



City of Santa Clara

Meeting Agenda

Salary Setting Commission

Thursday, February 21, 2019

7:00 PM

City Hall - Council Chambers
1500 Warburton Avenue
Santa Clara, CA 95050

CALL TO ORDER AND ROLL CALL

CONSENT CALENDAR

PUBLIC PRESENTATIONS

GENERAL BUSINESS

STAFF REPORT

- 1 19-192 [Action to Consider Updated Comparative Information for the City Clerk Position](#)

Recommendation: Staff has no recommendation other than to encourage the Commission to consider the available responsive information and when ready, act to set the salaries of the Mayor, Council, City Clerk, and Police Chief.

COMMISSIONERS REPORT

ADJOURNMENT

The next regularly scheduled meeting is February 28, 2019.



City of Santa Clara

1500 Warburton Avenue
Santa Clara, CA 95050
santaclaraca.gov
@SantaClaraCity

Agenda Report

19-192

Agenda Date: 2/21/2019

REPORT TO SALARY SETTING COMMISSION

SUBJECT

Action to Consider Updated Comparative Information for the City Clerk Position

BACKGROUND

Charter Section 702 requires the Salary Setting Commission (Commission) to set the compensation of the Mayor and Council prior to March 15, 2019 and thereafter, every two years. The Charter provision also provides that salaries so established by the Commission shall not exceed one hundred ten percent (110%) of the previous figure. City Code Section 2.20.015 requires the Commission to set the City Clerk's compensation on July 1, 2019, and every two years thereafter.

DISCUSSION

At the January 30, 2019 meeting, the Commission reviewed various survey and informational items. Subsequently, it was discovered there was an error on the City Clerk survey for the City of Antioch. A corrected survey is provided for the Commission's review and information.

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

This report provides the Commission with updated information. There is no fiscal impact.

COORDINATION

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

PUBLIC CONTACT

Public contact was made by posting the 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 or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Staff has no recommendation other than to encourage the Commission to consider the available responsive information and when ready, act to set the salaries of the Mayor, Council, City Clerk, and

Police Chief.

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

Approved by: Nadine Nader, Assistant City Manager

ATTACHMENTS

1. City Clerk Salary Survey (Corrected)

CONFIDENTIAL
CITY OF SANTA CLARA
TOTAL MONTHLY COMPENSATION ARRAY
CLASS: CITY CLERK

Note: Unless otherwise noted, the salary information included in this report was in effect on January 23, 2019

Agency	Top Step Salary	Insurance					Soc. Sec. Medicare	Deferred Comp	Auto Allow.	Prof. Devel.	Retiree Medical	Total Compensation
		Life	Medical	Dental	Vision	LTD						
City of Antioch	\$941.20	\$3.13	\$1,402.15			\$0.00	\$13.65	\$0.00	\$350.00	\$0.00	\$0.00	\$2,710.13
City of Fairfield	\$190.00	\$0.00	\$518.00	\$0.00	\$0.00	\$0.00	\$2.76	\$0.00	\$0.00	\$0.00	\$50.00	\$760.76
City of Morgan Hill	\$200.00	\$0.00	\$1,822.96	\$0.00	\$0.00	\$0.00	\$2.90	\$0.00	\$0.00	\$0.00	\$0.00	\$2,025.86

Survey Median: \$200.00 \$2,025.86
Survey Average \$443.73 \$1,832.25

City of Santa Clara	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$29.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,029.00
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Santa Clara above/below median salary: 900.00% Above

Santa Clara above/below average salary: 351% Above

Santa Clara above/below median total compensation: 0% Above

Santa Clara above/below average total compensation: 11% Above