

AGENDA REPORT

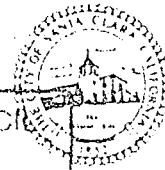
Personnel Manager

Meeting Date: 2/10/94

Agenda Item # 21B

Council ☒ N
Agency ☐
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City of Santa Clara, California



APPROVED BY COUNCIL

Date: 2/15/94

DATE: February 10, 1994

TO: City Council for Council Action

FROM: Council Officers and Elected Full Time Employees
Performance/Salary Review CommitteeSUBJECT: RECOMMENDED SALARY AND BENEFIT PROGRAM FOR ELECTED CHIEF OF
POLICE

EXECUTIVE SUMMARY: Council has determined that an election will be held on June 7, 1994 to fill the unexpired term of office for Chief of Police (November, 1996) as a result of the retirement of Chief of Police Frank Vasquez. In order to provide prospective candidates for the office with an anticipated salary and benefit (total compensation) package, Council requested a recommendation from your Council Officers and Elected Full Time Employees Performance/Salary Review Committee as to the appropriate total compensation level. Council also requested a recommendation for assignment of the position to an appropriate bargaining unit or to declare the position unrepresented.

The committee, made up of Mayor Souza and Councilmembers Ash and Jeffries, has reviewed the current total compensation relationships between various department head positions and the Chief of Police as well as the internal unclassified management relationships in the Police Department between the Chief, Assistant Chief and Captain. We have also reviewed the salary of Police Chief in various local and bay area communities.

The committee recommends adoption of a salary and benefit (total compensation) package for the new Chief of Police which would be five percent (5%) above the total compensation of the Assistant Police Chief at the time of election, excluding any special extra compensation which is being paid as a result of assignment to perform certain duties of the Chief of Police between February 13, 1994 and the date the new Chief takes office. The actual salary will be determined by the various elements of total compensation available to the new Chief at the time of election. Future merit salary adjustments will be subject to action by the City Council.

The Chief of Police position (an elected full time employee) is currently assigned to, and is represented by, Bargaining Unit #9A (Unclassified Police Management). As such, the position is entitled to be a part of negotiations between the City and this unit and is entitled to all of the benefits of those negotiations. The other elected full time employee in the City is the City Clerk. That position is not assigned to any bargaining unit. The Council appointed positions of City Manager, City Attorney and City Auditor are not assigned to a bargaining unit, either. In those cases, any

SALARY AND BENEFIT PROGRAM FOR ELECTED CHIEF OF POLICE (Continued)

annual cost-of-living adjustments, as well as fringe benefits such as insurance, vacation, sick leave and holiday programs which are negotiated with Bargaining Unit #9 (Miscellaneous Unclassified Management) employees are provided to these elected and appointed positions. The Committee recommends that the elected position of Chief of Police be treated in the same manner as the elected position of City Clerk, in that the position would not be represented by any bargaining unit but would be entitled to the same annual cost-of-living adjustments and other fringe benefits provided to employees in Unit #9A.

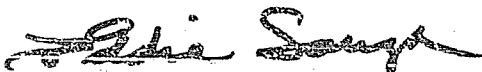
ADVANTAGES & DISADVANTAGES OF ISSUE: Adoption of this salary and benefit program determines the salary and benefits of the newly elected Chief of Police prior to the election and allows the candidates to have full knowledge of how their compensation will be determined prior to the election. This program will insure that the Chief of Police will, at the time of election, be the highest paid employee in the police department.

ECONOMIC/FISCAL IMPACT: The result of this action will reduce the cost of operations of the police department by the differential in salary between the budgeted salary for Chief of Police and the actual salary for Chief of Police, due to the retirement of Chief Vasquez. The total compensation for Chief Vasquez at his retirement was \$13,595 per month (\$163,140 per year). The new Chief's total compensation will be \$11,925 per month (\$143,100 per year). The difference is about 14%.

COMMITTEE RECOMMENDATION: That the salary and benefit (total compensation) package for the Chief of Police be set at five percent (5%) above the total compensation of the ^{existing} Assistant Police Chief, excluding any special extra compensation which is being paid as a result of assignment to perform certain duties of the Chief of Police between February 13, 1994 and the date the new Chief takes office, at the time the new Chief of Police takes office.

It is further recommended that the Chief of Police not be assigned as a represented employee in any employee bargaining unit, but that annual cost-of-living and other benefit increases be the same as those negotiated by Bargaining Unit #9A (Unclassified Police Management).

COUNCIL OFFICERS AND ELECTED FULL TIME EMPLOYEES PERFORMANCE/SALARY REVIEW COMMITTEE



Everett N. Souza
Mayor