

**SILICON VALLEY  
ANIMAL CONTROL AUTHORITY**

**AGENDA ITEM**

**Resolution Adopting a Longevity Increase Salary Policy**

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**RECOMMENDED MOTION**

That the Board of Directors adopt Resolution 2019-1 establishing a Longevity Increase Salary Policy.

**DISCUSSION:**

At the November 14, 2018 Board meeting, staff was directed to work with member agencies to establish salary policies. Staff was informed that the City of Santa Clara provides automatic longevity increase salary pay for their full time employees.

Staff is proposing that full time employees who have worked continuously for a total of ten years and have reached the top step of salary receive a salary pay adjustment in the amount of 2.5%. Employees would be eligible for a second longevity increase if the employee has fifteen years of full time employment resulting in a salary pay adjustment of 2.5%. SVACA currently has seven employees with ten plus years of service; this increase totals \$14,400 annually. Five employees have fifteen plus years of services which totals \$24,739 annually for a combined total of \$39,139.00 annually (this combined total is included in the proposed fiscal year 2019-2020 budget). Staff is proposing that all eligible employees would receive the increase effective July 1, 2019.

**DOCUMENTS ATTACHED**

Resolution 2019-1  
Longevity Increase Salary Policy "Exhibit A"

**RESOLUTION NO. 2019-1**

**ADOPTING A LONGEVITY INCREASE SALARY POLICY**

**SILICON VALLEY ANIMAL CONTROL AUTHORITY**

**COUNTY OF SANTA CLARA  
STATE OF CALIFORNIA**

**WHEREAS**, the Silicon Valley Animal Control Authority (“SVACA”), a joint powers agency comprised of four (4) member cities, desires to adopt a Longevity Increase Salary Policy; and

**WHEREAS**, on or about November 14, 2018, the SVACA Board of Directors instructed the SVACA Executive Director and staff to develop a Longevity Increase Salary Policy in coordination with member cities; and

**WHEREAS**, the SVACA Executive Director worked in coordination with member agency City of Santa Clara and its Department of Human Resources to develop a Longevity Increase Salary Policy for SVACA based on the City of Santa Clara’s policies; and

**WHEREAS**, the SVACA Executive Director recommends that the SVACA Board of Directors approve and adopt the Longevity Increase Salary Policy developed in coordination with the City of Santa Clara and set forth in “Exhibit A.”

**NOW, THEREFORE, BE IT RESOLVED:**

1. That the SVACA Board of Directors hereby finds that the above Recitals are true and correct and by this reference makes them a part hereof.

2. That the SVACA Board of Directors hereby adopts the Longevity Increase Salary Policy attached hereto as “Exhibit A” as the official Longevity Increase Salary Policy for SVACA and that the SVACA Executive Director is directed to ensure SVACA’s compliance with such policy.

3. That this Longevity Increase Salary Policy shall be effective as of the date of enactment of this resolution.

**PASSED AND ADOPTED** this 27th day of March, 2019 by the following vote:

AYES:

NOES:

ABSENT:

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Teresa O'Neill, Chairperson, Board of Directors  
Silicon Valley Animal Control Authority

ATTEST:

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Dan Soszynski  
Executive Director/Board Secretary

## "Exhibit A"

### **Longevity Increases**

- Employees are eligible for a longevity salary increase with ten years of full time employment after Step 5 in the amount of 2.5% of salary.
- Employees are eligible for a second longevity increase if the employee has fifteen years of full time employment in the amount of 2.5% of salary.