

RESOLUTION NO. 19-8668

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA
TO ADOPT THE SALARY SCHEDULE FOR SANTA CLARA CITY
FIREFIGHTERS, IAFF LOCAL 1171 (UNIT 1)**

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

WHEREAS, the 2017-2020 Memorandum of Understanding ("MOU") between the City of Santa Clara ("City") and the Santa Clara City Firefighters, IAFF Local 1171 ("Unit 1") provides for a 5.83% salary adjustment for Year 2 of the MOU term retroactive to December 16, 2018;

WHEREAS, salary schedules for Year 3 of the MOU will be revised and presented to Council for approval prior to implementation; and,

WHEREAS, consistent with the terms of the MOU, staff proposes to adopt the attached Salary Schedule for Santa Clara City Firefighters, IAFF Local 1171, effective December 16, 2018.

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

1. That the City hereby adopts the Salary Schedule for Santa Clara City Firefighters, IAFF Local 1171 in its entirety as set forth in the attached Exhibit A.

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2. Effective date. The salary rates reflected in Exhibit A shall be effective December 16, 2018.

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 19TH DAY OF FEBRUARY, 2019, BY THE FOLLOWING VOTE:

AYES: COUNCILORS: Chahal, Davis, Hardy, O'Neill, and Watanabe, and Mayor Gillmor

NOES: COUNCILORS: None

ABSENT: COUNCILORS: Mahan

ABSTAINED: COUNCILORS: None

ATTEST:



NORA PIMENTAL, MMC
ASSISTANT CITY CLERK
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Exhibit A – Santa Clara Firefighters, IAFF Local 1171 Monthly Salary Schedule, effective 12/16/18

EFFECTIVE DATE - 12/16/2018

CITY OF SANTA CLARA - PAY RATE SCHEDULE

REVISED: 12/13/2018

SCHEDULE C 80 HOUR				5.83%				PUBLIC SAFETY				FIRE - UNIT 1			
3		4		5		6		7		8		9		10	
RANGE	MONTH	BI-WEEKLY	BI-WEEKLY	RANGE	MONTH	BI-WEEKLY	BI-WEEKLY	RANGE	MONTH	BI-WEEKLY	BI-WEEKLY	RANGE	MONTH	BI-WEEKLY	BI-WEEKLY
18	7435	42,804	34,315.52	7505	45,029	36,023.32	8193	47,267	37,513.60	8502	49,837	39,701.60	9030	52,056	41,676.80
19	7619	43,950	35,160.00	7665	46,142	36,912.88	8364	48,427	38,741.60	8602	49,837	39,701.60	9251	53,371	42,996.80
20	7805	45,029	36,023.32	8163	47,267	37,513.60	8602	49,837	39,701.60	9030	52,056	41,676.80	9479	54,857	43,740.60
21	7993	46,142	36,912.88	8364	48,427	38,741.60	8814	50,850	40,580.00	9251	53,371	42,996.80	9650	56,404	45,923.20
22	8183	47,267	37,513.60	8602	49,837	39,701.60	9030	52,056	41,676.80	9479	54,857	43,740.60	9829	58,829	47,063.20
23	8364	48,427	38,741.60	8814	50,850	40,580.00	9251	53,371	42,996.80	9650	56,404	45,923.20	10197	60,231	45,184.80
24	8502	49,837	39,701.60	9030	52,056	41,676.80	9479	54,857	43,741.60	9829	58,829	47,063.20	10440	62,231	46,184.80
25	8602	49,837	39,701.60	9030	52,056	41,676.80	9479	54,857	43,740.60	9829	58,829	47,063.20	10696	63,323	46,992.64
26	8814	50,850	40,580.00	9251	53,371	42,996.80	9650	56,404	45,923.20	10197	60,231	45,184.80	11246	66,592	48,184.80
27	8950	52,056	41,676.80	9479	54,857	43,740.60	9829	58,829	47,063.20	10440	62,231	46,184.80	11519	68,458	49,184.80
28	9030	52,056	41,676.80	9479	54,857	43,740.60	9829	58,829	47,063.20	10440	62,231	46,184.80	11810	69,135	49,184.80
29	9251	53,371	42,996.80	9650	56,404	45,923.20	10197	60,231	45,184.80	10696	63,323	46,992.64	12098	69,796	49,184.80
30	9479	54,857	43,740.60	9829	58,829	47,063.20	10440	62,231	46,184.80	10976	64,862	47,063.20	12397	71,521	49,184.80
31	9650	56,404	45,923.20	10197	60,231	45,184.80	10696	63,323	46,992.64	11246	66,592	48,184.80	12692	73,223	49,184.80
32	9829	58,829	47,063.20	10440	62,231	46,184.80	10976	64,862	47,063.20	11519	68,458	49,184.80	12919	75,110	49,184.80
33	10096	63,323	46,992.64	11246	66,592	48,184.80	11519	68,458	49,184.80	11810	69,135	49,184.80	13147	77,002	49,184.80
34	10297	65,323	47,992.64	11519	68,458	49,184.80	11810	69,135	49,184.80	12098	69,796	49,184.80	13477	78,929	49,184.80
35	10440	62,231	46,184.80	10976	64,862	47,063.20	11246	66,592	48,184.80	11519	68,458	49,184.80	13681	78,929	49,184.80
36	10696	63,323	46,992.64	11246	66,592	48,184.80	11519	68,458	49,184.80	11810	69,135	49,184.80	13810	80,873	49,184.80
37	10976	64,862	47,063.20	11519	68,458	49,184.80	11810	69,135	49,184.80	12098	69,796	49,184.80	14018	80,873	49,184.80
38	11246	66,592	48,184.80	11810	69,135	49,184.80	12098	69,796	49,184.80	12397	71,521	49,184.80	14264	82,899	49,184.80
39	11519	68,458	49,184.80	12098	69,796	49,184.80	12397	71,521	49,184.80	12692	73,223	49,184.80	14499	84,860	49,184.80
40	11810	69,135	49,184.80	12397	71,521	49,184.80	12692	73,223	49,184.80	12919	75,110	49,184.80	14709	84,860	49,184.80
41	12098	69,796	49,184.80	12692	73,223	49,184.80	12919	75,110	49,184.80	13147	77,002	49,184.80	14909	84,860	49,184.80
42	12397	71,521	49,184.80	12919	75,110	49,184.80	13147	77,002	49,184.80	13477	78,929	49,184.80	15099	84,860	49,184.80
43	12692	73,223	49,184.80	13147	77,002	49,184.80	13477	78,929	49,184.80	13681	78,929	49,184.80	15299	84,860	49,184.80
44	12919	75,110	49,184.80	13477	78,929	49,184.80	13681	78,929	49,184.80	13810	80,873	49,184.80	15499	84,860	49,184.80
45	13147	77,002	49,184.80	13681	78,929	49,184.80	13810	80,873	49,184.80	14018	80,873	49,184.80	15699	84,860	49,184.80
46	13477	78,929	49,184.80	13810	80,873	49,184.80	14018	80,873	49,184.80	14264	82,899	49,184.80	15899	84,860	49,184.80
47	13681	78,929	49,184.80	14018	80,873	49,184.80	14264	82,899	49,184.80	14499	84,860	49,184.80	16099	84,860	49,184.80
48	13810	80,873	49,184.80	14264	82,899	49,184.80	14499	84,860	49,184.80	14709	84,860	49,184.80	16299	84,860	49,184.80
49	14018	80,873	49,184.80	14499	84,860	49,184.80	14709	84,860	49,184.80	14909	84,860	49,184.80	16499	84,860	49,184.80
50	14264	82,899	49,184.80	14709	84,860	49,184.80	14909	84,860	49,184.80	15099	84,860	49,184.80	16699	84,860	49,184.80
51	14499	84,860	49,184.80	14909	84,860	49,184.80	15099	84,860	49,184.80	15299	84,860	49,184.80	16899	84,860	49,184.80
52	14709	84,860	49,184.80	15099	84,860	49,184.80	15299	84,860	49,184.80	15499	84,860	49,184.80	17099	84,860	49,184.80
53	14909	84,860	49,184.80	15299	84,860	49,184.80	15499	84,860	49,184.80	15699	84,860	49,184.80	17299	84,860	49,184.80
54	15099	84,860	49,184.80	15499	84,860	49,184.80	15699	84,860	49,184.80	15899	84,860	49,184.80	17499	84,860	49,184.80
55	15299	84,860	49,184.80	15699	84,860	49,184.80	15899	84,860	49,184.80	16099	84,860	49,184.80	17699	84,860	49,184.80
56	15499	84,860	49,184.80	15899	84,860	49,184.80	16099	84,860	49,184.80	16299	84,860	49,184.80	17899	84,860	49,184.80
57	15699	84,860	49,184.80	16099	84,860	49,184.80	16299	84,860	49,184.80	16499	84,860	49,184.80	18099	84,860	49,184.80
58	15899	84,860	49,184.80	16299	84,860	49,184.80	16499	84,860	49,184.80	16699	84,860	49,184.80	18299	84,860	49,184.80
59	16099	84,860	49,184.80	16499	84,860	49,184.80	16699	84,860	49,184.80	16899	84,860	49,184.80	18499	84,860	49,184.80
60	16299	84,860	49,184.80	16699	84,860	49,184.80	16899	84,860	49,184.80	17099	84,860	49,184.80	18699	84,860	49,184.80
61	16499	84,860	49,184.80	16899	84,860	49,184.80	17099	84,860	49,184.80	17299	84,860	49,184.80	18899	84,860	49,184.80
62	16699	84,860	49,184.80	17099	84,860	49,184.80	17299	84,860	49,184.80	17499	84,860	49,184.80	19099	84,860	49,184.80
63	16899	84,860	49,184.80	17299	84,860	49,184.80	17499	84,860	49,184.80	17699	84,860	49,184.80	19299	84,860	49,184.80
64	17099	84,860	49,184.80	17499	84,860	49,184.80	17699	84,860	49,184.80	17899	84,860	49,184.80	19499	84,860	49,184.80
65	17299	84,860	49,184.80	17699	84,860	49,184.80	17899	84,860	49,184.80	18099	84,860	49,184.80	19699	84,860	49,184.80
66	17499	84,860	49,184.80	17899	84,860	49,184.80	18099	84,860	49,184.80	18299	84,860	49,184.80	19899	84,860	49,184.80
67	17699	84,860	49,184.80	18099	84,860	49,184.80	18299	84,860	49,184.80	18499	84,860	49,184.80	20099	84,860	49,184.80
68	17899	84,860	49,184.80	18299	84,860	49,184.80	18499	84,860	49,184.80	18699	84,860	49,184.80	20299	84,860	49,184.80
69	18099	84,860	49,184.80	18499	84,860	49,184.80	18699	84,860	49,184.80	18899	84,860	49,184.80	20499	84,860	49,184.80
70	18299	84,860	49,184.80	18699	84,860	49,184.80	18899	84,860	49,184.80	19099	84,860	49,184.80	20699	84,860	49,184.80
71	18499	84,860	49,184.80	18899	84,860	49,184.80	19099	84,860	49,184.80	19299	84,860	49,184.80	20899	84,860	49,184.80
72	18699	84,860	49,184.80	19099	84,860	49,184.80	19299	84,860	49,184.80	19499	84,860	49,184.80	21099	84,860	49,184.80
73	18899	84,860	49,184.80	19299	84,860	49,184.80	19499	84,860	49,184.80	19699	84,860	49,184.80	21299	84,860	49,184.80
74	19099	84,860	49,184.80	19499	84,860	49,184.80	19699	84,860	49,184.80	19899	84,860	49,184.80	21499	84,860	49,184.80
75	19299	84,860	49,184.80	19699	84,860	49,184.80	19899	84,860	49,184.80	20099	84,860	49,184.80	21699	84,860	49,184.80
76	19499	84,860	49,184.80	19899	84,860	49,184.80	20099	84,860	49,184.80	20299	84,860	49,184.80	21899	84,860	49,184.80
77	19699	84,860	49,184.80	20099	84,860	49,184.80	20299	84,860	49,184.80	20499	84,860	49,184.80	22099	84,860	49,184.80
78	19899	84,860	49,184.80	20299	84,860	49,184.80	20499	84,860	49,184.80	20699	84,860	49,184.80	22299	84,860	49,184.80
79	20099	84,860	49,184.80	20499	84,860	49,184.80	20699	84,860	49,184.80	20899	84,860	49,184.80	22499	84,860	49,184.80
80	20299	84,860	49,184.80	20699	84,860	49,184.80	20899	84,860	49,184.80	21099	84,860	49,184.80	22699	84,860	49,184.80
81	20499														

HOLIDAY PAY - 13 Days 4.92%																							
RANK	MONTH	BI WEEKLY	HOLIDAY PAY	MONTH	BI WEEKLY	HOLIDAY PAY	MONTH	BI WEEKLY	HOLIDAY PAY	MONTH	BI WEEKLY	HOLIDAY PAY	MONTH	BI WEEKLY	HOLIDAY PAY	MONTH	BI WEEKLY	HOLIDAY PAY	MONTH	BI WEEKLY	HOLIDAY PAY	RANK	
18	7585	3491.49	171.78	7682	3655.54	180.34	8330	3547.42	180.29	8763	4039.54	193.76	9188	4340.56	205.64	9413	4344.45	213.76	9645	4451.55	219.02	18	
19	7761	3577.39	176.01	8135	3756.03	184.80	8541	3941.95	193.94	8968	4138.07	203.64	9413	4344.45	213.76	9645	4451.55	219.02	9881	4650.250	224.37	19	
20	7942	3657.54	180.34	8330	3547.42	180.29	8763	4039.54	193.76	9188	4340.56	205.64	9545	4451.55	219.02	9681	4500.42	224.37	10124	4672.640	229.59	20	
21	8138	3756.03	184.80	8541	3941.95	193.94	8968	4138.07	203.64	9413	4344.45	213.76	9881	4650.250	224.37	10124	4672.64	229.59	10374	4785.000	235.57	21	
22	8336	3847.42	189.29	8763	4039.54	198.70	9188	4240.66	208.64	9645	4451.55	219.02	10124	4672.64	229.59	10374	4788.00	235.57	10623	4902.910	241.22	22	
23	8541	3941.95	193.94	8968	4139.07	203.64	9413	4344.45	213.75	9551	4500.42	224.37	10374	4788.00	235.67	10623	4902.91	241.22	10896	5025.910	247.42	23	
24	8763	4039.54	198.70	9188	4240.66	208.64	9645	4451.55	219.02	10124	4672.64	229.59	10374	4788.00	235.67	10623	4902.91	241.22	10996	5028.91	247.42	24	
25	8968	4139.07	203.64	9413	4344.45	213.75	9551	4500.42	224.37	10374	4788.00	235.67	10623	4902.91	247.42	11168	5154.45	253.63	11445	5282.260	259.69	25	
26	9188	4240.66	208.64	9645	4451.55	219.02	10124	4672.64	229.59	10623	4902.91	241.22	11168	5154.45	253.63	11445	5282.26	259.69	11721	5409.710	266.16	26	
27	9413	4344.45	213.75	9681	4500.42	224.37	10374	4788.00	235.67	10596	5028.91	247.42	11445	5282.26	259.69	11721	5409.71	266.16	12016	5545.790	272.57	27	
28	9645	4451.55	219.02	10124	4672.64	229.59	10623	4902.91	241.22	11168	5154.45	253.63	11721	5409.71	266.16	12016	5545.79	272.57	12310	5681.540	279.63	28	
29	9881	4500.42	224.37	10374	4788.00	235.67	10596	5028.91	247.42	11445	5282.26	259.69	12016	5545.79	272.57	12310	5681.54	279.63	12612	5820.990	286.39	29	
30	10124	4672.64	229.59	10623	4902.91	241.22	11168	5154.45	253.63	11721	5409.71	266.16	12310	5681.54	279.63	12612	5820.99	286.39	12914	5960.300	293.25	30	
31	10374	4788.00	235.57	10596	5028.91	247.42	11445	5282.26	259.69	12016	5545.79	272.57	12612	5820.99	286.39	12914	5960.30	293.25	13248	6111.420	300.83	31	
32	10623	4902.91	241.22	11168	5154.45	253.63	11721	5409.71	266.16	12310	5681.54	279.63	12914	5960.30	293.25	13248	6111.42	300.83	13581	6268.190	308.32	32	
33	10896	5028.91	247.42	11445	5282.26	259.69	12016	5545.79	272.57	12612	5820.99	286.39	13248	6111.42	300.83	13581	6268.19	308.39	13922	6425.550	316.14	33	
34	11168	5154.45	253.63	11721	5409.71	266.16	12310	5681.54	279.63	12914	5960.30	293.25	13581	6268.19	316.14	13922	6425.55	316.14	14263	6582.910	323.85	34	
35	11445	5282.26	259.69	12016	5545.79	272.57	12612	5820.99	286.39	13248	6111.42	300.83	13922	6425.55	316.14	14263	6582.91	323.85	14616	6745.420	331.87	35	
36	11721	5409.71	266.16	12310	5681.54	279.63	12914	5960.30	293.25	13581	6268.19	316.14	14263	6582.91	323.85	14616	6745.42	331.87	14966	6907.380	339.84	36	
37	12016	5545.79	272.57	12612	5820.99	286.39	13248	6111.42	300.83	13922	6425.55	316.14	14616	6745.42	331.87	14966	6907.38	339.84	15351	7055.120	348.59	37	
38	12310	5681.54	279.63	12914	5960.30	293.25	13581	6268.19	316.14	14263	6582.91	323.85	14616	6745.42	331.87	15351	7055.12	348.59	15736	7262.750	357.33	38	
39	12612	5820.99	286.39	13248	6111.42	300.83	13922	6425.55	316.14	14616	6745.42	331.87	15351	7055.12	348.59	15736	7262.75	357.33	16130	7444.640	366.28	39	
40	12914	5960.30	293.25	13581	6268.19	316.14	14263	6582.91	323.85	14616	6745.42	331.87	15351	7055.12	348.59	15736	7262.75	357.33	16524	7626.420	375.22	40	
41	13248	6111.42	300.83	13922	6425.55	316.14	14616	6745.42	331.87	15351	7055.12	348.59	15736	7262.75	357.33	16524	7626.42	375.22	16935	7816.140	384.65	41	
42	13581	6268.19	305.39	14263	6582.91	323.85	14966	6907.38	339.84	15736	7262.75	357.33	16524	7626.42	375.22	16935	7816.14	384.65	17348	8009.770	393.93	42	
HOLIDAY PAY IS BASED ON PRO-RATA VERSION OF THE BI-WEEKLY PAY RATE TO THE EQUIVALENT OF THE 80 HOUR PAY RATE FOR EACH STEP																							