

**RESOLUTION NO. 18-**

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA  
TO ADOPT THE SALARY SCHEDULE FOR SANTA CLARA CITY  
FIREFIGHTERS, IAFF LOCAL 1171 (UNIT 1)**

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

**WHEREAS**, the 2017-2020 Memorandum of Understanding (“MOU”) between the City of Santa Clara (“City”) and the Santa Clara City Firefighters, IAFF Local 1171 (“Unit 1”) provides for a 5.76% salary adjustment retroactive to December 17, 2017, and additional total compensation adjustments according to the terms of the MOU;

**WHEREAS**, salary schedules for Years 2 and 3 of the MOU will be revised and presented to Council for approval prior to implementation of those MOU years;

**WHEREAS**, consistent with the terms of the MOU, staff proposes to adopt the attached Salary Schedule for Santa Clara City Firefighters, IAFF Local 1171, 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 Santa Clara City Firefighters, IAFF Local 1171 in its entirety as set forth in the attached Exhibit A.
2. Effective date. The salary rates reflected in Exhibit A shall be effective December 17, 2017.

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 11TH DAY OF SEPTEMBER, 2018, BY THE FOLLOWING VOTE:

AYES: COUNCILORS:

NOES: COUNCILORS:

ABSENT: COUNCILORS:

ABSTAINED: COUNCILORS:

ATTEST: \_\_\_\_\_  
JENNIFER YAMAGUMA  
ACTING CITY CLERK  
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Exhibit A – Santa Clara Firefighters, IAFF Local 1171 Monthly Salary Schedule, effective 12/17/17

EFFECTIVE DATE - 12/17/2017			CITY OF SANTA CLARA - PAY RATE SCHEDULE										REVISED: 8/31/2018		
SCHEDULE C - 80 HOUR			PUBLIC SAFETY										FIRE - UNIT 1		
RANGE	MONTH	BI-MONTHLY	BI-MONTHLY	MONTH	BI-MONTHLY	BI-MONTHLY	MONTH	BI-MONTHLY	BI-MONTHLY	MONTH	BI-MONTHLY	BI-MONTHLY	MONTH	BI-MONTHLY	BI-MONTHLY
18	7005	40,528	3242.32	7375	42,548	3403.84	7742	44,568	3573.20	8128	46,588	3743.36	8505	48,608	3913.52
19	7198	41,527	3322.16	7567	43,548	3483.84	7932	45,568	3653.36	8328	47,588	3823.36	8705	49,608	3993.52
20	7375	42,548	3403.84	7742	44,568	3573.20	8128	46,588	3743.36	8505	48,608	3913.52	8882	50,628	4063.52
21	7557	43,568	3483.84	7932	45,588	3653.36	8328	47,608	3823.36	8705	49,628	3993.52	9082	51,648	4133.52
22	7742	44,588	3563.84	8128	46,608	3733.36	8505	48,628	3903.36	8882	50,648	4073.36	9259	52,668	4203.52
23	7932	45,608	3643.84	8328	47,628	3813.36	8705	49,648	4083.36	9082	51,668	4153.36	9465	53,688	4283.52
24	8128	46,628	3723.36	8505	48,648	3893.36	8882	50,668	4163.36	9259	52,688	4263.36	9642	54,708	4363.52
25	8328	47,648	3803.36	8705	49,668	3973.36	9082	51,688	4243.36	9465	53,708	4343.36	9819	55,728	4443.52
26	8505	48,668	3983.36	8905	50,688	4053.36	9282	51,708	4323.36	9665	53,728	4423.36	10002	55,748	4523.52
27	8705	49,688	4063.36	9105	51,708	4133.36	9482	52,728	4403.36	9865	53,748	4503.36	10385	55,768	4603.52
28	8905	50,708	4143.36	9305	52,728	4213.36	9682	53,748	4483.36	10065	53,768	4583.36	10765	55,788	4683.52
29	9105	51,728	4223.36	9505	53,748	4293.36	9882	54,768	4563.36	10265	53,788	4663.36	11065	55,808	4763.52
30	9305	52,748	4303.36	9705	54,768	4373.36	10065	55,788	4643.36	10465	54,808	4743.36	11265	55,828	4843.52
31	9505	53,768	4383.36	9905	55,788	4453.36	10265	56,808	4723.36	10665	55,828	4823.36	11465	55,848	4923.52
32	9705	54,788	4463.36	10105	56,808	4533.36	10465	57,828	4803.36	10865	56,848	4903.36	11665	55,868	5003.52
33	10119	56,808	4603.36	10305	57,828	4613.36	10665	58,848	4883.36	11065	59,868	4983.36	11865	55,888	5083.52
34	10371	58,833	4786.64	10584	59,848	4796.64	10884	60,868	4966.64	11193	61,888	5066.64	12065	55,908	5163.52
35	10628	61,315	4905.20	11159	64,379	5150.32	11714	67,581	5406.48	12302	70,773	5677.84	12612	72,762	5820.96
36	10884	62,792	5023.36	11432	65,954	5276.32	11993	69,190	5535.20	12585	72,762	5820.96	12895	74,759	5966.32
37	11159	64,379	5150.32	11714	67,581	5406.48	12302	70,773	5677.84	12612	72,762	5820.96	12905	76,759	6106.64
38	11432	65,954	5276.32	11993	69,190	5535.20	12585	72,762	5820.96	12895	74,759	5966.32	13215	78,759	6246.96
39	11714	67,581	5406.48	12302	70,773	5677.84	12612	72,762	5820.96	12905	76,759	6106.64	13525	80,759	6387.28
40	11993	69,190	5535.20	12612	72,762	5820.96	12905	76,759	6106.64	13215	78,759	6246.96	13835	82,759	6527.60
41	12302	70,773	5677.84	12905	76,759	6106.64	13215	78,759	6246.96	13525	80,759	6387.28	14145	84,759	6667.92
42	12612	72,762	5820.96	13215	78,759	6246.96	13525	80,759	6387.28	13835	82,759	6527.60	14455	86,759	6908.24

  

HOLIDAY PAY - 13 Days 5%			PUBLIC SAFETY										FIRE - UNIT 1		
RANGE	MONTH	BI-MONTHLY	BI-MONTHLY	MONTH	BI-MONTHLY	BI-MONTHLY	MONTH	BI-MONTHLY	BI-MONTHLY	MONTH	BI-MONTHLY	BI-MONTHLY	MONTH	BI-MONTHLY	BI-MONTHLY
18	7005	3242.32	162.12	7375	3403.84	170.10	7742	3573.20	178.08	8128	3743.36	186.06	8505	3913.52	194.04
19	7198	3322.16	166.11	7567	3483.84	174.39	7932	3653.36	183.05	8328	3823.36	191.18	8705	3993.52	199.16
20	7375	3403.84	170.10	7742	3573.20	178.08	8128	3743.36	186.06	8505	3913.52	194.04	8882	4163.52	207.14
21	7557	3483.84	174.39	7932	3653.36	183.05	8328	3823.36	191.18	8705	3993.52	199.16	9082	4413.52	215.12
22	7742	3563.84	178.08	8128	3743.36	186.06	8505	3913.52	194.04	8882	4163.52	199.16	9259	4663.52	223.10
23	7932	3643.84	181.05	8328	3823.36	191.18	8705	3993.52	199.16	9082	4413.52	207.14	9465	4913.52	231.08
24	8128	3723.36	184.03	8505	3973.36	196.02	8882	4163.52	207.14	9259	4663.52	215.12	9642	5163.52	239.06
25	8328	3803.36	187.01	8705	4053.36	201.72	9082	4413.52	215.12	9465	4913.52	223.10	9819	5413.52	247.04
26	8505	3983.36	195.00	8905	4133.36	206.70	9282	4513.52	223.10	9665	5113.52	231.08	10002	5713.52	255.02
27	8705	4063.36	198.99	9105	4213.36	211.69	9482	4613.52	231.08	9865	5313.52	239.06	10385	5913.52	263.00
28	8905	4143.36	202.98	9305	4293.36	216.68	9682	4713.52	239.06	10065	5513.52	247.04	10765	6113.52	270.98
29	9105	4223.36	206.97	9505	4373.36	221.67	9882	4813.52	247.04	10265	5713.52	255.02	11065	6313.52	278.96
30	9305	4303.36	210.96	9705	4453.36	226.66	10065	4913.52	255.02	10465	5913.52	263.00	11265	6513.52	286.94
31	9505	4383.36	214.95	9905	4533.36	231.65	10265	5013.52	263.00	10665	6113.52	270.98	11465	6713.52	294.92
32	9705	4463.36	218.94	10105	4613.36	236.64	10465	5113.52	270.98	10865	6313.52	278.96	11665	6913.52	302.90
33	10119	4603.36	222.93	10305	4693.36	241.63	10665	5213.52	278.96	11065	6513.52	286.94	11865	7113.52	310.88
34	10371	4786.64	230.92	10584	4773.36	246.62	10884	5313.52	286.94	11193	6713.52	294.92	12065	7313.52	318.86
35	10628	4966.64	238.91	10884	4853.36	251.61	11193	5413.52	294.92	11493	6913.52	302.90	12265	7513.52	326.84
36	10884	5046.64	242.90	11159	5033.36	256.60	11493	5513.52	302.90	11793	7113.52	310.88	12465	7713.52	334.82
37	11159	5123.36	246.89	11432	5113.36	261.59	11793	5613.52	310.88	12065	7313.52	318.86	12665	7913.52	342.80
38	11432	5203.36	250.88	11665	5203.36	266.58	12065	5713.52	318.86	12265	7513.52	326.84	12865	8113.52	350.78
39	11714	5283.36	254.87	11993	5283.36	271.57	12302	5813.52	326.84	12465	7713.52	334.82	13065	8313.52	358.76
40	11993	5363.36	258.86	12302	5963.36	281.56	12612	5963.36	334.82	12612	7913.52	342.80	13265	8513.52	366.74
41	12302	5677.84	283.89	12612	6113.52	305.88	12905	6113.52	342.80	12905	8113.52	350.78	13465	8713.52	374.72
42	12612	5820.96	291.05	13215	6113.52	305.88	13525	6204.48	350.86	13835	8313.52	358.76	14145	8913.52	382.70

EFFECTIVE DATE - 12/17/2017											
CITY OF SANTA CLARA - PAY RATE SCHEDULE											
SCHEDULE C1 112 HOUR 5.76% PUBLIC SAFETY											
INCLUDES ADJUSTMENT FOR FLSA HOURS @1.75% FIRE - UNIT 1											
RANGE	MONTH	BI-WEEKLY	ST-WEEKLY	MONTH	BI-WEEKLY	ST-WEEKLY	MONTH	BI-WEEKLY	ST-WEEKLY	MONTH	BI-WEEKLY
18	7145	20,456	3290.07	7504	30,923	3463.38	7877	32,480	3635.52	8270	34,080
19	7325	30,185	3380.72	7689	31,685	3548.72	8072	33,264	3725.57	8474	34,920
20	7504	30,923	3463.38	7877	32,480	3635.52	8270	34,080	3816.96	8683	35,782
21	7689	31,685	3548.72	8072	33,264	3725.57	8474	34,920	3911.04	8895	36,655
22	7877	32,480	3635.52	8270	34,080	3816.96	8683	35,782	4007.58	9115	37,562
23	8072	33,264	3725.57	8474	34,920	3911.04	8895	36,655	4105.36	9338	38,481
24	8270	34,080	3816.96	8683	35,782	4007.58	9115	37,562	4206.94	9568	39,429
25	8474	34,920	3911.04	8895	36,655	4105.36	9338	38,481	4309.87	9804	40,401
26	8683	35,782	4007.58	9115	37,562	4206.94	9568	39,429	4416.05	10039	41,370
27	8895	36,655	4105.36	9338	38,481	4309.87	9804	40,401	4524.91	10297	42,433
28	9115	37,562	4206.94	9568	39,429	4416.05	10039	41,370	4633.44	10554	43,492
29	9338	38,481	4309.87	9804	40,401	4524.91	10297	42,433	4752.50	10815	44,567
30	9568	39,429	4416.05	10039	41,370	4633.44	10554	43,492	4871.10	11075	45,639
31	9804	40,401	4524.91	10297	42,433	4752.50	10815	44,567	4991.50	11354	46,788
32	10039	41,370	4633.44	10554	43,492	4871.10	11075	45,639	5111.57	11633	47,938
33	10297	42,433	4752.50	10815	44,567	4991.50	11354	46,788	5240.26	11919	49,117
34	10554	43,492	4871.10	11075	45,639	5111.57	11633	47,938	5369.06	12204	50,291
35	10815	44,567	4991.50	11354	46,788	5240.26	11919	49,117	5501.10	12519	51,589
36	11075	45,639	5111.57	11633	47,938	5369.06	12204	50,291	5632.59	12834	52,887
37	11354	46,788	5240.26	11919	49,117	5501.10	12519	51,589	5777.97	13157	54,218
38	11633	47,938	5369.06	12204	50,291	5632.59	12834	52,887	5923.34	13480	55,549
39	11919	49,117	5501.10	12519	51,589	5777.97	13157	54,218	6072.42	13812	56,918
40	12204	50,291	5632.59	12834	52,887	5923.34	13480	55,549	6221.49	14143	58,282
41	12519	51,589	5777.97	13157	54,218	6072.42	13812	56,918	6374.82	14507	59,782
42	12834	52,887	5923.34	13480	55,549	6221.49	14143	58,282	6527.58	14870	61,277

  

HOLIDAY PAY - 13 Days 4.92%											
RANGE	MONTH	BI-WEEKLY	HOLIDAY PAY	MONTH	BI-WEEKLY	HOLIDAY PAY	MONTH	BI-WEEKLY	HOLIDAY PAY	MONTH	BI-WEEKLY
18	7145	3290.07	162.31	7504	3463.38	170.40	7877	3635.52	178.87	8270	3816.96
19	7325	3380.72	166.33	7689	3548.72	174.60	8072	3725.57	183.30	8474	3911.04
20	7504	3463.38	170.40	7877	3635.52	178.87	8270	3816.96	187.79	8683	4007.58
21	7689	3548.72	174.60	8072	3725.57	183.30	8474	3911.04	192.42	8895	4105.36
22	7877	3635.52	178.87	8270	3816.96	187.79	8683	4007.58	197.17	9115	4206.94
23	8072	3725.57	183.30	8474	3911.04	192.42	8895	4105.36	201.98	9338	4309.87
24	8270	3816.96	187.79	8683	4007.58	197.17	9115	4206.94	206.98	9568	4416.05
25	8474	3911.04	192.42	8895	4105.36	201.98	9338	4309.87	212.05	9804	4524.91
26	8683	4007.58	197.17	9115	4206.94	206.98	9568	4416.05	212.05	10039	4633.44
27	8895	4105.36	201.98	9338	4309.87	212.05	9804	4524.91	222.63	10297	4752.50
28	9115	4206.94	206.98	9568	4416.05	212.05	10039	4633.44	227.97	10554	4871.10
29	9338	4309.87	212.05	9804	4524.91	222.63	10297	4752.50	233.82	10815	4991.50
30	9568	4416.05	217.27	10039	4633.44	227.97	10554	4871.10	239.66	11075	5111.57
31	9804	4524.91	222.63	10297	4752.50	233.82	10815	4991.50	245.58	11354	5240.26
32	10039	4633.44	227.97	10554	4871.10	239.66	11075	5111.57	251.49	11633	5369.06
33	10297	4752.50	233.82	10815	4991.50	245.58	11354	5240.26	257.82	11919	5501.10
34	10554	4871.10	239.66	11075	5111.57	251.49	11633	5369.06	264.16	12204	5632.59
35	10815	4991.50	245.58	11354	5240.26	257.82	11919	5501.10	270.65	12519	5777.97
36	11075	5111.57	251.49	11633	5369.06	264.16	12204	5632.59	277.12	12834	5923.34
37	11354	5240.26	257.82	11919	5501.10	270.65	12519	5777.97	284.28	13157	6072.42
38	11633	5369.06	264.16	12204	5632.59	277.12	12834	5923.34	291.43	13480	6221.49
39	11919	5501.10	270.65	12519	5777.97	284.28	13157	6072.42	298.76	13812	6374.82
40	12204	5632.59	277.12	12834	5923.34	291.43	13480	6221.49	306.10	14143	6527.58
41	12519	5777.97	284.28	13157	6072.42	298.76	13812	6374.82	313.64	14507	6695.58
42	12834	5923.34	291.43	13480	6221.49	306.10	14143	6527.58	321.16	14870	6863.02

HOLIDAY PAY IS BASED ON PRO-RATA CONVERSION OF THE BI-WEEKLY PAY RATE TO THE EQUIVALENT OF THE 80 HOUR PAY RATE FOR EACH STEP