

**RESOLUTION NO. 19-**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CUPERTINO  
AMENDING THE APPOINTED EMPLOYEES' COMPENSATION PROGRAM**

WHEREAS, the City Council desires to amend the Appointed Employees' Compensation Program to reflect the annual salary amounts contained in the new City Manager Employment Agreement.

NOW, THEREFORE, BE IT RESOLVED that the Appointed Employees' Compensation Program be amended as shown in the attached Exhibit A, incorporated herein by reference, effective June 3, 2019.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Cupertino this 16<sup>th</sup> day of April 2019 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

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Grace Schmidt, City Clerk

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Steven Scharf, Mayor,  
City of Cupertino

**Exhibit A**  
City of Cupertino  
APPOINTED EMPLOYEES' COMPENSATION PROGRAM  
Policy No. 2

**SALARY SCHEDULE  
AND OTHER SALARY RATES**

It is City of Cupertino policy that eligible persons under this Compensation Program shall be compensated for services rendered to and on behalf of the City on the basis of equitable pay for duties and responsibilities assigned, meritorious service and comparability with similar work in other public and private employment in the same labor market; all of which is contingent upon the City's ability to pay consistent with its fiscal policies.

Effective October 1, 2016, a 1% salary increase will be added to the salary range of each classification in this unit. Effective the first full pay period in July 2017, a .75% salary increase will be added to the salary range of each classification in this unit. Effective September 6, 2017, a salary increase of 10% or \$21,300 base pay will be added to the City Attorney classification. Effective November 6, 2017, a salary increase of 4.646% or \$23,439.48 base pay will be added to the City Manager classification. Effective January 7, 2019, a salary decrease of 6.14104% or \$22,083.33 base pay will be reflected in the City Manager classification. Effective June 3, 2019, a salary decrease of 9.8% or \$19,916.667 base pay will be reflected in the City Manager classification.

Adopted by Action of the City Council July 1, 2010

Revised October 2, 2012

Revised December 18, 2012, October 2016, September 6, 2017, November 6, 2017, January 7, 2019, April 16, 2019

City of Cupertino  
APPOINTED EMPLOYEES' COMPENSATION PROGRAM  
EXEMPT POSITIONS

The salaries, wages, or rates of pay for City Attorney and City Manager employees whose positions are exempt under the provisions of the Cupertino Municipal Code, are set forth below. Only the City Council can modify these rates.

**Monthly Salary Effective October 1, 2016**

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Attorney	\$0	\$0	\$0	\$0	\$19,219.10
City Manager	\$0	\$0	\$0	\$0	\$22,232.07

**Monthly Salary Effective First Full Pay Period in July 2017**

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Attorney	\$0	\$0	\$0	\$0	\$19,363.24
City Manager	\$0	\$0	\$0	\$0	\$22,398.81

**Monthly Salary Effective September 6, 2017**

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Attorney	\$0	\$0	\$0	\$0	\$21,300.00

**Monthly Salary Effective November 6, 2017**

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Manager	\$0	\$0	\$0	\$0	\$23,439.48

**Monthly Salary Effective January 7, 2019**

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Manager	\$0	\$0	\$0	\$0	\$22,083.34

**Monthly Salary Effective June 3, 2019**

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Manager	\$0	\$0	\$0	\$0	\$19,916.6667