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:

- That the City hereby adopts the attached Amended Classified, Unclassified, and Asneeded 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.
- 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 PAS	SED
AND ADOPTED BY 1	THE CITY OF SANTA	CLARA, CALI	IFORNIA, AT A REGULAR MEET	ING
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)

Resolution/Update As-Needed and Classified Salary Plan (eff 12-22-2024) Rev: 7/27/2023