



HUMAN RESOURCES/PUBLIC SECTOR EMPLOYMENT

The City of Santa Clara provides a myriad of services to the community, including Police, Fire, Public Works, Electric Utility, Planning, Parks and Recreation, and Library Services. The City employs over 1,100 employees that provide these and other services to the community. These services provide opportunities and careers for all types of interests, and the City should endeavor to leverage the rewards and benefits that come with working for the City. This Legislative Advocacy Position summary focuses on several issues related to human resources.

Labor

As a public agency at the center of Silicon Valley, the City competes with other local municipalities and the private sector to attract, hire and retain a talented workforce. As a service organization, the City dedicates tremendous resources to cover the costs for employees who provide the various services to our community. The employee costs, which continue to increase, include base payroll, healthcare benefits and retirement benefits. The City should thus support any efforts to preserve local government's ability to manage its own employment issues, including, but not limited to hiring, evaluating, disciplining, and negotiating collective bargaining agreements.

Bargaining Units

The City has ten bargaining units. The City's Memorandum of Understanding (MOU) with the City of Santa Clara Employees' Association (Units 5, 7 & 8) and the Miscellaneous Unclassified Management Employees (Unit 9) expired in December 2019. The City is currently in negotiations on successor agreements with these bargaining units. In 2020, the City's MOUs with the Santa Clara City Firefighters, IAFF Local 1171 (Unit 1) and the American Federation of State, County and Municipal Employees, Local 101 (Unit 6), are set to expire and the City anticipates beginning negotiations on successor agreements in the near future. The City is appreciative of the hard work of its employees and bargaining units, thus the City should continue to pursue the best ways to address the service delivery needs of the community while being mindful of its revenues and expenditures as well as the recruitment and retention of the City's workforce.

CalPERS

The City contracts with the California Public Employees Retirement System (CalPERS) to provide healthcare benefits to its employees, as well as a defined benefit plan (pension benefits). CalPERS offers a menu of benefit provisions that are established by State statutes within the Public Employee Retirement Law. Pension costs continue to increase and place pressures on the City's budget, which in turn impacts other facets of City operations. Supporting the long-term stability of CalPERS and the ability of local governments to mitigate and manage its pension obligations is crucial. This includes opposing Federal or State unfunded mandates.

Immigration

As a reflection of the diversity of our community and workforce, the City can support efforts that create a more informed, engaged, and welcoming experience for immigrants. This can include supporting comprehensive immigration reform which can provide opportunities to achieve economic success and contribute to our community. Additionally, the City is supportive of efforts that protect children, including undocumented children, with the continuation of the Deferred Action for Childhood Arrivals (DACA) Program and the Dream Act.

Work Visas

In conjunction with efforts to support comprehensive immigration reform, the City can support an increase in work visas allowing employers to hire foreign workers for jobs that require advanced technical skills as well as support programs that stimulate the economy through job creation and capital investment by foreign investors.