



## Agenda Report

19-428

Agenda Date: 5/9/2019

### REPORT TO SALARY SETTING COMMISSION

#### **SUBJECT**

Discussion of, and possible action on, salary setting for Police Chief pursuant to SCCC 2.80.015, and update to Chief of Police Total Monthly Compensation Survey

#### **BACKGROUND**

At the March 28, 2019 meeting, staff provided the Commission with a Total Monthly Compensation survey that was provided for review and consideration, as the Salary Setting Commission discussed the total compensation for the City's Police Chief. The Total Monthly Compensation Survey included 2018 information for the classification of Police Chief. During the meeting, it was identified that the Management Leave amount for the Police Chief was incorrect and POST pay was inadvertently excluded.

#### **DISCUSSION**

Human Resources has updated the Total Monthly Compensation Survey to reflect 2019 information (Attachment 1). This includes updates to various agencies, including the City of Santa Clara. The survey was also provided to the Police Chief in advance of the Salary Setting Commission meeting for his review. Following his review of the updated survey, the Police Chief requested the attached letter be submitted to the Salary Setting Commission for your consideration during salary setting deliberations (Attachment 2).

#### **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 governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

#### **FISCAL IMPACT**

There is no fiscal impact associated with this report.

#### **COORDINATION**

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

#### **PUBLIC CONTACT**

Public contact was made by posting the Salary Setting Commission 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) or at the public information desk at any City of Santa Clara public

library.

**RECOMMENDATION**

This item is for information and discussion only, there is no recommendation at this time.

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

Approved by: Nadine Nader, Assistant City Manager

**ATTACHMENTS**

1. Total Monthly Compensation Survey for Police Chief
2. Letter to the Salary Setting Commission from the Police Chief dated April 11, 2019