



City of Santa Clara

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Supplemental Report

18-229

Agenda Date: 3/6/2018

REPORT TO COUNCIL

SUBJECT

Supplemental information regarding agenda item 2.H, Various Revisions to Sections within the Personnel and Salary Resolution

DISCUSSION

For reference attached is how the Unclassified Salary Schedule would be amended if the Council approves the revisions to the Personnel Salary and Resolution. It should be noted that the only difference on the Unclassified Salary Schedule is the removal of the control point salary structure and to establish in its place a Minimum and Maximum Monthly Salary Range for Unclassified employees. The salaries for the listed classifications remain the same.

Prepared by: Julia Hill, Assistant Director of Human Resources

Reviewed by: Elizabeth Brown, Director of Human Resources

Reviewed by: Walter Rossmann, Chief Operating Officer

Approved by: Deanna J. Santana, City Manager

ATTACHMENTS

1. Unclassified Monthly Salary Schedule

UNCLASSIFIED MONTHLY SALARY SCHEDULE**

Job Code	Description	Minimum Monthly Salary	Maximum Monthly Salary
MISCELLANEOUS MANAGEMENT (UNIT 9)			
109	ACCOUNTING DIVISION MANAGER	\$ 11,902	\$ 15,402
222	ASST BUILDING OFFICIAL	\$ 12,686	\$ 16,418
015	ASST CITY ATTORNEY	\$ 14,744	\$ 19,081
010	ASST CITY CLERK	\$ 9,862	\$ 12,762
012	ASST CITY LIBRARIAN	\$ 12,847	\$ 16,625
016	ASST CITY MANAGER	\$ 19,978	\$ 25,853
021E	ASST DIR ELEC-ENERGY DISTRIB	\$ 15,633	\$ 20,231
021M	ASST DIR ELEC-PLAN & STRATEGIC	\$ 15,633	\$ 20,231
022	ASST DIR OF FINANCE	\$ 13,852	\$ 17,926
018	ASST DIR OF HUMAN RESOURCES	\$ 12,377	\$ 16,017
071	ASST DIR OF PUB WORKS/CITY ENG	\$ 15,276	\$ 19,769
014	ASST DIR OF WATER & SEWER UTIL	\$ 13,711	\$ 17,744
028	ASST TO THE CITY MANAGER	\$ 13,541	\$ 17,523
029	ASST WATER & SEWER SUPERINTEND	\$ 10,036	\$ 12,988
113	BUDGET & TREASURY DIVISION MGR	\$ 11,902	\$ 15,402
041	BUILDING MAINTENANCE MANAGER	\$ 10,540	\$ 13,640
042	BUILDING OFFICIAL	\$ 13,955	\$ 18,060
045	CEMETERY OPERATIONS MANAGER	\$ 8,428	\$ 10,907
108	CHIEF ELECTRIC UTILITY OFFICER	\$ 22,975	\$ 29,732
311	CHIEF OPERATING OFFICER	\$ 22,975	\$ 29,732
318	CHIEF STADIUM AUTHORITY OFCR	\$ 19,978	\$ 25,853
060	CITY ATTORNEY	\$ 26,666	\$ 26,666
063	CITY CLERK/CITY AUDITOR	VACANT	VACANT
066	CITY LIBRARIAN	\$ 16,057	\$ 20,780
069	CITY MANAGER	\$ 31,074	\$ 31,074
068	COMMUNICATIONS OPERATIONS MGR	\$ 10,842	\$ 14,031
078	COMMUNICATIONS TECH SVCS MGR	\$ 10,842	\$ 14,031
077	COMMUNITY RELATIONS MANAGER	\$ 12,377	\$ 16,017
081	COMPLIANCE MANAGER	\$ 9,719	\$ 12,577
170	DEPUTY CITY ATTORNEY I	\$ 9,214	\$ 11,924
172	DEPUTY CITY ATTORNEY II	\$ 10,750	\$ 13,912
079	DEPUTY CITY MANAGER	\$ 14,895	\$ 19,275
175	DEPUTY PARKS & REC DIRECTOR	\$ 12,037	\$ 15,577
176	DEPUTY PUBLIC WORKS DIRECTOR	\$ 12,058	\$ 15,605
144	DEVELOPMENT REVIEW OFFICER	\$ 11,665	\$ 15,096
090	DIRECTOR OF COMMUNITY DEVELOPM	\$ 17,653	\$ 22,845
087	DIRECTOR OF FINANCE	\$ 17,617	\$ 22,799
088	DIRECTOR OF HUMAN RESOURCES	\$ 16,240	\$ 21,017
089	DIRECTOR OF INF TECHNOLOGY/CIO	\$ 16,759	\$ 21,688
091	DIRECTOR OF PUBLIC WORKS	\$ 18,672	\$ 24,164
102	DIRECTOR OF WTR & SEWER UTILS	\$ 16,924	\$ 21,901
104Q	ELEC DIV MGR - ENGINEERING	\$ 13,711	\$ 17,744
104R	ELEC DIV MGR - GENERATION	\$ 13,711	\$ 17,744
104P	ELEC DIV MGR - OPERATIONS	\$ 13,711	\$ 17,744
104M	ELEC DIV MGR - SUBSTATIONS	\$ 13,711	\$ 17,744
104S	ELEC DIV MGR - TRANSM, DISTRIB	\$ 13,711	\$ 17,744
107D	ELECTRIC DIV MGR-CUSTOMER SVCS	\$ 13,233	\$ 17,125
107F	ELECTRIC DIV MGR-MKT A & P	\$ 13,711	\$ 17,744
107G	ELECTRIC DIV MGR-RISK ANALYSIS	\$ 13,711	\$ 17,744
104	ELECTRIC DIVISION MANAGER	\$ 13,711	\$ 17,744
424	ELECTRIC PROGRAM MANAGER	\$ 11,426	\$ 14,786
106	EMERGENCY SERVICES COORDINATOR	\$ 9,407	\$ 12,174
185	EXEC ASST TO CITY ATTORNEY	\$ 8,174	\$ 10,578
186	EXEC ASST TO CITY MANAGER	\$ 8,174	\$ 10,578
187	EXEC ASST TO MAYOR & CC	\$ 8,174	\$ 10,578
114	FIELD FOREPERSON	\$ 11,771	\$ 15,233
034	FLEET MANAGER	\$ 10,042	\$ 12,995
075	HOUSING & COMM SVC DIV MGR	\$ 12,068	\$ 15,618
749	HOUSING DEVELOPMENT OFFICER	\$ 9,478	\$ 12,265
139	HUMAN RESOURCES DIV MGR	\$ 9,174	\$ 11,872
112	INFORMATION TECHNOLOGY SVC MGR	\$ 11,170	\$ 14,455

UNCLASSIFIED MONTHLY SALARY SCHEDULE**

Job Code	Description	Minimum Monthly Salary	Maximum Monthly Salary
134	INSPECTION MANAGER	\$ 11,954	\$ 15,470
121	LANDSCAPE SUPERINT/CITY ARBOR	\$ 10,962	\$ 14,187
127D	LIBRARY DIV MGR - ADULT SVCS	\$ 10,036	\$ 12,988
127F	LIBRARY DIV MGR - COLLECT SVCS	\$ 10,036	\$ 12,988
127E	LIBRARY DIV MGR - Y & E SVCS	\$ 10,036	\$ 12,988
127G	LIBRARY DIV MGR -SUPPORT SVCS	\$ 10,036	\$ 12,988
008	MANAGEMENT ANALYST	\$ 8,299	\$ 10,740
110	MUNICIPAL SERVICES DIV MGR	\$ 11,902	\$ 15,402
131	PARK MAINT & OPERATIONS SUPERV	\$ 9,919	\$ 12,836
135	PARK SUPERINTENDENT	\$ 13,005	\$ 16,830
132	PARKS & RECREATION DIRECTOR	\$ 16,363	\$ 21,175
130	PARKS CONST, MTC & REPAIR MGR	\$ 9,919	\$ 12,836
039	PERMIT CENTER MANAGER	\$ 13,284	\$ 17,191
629	PLAN REVIEW MANAGER	\$ 12,082	\$ 15,635
072	PLANNING MANAGER	\$ 12,600	\$ 16,306
647	POLICE RECORDS MANAGER	\$ 8,548	\$ 11,063
674	POWER SYSTEM SCHEDULER/TRADER	\$ 10,728	\$ 13,883
673	POWER TRADER	\$ 13,711	\$ 17,744
148	PRINCIPAL ACCOUNTANT	\$ 10,713	\$ 13,863
145	PRINCIPAL ELECTRIC UTILITY ENG	\$ 13,483	\$ 17,448
142	PRINCIPAL ENGINEER	\$ 13,284	\$ 17,191
142W	PRINCIPAL ENGINEER - WATER	\$ 13,284	\$ 17,191
149	PRINCIPAL FINANCIAL ANALYST	\$ 10,713	\$ 13,863
143	PRINCIPAL PLANNER	\$ 10,713	\$ 13,863
154	PRINCIPAL POWER ANALYST	\$ 10,713	\$ 13,863
146	PRINCIPAL UTIL INFO SYSTEM MGR	\$ 13,711	\$ 17,744
147	PURCHASING DIVISION MANAGER	\$ 11,458	\$ 14,828
150	RECREATION MANAGER	\$ 10,815	\$ 13,996
168	REDEVELOPMENT PROJECT MANAGER	\$ 12,600	\$ 16,306
697	RISK CONTROL ANALYST	\$ 11,202	\$ 14,497
161	SR DEPUTY CITY ATTORNEY	\$ 11,427	\$ 14,788
173	SR ELEC DIV MGR	\$ 14,737	\$ 19,072
174A	SR ELEC DIV MGR-MKT A&P	\$ 14,737	\$ 19,072
743	SR INFORMATION TECH SVCS MGR	\$ 12,240	\$ 15,840
772	SR POWER SYSTEM SCHEDLR/TRADER	\$ 11,530	\$ 14,922
155	SR PROJECT ENGINEER	\$ 11,291	\$ 14,612
159	SUPERINT OF STREET & SOLID WAS	\$ 10,962	\$ 14,187
171	TRAFFIC ENGINEER	\$ 13,405	\$ 17,348
898	UTILITY BUSINESS SYSTEMS MGR	\$ 10,696	\$ 13,841
180	WATER & SEWER SUPERINTENDENT	\$ 11,098	\$ 14,363
073	WEB & DIGITAL MEDIA MANAGER	\$ 9,568	\$ 12,382
POLICE MANAGEMENT (UNIT 9A)			
027	ASST POLICE CHIEF	\$ 21,499	\$ 27,822
138	POLICE CAPTAIN	\$ 20,477	\$ 26,499
141	POLICE CHIEF	\$ 24,171	\$ 24,171
FIRE MANAGEMENT (UNIT 9B)			
026	ASSISTANT FIRE MARSHAL	\$ 14,125	\$ 18,280
036S	BATTALION CHIEF 24 HRS	\$ 14,493	\$ 18,756
036	BATTALION CHIEF	\$ 15,218	\$ 19,693
080	DEPUTY FIRE CHIEF	\$ 16,743	\$ 21,668
117	FIRE CHIEF	\$ 20,029	\$ 25,919
120	FIRE MARSHAL	\$ 15,218	\$ 19,693
125	HAZARDOUS MAT SPECIALIST	\$ 13,595	\$ 17,593

***The Unclassified Monthly Salary Schedule provides a range for establishing the minimum and maximum monthly salary for Unclassified managers. The City Manager shall have the authority to hire and grant merit increases at any point within the salary range for the job classification.*

The salaries for City Manager, Chief of Police, City Attorney, and City Clerk/City Auditor are set by the City Council.