

RESOLUTION NO. 20-

A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA TO APPROVE A FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH THE CITY MANAGER AND TO APPROVE AND ADOPT AN AMENDED SALARY PLAN FOR THE CLASSIFICATION OF CITY MANAGER EFFECTIVE OCTOBER 6, 2019.

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

WHEREAS, on August 22, 2017, the Mayor and Employee entered into an Employment Agreement (“Agreement”);

WHEREAS, the City Council now desires to amend the Agreement to eliminate the monthly housing allowance of \$3,750 effective September 30, 2019, and provide a merit-based wage increase effective October 6, 2019 to Deanna J. Santana in the amount of eleven-point two percent (11.2%);

WHEREAS, the City of Santa Clara contracts with CalPERS to provide retirement benefits;

WHEREAS, to comply with California Code Regulations Section 570.5, the City of Santa Clara shall among other things, have pay schedules approved and adopted by the City Council; and indicate an effective date and date of any revisions;

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 Amended Salary Plans for City of Santa Clara classifications when there are salary modifications to existing classifications, and when new classifications are created and salary ranges need to be established, with effective dates of October 6, 2019, as set forth in the attachment hereto.

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

1. Section 3.5 Monthly Housing Allowance of the Agreement shall be eliminated effective

September 30, 2019.

2. Employee shall receive a merit-based wage increase of eleven-point two percent (11.2%) effective October 6, 2019. The amended annual base salary will be \$448,491.84.
3. The City hereby approves and adopts the Amended Salary Plans that includes the classification of City Manager, as set forth in the attachment hereto.
4. Effective date. In accordance with the California Code Regulations section 570.5 and to comply with CalPERS, the salary schedules, which includes the classification of City Manager shall be effective as of October 6, 2019.

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 28TH DAY OF JANUARY 2020, BY THE FOLLOWING VOTE:

AYES: COUNCILORS:
NOES: COUNCILORS:
ABSENT: COUNCILORS:
ABSTAINED: COUNCILORS:

ATTEST: _____
NORA PIMENTEL, MMC
ASSISTANT CITY CLERK
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. First Amendment to Employment Agreement
2. Unclassified_Elected Salary Plan (effective 2019-10-06) approved 2020-01-28
3. Unclassified_Elected Salary Plan (effective 2019-10-22) approved 2020-01-28
4. Unclassified_Elected Salary Plan (effective 2019-11-17) approved 2020-01-28
5. Unclassified_Elected Salary Plan (effective 2019-12-15) approved 2020-01-28