

RESOLUTION NO. 18-8505

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA
TO ADOPT THE UNCLASSIFIED MONTHLY SALARY SCHEDULE
FOR EMPLOYEES REPRESENTED BY THE MISCELLANEOUS
UNCLASSIFIED MANAGEMENT EMPLOYEES (UNIT 9),
INCLUDING CITY MANAGER**

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

WHEREAS, the 2017-2019 Memorandum of Understanding ("MOU") between the City of Santa Clara ("City") and the Unclassified Management Employees ("Unit 9") provides for a 4% salary adjustment retroactive to December 17, 2017 and an additional 4% salary adjustment effective December 2018;

WHEREAS, the City Manager's employment contract provides that she should receive the same cost of living adjustments to salary and benefits for City Miscellaneous Unclassified Management Employees in Unit 9;

WHEREAS, Council has determined that is appropriate for the City Manager to receive the same increase granted to Unit 9 employees; and

WHEREAS, consistent with the terms of the MOU, staff proposes to adopt the attached Salary Schedule for Miscellaneous Unclassified Management Employees, effective December 17, 2017.

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

1. That the City hereby adopts the Salary Schedule for Miscellaneous Unclassified Employees in its entirety as set forth in the attached Exhibits A and B.
2. Effective date. This salary rates reflected in Exhibit A shall be effective December 17, 2017, and Exhibit B shall be effective December 16, 2018.

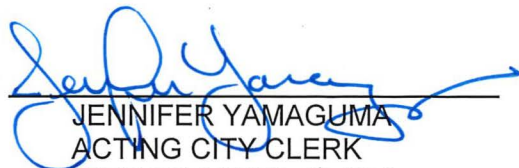
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I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED
AND ADOPTED BY THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING
THEREOF HELD ON THE 20th DAY OF MARCH, 2018, BY THE FOLLOWING VOTE:

AYES:	COUNCILORS:	Davis, Kolstad, Mahan, O'Neill, and Watanabe and Mayor Gillmor
NOES:	COUNCILORS:	Caserta
ABSENT:	COUNCILORS:	None
ABSTAINED:	COUNCILORS:	None

ATTEST:


JENNIFER YAMAGUMA
ACTING CITY CLERK
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Exhibit A – Unclassified Monthly Salary Schedule, effective 12/17/17
2. Exhibit B – Unclassified Monthly Salary Schedule, effective 12/16/18



**City of
Santa Clara**
The Center of What's Possible

Unclassified Monthly Salary Schedule

Job Code	Description	Minimum Monthly Salary	Maximum Monthly Salary
MISCELLANEOUS MANAGEMENT (UNIT 9)			
109	ACCOUNTING DIVISION MANAGER	\$ 12,378	\$ 16,018
222	ASST BUILDING OFFICIAL	\$ 13,193	\$ 17,075
015	ASST CITY ATTORNEY	\$ 15,334	\$ 19,844
010	ASST CITY CLERK	\$ 10,256	\$ 13,272
012	ASST CITY LIBRARIAN	\$ 13,361	\$ 17,290
016	ASST CITY MANAGER	\$ 20,777	\$ 26,887
021E	ASST DIR ELEC-ENERGY DISTRIB	\$ 16,258	\$ 21,040
021M	ASST DIR ELEC-PLAN & STRATEGIC	\$ 16,258	\$ 21,040
022	ASST DIR OF FINANCE	\$ 14,406	\$ 18,643
018	ASST DIR OF HUMAN RESOURCES	\$ 12,872	\$ 16,658
071	ASST DIR OF PUB WORKS/CITY ENG	\$ 15,887	\$ 20,560
014	ASST DIR OF WATER & SEWER UTIL	\$ 14,259	\$ 18,454
028	ASST TO THE CITY MANAGER	\$ 14,083	\$ 18,224
029	ASST WATER & SEWER SUPERINTEND	\$ 10,437	\$ 13,508
113	BUDGET & TREASURY DIVISION MGR	\$ 12,378	\$ 16,018
041	BUILDING MAINTENANCE MANAGER	\$ 10,962	\$ 14,186
042	BUILDING OFFICIAL	\$ 14,513	\$ 18,782
045	CEMETERY OPERATIONS MANAGER	\$ 8,765	\$ 11,343
108	CHIEF ELECTRIC UTILITY OFFICER	\$ 23,894	\$ 30,921
311	CHIEF OPERATING OFFICER	\$ 23,894	\$ 30,921
318	CHIEF STADIUM AUTHORITY OFCR	\$ 20,777	\$ 26,887
066	CITY LIBRARIAN	\$ 16,699	\$ 21,611
069	CITY MANAGER	N/A	\$ 32,317
068	COMMUNICATIONS OPERATIONS MGR	\$ 11,276	\$ 14,592
078	COMMUNICATIONS TECH SVCS MGR	\$ 11,276	\$ 14,592
077	COMMUNITY RELATIONS MANAGER	\$ 12,872	\$ 16,658
081	COMPLIANCE MANAGER	\$ 10,108	\$ 13,080
170	DEPUTY CITY ATTORNEY I	\$ 9,583	\$ 12,401
172	DEPUTY CITY ATTORNEY II	\$ 11,180	\$ 14,468
079	DEPUTY CITY MANAGER	\$ 15,491	\$ 20,046
175	DEPUTY PARKS & REC DIRECTOR	\$ 12,518	\$ 16,200
176	DEPUTY PUBLIC WORKS DIRECTOR	\$ 12,540	\$ 16,229
144	DEVELOPMENT REVIEW OFFICER	\$ 12,132	\$ 15,700
090	DIRECTOR OF COMMUNITY DEVELOPM	\$ 18,359	\$ 23,759
087	DIRECTOR OF FINANCE	\$ 18,322	\$ 23,711
088	DIRECTOR OF HUMAN RESOURCES	\$ 16,890	\$ 21,858
089	DIRECTOR OF INF TECHNOLOGY/CIO	\$ 17,429	\$ 22,556
091	DIRECTOR OF PUBLIC WORKS	\$ 19,419	\$ 25,131
102	DIRECTOR OF WTR & SEWER UTILS	\$ 17,601	\$ 22,777
104Q	ELEC DIV MGR - ENGINEERING	\$ 14,259	\$ 18,454
104R	ELEC DIV MGR - GENERATION	\$ 14,259	\$ 18,454
104P	ELEC DIV MGR - OPERATIONS	\$ 14,259	\$ 18,454
104M	ELEC DIV MGR - SUBSTATIONS	\$ 14,259	\$ 18,454
104S	ELEC DIV MGR - TRANSM, DISTRIB	\$ 14,259	\$ 18,454
107D	ELECTRIC DIV MGR-CUSTOMER SVCS	\$ 13,762	\$ 17,810
107F	ELECTRIC DIV MGR-MKT A & P	\$ 14,259	\$ 18,454
107G	ELECTRIC DIV MGR-RISK ANALYSIS	\$ 14,259	\$ 18,454
104	ELECTRIC DIVISION MANAGER	\$ 14,259	\$ 18,454
424	ELECTRIC PROGRAM MANAGER	\$ 11,883	\$ 15,377
106	EMERGENCY SERVICES COORDINATOR	\$ 9,783	\$ 12,661
185	EXEC ASST TO CITY ATTORNEY	\$ 8,501	\$ 11,001
186	EXEC ASST TO CITY MANAGER	\$ 8,501	\$ 11,001

Effective 12/17/17



Unclassified Monthly Salary Schedule

Job Code	Description	Minimum Monthly Salary	Maximum Monthly Salary
187	EXEC ASST TO MAYOR & CC	\$ 8,501	\$ 11,001
114	FIELD FOREPERSON	\$ 12,242	\$ 15,842
034	FLEET MANAGER	\$ 10,444	\$ 13,515
075	HOUSING & COMM SVC DIV MGR	\$ 12,551	\$ 16,243
749	HOUSING DEVELOPMENT OFFICER	\$ 9,857	\$ 12,756
139	HUMAN RESOURCES DIV MGR	\$ 9,541	\$ 12,347
112	INFORMATION TECHNOLOGY SVC MGR	\$ 11,617	\$ 15,033
134	INSPECTION MANAGER	\$ 12,432	\$ 16,089
121	LANDSCAPE SUPERINT/CITY ARBOR	\$ 11,400	\$ 14,754
127D	LIBRARY DIV MGR - ADULT SVCS	\$ 10,437	\$ 13,508
127F	LIBRARY DIV MGR - COLLECT SVCS	\$ 10,437	\$ 13,508
127E	LIBRARY DIV MGR - Y & E SVCS	\$ 10,437	\$ 13,508
127G	LIBRARY DIV MGR -SUPPORT SVCS	\$ 10,437	\$ 13,508
008	MANAGEMENT ANALYST	\$ 8,631	\$ 11,170
110	MUNICIPAL SERVICES DIV MGR	\$ 12,378	\$ 16,018
131	PARK MAINT & OPERATIONS SUPERV	\$ 10,316	\$ 13,349
135	PARK SUPERINTENDENT	\$ 13,525	\$ 17,503
132	PARKS & RECREATION DIRECTOR	\$ 17,018	\$ 22,022
130	PARKS CONST, MTC & REPAIR MGR	\$ 10,316	\$ 13,349
039	PERMIT CENTER MANAGER	\$ 13,815	\$ 17,879
629	PLAN REVIEW MANAGER	\$ 12,565	\$ 16,260
072	PLANNING MANAGER	\$ 13,104	\$ 16,958
647	POLICE RECORDS MANAGER	\$ 8,890	\$ 11,506
674	POWER SYSTEM SCHEDULER/TRADER	\$ 11,157	\$ 14,438
673	POWER TRADER	\$ 14,259	\$ 18,454
148	PRINCIPAL ACCOUNTANT	\$ 11,142	\$ 14,418
145	PRINCIPAL ELECTRIC UTILITY ENG	\$ 14,022	\$ 18,146
142	PRINCIPAL ENGINEER	\$ 13,815	\$ 17,879
142W	PRINCIPAL ENGINEER - WATER	\$ 13,815	\$ 17,879
149	PRINCIPAL FINANCIAL ANALYST	\$ 11,142	\$ 14,418
143	PRINCIPAL PLANNER	\$ 11,142	\$ 14,418
154	PRINCIPAL POWER ANALYST	\$ 11,142	\$ 14,418
146	PRINCIPAL UTIL INFO SYSTEM MGR	\$ 14,259	\$ 18,454
147	PURCHASING DIVISION MANAGER	\$ 11,916	\$ 15,421
150	RECREATION MANAGER	\$ 11,248	\$ 14,556
168	REDEVELOPMENT PROJECT MANAGER	\$ 13,104	\$ 16,958
697	RISK CONTROL ANALYST	\$ 11,650	\$ 15,077
161	SR DEPUTY CITY ATTORNEY	\$ 11,884	\$ 15,380
173	SR ELEC DIV MGR	\$ 15,326	\$ 19,835
174A	SR ELEC DIV MGR-MKT A&P	\$ 15,326	\$ 19,835
743	SR INFORMATION TECH SVCS MGR	\$ 12,730	\$ 16,474
772	SR POWER SYSTEM SCHEDLR/TRADER	\$ 11,991	\$ 15,519
155	SR PROJECT ENGINEER	\$ 11,743	\$ 15,196
159	SUPERINT OF STREET & SOLID WAS	\$ 11,400	\$ 14,754
171	TRAFFIC ENGINEER	\$ 13,941	\$ 18,042
898	UTILITY BUSINESS SYSTEMS MGR	\$ 11,124	\$ 14,395
180	WATER & SEWER SUPERINTENDENT	\$ 11,542	\$ 14,938
073	WEB & DIGITAL MEDIA MANAGER	\$ 9,951	\$ 12,877

NOTE: 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.



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Unclassified Monthly Salary Schedule

Job Code	Description	Minimum Monthly Salary	Maximum Monthly Salary
MISCELLANEOUS MANAGEMENT (UNIT 9)			
109	ACCOUNTING DIVISION MANAGER	\$ 12,873	\$ 16,659
222	ASST BUILDING OFFICIAL	\$ 13,721	\$ 17,758
015	ASST CITY ATTORNEY	\$ 15,947	\$ 20,638
010	ASST CITY CLERK	\$ 10,666	\$ 13,803
012	ASST CITY LIBRARIAN	\$ 13,895	\$ 17,982
016	ASST CITY MANAGER	\$ 21,608	\$ 27,962
021E	ASST DIR ELEC-ENERGY DISTRIB	\$ 16,908	\$ 21,882
021M	ASST DIR ELEC-PLAN & STRATEGIC	\$ 16,908	\$ 21,882
022	ASST DIR OF FINANCE	\$ 14,982	\$ 19,389
018	ASST DIR OF HUMAN RESOURCES	\$ 13,387	\$ 17,324
071	ASST DIR OF PUB WORKS/CITY ENG	\$ 16,522	\$ 21,382
014	ASST DIR OF WATER & SEWER UTIL	\$ 14,829	\$ 19,192
028	ASST TO THE CITY MANAGER	\$ 14,646	\$ 18,953
029	ASST WATER & SEWER SUPERINTEND	\$ 10,854	\$ 14,048
113	BUDGET & TREASURY DIVISION MGR	\$ 12,873	\$ 16,659
041	BUILDING MAINTENANCE MANAGER	\$ 11,400	\$ 14,753
042	BUILDING OFFICIAL	\$ 15,094	\$ 19,533
045	CEMETERY OPERATIONS MANAGER	\$ 9,116	\$ 11,797
108	CHIEF ELECTRIC UTILITY OFFICER	\$ 24,850	\$ 32,158
311	CHIEF OPERATING OFFICER	\$ 24,850	\$ 32,158
318	CHIEF STADIUM AUTHORITY OFCR	\$ 21,608	\$ 27,962
066	CITY LIBRARIAN	\$ 17,367	\$ 22,475
069	CITY MANAGER	N/A	\$ 33,610
068	COMMUNICATIONS OPERATIONS MGR	\$ 11,727	\$ 15,176
078	COMMUNICATIONS TECH SVCS MGR	\$ 11,727	\$ 15,176
077	COMMUNITY RELATIONS MANAGER	\$ 13,387	\$ 17,324
081	COMPLIANCE MANAGER	\$ 10,512	\$ 13,603
170	DEPUTY CITY ATTORNEY I	\$ 9,966	\$ 12,897
172	DEPUTY CITY ATTORNEY II	\$ 11,627	\$ 15,047
079	DEPUTY CITY MANAGER	\$ 16,111	\$ 20,848
175	DEPUTY PARKS & REC DIRECTOR	\$ 13,019	\$ 16,848
176	DEPUTY PUBLIC WORKS DIRECTOR	\$ 13,042	\$ 16,878
144	DEVELOPMENT REVIEW OFFICER	\$ 12,617	\$ 16,328
090	DIRECTOR OF COMMUNITY DEVELOPM	\$ 19,093	\$ 24,709
087	DIRECTOR OF FINANCE	\$ 19,055	\$ 24,659
088	DIRECTOR OF HUMAN RESOURCES	\$ 17,566	\$ 22,732
089	DIRECTOR OF INF TECHNOLOGY/CIO	\$ 18,126	\$ 23,458
091	DIRECTOR OF PUBLIC WORKS	\$ 20,196	\$ 26,136
102	DIRECTOR OF WTR & SEWER UTILS	\$ 18,305	\$ 23,688
104Q	ELEC DIV MGR - ENGINEERING	\$ 14,829	\$ 19,192
104R	ELEC DIV MGR - GENERATION	\$ 14,829	\$ 19,192
104P	ELEC DIV MGR - OPERATIONS	\$ 14,829	\$ 19,192
104M	ELEC DIV MGR - SUBSTATIONS	\$ 14,829	\$ 19,192
104S	ELEC DIV MGR - TRANSM, DISTRIB	\$ 14,829	\$ 19,192
107D	ELECTRIC DIV MGR-CUSTOMER SVCS	\$ 14,312	\$ 18,522
107F	ELECTRIC DIV MGR-MKT A & P	\$ 14,829	\$ 19,192
107G	ELECTRIC DIV MGR-RISK ANALYSIS	\$ 14,829	\$ 19,192
104	ELECTRIC DIVISION MANAGER	\$ 14,829	\$ 19,192
424	ELECTRIC PROGRAM MANAGER	\$ 12,358	\$ 15,992
106	EMERGENCY SERVICES COORDINATOR	\$ 10,174	\$ 13,167
185	EXEC ASST TO CITY ATTORNEY	\$ 8,841	\$ 11,441
186	EXEC ASST TO CITY MANAGER	\$ 8,841	\$ 11,441

Effective 12/16/18



Unclassified Monthly Salary Schedule

Job Code	Description	Minimum Monthly Salary	Maximum Monthly Salary
187	EXEC ASST TO MAYOR & CC	\$ 8,841	\$ 11,441
114	FIELD FOREPERSON	\$ 12,732	\$ 16,476
034	FLEET MANAGER	\$ 10,862	\$ 14,056
075	HOUSING & COMM SVC DIV MGR	\$ 13,053	\$ 16,893
749	HOUSING DEVELOPMENT OFFICER	\$ 10,251	\$ 13,266
139	HUMAN RESOURCES DIV MGR	\$ 9,923	\$ 12,841
112	INFORMATION TECHNOLOGY SVC MGR	\$ 12,082	\$ 15,634
134	INSPECTION MANAGER	\$ 12,929	\$ 16,733
121	LANDSCAPE SUPERINT/CITY ARBOR	\$ 11,856	\$ 15,344
127D	LIBRARY DIV MGR - ADULT SVCS	\$ 10,854	\$ 14,048
127F	LIBRARY DIV MGR - COLLECT SVCS	\$ 10,854	\$ 14,048
127E	LIBRARY DIV MGR - Y & E SVCS	\$ 10,854	\$ 14,048
127G	LIBRARY DIV MGR -SUPPORT SVCS	\$ 10,854	\$ 14,048
008	MANAGEMENT ANALYST	\$ 8,976	\$ 11,617
110	MUNICIPAL SERVICES DIV MGR	\$ 12,873	\$ 16,659
131	PARK MAINT & OPERATIONS SUPERV	\$ 10,729	\$ 13,883
135	PARK SUPERINTENDENT	\$ 14,066	\$ 18,203
132	PARKS & RECREATION DIRECTOR	\$ 17,699	\$ 22,903
130	PARKS CONST, MTC & REPAIR MGR	\$ 10,729	\$ 13,883
039	PERMIT CENTER MANAGER	\$ 14,368	\$ 18,594
629	PLAN REVIEW MANAGER	\$ 13,068	\$ 16,910
072	PLANNING MANAGER	\$ 13,628	\$ 17,636
647	POLICE RECORDS MANAGER	\$ 9,246	\$ 11,966
674	POWER SYSTEM SCHEDULER/TRADER	\$ 11,603	\$ 15,016
673	POWER TRADER	\$ 14,829	\$ 19,192
148	PRINCIPAL ACCOUNTANT	\$ 11,588	\$ 14,995
145	PRINCIPAL ELECTRIC UTILITY ENG	\$ 14,583	\$ 18,872
142	PRINCIPAL ENGINEER	\$ 14,368	\$ 18,594
142W	PRINCIPAL ENGINEER - WATER	\$ 14,368	\$ 18,594
149	PRINCIPAL FINANCIAL ANALYST	\$ 11,588	\$ 14,995
143	PRINCIPAL PLANNER	\$ 11,588	\$ 14,995
154	PRINCIPAL POWER ANALYST	\$ 11,588	\$ 14,995
146	PRINCIPAL UTIL INFO SYSTEM MGR	\$ 14,829	\$ 19,192
147	PURCHASING DIVISION MANAGER	\$ 12,393	\$ 16,038
150	RECREATION MANAGER	\$ 11,698	\$ 15,138
168	REDEVELOPMENT PROJECT MANAGER	\$ 13,628	\$ 17,636
697	RISK CONTROL ANALYST	\$ 12,116	\$ 15,680
161	SR DEPUTY CITY ATTORNEY	\$ 12,359	\$ 15,995
173	SR ELEC DIV MGR	\$ 15,939	\$ 20,628
174A	SR ELEC DIV MGR-MKT A&P	\$ 15,939	\$ 20,628
743	SR INFORMATION TECH SVCS MGR	\$ 13,239	\$ 17,133
772	SR POWER SYSTEM SCHEDLR/TRADER	\$ 12,471	\$ 16,140
155	SR PROJECT ENGINEER	\$ 12,213	\$ 15,804
159	SUPERINT OF STREET & SOLID WAS	\$ 11,856	\$ 15,344
171	TRAFFIC ENGINEER	\$ 14,499	\$ 18,764
898	UTILITY BUSINESS SYSTEMS MGR	\$ 11,569	\$ 14,971
180	WATER & SEWER SUPERINTENDENT	\$ 12,004	\$ 15,536
073	WEB & DIGITAL MEDIA MANAGER	\$ 10,349	\$ 13,392

NOTE: 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.