



# City of Santa Clara

## Meeting Agenda

### Salary Setting Commission

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Wednesday, February 17, 2021

5:30 PM

Virtual Meeting

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Pursuant to the provisions of California Governor's Executive Order N-29-20, issued on March 17, 2020, to prevent the spread of COVID-19, Committee members will be attending the meeting remotely. The City of Santa Clara has implemented methods for the public to participate remotely via Zoom link or phone call in.

To join Zoom Meeting please use this URL to join.

<https://santaclaraca.zoom.us/j/99759762470>

Meeting ID: 997 5976 2470

#### **CALL TO ORDER AND ROLL CALL**

#### **CONSENT CALENDAR**

21-300 [Action to Approve the Salary Setting Commission Meeting Minutes of February 10, 2021](#)

**Recommendation:** Approve the Meeting Minutes of February 10, 2021.

#### **PUBLIC PRESENTATIONS**

#### **GENERAL BUSINESS**

21-293 [Action to Consider Comparative Information and to Set Salaries of Mayor and City Council](#)

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

#### **STAFF REPORT**

#### **COMMISSIONERS REPORT**

#### **ADJOURNMENT**

The time limit within which to commence any lawsuit or legal challenge to any quasi-adjudicative decision made by the City is governed by Section 1094.6 of the Code of Civil Procedure, unless a shorter limitation period is specified by any other provision. Under Section 1094.6, any lawsuit or legal challenge to any quasi-adjudicative decision made by the City must be filed no later than the 90th day following the date on which such decision becomes final. Any lawsuit or legal challenge, which is not filed within that 90-day period, will be barred. If a person wishes to challenge the nature of the above section in court, they may be limited to raising only those issues they or someone else raised at the meeting described in this notice, or in written correspondence delivered to the City of Santa Clara, at or prior to the meeting. In addition, judicial challenge may be limited or barred where the interested party has not sought and exhausted all available administrative remedies.

If a member of the public submits a speaker card for any agenda items, their name will appear in the Minutes. If no speaker card is submitted, the Minutes will reflect "Public Speaker."

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the City of Santa Clara will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities, and will ensure that all existing facilities will be made accessible to the maximum extent feasible. The City of Santa Clara will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities including those with speech, hearing, or vision impairments so they can participate equally in the City's programs, services, and activities. The City of Santa Clara will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

Agendas and other written materials distributed during a public meeting that are public record will be made available by the City in an appropriate alternative format. Contact the City Clerk's Office at 1 408-615-2220 with your request for an alternative format copy of the agenda or other written materials.

Individuals who require an auxiliary aid or service for effective communication, or any other disability-related modification of policies or procedures, or other accommodation, in order to participate in a program, service, or activity of the City of Santa Clara, should contact the City's ADA Coordinator at 408-615-3000 as soon as possible but no later than 48 hours before the scheduled event.



# City of Santa Clara

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

## Agenda Report

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21-300

Agenda Date: 2/17/2021

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

#### **SUBJECT**

Action to Approve the Salary Setting Commission Meeting Minutes of February 10, 2021

#### **RECOMMENDATION**

Approve the Meeting Minutes of February 10, 2021.



# City of Santa Clara

## Meeting Minutes

### Salary Setting Commission

02/10/2021

5:30 PM

Virtual Meeting

Pursuant to the provisions of California Governor's Executive Order N-29-20, issued on March 17, 2020, to prevent the spread of COVID-19, Committee members will be attending the meeting remotely. The City of Santa Clara has implemented methods for the public to participate remotely via Zoom link or phone call in.

To join Zoom Meeting please use this URL to join.

<https://santaclaraca.zoom.us/j/92125746966>

Meeting ID: 921 2574 6966

#### **CALL TO ORDER AND ROLL CALL**

**Chair John Sontag called the meeting to order at 5:36 PM.**

**Present** 3 - Commissioner Marjorie Banko , Vice Chair MV Kumar , and Chair John Sontag

**Absent** 2 - Commissioner David Stealey , and Commissioner Eric Chu

#### **CONSENT CALENDAR**

[21-220](#)

Action to Approve the Salary Setting Commission Meeting Minutes of January 27, 2021

**A motion was made by Commissioner Banko, seconded by Vice Chair Kumar, to approve the Salary Setting Commission Meeting Minutes of January 27, 2020.**

**Aye:** 3 - Commissioner Banko , Vice Chair Kumar, and Chair Sontag

**Absent:** 2 - Commissioner Stealey, and Commissioner Chu

#### **PUBLIC PRESENTATIONS**

None

**GENERAL BUSINESS**

[21-232](#) Action to Consider Comparative Information and to Set Salaries of Mayor and City Council

**A motion was made by Vice Chair Kumar, seconded by Commissioner Banko, to move this item after Staff Reports.**

**Aye:** 3 - Commissioner Banko , Vice Chair Kumar, and Chair Sontag

**Absent:** 2 - Commissioner Stealey, and Commissioner Chu

**After the Staff presentations, no action was taken on this item. This item is to be continued at the February 17, 2021 meeting.**

**STAFF REPORT**

[21-221](#) Informational Report Regarding City Budget and Forecast

Kenn Lee, Director of Finance, provided a presentation on the Fiscal Outlook and 10-year General Fund Forecast.

Commissioner Chu arrived at 6:26 PM

[21-231](#) Informational Report Regarding City Employment and Labor Agreement

Aracely Azevedo, Director of Human Resources, provided a presentation on Employment and Labor Contracts.

**COMMISSIONERS REPORT**

None

**ADJOURNMENT**

**A motion was made by Commissioner Banko, seconded by Vice Chair Kumar, to adjourn the Salary Setting Commission meeting at 6:54 PM**

**Aye:** 4 - Commissioner Banko , Vice Chair Kumar, Chair Sontag, and Commissioner Chu

**Absent:** 1 - Commissioner Stealey

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## Agenda Report

21-293

Agenda Date: 2/17/2021

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### REPORT TO SALARY SETTING COMMISSION

#### SUBJECT

Action to Consider Comparative Information and to Set Salaries of Mayor and City Council

#### 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.

#### DISCUSSION

At its previous meeting on January 27, 2020, staff presented a survey of comparative agencies for the Mayor and Council. A total compensation survey for Mayor and Council has also been completed and included for review and consideration.

#### 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

Any costs associated with approved salary increases will be incorporated in the development of future budgets.

#### 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

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

Reviewed by: Aracely Azevedo Director of Human Resources  
Approved by: Nadine Nader, Chief Operating Officer/Assistant City Manager

**ATTACHMENTS**

1. Comparator Agency Information
2. Salary Survey, Mayor
3. Salary Survey, Council



**CITY OF SANTA CLARA  
TOTAL MONTHLY SALARY  
(Mayor and City Council)**

<b>AGENCY</b>	<b>GENERAL LAW OR CHARTER</b>	<b>TOP STEP SALARY (Mayor)</b>	<b>TOP STEP SALARY (City Council)</b>
City of Cupertino	General Law	\$ 743.07	\$ 743.07
City of Fremont	General Law	\$ 3,993.78	\$ 2,247.93
City of Mountain View	Charter	\$ 1,446.23	\$ 1,156.94
City of Palo Alto	Charter	\$ 1,150.00	\$ 1,000.00
City of Sunnyvale	Charter	\$ 3,591.10	\$ 2,693.32
<b>Survey Median:</b>		\$ 1,446.23	\$ 1,156.94
<b>Survey Average:</b>		\$ 2,184.84	\$ 1,568.25
City of Santa Clara	Charter	\$ 2,500.00	\$ 2,000.00

<b>Santa Clara above/below Median Salary:</b>	<b>72.86%</b> <b>Above</b>	<b>72.87%</b> <b>Above</b>
<b>Santa Clara above/below Average Salary:</b>	<b>14.43%</b> <b>Above</b>	<b>27.53%</b> <b>Above</b>

**CONFIDENTIAL**  
**CITY OF SANTA CLARA**  
**TOTAL MONTHLY COMPENSATION ARRAY**  
**CLASS: MAYOR**

Note: Unless otherwise noted, the salary information included in this report was in effect on February 2, 2021

Agency	General Law or Charter	Full-time/ Part-time	Top Step Salary (Monthly)	Insurance					Soc. Sec. Medicare	Employer Retire. Rate	Employer-Pd Employee Retirement	Deferred Comp	Auto Allow.	Prof. Devel.	Retiree Medical	Total Compensation
				Life	Medical (Family)	Dental	LTD	Vision								
City of Mountain View	Charter	Part-time	\$1,446.23	\$3.36	\$3,322.56	\$224.76	\$6.97	\$10.00	\$20.97	\$497.53	\$0.00	\$0.00	\$0.00	\$83.33	\$501.04	\$6,116.75
City of Palo Alto	Charter	Full-time	\$1,150.00	\$1.73	\$2,260.00	\$210.62	\$0.00	\$15.59	\$16.68	\$429.72	\$0.00	\$0.00	\$0.00	\$0.00	\$1,937.00	\$6,021.33
City of Cupertino	General Law	Part-time	\$743.07	\$3.84	\$1,969.81	\$114.30	\$0.00	\$14.94	\$10.77	\$221.53	\$0.00	\$0.00	\$0.00	\$0.00	\$1,937.00	\$5,015.27
City of Fremont	General Law	Part-time	\$3,993.78	\$5.66	\$450.00	\$139.10	\$0.00	\$20.48	\$0.00	\$249.61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,858.63
City of Sunnyvale	Charter	Part-time	\$3,591.10	\$0.00	\$3,400.44	\$41.41	\$0.00	\$7.61	\$52.07	\$1,227.76	\$0.00	\$0.00	\$0.00	\$0.00	\$143.00	\$8,463.38

Survey Median: \$1,446.23 \$6,021.33  
 Survey Average: \$2,184.84 \$6,095.07

City of Santa Clara	Charter		\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$36.25	\$954.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,490.33
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Santa Clara above/below median salary: 72.86% Above 0.28

Santa Clara above/below average salary: 14.43% Above

Santa Clara above/below median total compensation: -73% Below

Santa Clara above/below average total compensation: -75% Below

**Notes:**

**City of Mountain View:** Paid on stipend and not based on hours or FTE schedule; same benefits as FT employees except leaves. For retirement, if PEPRA/New Classic hires as of 1/1/19 = 0%; or if Classic prior to 1/1/19 = Employer pays full Employee share. For Retiree Medical: Can choose defined benefit or defined contribution plan. If defined benefit, City pays max of 85% of HMO Plan (Single Coverage). Must work for 15 YOS continuous and retire with the City. If defined contribution, employer pays monthly contributions based on YOS (1-5 YOS = \$315.81. 6-10 YOS = \$408.43. 10+ YOS = \$501.04). Vests after 5 YOS.

**City of Palo Alto:** City Council votes and selects a Mayor each year; salary is the same as City Council. Mayor receives an extra \$150/mo and Vice Mayor receives extra \$100/mo.

**CONFIDENTIAL**  
**CITY OF SANTA CLARA**  
**TOTAL MONTHLY COMPENSATION ARRAY**  
**CLASS: CITY COUNCIL**

Note: Unless otherwise noted, the salary information included in this report was in effect as of February 2, 2021

Agency	General Law or Charter	Full-time/ Part-time	Top Step Salary	Insurance					Soc. Sec. Medicare	Employer Retire. Rate	Employer-Pd Employee Retirement	Deferred Comp	Auto Allow.	Prof. Devel.	Retiree Medical	Total Compensation
				Life	Medical (Family)	Dental	LTD	Vision								
City of Mountain View	Charter	Part-time	<a href="#">\$1,156.94</a>	\$2.69	\$3,322.56	\$224.76	\$5.58	\$0.00	\$16.78	\$398.01	\$0.00	\$0.00	\$0.00	\$83.33	\$501.04	\$5,711.68
City of Palo Alto	Charter	Full-time	<a href="#">\$1,000.00</a>	\$1.50	\$2,260.00	\$210.62	\$0.00	\$15.59	\$14.50	<a href="#">\$376.37</a>	\$0.00	\$0.00	\$0.00	\$0.00	\$1,937.00	\$5,815.58
City of Cupertino	General Law	Part-time	<a href="#">\$743.07</a>	\$3.84	<a href="#">\$1,969.81</a>	\$114.30	\$0.00	\$14.94	\$10.77	\$221.53	\$0.00	\$0.00	\$0.00	\$0.00	\$1,937.00	\$5,015.27
City of Fremont	General Law	Part-time	<a href="#">\$2,247.93</a>	\$5.66	\$450.00	\$139.10	\$0.00	\$20.48	\$0.00	\$728.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,591.84
City of Sunnyvale	Charter	Part-time	<a href="#">\$2,693.32</a>	\$0.00	<a href="#">\$3,400.44</a>	<a href="#">\$41.41</a>	\$0.00	<a href="#">\$7.61</a>	<a href="#">\$39.05</a>	\$920.82	\$0.00	\$0.00	\$0.00	\$0.00	<a href="#">\$143.00</a>	\$7,245.64

<b>Survey Median:</b>	<b>\$1,156.94</b>	<b>\$5,711.68</b>
<b>Survey Average</b>	<b>\$1,568.25</b>	<b>\$5,476.00</b>

City of Santa Clara	Charter		<a href="#">\$2,000.00</a>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$29.00	\$763.26	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,792.26
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Santa Clara above/below median salary: **72.87% Above**

Santa Clara above/below average salary: **27.53% Above**

Santa Clara above/below median total compensation: **-105% Below**

Santa Clara above/below average total compensation: **-96% Below**

**Notes:**

**City of Mountain View:** Paid on stipend and not based on hours or FTE schedule; same benefits as FT employees except leaves. For retirement, if PEPR/Classic hires as of 1/1/19 = 0%; or if Classic prior to 1/1/19 = Employer pays full Employee share. For Retiree Medical: Can choose defined benefit or defined contribution plan. If defined benefit, City pays max of 85% of HMO Plan (Single Coverage). Must work for 15 YOS continuous and retire with the City. If defined contribution, employer pays monthly contributions based on YOS (1-5 YOS = \$315.81. 6-10 YOS = \$408.43. 10+ YOS = \$501.04). Vests after 5 YOS.

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