

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 6/9/2024  
Approved 5/28/2024

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Accounting Division Manager	109	9	\$ 82.735962	\$ 14,340.90	\$ 172,090.80	\$ 107.068904	\$ 18,558.61	\$ 222,703.32
Asst Building Official	222	9	\$ 88.186096	\$ 15,285.59	\$ 183,427.08	\$ 114.132288	\$ 19,782.93	\$ 237,395.16
Asst City Attorney	015	9	\$ 102.492808	\$ 17,765.42	\$ 213,185.04	\$ 132.642288	\$ 22,991.33	\$ 275,895.96
Asst City Clerk	010	9	\$ 68.551327	\$ 11,882.23	\$ 142,586.76	\$ 88.713115	\$ 15,376.94	\$ 184,523.28
Asst City Librarian	012	9	\$ 89.304462	\$ 15,479.44	\$ 185,753.28	\$ 115.571885	\$ 20,032.46	\$ 240,389.52
Asst City Manager	016	9	\$ 138.876519	\$ 24,071.93	\$ 288,863.16	\$ 179.714250	\$ 31,150.47	\$ 373,805.64
Asst Dir Of Community Dev	038	9	\$ 100.938519	\$ 17,496.01	\$ 209,952.12	\$ 131.219769	\$ 22,744.76	\$ 272,937.12
Asst Dir Of Electric Util	021	9	\$ 120.989942	\$ 20,971.59	\$ 251,659.08	\$ 156.576692	\$ 27,139.96	\$ 325,679.52
Asst Dir Of Finance	022	9	\$ 96.290654	\$ 16,690.38	\$ 200,284.56	\$ 124.614865	\$ 21,599.91	\$ 259,198.92
Asst Dir Of Human Resources	018	9	\$ 96.290654	\$ 16,690.38	\$ 200,284.56	\$ 124.614865	\$ 21,599.91	\$ 259,198.92
Asst Dir Of Pub Works/City Eng	071	9	\$ 106.188404	\$ 18,405.99	\$ 220,871.88	\$ 137.424058	\$ 23,820.17	\$ 285,842.04
Asst Dir Of Water & Sewer Util	014	9	\$ 95.307346	\$ 16,519.94	\$ 198,239.28	\$ 123.348692	\$ 21,380.44	\$ 256,565.28
Asst Fire Chief	024	9B	\$ 141.201404	\$ 24,474.91	\$ 293,698.92	\$ 182.740500	\$ 31,675.02	\$ 380,100.24
Asst Fire Marshal	026	9B	\$ 108.300346	\$ 18,772.06	\$ 225,264.72	\$ 140.153423	\$ 24,293.26	\$ 291,519.12
Asst Police Chief	027	9A	\$ 147.198635	\$ 25,514.43	\$ 306,173.16	\$ 183.163154	\$ 31,748.28	\$ 380,979.36
Asst To The City Manager	028	9	\$ 94.131115	\$ 16,316.06	\$ 195,792.72	\$ 121.812635	\$ 21,114.19	\$ 253,370.28
Audit Manager	201	9	\$ 79.650981	\$ 13,806.17	\$ 165,674.04	\$ 103.077635	\$ 17,866.79	\$ 214,401.48
Battalion Chief	036	9B	\$ 116.678712	\$ 20,224.31	\$ 242,691.72	\$ 150.987577	\$ 26,171.18	\$ 314,054.16
Battalion Chief 24 Hrs	036S	9BS	\$ 79.373283	\$ 19,261.25	\$ 231,135.00	\$ 102.712624	\$ 24,924.93	\$ 299,099.16
Budget & Treasury Division Mgr	113	9	\$ 82.735962	\$ 14,340.90	\$ 172,090.80	\$ 107.068904	\$ 18,558.61	\$ 222,703.32
Building Maintenance Manager	041	9	\$ 73.268827	\$ 12,699.93	\$ 152,399.16	\$ 94.818865	\$ 16,435.27	\$ 197,223.24
Building Official	042	9	\$ 97.010481	\$ 16,815.15	\$ 201,781.80	\$ 125.540365	\$ 21,760.33	\$ 261,123.96
Cemetery Operations Manager	045	9	\$ 58.589308	\$ 10,155.48	\$ 121,865.76	\$ 75.820442	\$ 13,142.21	\$ 157,706.52
Chief Asst City Attorney	037	9	\$ 117.866423	\$ 20,430.18	\$ 245,162.16	\$ 152.538635	\$ 26,440.03	\$ 317,280.36
Chief Electric Utility Officer	108	9	\$ 159.713192	\$ 27,683.62	\$ 332,203.44	\$ 206.682346	\$ 35,824.94	\$ 429,899.28
Chief Operating Officer	311	9	\$ 159.713192	\$ 27,683.62	\$ 332,203.44	\$ 206.682346	\$ 35,824.94	\$ 429,899.28

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City Attorney	060	Appointed				\$ 165.865385	\$ 28,750.00	\$ 345,000.00
City Auditor	067	9	\$ 96.290654	\$ 16,690.38	\$ 200,284.56	\$ 124.614865	\$ 21,599.91	\$ 259,198.92
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	\$ 111.619327	\$ 19,347.35	\$ 232,168.20	\$ 144.448846	\$ 25,037.80	\$ 300,453.60
City Manager	069	Appointed				\$ 201.067673	\$ 34,851.73	\$ 418,220.76
Communications & Outreach Mgr	083	9	\$ 66.513981	\$ 11,529.09	\$ 138,349.08	\$ 86.071615	\$ 14,919.08	\$ 179,028.96
Communications Operations Mgr	068	9	\$ 75.370500	\$ 13,064.22	\$ 156,770.64	\$ 97.537500	\$ 16,906.50	\$ 202,878.00
Compliance Manager	081	9	\$ 67.561558	\$ 11,710.67	\$ 140,528.04	\$ 87.427731	\$ 15,154.14	\$ 181,849.68
Contracts Manager	342	9	\$ 74.477135	\$ 12,909.37	\$ 154,912.44	\$ 96.374250	\$ 16,704.87	\$ 200,458.44
Deputy City Attorney I	170	9	\$ 64.052365	\$ 11,102.41	\$ 133,228.92	\$ 82.890173	\$ 14,367.63	\$ 172,411.56
Deputy City Attorney II	172	9	\$ 74.727808	\$ 12,952.82	\$ 155,433.84	\$ 96.708404	\$ 16,762.79	\$ 201,153.48
Deputy City Clerk	178	9	\$ 57.689596	\$ 9,999.53	\$ 119,994.36	\$ 74.663538	\$ 12,941.68	\$ 155,300.16
Deputy City Manager	079	9	\$ 103.546846	\$ 17,948.12	\$ 215,377.44	\$ 133.991942	\$ 23,225.27	\$ 278,703.24
Deputy Fire Chief	080	9B	\$ 128.364288	\$ 22,249.81	\$ 266,997.72	\$ 166.129038	\$ 28,795.70	\$ 345,548.40
Deputy Parks & Rec Director	175	9	\$ 83.674327	\$ 14,503.55	\$ 174,042.60	\$ 108.283615	\$ 18,769.16	\$ 225,229.92
Deputy Public Works Director	176	9	\$ 83.822077	\$ 14,529.16	\$ 174,349.92	\$ 108.476423	\$ 18,802.58	\$ 225,630.96
Development Project Manager	158	9	\$ 83.816596	\$ 14,528.21	\$ 174,338.52	\$ 108.467135	\$ 18,800.97	\$ 225,611.64
Development Review Officer	144	9	\$ 81.090635	\$ 14,055.71	\$ 168,668.52	\$ 104.941500	\$ 18,189.86	\$ 218,278.32
Director Of Community Developm	090	9	\$ 122.712462	\$ 21,270.16	\$ 255,241.92	\$ 158.806962	\$ 27,526.54	\$ 330,318.48
Director Of Finance	087	9	\$ 122.468250	\$ 21,227.83	\$ 254,733.96	\$ 158.485615	\$ 27,470.84	\$ 329,650.08
Director Of Human Resources	088	9	\$ 112.898250	\$ 19,569.03	\$ 234,828.36	\$ 146.100635	\$ 25,324.11	\$ 303,889.32
Director Of Inf Technology/CIO	089	9	\$ 116.497385	\$ 20,192.88	\$ 242,314.56	\$ 150.766615	\$ 26,132.88	\$ 313,594.56
Director Of Public Works	091	9	\$ 129.801519	\$ 22,498.93	\$ 269,987.16	\$ 167.978365	\$ 29,116.25	\$ 349,395.00
Director Of Wtr & Sewer Utils	102	9	\$ 117.647885	\$ 20,392.30	\$ 244,707.60	\$ 152.244865	\$ 26,389.11	\$ 316,669.32
Elec Div Mgr - Engineering	104Q	9	\$ 99.986250	\$ 17,330.95	\$ 207,971.40	\$ 129.402981	\$ 22,429.85	\$ 269,158.20

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Elec Div Mgr - Generation	104R	9	\$ 99.986250	\$ 17,330.95	\$ 207,971.40	\$ 129.402981	\$ 22,429.85	\$ 269,158.20
Elec Div Mgr - Operations	104P	9	\$ 99.986250	\$ 17,330.95	\$ 207,971.40	\$ 129.402981	\$ 22,429.85	\$ 269,158.20
Elec Div Mgr - Substations	104M	9	\$ 99.986250	\$ 17,330.95	\$ 207,971.40	\$ 129.402981	\$ 22,429.85	\$ 269,158.20
Elec Div Mgr - Transm, Distrib	104S	9	\$ 99.986250	\$ 17,330.95	\$ 207,971.40	\$ 129.402981	\$ 22,429.85	\$ 269,158.20
Elec Div Mgr-Mkt A & P	107F	9	\$ 99.986250	\$ 17,330.95	\$ 207,971.40	\$ 129.402981	\$ 22,429.85	\$ 269,158.20
Elec Division Manager	104	9	\$ 99.986250	\$ 17,330.95	\$ 207,971.40	\$ 129.402981	\$ 22,429.85	\$ 269,158.20
Elec Program Manager	424	9	\$ 86.952115	\$ 15,071.70	\$ 180,860.40	\$ 112.519096	\$ 19,503.31	\$ 234,039.72
Elec Util Chief Oper Officer	116	9	\$ 133.092173	\$ 23,069.31	\$ 276,831.72	\$ 172.239577	\$ 29,854.86	\$ 358,258.32
Elec Util Risk Control Analyst	697	9	\$ 77.870596	\$ 13,497.57	\$ 161,970.84	\$ 100.776750	\$ 17,467.97	\$ 209,615.64
Emergency Services Officer	106	9	\$ 90.512712	\$ 15,688.87	\$ 188,266.44	\$ 117.127269	\$ 20,302.06	\$ 243,624.72
Environmental Programs Mgr	461	9	\$ 67.561558	\$ 11,710.67	\$ 140,528.04	\$ 87.427731	\$ 15,154.14	\$ 181,849.68
Executive Assistant	187	9	\$ 56.821904	\$ 9,849.13	\$ 118,189.56	\$ 73.532365	\$ 12,745.61	\$ 152,947.32
Field Foreperson	114	9	\$ 81.829673	\$ 14,183.81	\$ 170,205.72	\$ 105.892731	\$ 18,354.74	\$ 220,256.88
Fire Chief	117	9B	\$ 153.565904	\$ 26,618.09	\$ 319,417.08	\$ 198.721904	\$ 34,445.13	\$ 413,341.56
Fire Marshal	120	9B	\$ 116.678019	\$ 20,224.19	\$ 242,690.28	\$ 150.983423	\$ 26,170.46	\$ 314,045.52
Fleet Manager	034	9	\$ 69.811038	\$ 12,100.58	\$ 145,206.96	\$ 90.339173	\$ 15,658.79	\$ 187,905.48
Housing & Comm Svc Div Mgr	075	9	\$ 83.892808	\$ 14,541.42	\$ 174,497.04	\$ 108.572827	\$ 18,819.29	\$ 225,831.48
Housing Development Officer	749	9	\$ 65.884096	\$ 11,419.91	\$ 137,038.92	\$ 85.261788	\$ 14,778.71	\$ 177,344.52
Human Resources Div Mgr	139	9	\$ 82.735962	\$ 14,340.90	\$ 172,090.80	\$ 107.068904	\$ 18,558.61	\$ 222,703.32
Information Technology Svc Mgr	112	9	\$ 77.652058	\$ 13,459.69	\$ 161,516.28	\$ 100.481135	\$ 17,416.73	\$ 209,000.76
Inspection Manager	134	9	\$ 83.095846	\$ 14,403.28	\$ 172,839.36	\$ 107.544462	\$ 18,641.04	\$ 223,692.48
Legal Executive Assistant	185	9	\$ 56.821904	\$ 9,849.13	\$ 118,189.56	\$ 73.532365	\$ 12,745.61	\$ 152,947.32
Library Div Mgr -Support Svcs	127G	9	\$ 69.759635	\$ 12,091.67	\$ 145,100.04	\$ 90.287769	\$ 15,649.88	\$ 187,798.56
Management Analyst	008	9	\$ 57.689596	\$ 9,999.53	\$ 119,994.36	\$ 74.663538	\$ 12,941.68	\$ 155,300.16
Mayor	MAYOR	Elected					\$ 2,500.00	\$ 30,000.00
Municipal Services Div Mgr	110	9	\$ 82.735962	\$ 14,340.90	\$ 172,090.80	\$ 107.068904	\$ 18,558.61	\$ 222,703.32

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Park Maint & Operations Superv	131	9	\$ 68.956269	\$ 11,952.42	\$ 143,429.04	\$ 89.227327	\$ 15,466.07	\$ 185,592.84
Parks & Recreation Director	132	9	\$ 113.753077	\$ 19,717.20	\$ 236,606.40	\$ 147.199615	\$ 25,514.60	\$ 306,175.20
Parks Const, Mtc & Repair Mgr	130	9	\$ 68.956269	\$ 11,952.42	\$ 143,429.04	\$ 89.227327	\$ 15,466.07	\$ 185,592.84
Performance Auditor I	203	9	\$ 48.074654	\$ 8,332.94	\$ 99,995.28	\$ 62.219596	\$ 10,784.73	\$ 129,416.76
Performance Auditor II	204	9	\$ 57.689596	\$ 9,999.53	\$ 119,994.36	\$ 74.663538	\$ 12,941.68	\$ 155,300.16
Plan Review Manager	629	9	\$ 83.989212	\$ 14,558.13	\$ 174,697.56	\$ 108.682096	\$ 18,838.23	\$ 226,058.76
Planning Manager	072	9	\$ 87.588346	\$ 15,181.98	\$ 182,183.76	\$ 113.348135	\$ 19,647.01	\$ 235,764.12
Police Captain	138	9A	\$ 144.246231	\$ 25,002.68	\$ 300,032.16	\$ 174.454212	\$ 30,238.73	\$ 362,864.76
Police Chief	141	Elected					\$ 28,755.00	\$ 345,060.00
Police Records Manager	647	9	\$ 59.424865	\$ 10,300.31	\$ 123,603.72	\$ 76.906558	\$ 13,330.47	\$ 159,965.64
Power System Scheduler/Trader	674	9	\$ 74.573538	\$ 12,926.08	\$ 155,112.96	\$ 96.509192	\$ 16,728.26	\$ 200,739.12
Power Trader	673	9	\$ 95.307346	\$ 16,519.94	\$ 198,239.28	\$ 123.348692	\$ 21,380.44	\$ 256,565.28
Principal Accountant	148	9	\$ 74.477135	\$ 12,909.37	\$ 154,912.44	\$ 96.374250	\$ 16,704.87	\$ 200,458.44
Principal Electric Utility Eng	145	9	\$ 95.236615	\$ 16,507.68	\$ 198,092.16	\$ 123.245827	\$ 21,362.61	\$ 256,351.32
Principal Eng - Water & Sewer	142W	9	\$ 92.344385	\$ 16,006.36	\$ 192,076.32	\$ 119.505288	\$ 20,714.25	\$ 248,571.00
Principal Eng/City Surveyor	140	9	\$ 96.961731	\$ 16,806.70	\$ 201,680.40	\$ 125.482442	\$ 21,750.29	\$ 261,003.48
Principal Engineer	142	9	\$ 92.344385	\$ 16,006.36	\$ 192,076.32	\$ 119.505288	\$ 20,714.25	\$ 248,571.00
Principal Financial Analyst	149	9	\$ 74.477135	\$ 12,909.37	\$ 154,912.44	\$ 96.374250	\$ 16,704.87	\$ 200,458.44
Principal Planner	143	9	\$ 74.477135	\$ 12,909.37	\$ 154,912.44	\$ 96.374250	\$ 16,704.87	\$ 200,458.44
Principal Power Analyst	154	9	\$ 74.477135	\$ 12,909.37	\$ 154,912.44	\$ 96.374250	\$ 16,704.87	\$ 200,458.44
Principal Util Info System Mgr	146	9	\$ 95.307346	\$ 16,519.94	\$ 198,239.28	\$ 123.348692	\$ 21,380.44	\$ 256,565.28
Public Information Officer	077	9	\$ 90.512712	\$ 15,688.87	\$ 188,266.44	\$ 117.127269	\$ 20,302.06	\$ 243,624.72
Public Records Manager	082	9	\$ 57.689596	\$ 9,999.53	\$ 119,994.36	\$ 74.663538	\$ 12,941.68	\$ 155,300.16
Purchasing Division Manager	147	9	\$ 79.650981	\$ 13,806.17	\$ 165,674.04	\$ 103.077635	\$ 17,866.79	\$ 214,401.48
Recreation Manager	150	9	\$ 75.184096	\$ 13,031.91	\$ 156,382.92	\$ 97.293231	\$ 16,864.16	\$ 202,369.92
Risk Manager	700	9	\$ 79.650981	\$ 13,806.17	\$ 165,674.04	\$ 103.077635	\$ 17,866.79	\$ 214,401.48

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Sr Counsel for SVP	179	9	\$ 110.535231	\$ 19,159.44	\$ 229,913.28	\$ 142.590462	\$ 24,715.68	\$ 296,588.16
Sr Deputy City Attorney	161	9	\$ 79.432385	\$ 13,768.28	\$ 165,219.36	\$ 102.801346	\$ 17,818.90	\$ 213,826.80
Sr Elec Div Mgr	173	9	\$ 109.980346	\$ 19,063.26	\$ 228,759.12	\$ 142.340769	\$ 24,672.40	\$ 296,068.80
Sr Elec Div Mgr-Mkt A&P	174A	9	\$ 109.980346	\$ 19,063.26	\$ 228,759.12	\$ 142.340769	\$ 24,672.40	\$ 296,068.80
Sr Information Tech Svcs Mgr	743	9	\$ 85.088250	\$ 14,748.63	\$ 176,983.56	\$ 110.115346	\$ 19,086.66	\$ 229,039.92
Sr Management Analyst	742	9	\$ 63.458365	\$ 10,999.45	\$ 131,993.40	\$ 82.129673	\$ 14,235.81	\$ 170,829.72
Sr Performance Auditor	202	9	\$ 67.561558	\$ 11,710.67	\$ 140,528.04	\$ 87.427731	\$ 15,154.14	\$ 181,849.68
Sr Power System Schedlr/Trader	772	9	\$ 80.152269	\$ 13,893.06	\$ 166,716.72	\$ 103.733192	\$ 17,980.42	\$ 215,765.04
Street Superintendent	159	9	\$ 76.199596	\$ 13,207.93	\$ 158,495.16	\$ 98.617269	\$ 17,093.66	\$ 205,123.92
Transportation Manager	171	9	\$ 93.186404	\$ 16,152.31	\$ 193,827.72	\$ 120.597865	\$ 20,903.63	\$ 250,843.56
Utility Business Systems Mgr	898	9	\$ 74.355000	\$ 12,888.20	\$ 154,658.40	\$ 96.219981	\$ 16,678.13	\$ 200,137.56
Utility Operations Engineer	155	9	\$ 78.494019	\$ 13,605.63	\$ 163,267.56	\$ 101.573712	\$ 17,606.11	\$ 211,273.32
Water & Sewer Operations Mgr	180	9	\$ 77.150827	\$ 13,372.81	\$ 160,473.72	\$ 99.851250	\$ 17,307.55	\$ 207,690.60
Water & Sewer Superintendent	029	9	\$ 69.759635	\$ 12,091.67	\$ 145,100.04	\$ 90.287769	\$ 15,649.88	\$ 187,798.56
Web & Digital Media Manager	073	9	\$ 66.513981	\$ 11,529.09	\$ 138,349.08	\$ 86.071615	\$ 14,919.08	\$ 179,028.96