



HUMAN RESOURCES AND PUBLIC SECTOR EMPLOYMENT

Overview

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 approximately 1,203.5 full-time equivalent employees that provide the 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.

To ensure that the City can compete with other local municipalities, and the private sector, to attract, hire and retain a talented workforce, the City endeavors to support various policies and efforts that assist in the hiring and retention process.

Guiding Principles

The City of Santa Clara's guiding principles for legislative advocacy include and are not limited to:

- Support the League of California Cities and National League of Cities positions on priority bills that benefit Santa Clara.
- Protect local revenue sources and prevent unfunded mandates.
- Protect and/or increase funding for specific programs and services.
- Protect and/or increase local government discretion.
- Advance approved policies such as the City's Statement of Values, the General Plan, or the Climate Action Plan.

Legislative Advocacy Position

The City:

- Supports 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.
- Supports working with City bargaining units in finding solutions to address the service delivery needs of the community while being mindful of the City's revenue and expenditures, and recruitment and retention of the City's workforce.
- Supports efforts to increase the long-term financial stability of CalPERS.
- Supports federal and state efforts to create a more informed, engaged, and welcoming experience for immigrants.
- Supports comprehensive immigration reform which provides opportunities to achieve economic and educational success and contribute to our community.
- Supports and increase in work visas allowing employers to hire foreign workers that require advanced technical skills, as well as support programs that stimulate the economy through job creation and capital investment by foreign investors.

- Supports efforts that protect children, including undocumented children, with the continuation of the Deferred Action for Childhood Arrivals (DACA) Program and the Dream Act.
- Supports efforts to update the Public Records Act process that balance public agencies' resources while maintaining transparency and accountability.
- Monitors efforts to regulate the use of artificial intelligence by public agencies.
- Opposes new federal or state unfunded mandates that would increase the City's post-employment obligations.