

RESOLUTION NO. 25- _____

**A RESOLUTION OF THE CITY OF SANTA CLARA,
CALIFORNIA TO ADOPT THE AMENDED CLASSIFIED,
UNCLASSIFIED, AND AS-NEEDED SALARY PLANS FOR
VARIOUS POSITIONS WITH AN APPROVAL DATE OF
NOVEMBER 18, 2025 AND AN EFFECTIVE DATE OF
DECEMBER 21, 2025**

WHEREAS, the City of Santa Clara contracts with CalPERS to provide retirement benefits;

WHEREAS, to comply with the California Code Regulations section 570.5, the City of Santa Clara shall among other things, have publicly available pay schedules approved and adopted by the City Council which shall indicate an effective date and date of any revisions; and,

WHEREAS, as required by the California Code Regulations section 570.5 and as mandated by CalPERS, the City Council deems it to be in the best interests of the City to adopt the Amended Classified, Unclassified and As-needed Salary Plans for City of Santa Clara classifications when there are salary modifications to existing classifications, and when new classifications are created and salary ranges need to be established or when existing classifications are deleted, with an approval date of November 18, 2025, and an effective date of December 21, 2025.

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

1. That the City hereby adopts the attached Amended Classified, Unclassified, and As-needed Salary Plan, and the attached Classified Salary Plan, for various City of Santa Clara positions, reflecting the wage increases for classified and unclassified positions previously approved by the City Council in the applicable Memoranda of Understanding with the various bargaining units and the minimum wage increase for as-needed positions.
2. Effective date. In accordance with the California Code Regulations section 570.5 and to comply with CalPERS, the attached salary schedules for various as-needed positions shall be effective December 21, 2025 to coincide with the pay period that includes January 1, 2026 effective date, and for various classified, unclassified, and as-needed

positions shall be effective December 21, 2025, and adopted with an approval date of November 18, 2025.

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 ____ DAY OF ____, 2025, 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. Classified Salary Plan eff 12-21-2025 (for Council 11-18-2025)
2. Unclassified Salary Plan eff 12-21-2025 (for Council 11-18-2025)
3. As-needed Salary Plan eff 12-21-2025 (for Council 11-18-2025)