

RESOLUTION NO. 19-

**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;

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.
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 29TH DAY OF JANUARY, 2019, 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. Exhibit A – Unclassified Monthly Salary Schedule