELECTRIC DIVISION MANAGER	\$ 15,557	\$ 20,134
424	ELECTRIC PROGRAM MANAGER	\$ 13,529	\$ 17,507
106	EMERGENCY SERVICES COORDINATOR	\$ 10,174	\$ 13,167
461	ENVIRONMENTAL PROGRAMS MGR	\$ 10,512	\$ 13,603
185	EXEC ASST TO CITY ATTORNEY	\$ 8,841	\$ 11,441
186	EXEC ASST TO CITY MANAGER	\$ 8,841	\$ 11,441
187	EXEC ASST TO MAYOR & CC	\$ 8,841	\$ 11,441
114	FIELD FOREPERSON	\$ 12,732	\$ 16,476
034	FLEET MANAGER	\$ 10,862	\$ 14,056
075	HOUSING & COMM SVC DIV MGR	\$ 13,053	\$ 16,893
749	HOUSING DEVELOPMENT OFFICER	\$ 10,251	\$ 13,266
139	HUMAN RESOURCES DIV MGR	\$ 12,873	\$ 16,659
112	INFORMATION TECHNOLOGY SVC MGR	\$ 12,082	\$ 15,634
134	INSPECTION MANAGER	\$ 12,929	\$ 16,733
121	LANDSCAPE SUPERINT/CITY ARBOR	\$ 11,856	\$ 15,344
127D	LIBRARY DIV MGR - ADULT SVCS	\$ 10,854	\$ 14,048
127F	LIBRARY DIV MGR - COLLECT SVCS	\$ 10,854	\$ 14,048
127E	LIBRARY DIV MGR - Y & E SVCS	\$ 10,854	\$ 14,048
127G	LIBRARY DIV MGR -SUPPORT SVCS	\$ 10,854	\$ 14,048
008	MANAGEMENT ANALYST	\$ 8,976	\$ 11,617
110	MUNICIPAL SERVICES DIV MGR	\$ 12,873	\$ 16,659
131	PARK MAINT & OPERATIONS SUPERV	\$ 10,729	\$ 13,883
135	PARK SUPERINTENDENT	\$ 14,066	\$ 18,203
132	PARKS & RECREATION DIRECTOR	\$ 17,699	\$ 22,903
130	PARKS CONST, MTC & REPAIR MGR	\$ 10,729	\$ 13,883
039	PERMIT CENTER MANAGER	\$ 14,368	\$ 18,594
629	PLAN REVIEW MANAGER	\$ 13,068	\$ 16,910
072	PLANNING MANAGER	\$ 13,628	\$ 17,636
647	POLICE RECORDS MANAGER	\$ 9,246	\$ 11,966
674	POWER SYSTEM SCHEDULER/TRADER	\$ 11,603	\$ 15,016
673	POWER TRADER	\$ 14,829	\$ 19,192
148	PRINCIPAL ACCOUNTANT	\$ 11,588	\$ 14,995
145	PRINCIPAL ELECTRIC UTILITY ENG	\$ 14,818	\$ 19,176
142	PRINCIPAL ENGINEER	\$ 14,368	\$ 18,594
142W	PRINCIPAL ENGINEER - WATER	\$ 14,368	\$ 18,594
149	PRINCIPAL FINANCIAL ANALYST	\$ 11,588	\$ 14,995
143	PRINCIPAL PLANNER	\$ 11,588	\$ 14,995
154	PRINCIPAL POWER ANALYST	\$ 11,588	\$ 14,995
146	PRINCIPAL UTIL INFO SYSTEM MGR	\$ 14,829	\$ 19,192
077	PUBLIC INFORMATION OFFICER	\$ 14,083	\$ 18,224
082	PUBLIC RECORDS MANAGER	\$ 8,976	\$ 11,617
147	PURCHASING DIVISION MANAGER	\$ 12,393	\$ 16,038
150	RECREATION MANAGER	\$ 11,698	\$ 15,138
168	REDEVELOPMENT PROJECT MANAGER	\$ 13,628	\$ 17,636
700	RISK MANAGER	\$ 12,393	\$ 16,038
161	SR DEPUTY CITY ATTORNEY	\$ 12,359	\$ 15,995
173	SR ELEC DIV MGR	\$ 17,112	\$ 22,147
174A	SR ELEC DIV MGR-MKT A&P	\$ 17,112	\$ 22,147
743	SR INFORMATION TECH SVCS MGR	\$ 13,239	\$ 17,133



Job Code	Description	Minimum Monthly Salary	Maximum Monthly Salary
772	SR POWER SYSTEM SCHEDLR/TRADER	\$ 12,471	\$ 16,140
159	SUPERINT OF STREET & SOLID WAS	\$ 11,856	\$ 15,344
171	TRAFFIC ENGINEER	\$ 14,499	\$ 18,764
898	UTILITY BUSINESS SYSTEMS MGR	\$ 11,569	\$ 14,971
155	UTILITY OPERATIONS ENGINEER	\$ 12,213	\$ 15,804
180	WATER & SEWER OPERATIONS MGR	\$ 12,004	\$ 15,536
073	WEB & DIGITAL MEDIA MANAGER	\$ 10,349	\$ 13,392
<b>POLICE MANAGEMENT (UNIT 9A)</b>			
027	ASST POLICE CHIEF	\$ 21,499	\$ 27,822
138	POLICE CAPTAIN	\$ 20,477	\$ 26,499
<b>FIRE MANAGEMENT (UNIT 9B)</b>			
026	ASSISTANT FIRE MARSHAL	\$ 15,810	\$ 20,460
036S	BATTALION CHIEF 24 HRS	\$ 16,222	\$ 20,992
036	BATTALION CHIEF	\$ 17,033	\$ 22,041
080	DEPUTY FIRE CHIEF	\$ 18,739	\$ 24,252
117	FIRE CHIEF	\$ 22,418	\$ 29,010
120	FIRE MARSHAL	\$ 17,033	\$ 22,041
125	HAZARDOUS MAT SPECIALIST	\$ 15,216	\$ 19,691
<b>ELECTED OFFICIALS</b>			
063	CITY CLERK	N/A	\$ 2,000
CNCL	CITY COUNCIL MEMBER	N/A	\$ 2,000
MAYOR	MAYOR	N/A	\$ 2,500
141	POLICE CHIEF	N/A	\$ 26,141

**NOTE:** The Unclassified Monthly Salary Schedule provides a range for establishing the minimum and maximum monthly salary for Unclassified managers. The City Manager shall have the authority to hire and grant merit increases at any point within the salary range for the job classification. The salaries for City Manager and City Attorney are set by the Council; beginning in 2019, the Salary Setting Commission will set the compensation for the Mayor, City Council, and City Clerk.