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**Title:** Informational Report on the Resolution of the Salary Setting Commission Establishing as Unchanged the Salary for the position of Chief of Police and Setting the Benefits Allocated to the Position, for the Period of July 1, 2019 to and Including June 30, 2021

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution No. 19-2 of the Salary Setting Commission Setting the Compensation for the Position of Cheif of Police.pdf

Date	Ver.	Action By	Action	Result
8/20/2019	1	City Council and Authorities Concurrent	Approved	

**REPORT TO COUNCIL**

**SUBJECT**

Informational Report on the Resolution of the Salary Setting Commission Establishing as Unchanged the Salary for the position of Chief of Police and Setting the Benefits Allocated to the Position, for the Period of July 1, 2019 to and Including June 30, 2021

**BACKGROUND**

Santa Clara City Code Section 2.80.015 requires the Salary Setting Commission (Commission) to set the compensation for the elected position of Chief of Police on July 1, 2019, and every two years thereafter. The Salary Setting Commission would be free to utilize any data and information that it deemed appropriate in setting the Chief of Police’s compensation but in no event would any increases in salary granted by the Commission exceed 10 percent of the previous figure.

**DISCUSSION**

The Commission met on eleven (11) occasions from January 8, 2019, through June 11, 2019, to discuss the salary for the position of Chief of Police for the period of July 1, 2019 to and including June 30, 2021. As part of this evaluation, the Commission was presented with information including, but not limited to: the history of salary increases for the position of Chief of Police; compaction levels within the Police Department and City-wide; comparator agency salary levels; requirements for the position of the Chief of Police under the City Charter; and City budget projections. Upon thorough review and consideration of the various data points, the Commission unanimously voted to approve a resolution at its June 11, 2019, meeting to leave the current annual salary of \$313,692 for the Chief of Police unchanged for the period of July 1, 2019 to and including June 30, 2021, and to provide benefits at the Unclassified Police Management (Unit 9A) level until such time as the next Chief of Police takes the oath of office. Thereafter, the position will continue to receive benefits at the Unit 9A level, but will cease to accrue leaves (sick, management and vacation) during the term of office.

The City Code allocates the right and responsibility for reaching this decision to the Commission, and the Commission's decision does not alter existing salary levels; therefore, Council is not required to take any action to implement the decision (such as adopting an updated salary schedule). This report, and the recommendation to note and file the Commission's Resolution, is for informational purposes only.

### **ENVIRONMENTAL REVIEW**

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(5) in that it is a government organizational or administrative activity that will not result in direct or indirect changes in the environment.

### **FISCAL IMPACT**

Aligning the benefits allocated to the position with the Unit 9A MOU results in additional benefit enhancements for the position of \$50 per month to the City's Voluntary Employee's Benefit Association (VEBA) (\$600/annually) and a contribution of \$150 per month to the City's Section 457 deferred compensation plan (\$1,800/annually). Moreover, the position will receive an additional 40 hours of management leave (a total of 120 hours) until such time as the next Chief of Police takes the oath of office. The total annual increased cost for these benefit enhancements is approximately \$2,400. The Police Department will absorb the additional cost through anticipated salary savings; if any further budget adjustments are needed, a recommendation to adjust the Department's Salaries budget will be submitted to the City Council for consideration.

### **COORDINATION**

This report has been coordinated with the City Attorney's Office.

### **PUBLIC CONTACT**

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email [clerk@santaclaraca.gov](mailto:clerk@santaclaraca.gov) <<mailto:clerk@santaclaraca.gov>> or at the public information desk at any City of Santa Clara public library.

### **RECOMMENDATION**

Note and file the Resolution of the Salary Setting Commission establishing the salary and benefits for the position of Chief of Police, for the period of July 1, 2019 to and including June 30, 2021.

Reviewed by: Teresia Zadroga-Haase, Director, Human Resources

Approved by: Deanna J. Santana, City Manager

### **ATTACHMENTS**

1. Resolution No. 19-2 of the Salary Setting Commission Setting the Compensation for the Position of Chief of Police