

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 12/21/2025
Approved 11/18/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Accounting Division Manager	109	9	\$ 89.478981	\$ 15,509.69	\$ 186,116.28	\$ 115.795038	\$ 20,071.14	\$ 240,853.68
Asst Building Official	222	9	\$ 95.373288	\$ 16,531.37	\$ 198,376.44	\$ 123.434077	\$ 21,395.24	\$ 256,742.88
Asst City Attorney	015	9	\$ 110.845962	\$ 19,213.30	\$ 230,559.60	\$ 143.452673	\$ 24,865.13	\$ 298,381.56
Asst City Clerk	010	9	\$ 84.381692	\$ 14,626.16	\$ 175,513.92	\$ 109.189904	\$ 18,926.25	\$ 227,115.00
Asst City Librarian	012	9	\$ 96.582750	\$ 16,741.01	\$ 200,892.12	\$ 124.990962	\$ 21,665.10	\$ 259,981.20
Asst City Manager	016	9	\$ 143.042827	\$ 24,794.09	\$ 297,529.08	\$ 185.105654	\$ 32,084.98	\$ 385,019.76
Asst Dir of Community Dev	038	9	\$ 109.164981	\$ 18,921.93	\$ 227,063.16	\$ 141.914192	\$ 24,598.46	\$ 295,181.52
Asst Dir of Electric Util	021	9	\$ 130.850654	\$ 22,680.78	\$ 272,169.36	\$ 169.337712	\$ 29,351.87	\$ 352,222.44
Asst Dir of Finance	022	9	\$ 104.138365	\$ 18,050.65	\$ 216,607.80	\$ 134.771019	\$ 23,360.31	\$ 280,323.72
Asst Dir of Human Resources	018	9	\$ 104.138365	\$ 18,050.65	\$ 216,607.80	\$ 134.771019	\$ 23,360.31	\$ 280,323.72
Asst Dir of Pub Works/City Eng	071	9	\$ 114.842769	\$ 19,906.08	\$ 238,872.96	\$ 148.624154	\$ 25,761.52	\$ 309,138.24
Asst Dir of Water & Sewer Util	014	9	\$ 103.074923	\$ 17,866.32	\$ 214,395.84	\$ 133.401577	\$ 23,122.94	\$ 277,475.28
Asst Fire Chief	024	9B	\$ 144.731423	\$ 25,086.78	\$ 301,041.36	\$ 187.309038	\$ 32,466.90	\$ 389,602.80
Asst Fire Marshal	026	9B	\$ 111.007846	\$ 19,241.36	\$ 230,896.32	\$ 143.657250	\$ 24,900.59	\$ 298,807.08
Asst Fleet Manager	046	9	\$ 62.603365	\$ 10,851.25	\$ 130,215.00	\$ 81.008769	\$ 14,041.52	\$ 168,498.24
Asst Police Chief	027	9A	\$ 153.086596	\$ 26,535.01	\$ 318,420.12	\$ 190.489673	\$ 33,018.21	\$ 396,218.52
Asst To The City Manager	028	9	\$ 101.802808	\$ 17,645.82	\$ 211,749.84	\$ 131.740385	\$ 22,835.00	\$ 274,020.00
Audit Manager	201	9	\$ 86.142519	\$ 14,931.37	\$ 179,176.44	\$ 111.478442	\$ 19,322.93	\$ 231,875.16
Battalion Chief	036	9B	\$ 119.595692	\$ 20,729.92	\$ 248,759.04	\$ 154.762212	\$ 26,825.45	\$ 321,905.40
Battalion Chief 24 Hrs	036S	9BS	\$ 81.357610	\$ 19,742.78	\$ 236,913.36	\$ 105.280426	\$ 25,548.05	\$ 306,576.60
Budget & Treasury Division Mgr	113	9	\$ 89.478981	\$ 15,509.69	\$ 186,116.28	\$ 115.795038	\$ 20,071.14	\$ 240,853.68
Building Maintenance Manager	041	9	\$ 79.240269	\$ 13,734.98	\$ 164,819.76	\$ 102.546577	\$ 17,774.74	\$ 213,296.88
Building Official	042	9	\$ 104.916865	\$ 18,185.59	\$ 218,227.08	\$ 135.771923	\$ 23,533.80	\$ 282,405.60
Cemetery Operations Manager	045	9	\$ 63.364327	\$ 10,983.15	\$ 131,797.80	\$ 81.999808	\$ 14,213.30	\$ 170,559.60
Chief Asst City Attorney	037	9	\$ 127.472538	\$ 22,095.24	\$ 265,142.88	\$ 164.970519	\$ 28,594.89	\$ 343,138.68
Chief Operating Officer	311	9	\$ 164.504596	\$ 28,514.13	\$ 342,169.56	\$ 212.882827	\$ 36,899.69	\$ 442,796.28
City Attorney	060	Appointed				\$ 178.106308	\$ 30,871.76	\$ 370,461.12

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City Auditor	067	9	\$ 104.138365	\$ 18,050.65	\$ 216,607.80	\$ 134.771019	\$ 23,360.31	\$ 280,323.72
City Clerk	063	Elected					\$ 1,575.00	\$ 18,900.00
City Council Member	CNCL	Elected					\$ 2,100.00	\$ 25,200.00
City Librarian	066	9	\$ 129.926538	\$ 22,520.60	\$ 270,247.20	\$ 168.137423	\$ 29,143.82	\$ 349,725.84
City Manager	069	Appointed				\$ 201.067673	\$ 34,851.73	\$ 418,220.76
Communications & Outreach Mgr	083	9	\$ 71.934865	\$ 12,468.71	\$ 149,624.52	\$ 93.086423	\$ 16,134.98	\$ 193,619.76
Communications Operations Mgr	068	9	\$ 81.513173	\$ 14,128.95	\$ 169,547.40	\$ 105.486808	\$ 18,284.38	\$ 219,412.56
Compliance Manager	081	9	\$ 73.067827	\$ 12,665.09	\$ 151,981.08	\$ 94.553135	\$ 16,389.21	\$ 196,670.52
Contracts Manager	342	9	\$ 80.547058	\$ 13,961.49	\$ 167,537.88	\$ 104.228712	\$ 18,066.31	\$ 216,795.72
Deputy City Attorney I	170	9	\$ 69.272654	\$ 12,007.26	\$ 144,087.12	\$ 89.645712	\$ 15,538.59	\$ 186,463.08
Deputy City Attorney II	172	9	\$ 80.818096	\$ 14,008.47	\$ 168,101.64	\$ 104.590154	\$ 18,128.96	\$ 217,547.52
Deputy City Clerk	178	9	\$ 62.391346	\$ 10,814.50	\$ 129,774.00	\$ 80.748577	\$ 13,996.42	\$ 167,957.04
Deputy City Manager	079	9	\$ 111.985962	\$ 19,410.90	\$ 232,930.80	\$ 144.912288	\$ 25,118.13	\$ 301,417.56
Deputy Director	176	9	\$ 90.653596	\$ 15,713.29	\$ 188,559.48	\$ 117.317250	\$ 20,334.99	\$ 244,019.88
Deputy Fire Chief	080	9B	\$ 131.573423	\$ 22,806.06	\$ 273,672.72	\$ 170.282250	\$ 29,515.59	\$ 354,187.08
Development Project Manager	158	9	\$ 90.647654	\$ 15,712.26	\$ 188,547.12	\$ 117.307212	\$ 20,333.25	\$ 243,999.00
Development Review Officer	144	9	\$ 87.699577	\$ 15,201.26	\$ 182,415.12	\$ 113.494212	\$ 19,672.33	\$ 236,067.96
Director of Community Developm	090	9	\$ 130.185635	\$ 22,565.51	\$ 270,786.12	\$ 168.478327	\$ 29,202.91	\$ 350,434.92
Director of Econ Dev and Sust	085	9	\$ 118.999615	\$ 20,626.60	\$ 247,519.20	\$ 153.509654	\$ 26,608.34	\$ 319,300.08
Director of Finance	087	9	\$ 129.926538	\$ 22,520.60	\$ 270,247.20	\$ 168.137423	\$ 29,143.82	\$ 349,725.84
Director of Human Resources	088	9	\$ 129.926538	\$ 22,520.60	\$ 270,247.20	\$ 168.137423	\$ 29,143.82	\$ 349,725.84
Director of Inf Technology/CIO	089	9	\$ 129.926538	\$ 22,520.60	\$ 270,247.20	\$ 168.137423	\$ 29,143.82	\$ 349,725.84
Director of Public Works	091	9	\$ 137.706462	\$ 23,869.12	\$ 286,429.44	\$ 178.208250	\$ 30,889.43	\$ 370,673.16
Director of Silicon Valley Pwr	108	9	\$ 164.504596	\$ 28,514.13	\$ 342,169.56	\$ 212.882827	\$ 36,899.69	\$ 442,796.28
Director of Wtr & Sewer Utils	102	9	\$ 129.926538	\$ 22,520.60	\$ 270,247.20	\$ 168.137423	\$ 29,143.82	\$ 349,725.84
Elec Div Mgr - Engineering	104Q	9E	\$ 108.135173	\$ 18,743.43	\$ 224,921.16	\$ 139.949308	\$ 24,257.88	\$ 291,094.56
Elec Div Mgr - Generation	104R	9E	\$ 108.135173	\$ 18,743.43	\$ 224,921.16	\$ 139.949308	\$ 24,257.88	\$ 291,094.56

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Elec Div Mgr - Operations	104P	9E	\$ 108.135173	\$ 18,743.43	\$ 224,921.16	\$ 139.949308	\$ 24,257.88	\$ 291,094.56
Elec Div Mgr - Substations	104M	9E	\$ 108.135173	\$ 18,743.43	\$ 224,921.16	\$ 139.949308	\$ 24,257.88	\$ 291,094.56
Elec Div Mgr - Transm, Distrib	104S	9E	\$ 108.135173	\$ 18,743.43	\$ 224,921.16	\$ 139.949308	\$ 24,257.88	\$ 291,094.56
Elec Div Mgr-Mkt A & P	107F	9E	\$ 108.135173	\$ 18,743.43	\$ 224,921.16	\$ 139.949308	\$ 24,257.88	\$ 291,094.56
Elec Division Manager	104	9E	\$ 108.135173	\$ 18,743.43	\$ 224,921.16	\$ 139.949308	\$ 24,257.88	\$ 291,094.56
Elec Program Manager	424	9E	\$ 94.038750	\$ 16,300.05	\$ 195,600.60	\$ 121.689404	\$ 21,092.83	\$ 253,113.96
Elec Util Chief Oper Officer	116	9	\$ 143.939192	\$ 24,949.46	\$ 299,393.52	\$ 186.277096	\$ 32,288.03	\$ 387,456.36
Elec Util Risk Control Analyst	697	9E	\$ 84.217038	\$ 14,597.62	\$ 175,171.44	\$ 108.990058	\$ 18,891.61	\$ 226,699.32
Emergency Services Officer	106	9	\$ 97.889481	\$ 16,967.51	\$ 203,610.12	\$ 126.673096	\$ 21,956.67	\$ 263,480.04
Environmental Programs Mgr	461	9	\$ 73.067827	\$ 12,665.09	\$ 151,981.08	\$ 94.553135	\$ 16,389.21	\$ 196,670.52
Executive Assistant	187	9	\$ 61.452923	\$ 10,651.84	\$ 127,822.08	\$ 79.525269	\$ 13,784.38	\$ 165,412.56
Fire Chief	117	9B	\$ 157.405038	\$ 27,283.54	\$ 327,402.48	\$ 203.689962	\$ 35,306.26	\$ 423,675.12
Fire Marshal	120	9B	\$ 119.594942	\$ 20,729.79	\$ 248,757.48	\$ 154.758000	\$ 26,824.72	\$ 321,896.64
Fleet Manager	034	9	\$ 75.500654	\$ 13,086.78	\$ 157,041.36	\$ 97.701808	\$ 16,934.98	\$ 203,219.76
Housing & Comm Svc Div Mgr	075	9	\$ 90.730038	\$ 15,726.54	\$ 188,718.48	\$ 117.421500	\$ 20,353.06	\$ 244,236.72
Housing Development Officer	749	9	\$ 71.253692	\$ 12,350.64	\$ 148,207.68	\$ 92.210654	\$ 15,983.18	\$ 191,798.16
Human Resources Div Mgr	139	9	\$ 89.478981	\$ 15,509.69	\$ 186,116.28	\$ 115.795038	\$ 20,071.14	\$ 240,853.68
Information Technology Svc Mgr	112	9	\$ 83.980673	\$ 14,556.65	\$ 174,679.80	\$ 108.670385	\$ 18,836.20	\$ 226,034.40
Inspection Manager	134	9	\$ 89.868115	\$ 15,577.14	\$ 186,925.68	\$ 116.309308	\$ 20,160.28	\$ 241,923.36
Legal Executive Assistant	185	9	\$ 61.452923	\$ 10,651.84	\$ 127,822.08	\$ 79.525269	\$ 13,784.38	\$ 165,412.56
Library Div Mgr -Support Svcs	127G	9	\$ 75.445038	\$ 13,077.14	\$ 156,925.68	\$ 97.646192	\$ 16,925.34	\$ 203,104.08
Management Analyst	008	9	\$ 62.391346	\$ 10,814.50	\$ 129,774.00	\$ 80.748577	\$ 13,996.42	\$ 167,957.04
Mayor	MAYOR	Elected					\$ 2,625.00	\$ 31,500.00
Municipal Services Div Mgr	110	9	\$ 89.478981	\$ 15,509.69	\$ 186,116.28	\$ 115.795038	\$ 20,071.14	\$ 240,853.68
Park Maint & Operations Superv	131	9	\$ 74.576192	\$ 12,926.54	\$ 155,118.48	\$ 96.499327	\$ 16,726.55	\$ 200,718.60
Parks & Recreation Director	132	9	\$ 129.926538	\$ 22,520.60	\$ 270,247.20	\$ 168.137423	\$ 29,143.82	\$ 349,725.84
Parks Const, Mtc & Repair Mgr	130	9	\$ 74.576192	\$ 12,926.54	\$ 155,118.48	\$ 96.499327	\$ 16,726.55	\$ 200,718.60

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Performance Auditor I	203	9	\$ 51.992769	\$ 9,012.08	\$ 108,144.96	\$ 67.290519	\$ 11,663.69	\$ 139,964.28
Performance Auditor II	204	9	\$ 62.391346	\$ 10,814.50	\$ 129,774.00	\$ 80.748577	\$ 13,996.42	\$ 167,957.04
Plan Review Manager	629	9	\$ 90.834346	\$ 15,744.62	\$ 188,935.44	\$ 117.539654	\$ 20,373.54	\$ 244,482.48
Planning Manager	072	9	\$ 94.726788	\$ 16,419.31	\$ 197,031.72	\$ 122.586000	\$ 21,248.24	\$ 254,978.88
Police Captain	138	9A	\$ 150.016096	\$ 26,002.79	\$ 312,033.48	\$ 181.432385	\$ 31,448.28	\$ 377,379.36
Police Chief	141	Elected					\$ 29,473.88	\$ 353,686.56
Police Records Manager	647	9	\$ -		\$ -	\$ 83.174423	\$ 14,416.90	\$ 173,002.80
Power System Scheduler/Trader	674	9E	\$ 80.651250	\$ 13,979.55	\$ 167,754.60	\$ 104.374673	\$ 18,091.61	\$ 217,099.32
Power Trader	673	9E	\$ 103.074923	\$ 17,866.32	\$ 214,395.84	\$ 133.401577	\$ 23,122.94	\$ 277,475.28
Principal Accountant	148	9	\$ 80.547058	\$ 13,961.49	\$ 167,537.88	\$ 104.228712	\$ 18,066.31	\$ 216,795.72
Principal Electric Utility Eng	145	9E	\$ 102.998365	\$ 17,853.05	\$ 214,236.60	\$ 133.290346	\$ 23,103.66	\$ 277,243.92
Principal Eng - Water & Sewer	142W	9	\$ 99.870462	\$ 17,310.88	\$ 207,730.56	\$ 129.244962	\$ 22,402.46	\$ 268,829.52
Principal Eng/City Surveyor	140	9	\$ 104.864135	\$ 18,176.45	\$ 218,117.40	\$ 135.709212	\$ 23,522.93	\$ 282,275.16
Principal Engineer	142	9	\$ 99.870462	\$ 17,310.88	\$ 207,730.56	\$ 129.244962	\$ 22,402.46	\$ 268,829.52
Principal Financial Analyst	149	9	\$ 80.547058	\$ 13,961.49	\$ 167,537.88	\$ 104.228712	\$ 18,066.31	\$ 216,795.72
Principal Planner	143	9	\$ 80.547058	\$ 13,961.49	\$ 167,537.88	\$ 104.228712	\$ 18,066.31	\$ 216,795.72
Principal Power Analyst	154	9E	\$ 80.547058	\$ 13,961.49	\$ 167,537.88	\$ 104.228712	\$ 18,066.31	\$ 216,795.72
Principal Util Info System Mgr	146	9E	\$ 103.074923	\$ 17,866.32	\$ 214,395.84	\$ 133.401577	\$ 23,122.94	\$ 277,475.28
Public Information Officer	077	9	\$ 97.889481	\$ 16,967.51	\$ 203,610.12	\$ 126.673096	\$ 21,956.67	\$ 263,480.04
Public Records Manager	082	9	\$ 62.391346	\$ 10,814.50	\$ 129,774.00	\$ 80.748577	\$ 13,996.42	\$ 167,957.04
Purchasing Division Manager	147	9	\$ 86.142519	\$ 14,931.37	\$ 179,176.44	\$ 111.478442	\$ 19,322.93	\$ 231,875.16
Recreation Manager	150	9	\$ 81.311654	\$ 14,094.02	\$ 169,128.24	\$ 105.222635	\$ 18,238.59	\$ 218,863.08
Risk Manager	700	9	\$ 86.142519	\$ 14,931.37	\$ 179,176.44	\$ 111.478442	\$ 19,322.93	\$ 231,875.16
Sr Counsel for SVP	179	9	\$ 119.543827	\$ 20,720.93	\$ 248,651.16	\$ 154.211538	\$ 26,730.00	\$ 320,760.00
Sr Deputy City Attorney	161	9	\$ 85.906096	\$ 14,890.39	\$ 178,684.68	\$ 111.179712	\$ 19,271.15	\$ 231,253.80
Sr Elec Div Mgr	173	9E	\$ 118.943712	\$ 20,616.91	\$ 247,402.92	\$ 153.941538	\$ 26,683.20	\$ 320,198.40
Sr Elec Div Mgr-Mkt A&P	174A	9E	\$ 118.943712	\$ 20,616.91	\$ 247,402.92	\$ 153.941538	\$ 26,683.20	\$ 320,198.40

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Sr Information Tech Svcs Mgr	743	9	\$ 92.022923	\$ 15,950.64	\$ 191,407.68	\$ 119.089731	\$ 20,642.22	\$ 247,706.64
Sr Management Analyst	742	9	\$ 68.630192	\$ 11,895.90	\$ 142,750.80	\$ 88.823250	\$ 15,396.03	\$ 184,752.36
Sr Performance Auditor	202	9	\$ 73.067827	\$ 12,665.09	\$ 151,981.08	\$ 94.553135	\$ 16,389.21	\$ 196,670.52
Sr Power System Schedlr/Trader	772	9E	\$ 86.684654	\$ 15,025.34	\$ 180,304.08	\$ 112.187423	\$ 19,445.82	\$ 233,349.84
Street Superintendent	159	9	\$ 82.409885	\$ 14,284.38	\$ 171,412.56	\$ 106.654558	\$ 18,486.79	\$ 221,841.48
Transportation Manager	171	9	\$ 100.781135	\$ 17,468.73	\$ 209,624.76	\$ 130.426558	\$ 22,607.27	\$ 271,287.24
Utility Business Systems Mgr	898	9	\$ 80.414942	\$ 13,938.59	\$ 167,263.08	\$ 104.061923	\$ 18,037.40	\$ 216,448.80
Utility Operations Engineer	155	9	\$ 84.891288	\$ 14,714.49	\$ 176,573.88	\$ 109.851981	\$ 19,041.01	\$ 228,492.12
Water & Sewer Operations Mgr	180	9	\$ 83.438596	\$ 14,462.69	\$ 173,552.28	\$ 107.989154	\$ 18,718.12	\$ 224,617.44
Water & Sewer Superintendent	029	9	\$ 75.445038	\$ 13,077.14	\$ 156,925.68	\$ 97.646192	\$ 16,925.34	\$ 203,104.08
Web & Digital Media Manager	073	9	\$ 71.934865	\$ 12,468.71	\$ 149,624.52	\$ 93.086423	\$ 16,134.98	\$ 193,619.76