

**RESOLUTION NO. 25-9483**

**A RESOLUTION OF THE CITY OF SANTA CLARA,  
CALIFORNIA, TO ADOPT THE AMENDED UNCLASSIFIED  
SALARY PLAN FOR THE POSITION OF CITY ATTORNEY  
WITH AN APPROVAL DATE OF AUGUST 26, 2025, AND AN  
EFFECTIVE DATE OF MARCH 1, 2025**

**WHEREAS**, the City of Santa Clara contracts with CalPERS to provide retirement benefits;

**WHEREAS**, to comply with the California Code Regulations section 570.5, the City of Santa Clara shall among other things, have publicly available pay schedules approved and adopted by the City Council which shall indicate an effective date and date of any revisions;

**WHEREAS**, as required by the California Code Regulations section 570.5 and as mandated by CalPERS, the City Council deems it to be in the best interests of the City to adopt the Amended Unclassified Salary Plan for City of Santa Clara classifications when there are salary modifications to existing classifications, and when new classifications are created and salary ranges need to be established or when existing classifications are deleted;

**WHEREAS**, the attached Unclassified Salary Plan reflects salary modification for the position of City Attorney, with an approval date of August 26, 2025, and an effective date of March 1, 2025; and

**WHEREAS**, the City Council previously approved unclassified salary plans with revisions to other classifications effective July 1, 2025 and August 3, 2025. The salary plan included with this item includes the new salary for the position of City Attorney (which is retroactive to March 1, 2025) and those changes/additions to other classifications that were previously approved by the City Council, (which remain effective as of the dates stated in the applicable prior Council action).

**NOW THEREFORE, BE IT RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:**

1. That the City hereby adopts the Amended Unclassified Salary Plan for the position of City Attorney reflecting the wage increase approved by the City Council on August 26, 2025.

2. Effective date. In accordance with the California Code Regulations section 570.5 and to comply with CalPERS, the attached salary schedule for unclassified positions, shall be adopted with an approval date of August 26, 2025, and have an effective date of March 1, 2025, for the position of City Attorney.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED AND ADOPTED BY THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE 26<sup>TH</sup> DAY OF AUGUST, 2025, BY THE FOLLOWING VOTE:

AYES: COUNCILORS: Chahal, Cox, Gonzalez, Jain, and Park

NOES: COUNCILORS: Mayor Gillmor

ABSENT: COUNCILORS: Hardy

ABSTAINED: COUNCILORS: None

ATTEST:



NORA PIMENTEL, MMC  
ASSISTANT CITY CLERK  
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Amendment No. 2 to Employment Agreement with Glen R. Googins
2. Unclassified Salary Plan eff 03-01-2025 (for Council 08-26-2025)

**AMENDMENT NO. 2  
TO THE EMPLOYMENT AGREEMENT  
BY AND BETWEEN THE  
CITY OF SANTA CLARA, CALIFORNIA,  
AND  
GLEN R. GOOGINS**

**PREAMBLE**

This agreement ("Amendment No. 2") is entered into between the City of Santa Clara, California, a chartered California municipal corporation ("City") and Glen R. Googins ("Employee"). City and Employee may be referred to individually as a "Party" or collectively as the "Parties" or the "Parties to this Agreement."

**RECITALS**

- A. The Parties previously entered into an agreement entitled "Employment Agreement" dated January 10, 2023 ("Agreement"); and
- B. The Agreement was previously amended by Amendment No. 1, and is again amended by this Amendment No. 2. The Agreement and all previous amendments are collectively referred to herein as the "Agreement as Amended"; and
- C. The Parties entered into the Agreement as Amended for the purpose of appointing and employing Employee as the City Attorney and associated duties, and the Parties now wish to amend the Agreement as Amended to adjust compensation and clarify procedures relating to performance appraisal and compensation.

NOW, THEREFORE, the Parties agree as follows:

**AMENDMENT TERMS AND CONDITIONS**

1. Section 3.1 of the Agreement as Amended, entitled "Salary" is amended to read as follows:
  - 3.1. Salary. Employee shall receive an annual salary of Three Hundred Seventy Thousand Four Hundred Sixty-One Dollars (\$370,461.12), less all authorized or appropriate deductions and withholdings, payable in pro-rata increments on regular City paydays, effective as of the date of Council approval of Amendment No. 2. Employee shall also receive a lump sum payment equal to a 4% salary increase retroactive to March 1, 2025, within two pay periods of approval of Amendment No. 2.
2. Section 3.2 of the Agreement as Amended, entitled "Adjustments" is amended to read as follows:

3.2. Adjustments. Following completion of the annual performance appraisal as described in Section 4 below, or at any other time within the discretion of the City Council, the City Council (or some subset thereof) shall meet or otherwise communicate with Employee for the express purpose of determining any appropriate salary adjustment. In determining any appropriate salary adjustment, the City Council shall take into account cost-of-living and merit adjustments provided to Unit 9, but the ultimate decision regarding the timing and the amount of any adjustment, including but not limited to cost of living, is within the sole discretion of the City Council.

3. Section 3.3(b) of the Agreement as Amended, is amended to read as follows:

(b) Except as otherwise specified in this Agreement, Employee will be eligible for, and shall receive, the benefits provided in the following identified sections of the Miscellaneous Unclassified Employees Memorandum of Understanding (“MOU”) for Unit 9 as of January 1, 2025, as those sections may be renamed or renumbered. To the extent these sections vest authority to a Unit 9 member’s supervisor, Department Head, City Manager or designee, such authority shall be exercised or retained by the Mayor or other council member(s) designated by City Council.

4. Section 3.3(c) of the Agreement as Amended, is amended to read as follows:

(c) On and after January 1, 2025, in the event a successor MOU includes a change to Section 7 – Health Insurance, Section 8 – Dental Insurance, and/or Section 9 – Vision Insurance, such change shall be applicable to Employee concurrent with the effective date of such change(s) for Unit 9. In the event of successor MOU changes to other benefits listed in section 3.3(b) above, the application of such changes to Employee shall be at the sole discretion of City Council.

5. Section 3.3(f) of the Agreement as Amended, is amended to read as follows:

(f) A copy of the Miscellaneous Unclassified Employees Unit 9 MOU for the period January 1, 2025 – December 31, 2028, is attached as Revised Exhibit B. The two Side Letters executed between the City and Unit 9 regarding amendments to the 2019-2024 MOU pertaining to vacation accrual and use of compensatory time off are not applicable to Employee.

6. A new Section 3.3(g) is added to the Agreement as Amended, as follows:

(g) The Deferred Compensation provision of the Unit 9 MOU for the period January 1, 2025 – December 31, 2028, attached as Revised Exhibit B, is applicable to Employee, retroactive to January 1, 2025.

7. Section 4 entitled "Performance Appraisal" of the Agreement as Amended is amended to read as follows:
  4. **Performance Appraisal.** The City Council will make its best efforts to undertake a performance appraisal of the Employee at least once every twelve (12) months following the Employee's original date of hire. The City Council maintains discretion to conduct performance appraisals more frequently if necessary. Performance Appraisals shall be conducted annually. The process and timing for conducting the annual appraisal shall be set forth by City Council (e.g., in a Council Policy Manual section).
    - (a) If City Council does not complete the Performance Appraisal process on or before May 31<sup>st</sup>, then Employee shall receive a salary increase of 2% or applicable most recent one-year CPI<sup>1</sup>, whichever is less, retroactive to March 1, of that year. This salary increase is subject to the potential for an additional increase (but shall not be subject to decrease) upon completion of the performance review process.
8. Except as set forth herein, all other terms and conditions of the Agreement as Amended shall remain in full force and effect. In case of a conflict in the terms of the Agreement as Amended and this Amendment No. 2, the provisions of this Amendment No. 2 shall control.

The Parties acknowledge and accept the terms and conditions of this Amendment No. 2 as evidenced by the following signatures of their duly authorized representatives.

**CITY OF SANTA CLARA, CALIFORNIA**  
a chartered California municipal corporation

Approved as to Form:

  
Sujata Reuter  
Chief Assistant City Attorney

Dated:

10-09-2025

  
LISA M. GILLMOR  
Mayor

  
GLEN R. GOOGINS  
Employee

<sup>1</sup> Consumer Price Index for All Urban Consumers (CPI-U) for San Francisco-Oakland-Hayward

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 3/1/2025  
Approved 8/26/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Accounting Division Manager	109	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Asst Building Official	222	9	\$ 92.595404	\$ 16,049.87	\$ 192,598.44	\$ 119.838923	\$ 20,772.08	\$ 249,264.96
Asst City Attorney	015	9	\$ 107.617442	\$ 18,653.69	\$ 223,844.28	\$ 139.274423	\$ 24,140.90	\$ 289,690.80
Asst City Clerk	010	9	\$ 81.924000	\$ 14,200.16	\$ 170,401.92	\$ 106.009615	\$ 18,375.00	\$ 220,500.00
Asst City Librarian	012	9	\$ 93.769673	\$ 16,253.41	\$ 195,040.92	\$ 121.350462	\$ 21,034.08	\$ 252,408.96
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	\$ 105.985442	\$ 18,370.81	\$ 220,449.72	\$ 137.780769	\$ 23,882.00	\$ 286,584.00
Asst Dir of Electric Util	021	9	\$ 127.039442	\$ 22,020.17	\$ 264,242.04	\$ 164.405538	\$ 28,496.96	\$ 341,963.52
Asst Dir of Finance	022	9	\$ 101.105192	\$ 17,524.90	\$ 210,298.80	\$ 130.845635	\$ 22,679.91	\$ 272,158.92
Asst Dir of Human Resources	018	9	\$ 101.105192	\$ 17,524.90	\$ 210,298.80	\$ 130.845635	\$ 22,679.91	\$ 272,158.92
Asst Dir of Pub Works/City Eng	071	9	\$ 111.497827	\$ 19,326.29	\$ 231,915.48	\$ 144.295269	\$ 25,011.18	\$ 300,134.16
Asst Dir of Water & Sewer Util	014	9	\$ 100.072731	\$ 17,345.94	\$ 208,151.28	\$ 129.516115	\$ 22,449.46	\$ 269,393.52
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	\$ 60.779942	\$ 10,535.19	\$ 126,422.28	\$ 78.649269	\$ 13,632.54	\$ 163,590.48
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	\$ 98.837654	\$ 17,131.86	\$ 205,582.32	\$ 127.903269	\$ 22,169.90	\$ 266,038.80
Audit Manager	201	9	\$ 83.633538	\$ 14,496.48	\$ 173,957.76	\$ 108.231519	\$ 18,760.13	\$ 225,121.56
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	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Building Maintenance Manager	041	9	\$ 76.932288	\$ 13,334.93	\$ 160,019.16	\$ 99.559788	\$ 17,257.03	\$ 207,084.36
Building Official	042	9	\$ 101.861019	\$ 17,655.91	\$ 211,870.92	\$ 131.817404	\$ 22,848.35	\$ 274,180.20
Cemetery Operations Manager	045	9	\$ 61.518750	\$ 10,663.25	\$ 127,959.00	\$ 79.611462	\$ 13,799.32	\$ 165,591.84
Chief Asst City Attorney	037	9	\$ 123.759750	\$ 21,451.69	\$ 257,420.28	\$ 160.165558	\$ 27,762.03	\$ 333,144.36
Chief Operating Officer	311	9	\$ 159.713192	\$ 27,683.62	\$ 332,203.44	\$ 206.682346	\$ 35,824.94	\$ 429,899.28
City Attorney	060	Appointed				\$ 178.106308	\$ 30,871.76	\$ 370,461.12
City Auditor	067	9	\$ 101.105192	\$ 17,524.90	\$ 210,298.80	\$ 130.845635	\$ 22,679.91	\$ 272,158.92

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 3/1/2025  
Approved 8/26/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
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	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
City Manager	069	Appointed				\$ 201.067673	\$ 34,851.73	\$ 418,220.76
Communications & Outreach Mgr	083	9	\$ 69.839654	\$ 12,105.54	\$ 145,266.48	\$ 90.375173	\$ 15,665.03	\$ 187,980.36
Communications Operations Mgr	068	9	\$ 79.139019	\$ 13,717.43	\$ 164,609.16	\$ 102.414404	\$ 17,751.83	\$ 213,021.96
Compliance Manager	081	9	\$ 70.939615	\$ 12,296.20	\$ 147,554.40	\$ 91.799135	\$ 15,911.85	\$ 190,942.20
Contracts Manager	342	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Deputy City Attorney I	170	9	\$ 67.254981	\$ 11,657.53	\$ 139,890.36	\$ 87.034673	\$ 15,086.01	\$ 181,032.12
Deputy City Attorney II	172	9	\$ 78.464192	\$ 13,600.46	\$ 163,205.52	\$ 101.543827	\$ 17,600.93	\$ 211,211.16
Deputy City Clerk	178	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Deputy City Manager	079	9	\$ 108.724212	\$ 18,845.53	\$ 226,146.36	\$ 140.691519	\$ 24,386.53	\$ 292,638.36
Deputy Fire Chief	080	9B	\$ 131.573423	\$ 22,806.06	\$ 273,672.72	\$ 170.282250	\$ 29,515.59	\$ 354,187.08
Deputy Director	176	9	\$ 88.013192	\$ 15,255.62	\$ 183,067.44	\$ 113.900250	\$ 19,742.71	\$ 236,912.52
Development Project Manager	158	9	\$ 88.007423	\$ 15,254.62	\$ 183,055.44	\$ 113.890500	\$ 19,741.02	\$ 236,892.24
Development Review Officer	144	9	\$ 85.145192	\$ 14,758.50	\$ 177,102.00	\$ 110.188558	\$ 19,099.35	\$ 229,192.20
Director of Community Developm	090	9	\$ 126.393808	\$ 21,908.26	\$ 262,899.12	\$ 163.571192	\$ 28,352.34	\$ 340,228.08
Director of Finance	087	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Director of Human Resources	088	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Director of Inf Technology/CIO	089	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Director of Public Works	091	9	\$ 133.695577	\$ 23,173.90	\$ 278,086.80	\$ 173.017731	\$ 29,989.74	\$ 359,876.88
Director of Silicon Valley Pwr	108	9	\$ 159.713192	\$ 27,683.62	\$ 332,203.44	\$ 206.682346	\$ 35,824.94	\$ 429,899.28
Director of Wtr & Sewer Utils	102	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Elec Div Mgr - Engineering	104Q	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Generation	104R	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Operations	104P	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Substations	104M	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Transm, Distrib	104S	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 3/1/2025  
Approved 8/26/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Elec Div Mgr-Mkt A & P	107F	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Division Manager	104	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Program Manager	424	9	\$ 91.299750	\$ 15,825.29	\$ 189,903.48	\$ 118.145077	\$ 20,478.48	\$ 245,741.76
Elec Util Chief Oper Officer	116	9	\$ 139.746808	\$ 24,222.78	\$ 290,673.36	\$ 180.851538	\$ 31,347.60	\$ 376,171.20
Elec Util Risk Control Analyst	697	9	\$ 81.764135	\$ 14,172.45	\$ 170,069.40	\$ 105.815596	\$ 18,341.37	\$ 220,096.44
Emergency Services Officer	106	9	\$ 95.038327	\$ 16,473.31	\$ 197,679.72	\$ 122.983615	\$ 21,317.16	\$ 255,805.92
Environmental Programs Mgr	461	9	\$ 70.939615	\$ 12,296.20	\$ 147,554.40	\$ 91.799135	\$ 15,911.85	\$ 190,942.20
Executive Assistant	187	9	\$ 59.663019	\$ 10,341.59	\$ 124,099.08	\$ 77.208981	\$ 13,382.89	\$ 160,594.68
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	\$ 73.301596	\$ 12,705.61	\$ 152,467.32	\$ 94.856135	\$ 16,441.73	\$ 197,300.76
Housing & Comm Svc Div Mgr	075	9	\$ 88.087442	\$ 15,268.49	\$ 183,221.88	\$ 114.001442	\$ 19,760.25	\$ 237,123.00
Housing Development Officer	749	9	\$ 69.178327	\$ 11,990.91	\$ 143,890.92	\$ 89.524904	\$ 15,517.65	\$ 186,211.80
Human Resources Div Mgr	139	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Information Technology Svc Mgr	112	9	\$ 81.534635	\$ 14,132.67	\$ 169,592.04	\$ 105.505212	\$ 18,287.57	\$ 219,450.84
Inspection Manager	134	9	\$ 87.250615	\$ 15,123.44	\$ 181,481.28	\$ 112.921673	\$ 19,573.09	\$ 234,877.08
Legal Executive Assistant	185	9	\$ 59.663019	\$ 10,341.59	\$ 124,099.08	\$ 77.208981	\$ 13,382.89	\$ 160,594.68
Library Div Mgr -Support Svcs	127G	9	\$ 73.247596	\$ 12,696.25	\$ 152,355.00	\$ 94.802135	\$ 16,432.37	\$ 197,188.44
Management Analyst	008	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Mayor	MAYOR	Elected					\$ 2,625.00	\$ 31,500.00
Municipal Services Div Mgr	110	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Park Maint & Operations Superv	131	9	\$ 72.404077	\$ 12,550.04	\$ 150,600.48	\$ 93.688673	\$ 16,239.37	\$ 194,872.44
Parks & Recreation Director	132	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Parks Const, Mtc & Repair Mgr	130	9	\$ 72.404077	\$ 12,550.04	\$ 150,600.48	\$ 93.688673	\$ 16,239.37	\$ 194,872.44
Performance Auditor I	203	9	\$ 50.478404	\$ 8,749.59	\$ 104,995.08	\$ 65.330596	\$ 11,323.97	\$ 135,887.64
Performance Auditor II	204	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Plan Review Manager	629	9	\$ 88.188692	\$ 15,286.04	\$ 183,432.48	\$ 114.116192	\$ 19,780.14	\$ 237,361.68
Planning Manager	072	9	\$ 91.967769	\$ 15,941.08	\$ 191,292.96	\$ 119.015538	\$ 20,629.36	\$ 247,552.32

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 3/1/2025  
Approved 8/26/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
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	\$ 62.396135	\$ 10,815.33	\$ 129,783.96	\$ 80.751865	\$ 13,996.99	\$ 167,963.88
Power System Scheduler/Trader	674	9	\$ 78.302192	\$ 13,572.38	\$ 162,868.56	\$ 101.334635	\$ 17,564.67	\$ 210,776.04
Power Trader	673	9	\$ 100.072731	\$ 17,345.94	\$ 208,151.28	\$ 129.516115	\$ 22,449.46	\$ 269,393.52
Principal Accountant	148	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Electric Utility Eng	145	9	\$ 99.998423	\$ 17,333.06	\$ 207,996.72	\$ 129.408115	\$ 22,430.74	\$ 269,168.88
Principal Eng - Water & Sewer	142W	9	\$ 96.961615	\$ 16,806.68	\$ 201,680.16	\$ 125.480538	\$ 21,749.96	\$ 260,999.52
Principal Eng/City Surveyor	140	9	\$ 101.809846	\$ 17,647.04	\$ 211,764.48	\$ 131.756538	\$ 22,837.80	\$ 274,053.60
Principal Engineer	142	9	\$ 96.961615	\$ 16,806.68	\$ 201,680.16	\$ 125.480538	\$ 21,749.96	\$ 260,999.52
Principal Financial Analyst	149	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Planner	143	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Power Analyst	154	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Util Info System Mgr	146	9	\$ 100.072731	\$ 17,345.94	\$ 208,151.28	\$ 129.516115	\$ 22,449.46	\$ 269,393.52
Public Information Officer	077	9	\$ 95.038327	\$ 16,473.31	\$ 197,679.72	\$ 122.983615	\$ 21,317.16	\$ 255,805.92
Public Records Manager	082	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Purchasing Division Manager	147	9	\$ 83.633538	\$ 14,496.48	\$ 173,957.76	\$ 108.231519	\$ 18,760.13	\$ 225,121.56
Recreation Manager	150	9	\$ 78.943327	\$ 13,683.51	\$ 164,202.12	\$ 102.157904	\$ 17,707.37	\$ 212,488.44
Risk Manager	700	9	\$ 83.633538	\$ 14,496.48	\$ 173,957.76	\$ 108.231519	\$ 18,760.13	\$ 225,121.56
Sr Counsel for SVP	179	9	\$ 116.061981	\$ 20,117.41	\$ 241,408.92	\$ 149.719962	\$ 25,951.46	\$ 311,417.52
Sr Deputy City Attorney	161	9	\$ 83.403981	\$ 14,456.69	\$ 173,480.28	\$ 107.941442	\$ 18,709.85	\$ 224,518.20
Sr Elec Div Mgr	173	9	\$ 115.479346	\$ 20,016.42	\$ 240,197.04	\$ 149.457808	\$ 25,906.02	\$ 310,872.24
Sr Elec Div Mgr-Mkt A&P	174A	9	\$ 115.479346	\$ 20,016.42	\$ 240,197.04	\$ 149.457808	\$ 25,906.02	\$ 310,872.24
Sr Information Tech Svcs Mgr	743	9	\$ 89.342654	\$ 15,486.06	\$ 185,832.72	\$ 115.621096	\$ 20,040.99	\$ 240,491.88
Sr Management Analyst	742	9	\$ 66.631269	\$ 11,549.42	\$ 138,593.04	\$ 86.236154	\$ 14,947.60	\$ 179,371.20
Sr Performance Auditor	202	9	\$ 70.939615	\$ 12,296.20	\$ 147,554.40	\$ 91.799135	\$ 15,911.85	\$ 190,942.20
Sr Power System Schedlr/Trader	772	9	\$ 84.159865	\$ 14,587.71	\$ 175,052.52	\$ 108.919846	\$ 18,879.44	\$ 226,553.28
Street Superintendent	159	9	\$ 80.009596	\$ 13,868.33	\$ 166,419.96	\$ 103.548115	\$ 17,948.34	\$ 215,380.08

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 3/1/2025  
Approved 8/26/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Transportation Manager	171	9	\$ 97.845750	\$ 16,959.93	\$ 203,519.16	\$ 126.627750	\$ 21,948.81	\$ 263,385.72
Utility Business Systems Mgr	898	9	\$ 78.072750	\$ 13,532.61	\$ 162,391.32	\$ 101.031000	\$ 17,512.04	\$ 210,144.48
Utility Operations Engineer	155	9	\$ 82.418712	\$ 14,285.91	\$ 171,430.92	\$ 106.652423	\$ 18,486.42	\$ 221,837.04
Water & Sewer Operations Mgr	180	9	\$ 81.008365	\$ 14,041.45	\$ 168,497.40	\$ 104.843827	\$ 18,172.93	\$ 218,075.16
Water & Sewer Superintendent	029	9	\$ 73.247596	\$ 12,696.25	\$ 152,355.00	\$ 94.802135	\$ 16,432.37	\$ 197,188.44
Web & Digital Media Manager	073	9	\$ 69.839654	\$ 12,105.54	\$ 145,266.48	\$ 90.375173	\$ 15,665.03	\$ 187,980.36