

RESOLUTION NO. 20-8803

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; 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 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.

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

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 10/6/2019) approved 1/28/2020
3. Unclassified Elected Salary Plan (effective 10/22/2019) approved 1/28/2020
4. Unclassified Elected Salary Plan (effective 11/17/2019) approved 1/28/2020
5. Unclassified Elected Salary Plan (effective 12/15/2019) approved 1/28/2020

**AMENDMENT NO. 1
TO THE AGREEMENT FOR SERVICES
BETWEEN THE
CITY OF SANTA CLARA, CALIFORNIA,
AND
DEANNA J. SANTANA**

PREAMBLE

This agreement ("Amendment No. 1") is entered into between the City of Santa Clara, California, a chartered California municipal corporation (City) and Deanna J. Santana ("Employee"). City and Employee may be referred to individually as a "Party" or collectively as the "Parties" or the "Parties to this Agreement."

RECITALS

- A. The Parties previously entered into an agreement entitled Employment Agreement by and between the City of Santa Clara, California and Deanna J. Santana dated August 22, 2017 (Agreement); and
- B. The Parties entered into the Agreement for the purpose appointing and employing Employee as its City Manager and establishing the terms and conditions of employment, and the Parties now wish to amend the Agreement to amend the terms and conditions of employment.

NOW, THEREFORE, the Parties agree as follows:

AMENDMENT TERMS AND CONDITIONS

1. Section 3.1 of the Agreement, entitled "Salary" is amended to read as follows:

Effective October 6, 2019, Employee shall receive an annual salary of Four Hundred Forty-Eight Thousand Four Hundred Ninety-One and Eight Four Cents (\$448,491.84), less all authorized or appropriate deductions and withholdings, payable in pro-rata increments on regular City paydays. City and Employee agree that the amount of her annual salary shall not decrease, except as part of a decrease that is applicable to either all Council-appointed officers, (the City Attorney and City Auditor) or is applicable to all City Miscellaneous Unclassified Management Employees in Unit 9. Such decrease shall be effective when approved by the City Council.
2. Section 3.5 of the Agreement, entitled "Monthly Housing Allowance" is deleted effective September 30, 2019. The Employee shall be ineligible for this benefit effective October 1, 2019.

3. Except as set forth herein, all other terms and conditions of the Agreement shall remain in full force and effect. In case of a conflict in the terms of the Agreement and this Amendment No. 1, the provisions of this Amendment No. 1 shall control.

The Parties acknowledge and accept the terms and conditions of this Amendment No. 1 as evidenced by the following signatures of their duly authorized representatives.

CITY OF SANTA CLARA, CALIFORNIA
a chartered California municipal corporation


Approved as to Form:

Dated:

3-3-2020



BRIAN DOYLE
City Attorney



LISA M. GILLMOR
MAYOR
1500 Warburton Avenue
Santa Clara, CA 95050

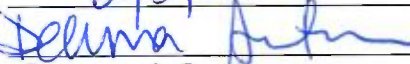
"CITY"

DEANNA J. SANTANA

Dated:

2/3/2020

By (Signature):



Name:

Deanna J. Santana

Title:

City Manager

Principal Place of

Business Address:

1500 Warburton Avenue

Email Address:

dsantana@santaclaraca.gov

Telephone:

(408) 615-2211

Fax:

(408) 615-2227

"EMPLOYEE"

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 10/6/2019
Approved 1/28/2020

Job Title	Job Code	Union Code	Minimum Salary		Maximum Salary			
			Hourly	Monthly	Hourly	Monthly		
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 CHIEF	024	9B	\$ 118,921154	\$ 20,613.00	\$ 247,356.00	\$ 153,905769	\$ 26,677.00	\$ 320,124.00
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
AUDIT MANAGER	201	9	\$ 71,498077	\$ 12,393.00	\$ 148,716.00	\$ 92,526923	\$ 16,038.00	\$ 192,456.00
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	\$ 87,060769	\$ 15,094.00	\$ 181,128.00	\$ 112,690385	\$ 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	\$ 143,365385	\$ 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	\$ 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				\$ 215,621077	\$ 37,374.32	\$ 448,491.84
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

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 10/6/2019
Approved 1/28/2020

Job Title	Job Code	Union Code	Minimum Salary		Maximum Salary	
			Hourly	Monthly	Hourly	Monthly
CONTRACTS MANAGER	342	9	\$ 66.853846	\$ 11,588.00	\$ 86.509615	\$ 14,995.00
DEPUTY CITY ATTORNEY I	170	9	\$ 57.496154	\$ 9,986.00	\$ 74.405769	\$ 12,897.00
DEPUTY CITY ATTORNEY II	172	9	\$ 67.078846	\$ 11,627.00	\$ 86.809615	\$ 15,047.00
DEPUTY CITY CLERK	178	9	\$ 51.784615	\$ 8,976.00	\$ 67.021154	\$ 11,617.00
DEPUTY CITY MANAGER	079	9	\$ 92.948077	\$ 16,111.00	\$ 120.276923	\$ 20,848.00
DEPUTY FIRE CHIEF	080	9B	\$ 108.109615	\$ 18,739.00	\$ 139.915385	\$ 24,252.00
DEPUTY PARKS & REC DIRECTOR	175	9	\$ 75.109615	\$ 13,019.00	\$ 97.200000	\$ 16,848.00
DEPUTY PUBLIC WORKS DIRECTOR	176	9	\$ 75.242308	\$ 13,042.00	\$ 97.373077	\$ 16,878.00
DEVELOPMENT REVIEW OFFICER	144	9	\$ 72.790385	\$ 12,617.00	\$ 94.200000	\$ 16,328.00
DIRECTOR OF COMMUNITY DEVELOPM	090	9	\$ 110.151923	\$ 19,093.00	\$ 142.551923	\$ 24,709.00
DIRECTOR OF FINANCE	087	9	\$ 109.932692	\$ 19,055.00	\$ 142.263462	\$ 24,659.00
DIRECTOR OF HUMAN RESOURCES	088	9	\$ 101.342308	\$ 17,566.00	\$ 131.146154	\$ 22,732.00
DIRECTOR OF INF TECHNOLOGY/CIO	089	9	\$ 104.573077	\$ 18,126.00	\$ 135.334615	\$ 23,458.00
DIRECTOR OF PUBLIC WORKS	091	9	\$ 116.515385	\$ 20,196.00	\$ 150.784615	\$ 26,136.00
DIRECTOR OF WTR & SEWER UTILS	102	9	\$ 105.605769	\$ 18,305.00	\$ 136.661538	\$ 23,688.00
ELEC DIV MGR - ENGINEERING	104Q	9	\$ 89.751923	\$ 15,557.00	\$ 116.157692	\$ 20,134.00
ELEC DIV MGR - GENERATION	104R	9	\$ 89.751923	\$ 15,557.00	\$ 116.157692	\$ 20,134.00
ELEC DIV MGR - OPERATIONS	104P	9	\$ 89.751923	\$ 15,557.00	\$ 116.157692	\$ 20,134.00
ELEC DIV MGR - SUBSTATIONS	104M	9	\$ 89.751923	\$ 15,557.00	\$ 116.157692	\$ 20,134.00
ELEC DIV MGR - TRANSM, DISTRIB	104S	9	\$ 89.751923	\$ 15,557.00	\$ 116.157692	\$ 20,134.00
ELEC DIV MGR-MKT A & P	107F	9	\$ 89.751923	\$ 15,557.00	\$ 116.157692	\$ 20,134.00
ELEC DIVISION MANAGER	104	9	\$ 89.751923	\$ 15,557.00	\$ 116.157692	\$ 20,134.00
ELEC PROGRAM MANAGER	424	9	\$ 78.051923	\$ 13,529.00	\$ 101.001923	\$ 17,507.00
ELEC UTIL CHIEF OPER OFFICER	116	9	\$ 119.469231	\$ 20,708.00	\$ 154.609615	\$ 26,799.00
ELEC UTIL RISK CONTROL ANALYST	697	9	\$ 69.900000	\$ 12,116.00	\$ 90.461538	\$ 15,680.00
EMERGENCY SERVICES COORDINATOR	106	9	\$ 58.696154	\$ 10,174.00	\$ 75.963462	\$ 13,167.00
ENVIRONMENTAL PROGRAMS MGR	461	9	\$ 60.646154	\$ 10,512.00	\$ 78.478846	\$ 13,603.00
EXECUTIVE ASSISTANT	187	9	\$ 51.005769	\$ 8,841.00	\$ 66.005769	\$ 11,441.00
FIRE CHIEF	117	9B	\$ 129.334615	\$ 22,418.00	\$ 167.365385	\$ 29,010.00
FIRE MARSHAL	120	9B	\$ 98.267308	\$ 17,033.00	\$ 127.159615	\$ 22,041.00
FLEET MANAGER	034	9	\$ 62.665385	\$ 10,862.00	\$ 81.092308	\$ 14,056.00

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 10/6/2019
Approved 1/28/2020

Job Title	Job Code	Union Code	Minimum Salary		Maximum Salary			
			Hourly	Monthly	Hourly	Monthly		
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
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
PARK MAINT & OPERATIONS SUPERV	131	9	\$ 61,898077	\$ 10,729.00	\$ 128,748.00	\$ 80,094231	\$ 13,883.00	\$ 166,596.00
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
PERFORMANCE AUDITOR I	203	9	\$ 43,153846	\$ 7,480.00	\$ 89,760.00	\$ 55,850962	\$ 9,680.83	\$ 116,170.00
PERFORMANCE AUDITOR II	204	9	\$ 51,784615	\$ 8,976.00	\$ 107,712.00	\$ 67,021154	\$ 11,617.00	\$ 139,404.00
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	\$ 333,888.00
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 ENG/CITY SURVEYOR	140	9	\$ 87,037019	\$ 15,086.42	\$ 181,037.00	\$ 112,638462	\$ 19,524.00	\$ 234,288.00
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

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 10/6/2019
Approved 1/28/2020

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
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	\$ 92,278946	\$ 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
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	\$ 76,378846	\$ 13,239.00	\$ 158,868.00	\$ 98,844231	\$ 17,133.00	\$ 205,596.00
SR MANAGEMENT ANALYST	742	9	\$ 56,962981	\$ 9,873.58	\$ 118,483.00	\$ 73,723077	\$ 12,778.67	\$ 153,344.00
SR PERFORMANCE AUDITOR	202	9	\$ 60,646154	\$ 10,512.00	\$ 126,144.00	\$ 78,478946	\$ 13,603.00	\$ 163,236.00
SR POWER SYSTEM SCHEDLR/TRADER	772	9	\$ 71,948077	\$ 12,471.00	\$ 149,652.00	\$ 93,115385	\$ 16,140.00	\$ 193,680.00
SUPERINT OF STREET & SOLID WAS	159	9	\$ 68,400000	\$ 11,856.00	\$ 142,272.00	\$ 88,523077	\$ 15,344.00	\$ 184,128.00
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
WEB & DIGITAL MEDIA MANAGER	073	9	\$ 59,705769	\$ 10,349.00	\$ 124,188.00	\$ 77,261538	\$ 13,392.00	\$ 160,704.00

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 10/20/2019
Approved 1/28/2020

Job Title	Job Code	Union Code	Minimum Salary		Maximum Salary			
			Hourly	Monthly	Hourly	Monthly		
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 CHIEF	024	9B	\$ 118,921154	\$ 20,613.00	\$ 247,356.00	\$ 153,905769	\$ 26,677.00	\$ 320,124.00
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	\$ 18,963.00	\$ 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
AUDIT MANAGER	201	9	\$ 71,498077	\$ 12,393.00	\$ 148,716.00	\$ 92,526923	\$ 16,038.00	\$ 192,456.00
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	\$ 112,690385	\$ 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	\$ 143,365385	\$ 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	\$ 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				\$ 215.621077	\$ 37,374.32	\$ 448,491.84
COMMUNICATIONS & OUTREACH MGR	083	9	\$ 59,705769	\$ 10,349.00	\$ 124,188.00	\$ 77,261538	\$ 13,392.00	\$ 160,704.00
COMMUNICATIONS OPERATIONS MGR	068	9	\$ 67,655769	\$ 11,727.00	\$ 140,724.00	\$ 87,553846	\$ 15,176.00	\$ 182,112.00

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 10/20/2019
Approved 1/28/2020

Job Title	Job Code	Union Code	Minimum Salary		Maximum Salary			
			Hourly	Monthly	Hourly	Monthly		
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
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