



# City of Santa Clara

## Meeting Agenda

### Salary Setting Commission

Wednesday, June 5, 2019

7:00 PM

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

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#### CALL TO ORDER AND ROLL CALL

#### CONSENT CALENDAR

1. 19-717 [Action to Approve the Meeting Minutes of May 23, 2019](#)

**Recommendation:** Approve the Meeting Minutes of May 23, 2019.

#### PUBLIC PRESENTATIONS

#### GENERAL BUSINESS

2. 19-718 [Discussion of, and Possible Action on, Salary Setting for Police Chief Pursuant to SCCC 2.80.015.](#)

**Recommendation:** This item is for discussion only, there is no recommendation at this time.

3. 19-719 [Continued Discussion of, and Possible Action on, Salary Setting for City Clerk Pursuant to SCCC 2.20.015](#)

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

#### STAFF REPORT

#### COMMISSIONERS REPORT

#### ADJOURNMENT

*The next regularly scheduled meeting is June 11, 2019.*



# City of Santa Clara

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

## Agenda Report

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19-717

Agenda Date: 6/5/2019

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### **SUBJECT**

Action to Approve the Meeting Minutes of May 23, 2019

### **RECOMMENDATION**

Approve the Meeting Minutes of May 23, 2019.

### **ATTACHMENT**

1. Meeting Minutes of May 23, 2019



# City of Santa Clara

## Meeting Minutes

### Salary Setting Commission

05/23/2019

7:00 PM

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

#### CALL TO ORDER AND ROLL CALL

**Chairperson Sontag** called the meeting to order at 7:04 PM.

**Present** 5 - Commissioner Pilar Arquero , Commissioner Marjorie Banko ,  
Commissioner MV Kumar , Commissioner John Sontag, and  
Commissioner David Stealey

#### CONSENT CALENDAR

1. [19-643](#) Action to Approve the Meeting Minutes of May 9, 2019

**Recommendation:** Approve the Meeting Minutes of May 9, 2019.

**A motion was made by Commissioner Stealey, seconded by  
Commissioner Arquero, to approve the Meeting Minutes of May 9,  
2019.**

**Aye:** 5 - Commissioner Arquero, Commissioner Banko , Commissioner  
Kumar, Commissioner Sontag, and Commissioner Stealey

#### PUBLIC PRESENTATIONS

Police Chief Mike Sellers spoke and brought to the attention of the Commission the newly approved, on May 21, 2019, Memorandum of Understanding between the City of Santa Clara and the Police Officers Association (POA), Unit 2 for term 2018 through 2021. Chief Sellers specifically mentioned the negotiated salary increase of 5% for FY 18/19, 5.5% above benchmark result for FY 19/20, and a 6% above benchmark result for FY 20/21 for members of the POA. Additionally, Chief Sellers stated the City will contribute an additional \$50.00 per month (total contribution of \$100 per month) toward VEBA and \$150.00 per month toward the City's 457 deferred compensation plan for members of the POA.

#### GENERAL BUSINESS

2. [19-638](#) Continued Discussion of, and Possible Action on, Salary Setting for Police Chief Pursuant to SCCC 2.80.015.

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

**A motion was made by Commissioner Sontag, seconded by Commissioner Stealey, that for the period beginning when the winner of the next election for the position of Chief of Police takes office, until July 1, 2021, the Chief of Police shall receive benefits equivalent to those currently provided to members of the Unclassified Police Management Unit (9A) under the Memorandum of Understanding that expired on December 22, 2018, and an additional \$50 per month towards VEBA and \$150 per month towards deferred compensation, except that any accrued leave balances held by said winner shall be "frozen" as of the date of taking office (e.i., shall neither accrue increases in leave balances, nor be subject to decreases in those balances, during the subject time period)**

**Aye:** 5 - Commissioner Arquero, Commissioner Banko , Commissioner Kumar, Commissioner Sontag, and Commissioner Stealey

**A motion was made by Commissioner Stealey, seconded by Commissioner Banko , to maintain the current base salary level for the Chief of Police for the period of July 1, 2019 to July 1, 2021**

**Aye:** 5 - Commissioner Arquero, Commissioner Banko , Commissioner Kumar, Commissioner Sontag, and Commissioner Stealey

**A motion was made by Commissioner Stealey, seconded by Commissioner Banko , to provide the Chief of Police, on a non-precedent basis and with the understanding that future Commissions shall retain jurisdiction over the issue, benefits equivalent to those currently provided to members of the Unclassified Police Management Unit (9A) under the Memorandum of Understanding that expired on December 22, 2018, and an additional \$50 per month towards VEBA and \$150 per month towards deferred compensation, for the period July 1, 2019 until such time as the winner of the next election for the position of Chief of Police takes office.**

**Aye:** 5 - Commissioner Arquero, Commissioner Banko , Commissioner Kumar, Commissioner Sontag, and Commissioner Stealey

3. [19-637](#) Continued Discussion of, and Possible Action on, Salary Setting for City Clerk Pursuant to SCCC 2.20.015

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

**A motion was made by Commissioner Arquero, seconded by Commissioner Stealey, to continue this item to the next meeting.**

**Aye:** 5 - Commissioner Arquero, Commissioner Banko , Commissioner Kumar, Commissioner Sontag, and Commissioner Stealey

4. [19-636](#) Action to Select Additional Salary Setting Commission Meeting Dates for June 2019

**Recommendation:** Approve four additional meeting dates on June 5, 11, 20 and 26, 2019.

**A motion was made by Commissioner Arquero, seconded by Commissioner Stealey, to approve setting additional meeting dates in June 2019.**

**Aye:** 5 - Commissioner Arquero, Commissioner Banko , Commissioner Kumar, Commissioner Sontag, and Commissioner Stealey

#### **STAFF REPORT**

None

#### **COMMISSIONERS REPORT**

None

#### **ADJOURNMENT**

Chairperson Sontag adjourned the meeting at 9:07 PM to the next regularly scheduled meeting on May 30, 2019.

**A motion was made by Commissioner Stealey, seconded by Commissioner Banko , to adjourn the meeting.**

**Aye:** 5 - Commissioner Arquero, Commissioner Banko , Commissioner Kumar, Commissioner Sontag, and Commissioner Stealey



## Agenda Report

19-718

Agenda Date: 6/5/2019

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### REPORT TO SALARY SETTING COMMISSION

#### **SUBJECT**

Discussion of, and Possible Action on, Salary Setting for Police Chief Pursuant to SCCC 2.80.015.

#### **BACKGROUND**

At the May 23, 2019 meeting, the Commission made and passed several motions regarding setting the Police Chief's compensation pursuant to Santa Clara City Code 2.80.015.

#### **DISCUSSION**

The Commission directed staff to bring forth a resolution to set the salary and benefits of the Chief of Police. This item is agendaized for discussion of items for which staff requests clarification, and for which additional direction may be necessary.

#### **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 discussion only, there is no recommendation at this time.

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

Approved by: Nadine Nader, Assistant City Manager



## Agenda Report

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19-719

Agenda Date: 6/5/2019

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### **REPORT TO SALARY SETTING COMMISSION**

#### **SUBJECT**

Continued Discussion of, and Possible Action on, Salary Setting for City Clerk Pursuant to SCCC 2.20.015

#### **BACKGROUND**

Pursuant to Santa Clara Code Section 2.20.015, commencing on July 1, 2019, and every two years on July 1<sup>st</sup> thereafter, the compensation of the City Clerk shall be set by a Salary Setting Commission.

#### **DISCUSSION**

The item to discuss the salary for the City Clerk has been included on the Salary Setting Commission meeting Agenda since January 2019. This item was continued for further discussion from the May 23, 2019, meeting. Survey and other information requested by the Commission was provided with the agenda packet for the January 30, 2019 Commission meeting.

#### **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