

**RESOLUTION NO. 19-8720**

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA  
TO APPROVE AND ADOPT THE SALARY SCHEDULE FOR  
UNCLASSIFIED POLICE MANAGEMENT ASSOCIATION (UNIT  
9A) EFFECTIVE AS OF DECEMBER 23, 2018, AND THE  
UPDATED UNCLASSIFIED/ELECTED SALARY PLAN WITH AN  
APPROVAL DATE OF JUNE 25, 2019**

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

**WHEREAS**, the 2018-2021 Memorandum of Understanding ("MOU") between the City of Santa Clara ("City") and the Unclassified Police Management Association ("Unit 9A") provides for a 5.0% salary adjustment retroactive to December 23, 2018;

**WHEREAS**, salary schedules for Years 2 and 3 of the MOU will be revised and adopted by resolution prior to implementation of those MOU years;

**WHEREAS**, consistent with the terms of the MOU, and as required by applicable state law, the City Council deems it to be in the best interests of the City to approve and adopt the attached Salary Schedule for the Unclassified Police Management Association Unit 9A, effective December 23, 2018; and

**WHEREAS**, as required by California Code Regulations section 570.5 and as mandated by CalPERS, the City Council deems it to be in the best interests of the City to approve and adopt the updated Unclassified/Elected Salary Plan, with an approval date of June 25, 2019

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

1. That the City hereby approves and adopts the Salary Schedule for the Unclassified Police Management Association in its entirety as set forth in the attached Exhibit A.
2. That the City hereby approves and adopts the Unclassified/Elected Salary Plan in its entirety as set forth in the attached Exhibit B.

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3. Effective date. In accordance with the terms of the MOU, the salary rates reflected in Exhibit A shall be effective as of December 23, 2018.

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 25<sup>TH</sup> DAY OF JUNE, 2019, BY THE FOLLOWING VOTE:

|            |             |                                                                       |
|------------|-------------|-----------------------------------------------------------------------|
| AYES:      | COUNCILORS: | Chahal, Davis, Hardy, Mahan, O'Neill, and Watanabe, and Mayor Gillmor |
| NOES:      | COUNCILORS: | None                                                                  |
| ABSENT:    | COUNCILORS: | None                                                                  |
| ABSTAINED: | COUNCILORS: | None                                                                  |

ATTEST:



NORA PIMENTEL, MMC  
ASSISTANT CITY CLERK  
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Exhibit A – Unclassified Police Management Association Monthly Salary Schedule, effective 12/23/18
2. Exhibit B – Unclassified/Elected Salary Plan, approved 6/25/19

Exhibit A

City of Santa Clara  
Unit 9A Salary Plan

Effective 12/23/2018  
Approved 6/25/2019

| Job Title         | Job Code | Union Code | Hourly        | Minimum Salary |               |  | Hourly        | Maximum Salary |               |  |
|-------------------|----------|------------|---------------|----------------|---------------|--|---------------|----------------|---------------|--|
|                   |          |            |               | Monthly        | Annual        |  |               | Monthly        | Annual        |  |
| ASST POLICE CHIEF | 027      | 9A         | \$ 130.234615 | \$ 22,574.00   | \$ 270,888.00 |  | \$ 168.536538 | \$ 29,213.00   | \$ 350,556.00 |  |
| POLICE CAPTAIN    | 138      | 9A         | \$ 124.044231 | \$ 21,501.00   | \$ 258,012.00 |  | \$ 160.523077 | \$ 27,824.00   | \$ 333,888.00 |  |

All classifications on the 9A Salary Plan are FLSA "Exempt"

## Exhibit B

City of Santa Clara  
Unclassified/Elected Salary PlanEffective 6/2/2019  
Approved 8/25/2019

| Job Title                      | Job Code | Union Code | Minimum Salary |              |               | Maximum Salary |              |               |
|--------------------------------|----------|------------|----------------|--------------|---------------|----------------|--------------|---------------|
|                                |          |            | Hourly         | Monthly      | Annual        | Hourly         | Monthly      | Annual        |
| ACCOUNTING DIVISION MANAGER    | 109      | 9          | \$ 74.267308   | \$ 12,873.00 | \$ 154,476.00 | \$ 96.109615   | \$ 16,659.00 | \$ 199,908.00 |
| ASST BUILDING OFFICIAL         | 222      | 9          | \$ 79.159615   | \$ 13,721.00 | \$ 164,652.00 | \$ 102.450000  | \$ 17,758.00 | \$ 213,096.00 |
| ASST CITY ATTORNEY             | 015      | 9          | \$ 92.001923   | \$ 15,947.00 | \$ 191,364.00 | \$ 119.065385  | \$ 20,638.00 | \$ 247,656.00 |
| ASST CITY CLERK                | 010      | 9          | \$ 61.534615   | \$ 10,666.00 | \$ 127,992.00 | \$ 79.632692   | \$ 13,803.00 | \$ 165,636.00 |
| ASST CITY LIBRARIAN            | 012      | 9          | \$ 80.163462   | \$ 13,895.00 | \$ 166,740.00 | \$ 103.742308  | \$ 17,982.00 | \$ 215,784.00 |
| ASST CITY MANAGER              | 016      | 9          | \$ 124.661538  | \$ 21,608.00 | \$ 259,296.00 | \$ 161.319231  | \$ 27,962.00 | \$ 335,544.00 |
| ASST DIR OF ELECTRIC UTIL      | 021      | 9          | \$ 108.605769  | \$ 18,825.00 | \$ 225,900.00 | \$ 140.550000  | \$ 24,362.00 | \$ 292,344.00 |
| ASST DIR OF FINANCE            | 022      | 9          | \$ 86.434615   | \$ 14,982.00 | \$ 179,784.00 | \$ 111.859615  | \$ 19,389.00 | \$ 232,668.00 |
| ASST DIR OF HUMAN RESOURCES    | 018      | 9          | \$ 86.434615   | \$ 14,982.00 | \$ 179,784.00 | \$ 111.859615  | \$ 19,389.00 | \$ 232,668.00 |
| ASST DIR OF PUB WORKS/CITY ENG | 071      | 9          | \$ 95.319231   | \$ 16,522.00 | \$ 198,264.00 | \$ 123.357692  | \$ 21,382.00 | \$ 256,584.00 |
| ASST DIR OF WATER & SEWER UTIL | 014      | 9          | \$ 85.551923   | \$ 14,829.00 | \$ 177,948.00 | \$ 110.723077  | \$ 19,192.00 | \$ 230,304.00 |
| ASST FIRE MARSHAL              | 026      | 9B         | \$ 91.211538   | \$ 15,810.00 | \$ 189,720.00 | \$ 118.038462  | \$ 20,460.00 | \$ 245,520.00 |
| ASST POLICE CHIEF              | 027      | 9A         | \$ 130.234615  | \$ 22,574.00 | \$ 270,888.00 | \$ 168.536538  | \$ 29,213.00 | \$ 350,556.00 |
| ASST TO THE CITY MANAGER       | 028      | 9          | \$ 84.496154   | \$ 14,646.00 | \$ 175,752.00 | \$ 109.344231  | \$ 18,953.00 | \$ 227,436.00 |
| ASST WATER & SEWER SUPERINTEND | 029      | 9          | \$ 62.619231   | \$ 10,854.00 | \$ 130,248.00 | \$ 81.046154   | \$ 14,048.00 | \$ 168,576.00 |
| BATTALION CHIEF                | 036      | 9B         | \$ 98.267308   | \$ 17,033.00 | \$ 204,396.00 | \$ 127.159615  | \$ 22,041.00 | \$ 264,492.00 |
| BATTALION CHIEF 24 HRS         | 036S     | 9B         | \$ 66.848901   | \$ 16,222.00 | \$ 194,664.00 | \$ 86.505495   | \$ 20,992.00 | \$ 251,904.00 |
| BUILDING MAINTENANCE MANAGER   | 041      | 9          | \$ 65.769231   | \$ 11,400.00 | \$ 136,800.00 | \$ 85.113462   | \$ 14,753.00 | \$ 177,036.00 |
| BUILDING OFFICIAL              | 042      | 9          | \$ 87.080769   | \$ 15,094.00 | \$ 181,128.00 | \$ 112.890385  | \$ 19,533.00 | \$ 234,396.00 |
| CEMETERY OPERATIONS MANAGER    | 045      | 9          | \$ 52.592308   | \$ 9,116.00  | \$ 109,392.00 | \$ 68.059615   | \$ 11,797.00 | \$ 141,564.00 |
| CHIEF ELECTRIC UTILITY OFFICER | 108      | 9          | \$ 143.385385  | \$ 24,850.00 | \$ 298,200.00 | \$ 185.526923  | \$ 32,158.00 | \$ 385,896.00 |
| CHIEF OPERATING OFFICER        | 311      | 9          | \$ 143.365385  | \$ 24,850.00 | \$ 298,200.00 | \$ 185.526923  | \$ 32,158.00 | \$ 385,896.00 |
| CITY ATTORNEY                  | 060      | 9          |                |              |               | \$ 159.998077  | \$ 27,733.00 | \$ 332,796.00 |
| CITY CLERK                     | 063      | Elected    |                |              |               | \$ 11.538462   | \$ 2,000.00  | \$ 24,000.00  |
| CITY COUNCIL MEMBER            | CNCL     | Elected    |                |              |               | \$ 11.538462   | \$ 2,000.00  | \$ 24,000.00  |
| CITY LIBRARIAN                 | 066      | 9          | \$ 100.194231  | \$ 17,367.00 | \$ 208,404.00 | \$ 129.663462  | \$ 22,475.00 | \$ 269,700.00 |
| CITY MANAGER                   | 069      | 9          |                |              |               | \$ 193.903846  | \$ 33,610.00 | \$ 403,320.00 |
| COMMUNICATIONS OPERATIONS MGR  | 068      | 9          | \$ 67.655769   | \$ 11,727.00 | \$ 140,724.00 | \$ 87.553846   | \$ 15,176.00 | \$ 182,112.00 |
| COMPLIANCE MANAGER             | 081      | 9          | \$ 60.646154   | \$ 10,512.00 | \$ 126,144.00 | \$ 78.478846   | \$ 13,603.00 | \$ 163,236.00 |
| CONTRACTS MANAGER              | 342      | 9          | \$ 66.853846   | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615   | \$ 14,995.00 | \$ 179,940.00 |
| DEPUTY CITY ATTORNEY I         | 170      | 9          | \$ 57.496154   | \$ 9,966.00  | \$ 119,592.00 | \$ 74.405769   | \$ 12,897.00 | \$ 154,764.00 |

## Exhibit B

City of Santa Clara  
Unclassified/Elected Salary PlanEffective 6/2/2019  
Approved 6/25/2019

| Job Title                      | Job Code | Union Code | Minimum Salary |              |               | Maximum Salary |              |               |
|--------------------------------|----------|------------|----------------|--------------|---------------|----------------|--------------|---------------|
|                                |          |            | Hourly         | Monthly      | Annual        | Hourly         | Monthly      | Annual        |
| DEPUTY CITY ATTORNEY II        | 172      | 9          | \$ 67.078846   | \$ 11,627.00 | \$ 139,524.00 | \$ 86.809615   | \$ 15,047.00 | \$ 180,564.00 |
| DEPUTY CITY CLERK              | 178      | 9          | \$ 51.784615   | \$ 8,976.00  | \$ 107,712.00 | \$ 67.021154   | \$ 11,617.00 | \$ 139,404.00 |
| DEPUTY CITY MANAGER            | 079      | 9          | \$ 92.948077   | \$ 16,111.00 | \$ 193,332.00 | \$ 120.276923  | \$ 20,848.00 | \$ 250,176.00 |
| DEPUTY FIRE CHIEF              | 080      | 9B         | \$ 108.109615  | \$ 18,739.00 | \$ 224,868.00 | \$ 139.915385  | \$ 24,252.00 | \$ 291,024.00 |
| DEPUTY PARKS & REC DIRECTOR    | 175      | 9          | \$ 75.109615   | \$ 13,019.00 | \$ 156,228.00 | \$ 97.200000   | \$ 16,848.00 | \$ 202,176.00 |
| DEPUTY PUBLIC WORKS DIRECTOR   | 176      | 9          | \$ 75.242308   | \$ 13,042.00 | \$ 156,504.00 | \$ 97.373077   | \$ 16,878.00 | \$ 202,536.00 |
| DEVELOPMENT REVIEW OFFICER     | 144      | 9          | \$ 72.790385   | \$ 12,617.00 | \$ 151,404.00 | \$ 94.200000   | \$ 16,328.00 | \$ 195,936.00 |
| DIRECTOR OF COMMUNITY DEVELOPM | 090      | 9          | \$ 110.151923  | \$ 19,093.00 | \$ 229,116.00 | \$ 142.551923  | \$ 24,709.00 | \$ 296,508.00 |
| DIRECTOR OF FINANCE            | 087      | 9          | \$ 109.932692  | \$ 19,055.00 | \$ 228,660.00 | \$ 142.263462  | \$ 24,659.00 | \$ 295,908.00 |
| DIRECTOR OF HUMAN RESOURCES    | 088      | 9          | \$ 101.342308  | \$ 17,566.00 | \$ 210,792.00 | \$ 131.146154  | \$ 22,732.00 | \$ 272,784.00 |
| DIRECTOR OF INF TECHNOLOGY/CIO | 089      | 9          | \$ 104.573077  | \$ 18,126.00 | \$ 217,512.00 | \$ 135.334615  | \$ 23,458.00 | \$ 281,496.00 |
| DIRECTOR OF PUBLIC WORKS       | 091      | 9          | \$ 116.515385  | \$ 20,196.00 | \$ 242,352.00 | \$ 150.784615  | \$ 26,136.00 | \$ 313,632.00 |
| DIRECTOR OF WTR & SEWER UTILS  | 102      | 9          | \$ 105.605769  | \$ 18,305.00 | \$ 219,660.00 | \$ 136.661538  | \$ 23,688.00 | \$ 284,256.00 |
| ELEC DIV MGR - ENGINEERING     | 104Q     | 9          | \$ 89.751923   | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692  | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIV MGR - GENERATION      | 104R     | 9          | \$ 89.751923   | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692  | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIV MGR - OPERATIONS      | 104P     | 9          | \$ 89.751923   | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692  | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIV MGR - SUBSTATIONS     | 104M     | 9          | \$ 89.751923   | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692  | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIV MGR - TRANSM, DISTRIB | 104S     | 9          | \$ 89.751923   | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692  | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIV MGR-MKT A & P         | 107F     | 9          | \$ 89.751923   | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692  | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIVISION MANAGER          | 104      | 9          | \$ 89.751923   | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692  | \$ 20,134.00 | \$ 241,608.00 |
| ELEC PROGRAM MANAGER           | 424      | 9          | \$ 78.051923   | \$ 13,529.00 | \$ 162,348.00 | \$ 101.001923  | \$ 17,507.00 | \$ 210,084.00 |
| ELEC UTIL CHIEF OPER OFFICER   | 116      | 9          | \$ 119.469231  | \$ 20,708.00 | \$ 248,496.00 | \$ 154.609615  | \$ 26,799.00 | \$ 321,588.00 |
| ELEC UTIL RISK CONTROL ANALYST | 697      | 9          | \$ 69.900000   | \$ 12,116.00 | \$ 145,392.00 | \$ 90.461538   | \$ 15,680.00 | \$ 188,160.00 |
| EMERGENCY SERVICES COORDINATOR | 106      | 9          | \$ 58.696154   | \$ 10,174.00 | \$ 122,088.00 | \$ 75.963462   | \$ 13,167.00 | \$ 158,004.00 |
| ENVIRONMENTAL PROGRAMS MGR     | 461      | 9          | \$ 60.646154   | \$ 10,512.00 | \$ 126,144.00 | \$ 78.478846   | \$ 13,603.00 | \$ 163,236.00 |
| EXECUTIVE ASSISTANT            | 187      | 9          | \$ 51.005769   | \$ 8,841.00  | \$ 106,092.00 | \$ 66.005769   | \$ 11,441.00 | \$ 137,292.00 |
| FIRE CHIEF                     | 117      | 9B         | \$ 129.334615  | \$ 22,418.00 | \$ 269,016.00 | \$ 167.365385  | \$ 29,010.00 | \$ 348,120.00 |
| FIRE MARSHAL                   | 120      | 9B         | \$ 98.267308   | \$ 17,033.00 | \$ 204,396.00 | \$ 127.159615  | \$ 22,041.00 | \$ 264,492.00 |
| FLEET MANAGER                  | 034      | 9          | \$ 62.665385   | \$ 10,862.00 | \$ 130,344.00 | \$ 81.092308   | \$ 14,056.00 | \$ 168,672.00 |
| HOUSING & COMM SVC DIV MGR     | 075      | 9          | \$ 75.305769   | \$ 13,053.00 | \$ 156,636.00 | \$ 97.459615   | \$ 16,893.00 | \$ 202,716.00 |
| HOUSING DEVELOPMENT OFFICER    | 749      | 9          | \$ 59.140385   | \$ 10,251.00 | \$ 123,012.00 | \$ 76.534615   | \$ 13,266.00 | \$ 159,192.00 |

## Exhibit B

City of Santa Clara  
Unclassified/Elected Salary PlanEffective 6/2/2019  
Approved 6/25/2019

| Job Title                      | Job Code | Union Code | Minimum Salary |              |               | Maximum Salary |              |               |
|--------------------------------|----------|------------|----------------|--------------|---------------|----------------|--------------|---------------|
|                                |          |            | Hourly         | Monthly      | Annual        | Hourly         | Monthly      | Annual        |
| HUMAN RESOURCES DIV MGR        | 139      | 9          | \$ 74.267308   | \$ 12,873.00 | \$ 154,476.00 | \$ 96.109615   | \$ 16,659.00 | \$ 199,908.00 |
| INFORMATION TECHNOLOGY SVC MGR | 112      | 9          | \$ 69.703846   | \$ 12,082.00 | \$ 144,984.00 | \$ 90.196154   | \$ 15,634.00 | \$ 187,608.00 |
| INSPECTION MANAGER             | 134      | 9          | \$ 74.590385   | \$ 12,929.00 | \$ 155,148.00 | \$ 96.536538   | \$ 16,733.00 | \$ 200,796.00 |
| LIBRARY DIV MGR -SUPPORT SVCS  | 127G     | 9          | \$ 62.619231   | \$ 10,854.00 | \$ 130,248.00 | \$ 81.046154   | \$ 14,048.00 | \$ 168,576.00 |
| MANAGEMENT ANALYST             | 008      | 9          | \$ 51.784615   | \$ 8,976.00  | \$ 107,712.00 | \$ 67.021154   | \$ 11,617.00 | \$ 139,404.00 |
| MAYOR                          | MAYOR    | Elected    |                |              |               | \$ 14.423077   | \$ 2,500.00  | \$ 30,000.00  |
| MUNICIPAL SERVICES DIV MGR     | 110      | 9          | \$ 74.267308   | \$ 12,873.00 | \$ 154,476.00 | \$ 96.109615   | \$ 16,659.00 | \$ 199,908.00 |
| PARKS & RECREATION DIRECTOR    | 132      | 9          | \$ 102.109615  | \$ 17,699.00 | \$ 212,388.00 | \$ 132.132692  | \$ 22,903.00 | \$ 274,836.00 |
| PARKS CONST, MTC & REPAIR MGR  | 130      | 9          | \$ 61.898077   | \$ 10,729.00 | \$ 128,748.00 | \$ 80.094231   | \$ 13,883.00 | \$ 166,596.00 |
| PLAN REVIEW MANAGER            | 629      | 9          | \$ 75.392308   | \$ 13,068.00 | \$ 156,816.00 | \$ 97.557692   | \$ 16,910.00 | \$ 202,920.00 |
| PLANNING MANAGER               | 072      | 9          | \$ 78.623077   | \$ 13,628.00 | \$ 163,536.00 | \$ 101.746154  | \$ 17,636.00 | \$ 211,632.00 |
| POLICE CAPTAIN                 | 138      | 9A         | \$ 124.044231  | \$ 21,501.00 | \$ 258,012.00 | \$ 160.523077  | \$ 27,824.00 | \$ 333,868.00 |
| POLICE CHIEF                   | 141      | Elected    |                |              |               | \$ 150.813462  | \$ 26,141.00 | \$ 313,692.00 |
| POLICE RECORDS MANAGER         | 647      | 9          | \$ 53.342308   | \$ 9,246.00  | \$ 110,952.00 | \$ 69.034615   | \$ 11,966.00 | \$ 143,592.00 |
| POWER SYSTEM SCHEDULER/TRADER  | 674      | 9          | \$ 66.940385   | \$ 11,603.00 | \$ 139,236.00 | \$ 86.630769   | \$ 15,016.00 | \$ 180,192.00 |
| POWER TRADER                   | 673      | 9          | \$ 85.551923   | \$ 14,829.00 | \$ 177,948.00 | \$ 110.723077  | \$ 19,192.00 | \$ 230,304.00 |
| PRINCIPAL ACCOUNTANT           | 148      | 9          | \$ 66.853846   | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615   | \$ 14,995.00 | \$ 179,940.00 |
| PRINCIPAL ELECTRIC UTILITY ENG | 145      | 9          | \$ 85.488462   | \$ 14,818.00 | \$ 177,816.00 | \$ 110.630769  | \$ 19,176.00 | \$ 230,112.00 |
| PRINCIPAL ENGINEER             | 142      | 9          | \$ 82.892308   | \$ 14,368.00 | \$ 172,416.00 | \$ 107.273077  | \$ 18,594.00 | \$ 223,128.00 |
| PRINCIPAL ENGINEER - WATER     | 142W     | 9          | \$ 82.892308   | \$ 14,368.00 | \$ 172,416.00 | \$ 107.273077  | \$ 18,594.00 | \$ 223,128.00 |
| PRINCIPAL FINANCIAL ANALYST    | 149      | 9          | \$ 66.853846   | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615   | \$ 14,995.00 | \$ 179,940.00 |
| PRINCIPAL PLANNER              | 143      | 9          | \$ 66.853846   | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615   | \$ 14,995.00 | \$ 179,940.00 |
| PRINCIPAL POWER ANALYST        | 154      | 9          | \$ 66.853846   | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615   | \$ 14,995.00 | \$ 179,940.00 |
| PRINCIPAL UTIL INFO SYSTEM MGR | 146      | 9          | \$ 85.551923   | \$ 14,829.00 | \$ 177,948.00 | \$ 110.723077  | \$ 19,192.00 | \$ 230,304.00 |
| PUBLIC INFORMATION OFFICER     | 077      | 9          | \$ 81.248077   | \$ 14,083.00 | \$ 168,996.00 | \$ 105.138462  | \$ 18,224.00 | \$ 218,688.00 |
| PUBLIC RECORDS MANAGER         | 082      | 9          | \$ 51.784615   | \$ 8,976.00  | \$ 107,712.00 | \$ 67.021154   | \$ 11,617.00 | \$ 139,404.00 |
| PURCHASING DIVISION MANAGER    | 147      | 9          | \$ 71.498077   | \$ 12,393.00 | \$ 148,716.00 | \$ 92.526923   | \$ 16,038.00 | \$ 192,456.00 |
| RECREATION MANAGER             | 150      | 9          | \$ 67.488462   | \$ 11,698.00 | \$ 140,376.00 | \$ 87.334615   | \$ 15,138.00 | \$ 181,656.00 |
| RISK MANAGER                   | 700      | 9          | \$ 71.498077   | \$ 12,393.00 | \$ 148,716.00 | \$ 92.526923   | \$ 16,038.00 | \$ 192,456.00 |
| SR DEPUTY CITY ATTORNEY        | 161      | 9          | \$ 71.301923   | \$ 12,359.00 | \$ 148,308.00 | \$ 92.278846   | \$ 15,995.00 | \$ 191,940.00 |
| SR ELEC DIV MGR                | 173      | 9          | \$ 98.723077   | \$ 17,112.00 | \$ 205,344.00 | \$ 127.771154  | \$ 22,147.00 | \$ 265,764.00 |

Exhibit B

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 6/2/2019  
Approved 6/25/2019

| Job Title                      | Job Code | Union Code | Minimum Salary |              |               | Maximum Salary |              |               |
|--------------------------------|----------|------------|----------------|--------------|---------------|----------------|--------------|---------------|
|                                |          |            | Hourly         | Monthly      | Annual        | Hourly         | Monthly      | Annual        |
| SR ELEC DIV MGR-MKT A&P        | 174A     | 9          | \$ 98.723077   | \$ 17,112.00 | \$ 205,344.00 | \$ 127.771154  | \$ 22,147.00 | \$ 265,764.00 |
| SR INFORMATION TECH SVCS MGR   | 743      | 9          | \$ 76.378646   | \$ 13,239.00 | \$ 158,868.00 | \$ 98.844231   | \$ 17,133.00 | \$ 205,596.00 |
| SR POWER SYSTEM SCHEDLR/TRADER | 772      | 9          | \$ 71.948077   | \$ 12,471.00 | \$ 149,652.00 | \$ 93.115385   | \$ 16,140.00 | \$ 193,680.00 |
| TRAFFIC ENGINEER               | 171      | 9          | \$ 83.648077   | \$ 14,499.00 | \$ 173,988.00 | \$ 108.253846  | \$ 18,764.00 | \$ 225,168.00 |
| UTILITY BUSINESS SYSTEMS MGR   | 898      | 9          | \$ 66.744231   | \$ 11,569.00 | \$ 138,828.00 | \$ 86.371154   | \$ 14,971.00 | \$ 179,652.00 |
| UTILITY OPERATIONS ENGINEER    | 155      | 9          | \$ 70.459615   | \$ 12,213.00 | \$ 146,556.00 | \$ 91.176923   | \$ 15,804.00 | \$ 189,648.00 |
| WATER & SEWER OPERATIONS MGR   | 180      | 9          | \$ 69.253846   | \$ 12,004.00 | \$ 144,048.00 | \$ 89.630769   | \$ 15,536.00 | \$ 186,432.00 |