



City of Santa Clara

Meeting Agenda

Salary Setting Commission

Monday, April 7, 2025

4:00 PM

Hybrid Meeting
City Hall Council
Chambers/Virtual
1500 Warburton Avenue
Santa Clara, CA 95050

The City of Santa Clara is conducting the Salary Setting Commission meetings in a hybrid manner (in-person and a method for the public to participate remotely).

- Via Zoom: <https://santaclaraca.zoom.us/j/86182883656?pwd=wXE6fByYmu0qDfQrnZncrfrBOdFJ9E.1>

Webinar ID: 861 8288 3656

Passcode: 332206

Or

Phone: 1-669-900-6833

CALL TO ORDER AND ROLL CALL

Pledge of Allegiance

CONSENT CALENDAR

1. **25-437** [Action to Approve the Salary Setting Commission Meeting Minutes of March 31, 2025](#)

Recommendation: Approve the Meeting Minutes of March 31, 2025.

PUBLIC PRESENTATIONS

[This item is reserved for persons to address the body on any matter not on the agenda that is within the subject matter jurisdiction of the body. The law does not permit action on, or extended discussion of, any item not on the agenda except under special circumstances. The governing body, or staff, may briefly respond to statements made or questions posed, and appropriate body may request staff to report back at a subsequent meeting.]

GENERAL BUSINESS

2. **25-438** [Action on Resolution Setting the Benefits for the Position of Police Chief to Align with the Unit 9A MOU, and Increasing the Salary for the Position of Police Chief by 2.5%, for the Period of 1, 2025, to June 30, 2027, Pursuant to City Charter Section 702 and SCCC 2.80.015](#)

Recommendation: Adopt the Resolution [Setting the Benefits for the Position of Police Chief to Align with the Unit 9A MOU, and Increasing the Salary of Police Chief by 2.5% Effective July 1, 2025, to June 30, 2027, Pursuant to City Charter Section 702 and SCCC 2.80.015](#)

3. **25-439** [Action on Delegating Authority to Approve the Meeting Minutes of April 7, 2025 to the Chair of the Salary Setting Commission](#)

Recommendation: Staff recommends delegating the authority to approve the meeting minutes of April 7, 2025 to the Chair of the Salary Setting Commission.

STAFF REPORT

COMMISSIONERS REPORT

ADJOURNMENT

MEETING DISCLOSURES

The time limit within which to commence any lawsuit or legal challenge to any quasi-adjudicative decision made by the City is governed by Section 1094.6 of the Code of Civil Procedure, unless a shorter limitation period is specified by any other provision. Under Section 1094.6, any lawsuit or legal challenge to any quasi-adjudicative decision made by the City must be filed no later than the 90th day following the date on which such decision becomes final. Any lawsuit or legal challenge, which is not filed within that 90-day period, will be barred. If a person wishes to challenge the nature of the above section in court, they may be limited to raising only those issues they or someone else raised at the meeting described in this notice, or in written correspondence delivered to the City of Santa Clara, at or prior to the meeting. In addition, judicial challenge may be limited or barred where the interested party has not sought and exhausted all available administrative remedies.

If a member of the public submits a speaker card for any agenda items, their name will appear in the Minutes. If no speaker card is submitted, the Minutes will reflect "Public Speaker."

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the City of Santa Clara will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities, and will ensure that all existing facilities will be made accessible to the maximum extent feasible. The City of Santa Clara will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities including those with speech, hearing, or vision impairments so they can participate equally in the City's programs, services, and activities. The City of Santa Clara will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

Agendas and other written materials distributed during a public meeting that are public record will be made available by the City in an appropriate alternative format. Contact the City Clerk's Office at 1 408-615-2220 with your request for an alternative format copy of the agenda or other written materials.

Individuals who require an auxiliary aid or service for effective communication, or any other disability-related modification of policies or procedures, or other accommodation, in order to participate in a program, service, or activity of the City of Santa Clara, should contact the City's ADA Coordinator at 408-615-3000 as soon as possible but no later than 48 hours before the scheduled event.



City of Santa Clara

1500 Warburton Avenue
Santa Clara, CA 95050
santaclaraca.gov
@SantaClaraCity

Agenda Report

25-437

Agenda Date: 4/7/2025

REPORT TO SALARY SETTING COMMISSION

SUBJECT

Action to Approve the Salary Setting Commission Meeting Minutes of March 31, 2025

RECOMMENDATION

Approve the Meeting Minutes of March 31, 2025.



City of Santa Clara

Meeting Minutes

Salary Setting Commission

03/31/2025 4:00 PM Hybrid Meeting
City Hall Council
Chambers/Virtual
1500 Warburton Avenue
Santa Clara, CA 95050

The City of Santa Clara is conducting the Salary Setting Commission meetings in a hybrid manner (in-person and a method for the public to participate remotely).

• Via Zoom: <https://santaclaraca.zoom.us/j/86182883656?pwd=wXE6fByYmu0qDfQrnZncrfrBOdFJ9E.1>

Webinar ID: 861 8288 3656
Passcode: 332206

Or

Phone: 1-669-900-6833

CALL TO ORDER AND ROLL CALL

Chair Kumar called the meeting to order at 4:00pm.

Present 4 - Commissioner Mihir Kakkad, Commissioner David Kertes, Chair MV Kumar , and Vice Chair John Sontag

CONSENT CALENDAR

1. Action to Approve the Salary Setting Commission Meeting Minutes of March 24, 2025

A motion was made by Commissioner Kertes, seconded by Commissioner Kakkad to approve the Salary Setting Commission Meeting Minutes of March 24, 2025.

Aye: 4 - Commissioner Kakkad, Commissioner Kertes, Chair Kumar, and Vice Chair Sontag

PUBLIC PRESENTATIONS

None

GENERAL BUSINESS

2. Discussion and Possible Action to Set the Salary for the Position of Police Chief (Job Code 141)

A motion was made by Commissioner Kertes, seconded by Commissioner Kakkad, to increase the salary for the position of Police Chief by 2.5% effective July 1, 2025 - June 30, 2027.

Aye: 4 - Commissioner Kakkad, Commissioner Kertes, Chair Kumar, and Vice Chair Sontag

STAFF REPORT

None

COMMISSIONERS REPORT

Chair Kumar provided background information regarding the State of the City.

ADJOURNMENT

A motion was made by Vice Chair Sontag, seconded by Commissioner Kertes to adjourn the meeting at 5:35pm.

Aye: 4 - Commissioner Kakkad, Commissioner Kertes, Chair Kumar, and Vice Chair Sontag

MEETING DISCLOSURES

The time limit within which to commence any lawsuit or legal challenge to any quasi-adjudicative decision made by the City is governed by Section 1094.6 of the Code of Civil Procedure, unless a shorter limitation period is specified by any other provision. Under Section 1094.6, any lawsuit or legal challenge to any quasi-adjudicative decision made by the City must be filed no later than the 90th day following the date on which such decision becomes final. Any lawsuit or legal challenge, which is not filed within that 90-day period, will be barred. If a person wishes to challenge the nature of the above section in court, they may be limited to raising only those issues they or someone else raised at the meeting described in this notice, or in written correspondence delivered to the City of Santa Clara, at or prior to the meeting. In addition, judicial challenge may be limited or barred where the interested party has not sought and exhausted all available administrative remedies.

If a member of the public submits a speaker card for any agenda items, their name will appear in the Minutes. If no speaker card is submitted, the Minutes will reflect "Public Speaker."

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the City of Santa Clara will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities, and will ensure that all existing facilities will be made accessible to the maximum extent feasible. The City of Santa Clara will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities including those with speech, hearing, or vision impairments so they can participate equally in the City's programs, services, and activities. The City of Santa Clara will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

Agendas and other written materials distributed during a public meeting that are public record will be made available by the City in an appropriate alternative format. Contact the City Clerk's Office at 1 408-615-2220 with your request for an alternative format copy of the agenda or other written materials.

Individuals who require an auxiliary aid or service for effective communication, or any other disability-related modification of policies or procedures, or other accommodation, in order to participate in a program, service, or activity of the City of Santa Clara, should contact the City's ADA Coordinator at 408-615-3000 as soon as possible but no later than 48 hours before the scheduled event.



Agenda Report

25-438

Agenda Date: 4/7/2025

REPORT TO SALARY SETTING COMMISSION

SUBJECT

Action on Resolution [Setting the Benefits for the Position of Police Chief to Align with the Unit 9A MOU, and Increasing the Salary for the Position of Police Chief by 2.5%](#), for the Period of 1, 2025, to June 30, 2027, Pursuant to City Charter Section 702 and SCCC 2.80.015

BACKGROUND

The Police Chief (Job Code 141) position is an elected position under City Charter Section 600. City Municipal Code Section 2.80.015 requires the Commission to set the Police Chief's compensation on July 1, 2019 and every two years thereafter. Charter Section 702 provides that salaries so established by the Commission shall not exceed one hundred ten percent (110%) of the previous figure. The Salary Setting Commission has met and thoroughly reviewed and discussed the various data points pertaining to, and aspects of, the issue of salary setting for the Police Chief.

At the [March 24, 2025](#), the Commission voted to grant the position of Police Chief various benefits in alignment with the benefits granted to members of Unit 9A (Police Management) under that MOU. March 31, 2025, meeting, the Commission voted to provide a salary increase described further below and directed staff to return at the next meeting with a resolution setting forth the Commission's decision.

DISCUSSION

The Commission took into consideration the following in reaching its decision:

- Historical salary information [for Police Chief and Assistant Police Chief](#)
- Scope of duties for the subject position
- Potential consequences for future candidates for the position
- Comparator agency data [for salaries of for Police Chief and Assistant Police Chief, as well as benefits provided by the comparator agencies](#)
- Operational budget forecasts
- Charter limitations on the Commission's actions

Ultimately, the Commission voted to [modify and increase compensation and benefits](#) as follows:

1. The [base salary](#) of the position of [Police Chief](#) City Clerk shall be increased by 2.5% effective July 1, 2025 - June 30, 2027.
2. [The following categories of benefits to align the current Unit 9A MOU, and shall track any changes to the Unit 9A MOU during the period of this Resolution:](#)
 - a) [Cash in lieu](#)
 - b) [Deferred Compensation](#)
 - c) [Dental Insurance](#)

- d) Flexible Spending Account
- e) Health Insurance
- f) PDA/Smart Phone stipend
- g) POST Premium Pay
- h) Retiree Medical Reimbursement
- i) Uniform Allowance
- j) Vision Insurance
- k) VEBA contribution (but Police Chief shall not be included in the Unit 9A annual vote regarding VEBA)

The proposed Resolution reflects the factors considered and the motion passed by the Commission.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a “project” within the meaning of the California Environmental Quality Act (“CEQA”) pursuant to CEQA Guidelines section 15378(b)(4) in that it is a fiscal activity that does not involve any commitment to any specific project which may result in a potential significant impact on the environment.

FISCAL IMPACT

For the position of Police Chief, Commission’s decision results in a base salary increase of approximately \$18,000 over the course of two fiscal years, **resulting in a total compensation of \$562,231**. These amounts will be included in the Fiscal Year 25-26 and 26-27 Operating Budget.

COORDINATION

This report has been coordinated with the Human Resources Department and City Attorney’s Office.

PUBLIC CONTACT

Public contact was made by posting the Council agenda on the City’s official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City’s website and in the City Clerk’s Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk’s Office at (408) 615-2220, email clerk@santaclaraca.gov <<mailto:clerk@santaclaraca.gov>> or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Adopt the Resolution **Setting the Benefits for the Position of Police Chief to Align with the Unit 9A MOU, and Increasing the Salary of Police Chief by 2.5% Effective July 1, 2025, to June 30, 2027, Pursuant to City Charter Section 702 and SCCC 2.80.015**

Reviewed by: Aracely Azevedo, Director, Human Resources

Approved by: Nadine Nader, Chief Operating Officer

ATTACHMENTS

1. Resolution

RESOLUTION NO. 25-3

A RESOLUTION OF THE SALARY SETTING COMMISSION OF THE CITY OF SANTA CLARA, CALIFORNIA, SETTING THE COMPENSATION FOR THE POSITION OF POLICE CHIEF FOR THE PERIOD JULY 1, 2025, TO JUNE 30, 2027, INCLUSIVE, PURSUANT TO CITY CODE SECTION 2.80.015 AND CHARTER SECTION 702

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

WHEREAS, in accordance with City Charter Section 702, a Salary Setting Commission consisting of qualified electors of the City was appointed by the Civil Service Commission, and commenced performance of its duties in February 2025;

WHEREAS, pursuant to City Code Section 2.80.015 and City Charter Section 702, the Salary Setting Commission is charged with establishing the compensation of the Chief of Police for the period commencing on July 1, 2025, and ending on June 30, 2027;

WHEREAS, the Salary Setting Commission met during the months of February, March, and April of 2025, during which the compensation level for the position of Chief of Police was discussed;

WHEREAS, the Salary Setting Commission was presented with, and took into consideration, various data points including, but not limited to, the history of compensation for the position of Chief of Police; comparator agency salary levels for Police Chief, Sheriff, and the “second in command” at the comparator agencies; City fiscal projections; potential impacts upon future candidates for the position; and

WHEREAS, the final decision of the Salary Setting Commission as to compensation for the Chief of Police, as set forth in this Resolution, is based upon the following:

1. In the 2000 special election, the voters passed Measure I, adding Section 701.1 to the City Charter, which imposed upon candidates for the office of Chief of Police a requirement to meet the minimum eligibility and qualification requirements imposed by state law upon candidates for the office of county sheriff.

- a. The Chief of Police, akin to a county sheriff, is elected by the voters of the City of Santa Clara; it is, therefore, solely within the purview of the voters to determine the quality of performance by the current office holder. Accordingly, the role of the Salary Setting Commission is to set the salary for the position of Chief of Police, irrespective of the identity, experience, or performance of the current office holder.
2. Unlike the other elected positions in the City, the position of Chief of Police is a full-time regular employee of the City.
3. The Commission reviewed compensation data for the positions of Police Chief and Assistant Police Chief, including benefits, for 11 comparator agencies including nearby cities and counties.
4. Currently, the salary level of \$345,060 per year places the position below eight out of the 11 comparator agencies surveyed. This remains true when using the current annual total compensation for the position of \$532,194. The Commission is cognizant of the differences in an elected and appointed Police Chief position. However, the Commission also seeks to achieve some parity in the compensation such that the position remains a desirable one for incumbents within the Santa Clara Police Department residing in the City, as well as others who may meet the eligibility requirements under the Charter.
5. Currently, the base salary for Police Chief is approximately 12% lower than the base salary for the incumbent in the position of Assistant Police Chief. In the eleven comparator agencies surveyed, none of the Assistant or Deputy positions (those acting as “second in command” in the department) had a base salary that exceeded the base salary of their superior in the chain of command. Again, the Commission seeks to achieve some parity with the comparator agencies, and to ensure that the position remains desirable for incumbents in the Police Department.

6. The current Unit 9A Memorandum of Understanding (“MOU”), which covers the position of Assistant Chief of Police, expires in December 2025 and a successor MOU may result in wage and/or benefits increases for that position. The Salary Setting Commission is concerned about the potential consequences of continuation and exacerbation of compaction of the salaries for these two positions, as well as the disparate benefits package provided to the Police Chief. As such, the Commission wishes to align the benefits package (in enumerated categories) with the package granted to Unit 9A, and to ensure that any modifications to the package arising from the new MOU (beginning on January 1, 2026) are also granted to the Police Chief.
7. A 2.5% base salary increase places the annual salary for the position below seven out of the 11 comparator agencies. When including the Unit 9A benefits package described below, the total annual compensation increases by approximately 7% to \$562,231. This places the total compensation for the position below three out of the 11 comparator agencies.
8. The Salary Setting Commission reviewed and considered the short- and long-term budget projections provided by staff; the Commission strives to arrive at a prudent and fiscally responsible decision. The Commission does not believe that the salary increase granted to the position of Chief of Police will negatively impact, in any meaningful way, the City’s financial position.

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

1. For the period July 1, 2025, to June 30, 2027, inclusive, the annual salary for the position of Chief of Police shall be increased by 2.5% for a new annual salary of \$353,686.50.
2. That for the period July 1, 2025, to June 30, 2027, inclusive, the position of the Chief of Police shall receive benefits equivalent to those currently received by members of the Unclassified Police Management Unit (9A) under the Memorandum of Understanding set to

expire on December 31, 2025 in the categories (A-K) set forth below. The benefits for the position of Police Chief shall continue to be aligned with the benefits in these categories under the new Unit 9A MOU, expected to begin on January 1, 2026.

A. Cash in Lieu

B. Deferred Compensation

C. Dental Insurance

D. Flexible Spending Account

E. Health Insurance

F. PDA/Smart Phone Stipend

G. POST Premium Pay

H. Retiree Medical Reimbursement benefit

I. Uniform Allowance

J. Vision Insurance

K. VEBA (Police Chief shall not be included in the Unit 9A vote)

3. That for the period July 1, 2025, to June 30, 2027, inclusive, any accrued leave balances held by the Chief of Police shall continue to be “frozen” as of the date he/she takes office (i.e., shall neither accrue increases in leave balances, nor be subject to decreases in those balances, during his/her term of elected office). In the event the Police Chief separates from City employment during this period, the accrued leave balances shall be paid out at the rate of pay described in Section 1 above.

///

///

///

///

4. Effective date. This resolution shall become effective immediately.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED AND ADOPTED BY THE SALARY SETTING COMMISSION OF THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE 7th DAY OF APRIL, 2025, BY THE FOLLOWING VOTE:

AYES: COMMISSIONERS:

NOES: COMMISSIONERS:

ABSENT: COMMISSIONERS:

ABSTAINED: COMMISSIONERS:

ATTEST: _____

MV KUMAR, CHAIR
SALARY SETTING COMMISSION

Attachments incorporated by reference: None



Agenda Report

25-439

Agenda Date: 4/7/2025

REPORT TO SALARY SETTING COMMISSION

SUBJECT

Action on Delegating Authority to Approve the Meeting Minutes of April 7, 2025 to the Chair of the Salary Setting Commission

BACKGROUND

Since it began its work in February 2025, the Salary Setting Commission (Commission) has held eight (8) meetings to set the compensation of the Mayor and Council members, Chief of Police and City Clerk pursuant to the City Charter Section 702 and applicable City Code sections. As of the April 7, 2025, meeting the Commission will have completed its business and will reconvene in January 2027.

DISCUSSION

The Commission is expected to complete its business on April 7, 2025, and is not expected to have additional meetings until January 2027. Generally, following a meeting, staff prepares meeting minutes and presents the minutes to the Commission for approval at the next meeting. With April 7, 2025, being the final meeting for the current period, the Commission will not be able to approve the final meeting minutes during its last meeting.

Staff recommends delegating the Commission's authority to approve the meeting minutes of April 7, 2025, to the Chair of the Commission.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(5) in that it is a governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

FISCAL IMPACT

There is no fiscal impact associated with this report.

COORDINATION

This report has been coordinated with the City Attorney's Office.

PUBLIC CONTACT

Public contact was made by posting the Salary Setting Commission agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov

<mailto:clerk@santaclaraca.gov> or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Staff recommends delegating the authority to approve the meeting minutes of April 7, 2025 to the Chair of the Salary Setting Commission.

Reviewed by: Aracely Azevedo, Director of Human Resources

Approved by: Nadine Nader, Chief Operating Officer/Assistant City Manager