

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 5/1/2023
Approved 3/21/2023

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
ACCOUNTING DIVISION MANAGER	109	9	\$ 80.131673	\$ 13,889.49	\$ 166,673.88	\$ 103.698692	\$ 17,974.44	\$ 215,693.28
ASST BUILDING OFFICIAL	222	9	\$ 85.410288	\$ 14,804.45	\$ 177,653.40	\$ 110.539731	\$ 19,160.22	\$ 229,922.64
ASST CITY ATTORNEY	015	9	\$ 99.266654	\$ 17,206.22	\$ 206,474.64	\$ 128.467096	\$ 22,267.63	\$ 267,211.56
ASST CITY CLERK	010	9	\$ 66.393519	\$ 11,508.21	\$ 138,098.52	\$ 85.920692	\$ 14,892.92	\$ 178,715.04
ASST CITY LIBRARIAN	012	9	\$ 86.493404	\$ 14,992.19	\$ 179,906.28	\$ 111.934038	\$ 19,401.90	\$ 232,822.80
ASST CITY MANAGER	016	9	\$ 134.505115	\$ 23,314.22	\$ 279,770.64	\$ 174.057404	\$ 30,169.95	\$ 362,039.40
ASST DIR OF COMMUNITY DEV	038	9	\$ 97.761288	\$ 16,945.29	\$ 203,343.48	\$ 127.089346	\$ 22,028.82	\$ 264,345.84
ASST DIR OF ELECTRIC UTIL	021	9	\$ 117.181558	\$ 20,311.47	\$ 243,737.64	\$ 151.648154	\$ 26,285.68	\$ 315,428.16
ASST DIR OF FINANCE	022	9	\$ 93.259731	\$ 16,165.02	\$ 193,980.24	\$ 120.692365	\$ 20,920.01	\$ 251,040.12
ASST DIR OF HUMAN RESOURCES	018	9	\$ 93.259731	\$ 16,165.02	\$ 193,980.24	\$ 120.692365	\$ 20,920.01	\$ 251,040.12
ASST DIR OF PUB WORKS/CITY ENG	071	9	\$ 102.845885	\$ 17,826.62	\$ 213,919.44	\$ 133.098346	\$ 23,070.38	\$ 276,844.56
ASST DIR OF WATER & SEWER UTIL	014	9	\$ 92.307346	\$ 15,999.94	\$ 191,999.28	\$ 119.466058	\$ 20,707.45	\$ 248,489.40
ASST FIRE CHIEF	024	9B	\$ 135.770596	\$ 23,533.57	\$ 282,402.84	\$ 175.712019	\$ 30,456.75	\$ 365,481.00
ASST FIRE MARSHAL	026	9B	\$ 104.134962	\$ 18,050.06	\$ 216,600.72	\$ 134.762885	\$ 23,358.90	\$ 280,306.80
ASST POLICE CHIEF	027	9A	\$ 141.537173	\$ 24,533.11	\$ 294,397.32	\$ 183.163154	\$ 31,748.28	\$ 380,979.36
ASST TO THE CITY MANAGER	028	9	\$ 91.168154	\$ 15,802.48	\$ 189,629.76	\$ 117.978346	\$ 20,449.58	\$ 245,394.96
AUDIT MANAGER	201	9	\$ 77.143788	\$ 13,371.59	\$ 160,459.08	\$ 99.833077	\$ 17,304.40	\$ 207,652.80
BATTALION CHIEF	036	9B	\$ 112.191058	\$ 19,446.45	\$ 233,357.40	\$ 145.180327	\$ 25,164.59	\$ 301,975.08
BATTALION CHIEF 24 HRS	036S	9BS	\$ 76.320453	\$ 18,520.43	\$ 222,245.16	\$ 98.762143	\$ 23,966.28	\$ 287,595.36
BUDGET & TREASURY DIVISION MGR	113	9	\$ 80.131673	\$ 13,889.49	\$ 166,673.88	\$ 103.698692	\$ 17,974.44	\$ 215,693.28
BUILDING MAINTENANCE MANAGER	041	9	\$ 70.962519	\$ 12,300.17	\$ 147,602.04	\$ 91.834269	\$ 15,917.94	\$ 191,015.28
BUILDING OFFICIAL	042	9	\$ 93.956885	\$ 16,285.86	\$ 195,430.32	\$ 121.588731	\$ 21,075.38	\$ 252,904.56
CEMETERY OPERATIONS MANAGER	045	9	\$ 56.745115	\$ 9,835.82	\$ 118,029.84	\$ 73.433827	\$ 12,728.53	\$ 152,742.36
CHIEF ASST CITY ATTORNEY	037	9	\$ 114.156346	\$ 19,787.10	\$ 237,445.20	\$ 147.737192	\$ 25,607.78	\$ 307,293.36
CHIEF ELECTRIC UTILITY OFFICER	108	9	\$ 154.685885	\$ 26,812.22	\$ 321,746.64	\$ 200.176615	\$ 34,697.28	\$ 416,367.36
CHIEF OPERATING OFFICER	311	9	\$ 154.685885	\$ 26,812.22	\$ 321,746.64	\$ 200.176615	\$ 34,697.28	\$ 416,367.36

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CITY ATTORNEY	060	Appointed				\$ 165.865385	\$ 28,750.00	\$ 345,000.00
CITY AUDITOR	067	9	\$ 93.259731	\$ 16,165.02	\$ 193,980.24	\$ 120.692365	\$ 20,920.01	\$ 251,040.12
CITY CLERK	063	Elected					\$ 1,500.00	\$ 18,000.00
CITY COUNCIL MEMBER	CNCL	Elected					\$ 2,000.00	\$ 24,000.00
CITY LIBRARIAN	066	9	\$ 108.105865	\$ 18,738.35	\$ 224,860.20	\$ 139.902058	\$ 24,249.69	\$ 290,996.28
CITY MANAGER	069	Appointed	\$ 194.738654	\$ 33,754.70	\$ 405,056.40	\$ 232.647058	\$ 40,325.49	\$ 483,905.88
COMMUNICATIONS & OUTREACH MGR	083	9	\$ 64.420327	\$ 11,166.19	\$ 133,994.28	\$ 83.362327	\$ 14,449.47	\$ 173,393.64
COMMUNICATIONS OPERATIONS MGR	068	9	\$ 72.998077	\$ 12,653.00	\$ 151,836.00	\$ 94.467288	\$ 16,374.33	\$ 196,491.96
COMPLIANCE MANAGER	081	9	\$ 65.434904	\$ 11,342.05	\$ 136,104.60	\$ 84.675750	\$ 14,677.13	\$ 176,125.56
CONTRACTS MANAGER	342	9	\$ 72.132808	\$ 12,503.02	\$ 150,036.24	\$ 93.340673	\$ 16,179.05	\$ 194,148.60
DEPUTY CITY ATTORNEY I	170	9	\$ 62.036192	\$ 10,752.94	\$ 129,035.28	\$ 80.281038	\$ 13,915.38	\$ 166,984.56
DEPUTY CITY ATTORNEY II	172	9	\$ 72.375577	\$ 12,545.10	\$ 150,541.20	\$ 93.664327	\$ 16,235.15	\$ 194,821.80
DEPUTY CITY CLERK	178	9	\$ 55.873673	\$ 9,684.77	\$ 116,217.24	\$ 72.313327	\$ 12,534.31	\$ 150,411.72
DEPUTY CITY MANAGER	079	9	\$ 100.287519	\$ 17,383.17	\$ 208,598.04	\$ 129.774288	\$ 22,494.21	\$ 269,930.52
DEPUTY FIRE CHIEF	080	9B	\$ 123.427212	\$ 21,394.05	\$ 256,728.60	\$ 159.739442	\$ 27,688.17	\$ 332,258.04
DEPUTY PARKS & REC DIRECTOR	175	9	\$ 81.040500	\$ 14,047.02	\$ 168,564.24	\$ 104.875154	\$ 18,178.36	\$ 218,140.32
DEPUTY PUBLIC WORKS DIRECTOR	176	9	\$ 81.183635	\$ 14,071.83	\$ 168,861.96	\$ 105.061904	\$ 18,210.73	\$ 218,528.76
DEVELOPMENT PROJECT MANAGER	158	9	\$ 81.178327	\$ 14,070.91	\$ 168,850.92	\$ 105.052904	\$ 18,209.17	\$ 218,510.04
DEVELOPMENT REVIEW OFFICER	144	9	\$ 78.538154	\$ 13,613.28	\$ 163,359.36	\$ 101.638269	\$ 17,617.30	\$ 211,407.60
DIRECTOR OF COMMUNITY DEVELOPM	090	9	\$ 118.849846	\$ 20,600.64	\$ 247,207.68	\$ 153.808212	\$ 26,660.09	\$ 319,921.08
DIRECTOR OF FINANCE	087	9	\$ 118.613308	\$ 20,559.64	\$ 246,715.68	\$ 153.496962	\$ 26,606.14	\$ 319,273.68
DIRECTOR OF HUMAN RESOURCES	088	9	\$ 109.344577	\$ 18,953.06	\$ 227,436.72	\$ 141.501808	\$ 24,526.98	\$ 294,323.76
DIRECTOR OF INF TECHNOLOGY/CIO	089	9	\$ 112.830404	\$ 19,557.27	\$ 234,687.24	\$ 146.020962	\$ 25,310.30	\$ 303,723.60
DIRECTOR OF PUBLIC WORKS	091	9	\$ 125.715750	\$ 21,790.73	\$ 261,488.76	\$ 162.690923	\$ 28,199.76	\$ 338,397.12
DIRECTOR OF WTR & SEWER UTILS	102	9	\$ 113.944673	\$ 19,750.41	\$ 237,004.92	\$ 147.452654	\$ 25,558.46	\$ 306,701.52
ELEC DIV MGR - ENGINEERING	104Q	9	\$ 96.838962	\$ 16,785.42	\$ 201,425.04	\$ 125.329788	\$ 21,723.83	\$ 260,685.96

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ELEC DIV MGR - GENERATION	104R	9	\$ 96.838962	\$ 16,785.42	\$ 201,425.04	\$ 125.329788	\$ 21,723.83	\$ 260,685.96
ELEC DIV MGR - OPERATIONS	104P	9	\$ 96.838962	\$ 16,785.42	\$ 201,425.04	\$ 125.329788	\$ 21,723.83	\$ 260,685.96
ELEC DIV MGR - SUBSTATIONS	104M	9	\$ 96.838962	\$ 16,785.42	\$ 201,425.04	\$ 125.329788	\$ 21,723.83	\$ 260,685.96
ELEC DIV MGR - TRANSM, DISTRIB	104S	9	\$ 96.838962	\$ 16,785.42	\$ 201,425.04	\$ 125.329788	\$ 21,723.83	\$ 260,685.96
ELEC DIV MGR-MKT A & P	107F	9	\$ 96.838962	\$ 16,785.42	\$ 201,425.04	\$ 125.329788	\$ 21,723.83	\$ 260,685.96
ELEC DIVISION MANAGER	104	9	\$ 96.838962	\$ 16,785.42	\$ 201,425.04	\$ 125.329788	\$ 21,723.83	\$ 260,685.96
ELEC PROGRAM MANAGER	424	9	\$ 84.215135	\$ 14,597.29	\$ 175,167.48	\$ 108.977308	\$ 18,889.40	\$ 226,672.80
ELEC UTIL CHIEF OPER OFFICER	116	9	\$ 128.902846	\$ 22,343.16	\$ 268,117.92	\$ 166.818000	\$ 28,915.12	\$ 346,981.44
ELEC UTIL RISK CONTROL ANALYST	697	9	\$ 75.419481	\$ 13,072.71	\$ 156,872.52	\$ 97.604596	\$ 16,918.13	\$ 203,017.56
EMERGENCY SERVICES OFFICER	106	9	\$ 87.663635	\$ 15,195.03	\$ 182,340.36	\$ 113.440442	\$ 19,663.01	\$ 235,956.12
ENVIRONMENTAL PROGRAMS MGR	461	9	\$ 65.434904	\$ 11,342.05	\$ 136,104.60	\$ 84.675750	\$ 14,677.13	\$ 176,125.56
EXECUTIVE ASSISTANT	187	9	\$ 55.033327	\$ 9,539.11	\$ 114,469.32	\$ 71.217808	\$ 12,344.42	\$ 148,133.04
FIELD FOREPERSON	114	9	\$ 79.253942	\$ 13,737.35	\$ 164,848.20	\$ 102.559558	\$ 17,776.99	\$ 213,323.88
FIRE CHIEF	117	9B	\$ 147.659538	\$ 25,594.32	\$ 307,131.84	\$ 191.078769	\$ 33,120.32	\$ 397,443.84
FIRE MARSHAL	120	9B	\$ 112.190423	\$ 19,446.34	\$ 233,356.08	\$ 145.176346	\$ 25,163.90	\$ 301,966.80
FLEET MANAGER	034	9	\$ 67.613596	\$ 11,719.69	\$ 140,636.28	\$ 87.495577	\$ 15,165.90	\$ 181,990.80
HOUSING & COMM SVC DIV MGR	075	9	\$ 81.252115	\$ 14,083.70	\$ 169,004.40	\$ 105.155308	\$ 18,226.92	\$ 218,723.04
HOUSING DEVELOPMENT OFFICER	749	9	\$ 63.810288	\$ 11,060.45	\$ 132,725.40	\$ 82.578000	\$ 14,313.52	\$ 171,762.24
HUMAN RESOURCES DIV MGR	139	9	\$ 80.131673	\$ 13,889.49	\$ 166,673.88	\$ 103.698692	\$ 17,974.44	\$ 215,693.28
INFORMATION TECHNOLOGY SVC MGR	112	9	\$ 75.207808	\$ 13,036.02	\$ 156,432.24	\$ 97.318269	\$ 16,868.50	\$ 202,422.00
INSPECTION MANAGER	134	9	\$ 80.480250	\$ 13,949.91	\$ 167,398.92	\$ 104.159308	\$ 18,054.28	\$ 216,651.36
LEGAL EXECUTIVE ASSISTANT	185	9	\$ 55.033327	\$ 9,539.11	\$ 114,469.32	\$ 71.217808	\$ 12,344.42	\$ 148,133.04
LIBRARY DIV MGR -SUPPORT SVCS	127G	9	\$ 67.563808	\$ 11,711.06	\$ 140,532.72	\$ 87.445788	\$ 15,157.27	\$ 181,887.24
MANAGEMENT ANALYST	008	9	\$ 55.873673	\$ 9,684.77	\$ 116,217.24	\$ 72.313327	\$ 12,534.31	\$ 150,411.72
MAYOR	MAYOR	Elected					\$ 2,500.00	\$ 30,000.00
MUNICIPAL SERVICES DIV MGR	110	9	\$ 80.131673	\$ 13,889.49	\$ 166,673.88	\$ 103.698692	\$ 17,974.44	\$ 215,693.28

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PARK MAINT & OPERATIONS SUPERV	131	9	\$ 66.785712	\$ 11,576.19	\$ 138,914.28	\$ 86.418692	\$ 14,979.24	\$ 179,750.88
PARKS & RECREATION DIRECTOR	132	9	\$ 110.172462	\$ 19,096.56	\$ 229,158.72	\$ 142.566231	\$ 24,711.48	\$ 296,537.76
PARKS CONST, MTC & REPAIR MGR	130	9	\$ 66.785712	\$ 11,576.19	\$ 138,914.28	\$ 86.418692	\$ 14,979.24	\$ 179,750.88
PERFORMANCE AUDITOR I	203	9	\$ 46.561385	\$ 8,070.64	\$ 96,847.68	\$ 60.261115	\$ 10,445.26	\$ 125,343.12
PERFORMANCE AUDITOR II	204	9	\$ 55.873673	\$ 9,684.77	\$ 116,217.24	\$ 72.313327	\$ 12,534.31	\$ 150,411.72
PLAN REVIEW MANAGER	629	9	\$ 81.345462	\$ 14,099.88	\$ 169,198.56	\$ 105.261115	\$ 18,245.26	\$ 218,943.12
PLANNING MANAGER	072	9	\$ 84.831346	\$ 14,704.10	\$ 176,449.20	\$ 109.780269	\$ 19,028.58	\$ 228,342.96
POLICE CAPTAIN	138	9A	\$ 134.809558	\$ 23,366.99	\$ 280,403.88	\$ 174.454212	\$ 30,238.73	\$ 362,864.76
POLICE CHIEF	141	Elected					\$ 26,141.00	\$ 313,692.00
POLICE RECORDS MANAGER	647	9	\$ 57.554365	\$ 9,976.09	\$ 119,713.08	\$ 74.485788	\$ 12,910.87	\$ 154,930.44
POWER SYSTEM SCHEDULER/TRADER	674	9	\$ 72.226212	\$ 12,519.21	\$ 150,230.52	\$ 93.471346	\$ 16,201.70	\$ 194,420.40
POWER TRADER	673	9	\$ 92.307346	\$ 15,999.94	\$ 191,999.28	\$ 119.466058	\$ 20,707.45	\$ 248,489.40
PRINCIPAL ACCOUNTANT	148	9	\$ 72.132808	\$ 12,503.02	\$ 150,036.24	\$ 93.340673	\$ 16,179.05	\$ 194,148.60
PRINCIPAL ELECTRIC UTILITY ENG	145	9	\$ 92.238865	\$ 15,988.07	\$ 191,856.84	\$ 119.366423	\$ 20,690.18	\$ 248,282.16
PRINCIPAL ENG - WATER & SEWER	142W	9	\$ 89.437673	\$ 15,502.53	\$ 186,030.36	\$ 115.743635	\$ 20,062.23	\$ 240,746.76
PRINCIPAL ENG/CITY SURVEYOR	140	9	\$ 93.909692	\$ 16,277.68	\$ 195,332.16	\$ 121.532654	\$ 21,065.66	\$ 252,787.92
PRINCIPAL ENGINEER	142	9	\$ 89.437673	\$ 15,502.53	\$ 186,030.36	\$ 115.743635	\$ 20,062.23	\$ 240,746.76
PRINCIPAL FINANCIAL ANALYST	149	9	\$ 72.132808	\$ 12,503.02	\$ 150,036.24	\$ 93.340673	\$ 16,179.05	\$ 194,148.60
PRINCIPAL PLANNER	143	9	\$ 72.132808	\$ 12,503.02	\$ 150,036.24	\$ 93.340673	\$ 16,179.05	\$ 194,148.60
PRINCIPAL POWER ANALYST	154	9	\$ 72.132808	\$ 12,503.02	\$ 150,036.24	\$ 93.340673	\$ 16,179.05	\$ 194,148.60
PRINCIPAL UTIL INFO SYSTEM MGR	146	9	\$ 92.307346	\$ 15,999.94	\$ 191,999.28	\$ 119.466058	\$ 20,707.45	\$ 248,489.40
PUBLIC INFORMATION OFFICER	077	9	\$ 87.663635	\$ 15,195.03	\$ 182,340.36	\$ 113.440442	\$ 19,663.01	\$ 235,956.12
PUBLIC RECORDS MANAGER	082	9	\$ 55.873673	\$ 9,684.77	\$ 116,217.24	\$ 72.313327	\$ 12,534.31	\$ 150,411.72
PURCHASING DIVISION MANAGER	147	9	\$ 77.143788	\$ 13,371.59	\$ 160,459.08	\$ 99.833077	\$ 17,304.40	\$ 207,652.80
RECREATION MANAGER	150	9	\$ 72.817500	\$ 12,621.70	\$ 151,460.40	\$ 94.230750	\$ 16,333.33	\$ 195,999.96
RISK MANAGER	700	9	\$ 77.143788	\$ 13,371.59	\$ 160,459.08	\$ 99.833077	\$ 17,304.40	\$ 207,652.80

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SR DEPUTY CITY ATTORNEY	161	9	\$ 76.932115	\$ 13,334.90	\$ 160,018.80	\$ 99.565442	\$ 17,258.01	\$ 207,096.12
SR ELEC DIV MGR	173	9	\$ 106.518519	\$ 18,463.21	\$ 221,558.52	\$ 137.860327	\$ 23,895.79	\$ 286,749.48
SR ELEC DIV MGR-MKT A&P	174A	9	\$ 106.518519	\$ 18,463.21	\$ 221,558.52	\$ 137.860327	\$ 23,895.79	\$ 286,749.48
SR INFORMATION TECH SVCS MGR	743	9	\$ 82.409942	\$ 14,284.39	\$ 171,412.68	\$ 106.649250	\$ 18,485.87	\$ 221,830.44
SR MANAGEMENT ANALYST	742	9	\$ 61.460885	\$ 10,653.22	\$ 127,838.64	\$ 79.544481	\$ 13,787.71	\$ 165,452.52
SR PERFORMANCE AUDITOR	202	9	\$ 65.434904	\$ 11,342.05	\$ 136,104.60	\$ 84.675750	\$ 14,677.13	\$ 176,125.56
SR POWER SYSTEM SCHEDLR/TRADER	772	9	\$ 77.629327	\$ 13,455.75	\$ 161,469.00	\$ 100.467981	\$ 17,414.45	\$ 208,973.40
STREET SUPERINTENDENT	159	9	\$ 73.801038	\$ 12,792.18	\$ 153,506.16	\$ 95.513077	\$ 16,555.60	\$ 198,667.20
TRANSPORTATION MANAGER	171	9	\$ 90.253154	\$ 15,643.88	\$ 187,726.56	\$ 116.801827	\$ 20,245.65	\$ 242,947.80
UTILITY BUSINESS SYSTEMS MGR	898	9	\$ 72.014538	\$ 12,482.52	\$ 149,790.24	\$ 93.191250	\$ 16,153.15	\$ 193,837.80
UTILITY OPERATIONS ENGINEER	155	9	\$ 76.023288	\$ 13,177.37	\$ 158,128.44	\$ 98.376462	\$ 17,051.92	\$ 204,623.04
WATER & SEWER OPERATIONS MGR	180	9	\$ 74.722327	\$ 12,951.87	\$ 155,422.44	\$ 96.708231	\$ 16,762.76	\$ 201,153.12
WATER & SEWER SUPERINTENDENT	029	9	\$ 67.563808	\$ 11,711.06	\$ 140,532.72	\$ 87.445788	\$ 15,157.27	\$ 181,887.24
WEB & DIGITAL MEDIA MANAGER	073	9	\$ 64.420327	\$ 11,166.19	\$ 133,994.28	\$ 83.362327	\$ 14,449.47	\$ 173,393.64