

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 10/20/2019
Approved 10/22/2019

| Job Title | Job Code | Union Code | Minimum Salary | | | Maximum Salary | | |
|--------------------------------|----------|------------|----------------|--------------|---------------|----------------|--------------|---------------|
| | | | Hourly | Monthly | Annual | Hourly | Monthly | Annual |
| ACCOUNTING DIVISION MANAGER | 109 | 9 | \$ 74.267308 | \$ 12,873.00 | \$ 154,476.00 | \$ 96.109615 | \$ 16,659.00 | \$ 199,908.00 |
| ASST BUILDING OFFICIAL | 222 | 9 | \$ 79.159615 | \$ 13,721.00 | \$ 164,652.00 | \$ 102.450000 | \$ 17,758.00 | \$ 213,096.00 |
| ASST CITY ATTORNEY | 015 | 9 | \$ 92.001923 | \$ 15,947.00 | \$ 191,364.00 | \$ 119.065385 | \$ 20,638.00 | \$ 247,656.00 |
| ASST CITY CLERK | 010 | 9 | \$ 61.534615 | \$ 10,666.00 | \$ 127,992.00 | \$ 79.632692 | \$ 13,803.00 | \$ 165,636.00 |
| ASST CITY LIBRARIAN | 012 | 9 | \$ 80.163462 | \$ 13,895.00 | \$ 166,740.00 | \$ 103.742308 | \$ 17,982.00 | \$ 215,784.00 |
| ASST CITY MANAGER | 016 | 9 | \$ 124.661538 | \$ 21,608.00 | \$ 259,296.00 | \$ 161.319231 | \$ 27,962.00 | \$ 335,544.00 |
| ASST DIR OF ELECTRIC UTIL | 021 | 9 | \$ 108.605769 | \$ 18,825.00 | \$ 225,900.00 | \$ 140.550000 | \$ 24,362.00 | \$ 292,344.00 |
| ASST DIR OF FINANCE | 022 | 9 | \$ 86.434615 | \$ 14,982.00 | \$ 179,784.00 | \$ 111.859615 | \$ 19,389.00 | \$ 232,668.00 |
| ASST DIR OF HUMAN RESOURCES | 018 | 9 | \$ 86.434615 | \$ 14,982.00 | \$ 179,784.00 | \$ 111.859615 | \$ 19,389.00 | \$ 232,668.00 |
| ASST DIR OF PUB WORKS/CITY ENG | 071 | 9 | \$ 95.319231 | \$ 16,522.00 | \$ 198,264.00 | \$ 123.357692 | \$ 21,382.00 | \$ 256,584.00 |
| ASST DIR OF WATER & SEWER UTIL | 014 | 9 | \$ 85.551923 | \$ 14,829.00 | \$ 177,948.00 | \$ 110.723077 | \$ 19,192.00 | \$ 230,304.00 |
| ASST FIRE CHIEF | 024 | 9B | \$ 118.921154 | \$ 20,613.00 | \$ 247,356.00 | \$ 153.905769 | \$ 26,677.00 | \$ 320,124.00 |
| ASST FIRE MARSHAL | 026 | 9B | \$ 91.211538 | \$ 15,810.00 | \$ 189,720.00 | \$ 118.038462 | \$ 20,460.00 | \$ 245,520.00 |
| ASST POLICE CHIEF | 027 | 9A | \$ 130.234615 | \$ 22,574.00 | \$ 270,888.00 | \$ 168.536538 | \$ 29,213.00 | \$ 350,556.00 |
| ASST TO THE CITY MANAGER | 028 | 9 | \$ 84.496154 | \$ 14,646.00 | \$ 175,752.00 | \$ 109.344231 | \$ 18,953.00 | \$ 227,436.00 |
| ASST WATER & SEWER SUPERINTEND | 029 | 9 | \$ 62.619231 | \$ 10,854.00 | \$ 130,248.00 | \$ 81.046154 | \$ 14,048.00 | \$ 168,576.00 |
| AUDIT MANAGER | 201 | 9 | \$ 71.498077 | \$ 12,393.00 | \$ 148,716.00 | \$ 92.526923 | \$ 16,038.00 | \$ 192,456.00 |
| BATTALION CHIEF | 036 | 9B | \$ 98.267308 | \$ 17,033.00 | \$ 204,396.00 | \$ 127.159615 | \$ 22,041.00 | \$ 264,492.00 |
| BATTALION CHIEF 24 HRS | 036S | 9B | \$ 66.848901 | \$ 16,222.00 | \$ 194,664.00 | \$ 86.505495 | \$ 20,992.00 | \$ 251,904.00 |
| BUILDING MAINTENANCE MANAGER | 041 | 9 | \$ 65.769231 | \$ 11,400.00 | \$ 136,800.00 | \$ 85.113462 | \$ 14,753.00 | \$ 177,036.00 |
| BUILDING OFFICIAL | 042 | 9 | \$ 87.080769 | \$ 15,094.00 | \$ 181,128.00 | \$ 112.690385 | \$ 19,533.00 | \$ 234,396.00 |
| CEMETERY OPERATIONS MANAGER | 045 | 9 | \$ 52.592308 | \$ 9,116.00 | \$ 109,392.00 | \$ 68.059615 | \$ 11,797.00 | \$ 141,564.00 |
| CHIEF ELECTRIC UTILITY OFFICER | 108 | 9 | \$ 143.365385 | \$ 24,850.00 | \$ 298,200.00 | \$ 185.526923 | \$ 32,158.00 | \$ 385,896.00 |
| CHIEF OPERATING OFFICER | 311 | 9 | \$ 143.365385 | \$ 24,850.00 | \$ 298,200.00 | \$ 185.526923 | \$ 32,158.00 | \$ 385,896.00 |
| CITY ATTORNEY | 060 | 9 | \$ 159.998077 | \$ 27,733.00 | \$ 332,796.00 | \$ 159.998077 | \$ 27,733.00 | \$ 332,796.00 |
| CITY CLERK | 063 | Elected | | | | \$ 11.538462 | \$ 2,000.00 | \$ 24,000.00 |
| CITY COUNCIL MEMBER | CNCL | Elected | | | | \$ 11.538462 | \$ 2,000.00 | \$ 24,000.00 |
| CITY LIBRARIAN | 066 | 9 | \$ 100.194231 | \$ 17,367.00 | \$ 208,404.00 | \$ 129.663462 | \$ 22,475.00 | \$ 269,700.00 |
| CITY MANAGER | 069 | 9 | | | | \$ 193.903846 | \$ 33,610.00 | \$ 403,320.00 |
| COMMUNICATIONS & OUTREACH MGR | 083 | 9 | \$ 59.705769 | \$ 10,349.00 | \$ 124,188.00 | \$ 77.261538 | \$ 13,392.00 | \$ 160,704.00 |

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| COMMUNICATIONS OPERATIONS MGR | 068 | 9 | \$ 67.655769 | \$ 11,727.00 | \$ 140,724.00 | \$ 87.553846 | \$ 15,176.00 | \$ 182,112.00 |
| COMPLIANCE MANAGER | 081 | 9 | \$ 60.646154 | \$ 10,512.00 | \$ 126,144.00 | \$ 78.478846 | \$ 13,603.00 | \$ 163,236.00 |
| CONTRACTS MANAGER | 342 | 9 | \$ 66.853846 | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615 | \$ 14,995.00 | \$ 179,940.00 |
| DEPUTY CITY ATTORNEY I | 170 | 9 | \$ 57.496154 | \$ 9,966.00 | \$ 119,592.00 | \$ 74.405769 | \$ 12,897.00 | \$ 154,764.00 |
| DEPUTY CITY ATTORNEY II | 172 | 9 | \$ 67.078846 | \$ 11,627.00 | \$ 139,524.00 | \$ 86.809615 | \$ 15,047.00 | \$ 180,564.00 |
| DEPUTY CITY CLERK | 178 | 9 | \$ 51.784615 | \$ 8,976.00 | \$ 107,712.00 | \$ 67.021154 | \$ 11,617.00 | \$ 139,404.00 |
| DEPUTY CITY MANAGER | 079 | 9 | \$ 92.948077 | \$ 16,111.00 | \$ 193,332.00 | \$ 120.276923 | \$ 20,848.00 | \$ 250,176.00 |
| DEPUTY FIRE CHIEF | 080 | 9B | \$ 108.109615 | \$ 18,739.00 | \$ 224,868.00 | \$ 139.915385 | \$ 24,252.00 | \$ 291,024.00 |
| DEPUTY PARKS & REC DIRECTOR | 175 | 9 | \$ 75.109615 | \$ 13,019.00 | \$ 156,228.00 | \$ 97.200000 | \$ 16,848.00 | \$ 202,176.00 |
| DEPUTY PUBLIC WORKS DIRECTOR | 176 | 9 | \$ 75.242308 | \$ 13,042.00 | \$ 156,504.00 | \$ 97.373077 | \$ 16,878.00 | \$ 202,536.00 |
| DEVELOPMENT REVIEW OFFICER | 144 | 9 | \$ 72.790385 | \$ 12,617.00 | \$ 151,404.00 | \$ 94.200000 | \$ 16,328.00 | \$ 195,936.00 |
| DIRECTOR OF COMMUNITY DEVELOPM | 090 | 9 | \$ 110.151923 | \$ 19,093.00 | \$ 229,116.00 | \$ 142.551923 | \$ 24,709.00 | \$ 296,508.00 |
| DIRECTOR OF FINANCE | 087 | 9 | \$ 109.932692 | \$ 19,055.00 | \$ 228,660.00 | \$ 142.263462 | \$ 24,659.00 | \$ 295,908.00 |
| DIRECTOR OF HUMAN RESOURCES | 088 | 9 | \$ 101.342308 | \$ 17,566.00 | \$ 210,792.00 | \$ 131.146154 | \$ 22,732.00 | \$ 272,784.00 |
| DIRECTOR OF INF TECHNOLOGY/CIO | 089 | 9 | \$ 104.573077 | \$ 18,126.00 | \$ 217,512.00 | \$ 135.334615 | \$ 23,458.00 | \$ 281,496.00 |
| DIRECTOR OF PUBLIC WORKS | 091 | 9 | \$ 116.515385 | \$ 20,196.00 | \$ 242,352.00 | \$ 150.784615 | \$ 26,136.00 | \$ 313,632.00 |
| DIRECTOR OF WTR & SEWER UTILS | 102 | 9 | \$ 105.605769 | \$ 18,305.00 | \$ 219,660.00 | \$ 136.661538 | \$ 23,688.00 | \$ 284,256.00 |
| ELEC DIV MGR - ENGINEERING | 104Q | 9 | \$ 89.751923 | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692 | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIV MGR - GENERATION | 104R | 9 | \$ 89.751923 | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692 | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIV MGR - OPERATIONS | 104P | 9 | \$ 89.751923 | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692 | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIV MGR - SUBSTATIONS | 104M | 9 | \$ 89.751923 | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692 | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIV MGR - TRANSM, DISTRIB | 104S | 9 | \$ 89.751923 | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692 | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIV MGR-MKT A & P | 107F | 9 | \$ 89.751923 | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692 | \$ 20,134.00 | \$ 241,608.00 |
| ELEC DIVISION MANAGER | 104 | 9 | \$ 89.751923 | \$ 15,557.00 | \$ 186,684.00 | \$ 116.157692 | \$ 20,134.00 | \$ 241,608.00 |
| ELEC PROGRAM MANAGER | 424 | 9 | \$ 78.051923 | \$ 13,529.00 | \$ 162,348.00 | \$ 101.001923 | \$ 17,507.00 | \$ 210,084.00 |
| ELEC UTIL CHIEF OPER OFFICER | 116 | 9 | \$ 119.469231 | \$ 20,708.00 | \$ 248,496.00 | \$ 154.609615 | \$ 26,799.00 | \$ 321,588.00 |
| ELEC UTIL RISK CONTROL ANALYST | 697 | 9 | \$ 69.900000 | \$ 12,116.00 | \$ 145,392.00 | \$ 90.461538 | \$ 15,680.00 | \$ 188,160.00 |
| EMERGENCY SERVICES COORDINATOR | 106 | 9 | \$ 58.696154 | \$ 10,174.00 | \$ 122,088.00 | \$ 75.963462 | \$ 13,167.00 | \$ 158,004.00 |
| ENVIRONMENTAL PROGRAMS MGR | 461 | 9 | \$ 60.646154 | \$ 10,512.00 | \$ 126,144.00 | \$ 78.478846 | \$ 13,603.00 | \$ 163,236.00 |
| EXECUTIVE ASSISTANT | 187 | 9 | \$ 51.005769 | \$ 8,841.00 | \$ 106,092.00 | \$ 66.005769 | \$ 11,441.00 | \$ 137,292.00 |

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| FIRE CHIEF | 117 | 9B | \$ 129.334615 | \$ 22,418.00 | \$ 269,016.00 | \$ 167.365385 | \$ 29,010.00 | \$ 348,120.00 |
| FIRE MARSHAL | 120 | 9B | \$ 98.267308 | \$ 17,033.00 | \$ 204,396.00 | \$ 127.159615 | \$ 22,041.00 | \$ 264,492.00 |
| FLEET MANAGER | 034 | 9 | \$ 62.665385 | \$ 10,862.00 | \$ 130,344.00 | \$ 81.092308 | \$ 14,056.00 | \$ 168,672.00 |
| HOUSING & COMM SVC DIV MGR | 075 | 9 | \$ 75.305769 | \$ 13,053.00 | \$ 156,636.00 | \$ 97.459615 | \$ 16,893.00 | \$ 202,716.00 |
| HOUSING DEVELOPMENT OFFICER | 749 | 9 | \$ 59.140385 | \$ 10,251.00 | \$ 123,012.00 | \$ 76.534615 | \$ 13,266.00 | \$ 159,192.00 |
| HUMAN RESOURCES DIV MGR | 139 | 9 | \$ 74.267308 | \$ 12,873.00 | \$ 154,476.00 | \$ 96.109615 | \$ 16,659.00 | \$ 199,908.00 |
| INFORMATION TECHNOLOGY SVC MGR | 112 | 9 | \$ 69.703846 | \$ 12,082.00 | \$ 144,984.00 | \$ 90.196154 | \$ 15,634.00 | \$ 187,608.00 |
| INSPECTION MANAGER | 134 | 9 | \$ 74.590385 | \$ 12,929.00 | \$ 155,148.00 | \$ 96.536538 | \$ 16,733.00 | \$ 200,796.00 |
| LIBRARY DIV MGR -SUPPORT SVCS | 127G | 9 | \$ 62.619231 | \$ 10,854.00 | \$ 130,248.00 | \$ 81.046154 | \$ 14,048.00 | \$ 168,576.00 |
| MANAGEMENT ANALYST | 008 | 9 | \$ 51.784615 | \$ 8,976.00 | \$ 107,712.00 | \$ 67.021154 | \$ 11,617.00 | \$ 139,404.00 |
| MAYOR | MAYOR | Elected | | | | \$ 14.423077 | \$ 2,500.00 | \$ 30,000.00 |
| MUNICIPAL SERVICES DIV MGR | 110 | 9 | \$ 74.267308 | \$ 12,873.00 | \$ 154,476.00 | \$ 96.109615 | \$ 16,659.00 | \$ 199,908.00 |
| PARK MAINT & OPERATIONS SUPERV | 131 | 9 | \$ 61.898077 | \$ 10,729.00 | \$ 128,748.00 | \$ 80.094231 | \$ 13,883.00 | \$ 166,596.00 |
| PARKS & RECREATION DIRECTOR | 132 | 9 | \$ 102.109615 | \$ 17,699.00 | \$ 212,388.00 | \$ 132.132692 | \$ 22,903.00 | \$ 274,836.00 |
| PARKS CONST, MTC & REPAIR MGR | 130 | 9 | \$ 61.898077 | \$ 10,729.00 | \$ 128,748.00 | \$ 80.094231 | \$ 13,883.00 | \$ 166,596.00 |
| PERFORMANCE AUDITOR I | 203 | 9 | \$ 43.153846 | \$ 7,480.00 | \$ 89,760.00 | \$ 55.850962 | \$ 9,680.83 | \$ 116,170.00 |
| PERFORMANCE AUDITOR II | 204 | 9 | \$ 51.784615 | \$ 8,976.00 | \$ 107,712.00 | \$ 67.021154 | \$ 11,617.00 | \$ 139,404.00 |
| PLAN REVIEW MANAGER | 629 | 9 | \$ 75.392308 | \$ 13,068.00 | \$ 156,816.00 | \$ 97.557692 | \$ 16,910.00 | \$ 202,920.00 |
| PLANNING MANAGER | 072 | 9 | \$ 78.623077 | \$ 13,628.00 | \$ 163,536.00 | \$ 101.746154 | \$ 17,636.00 | \$ 211,632.00 |
| POLICE CAPTAIN | 138 | 9A | \$ 124.044231 | \$ 21,501.00 | \$ 258,012.00 | \$ 160.523077 | \$ 27,824.00 | \$ 333,888.00 |
| POLICE CHIEF | 141 | Elected | | | | \$ 150.813462 | \$ 26,141.00 | \$ 313,692.00 |
| POLICE RECORDS MANAGER | 647 | 9 | \$ 53.342308 | \$ 9,246.00 | \$ 110,952.00 | \$ 69.034615 | \$ 11,966.00 | \$ 143,592.00 |
| POWER SYSTEM SCHEDULER/TRADER | 674 | 9 | \$ 66.940385 | \$ 11,603.00 | \$ 139,236.00 | \$ 86.630769 | \$ 15,016.00 | \$ 180,192.00 |
| POWER TRADER | 673 | 9 | \$ 85.551923 | \$ 14,829.00 | \$ 177,948.00 | \$ 110.723077 | \$ 19,192.00 | \$ 230,304.00 |
| PRINCIPAL ACCOUNTANT | 148 | 9 | \$ 66.853846 | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615 | \$ 14,995.00 | \$ 179,940.00 |
| PRINCIPAL ELECTRIC UTILITY ENG | 145 | 9 | \$ 85.488462 | \$ 14,818.00 | \$ 177,816.00 | \$ 110.630769 | \$ 19,176.00 | \$ 230,112.00 |
| PRINCIPAL ENG/CITY SURVEYOR | 140 | 9 | \$ 87.037019 | \$ 15,086.42 | \$ 181,037.00 | \$ 112.638462 | \$ 19,524.00 | \$ 234,288.00 |
| PRINCIPAL ENGINEER | 142 | 9 | \$ 82.892308 | \$ 14,368.00 | \$ 172,416.00 | \$ 107.273077 | \$ 18,594.00 | \$ 223,128.00 |
| PRINCIPAL ENGINEER - WATER | 142W | 9 | \$ 82.892308 | \$ 14,368.00 | \$ 172,416.00 | \$ 107.273077 | \$ 18,594.00 | \$ 223,128.00 |
| PRINCIPAL FINANCIAL ANALYST | 149 | 9 | \$ 66.853846 | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615 | \$ 14,995.00 | \$ 179,940.00 |

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| | | | Hourly | Monthly | Annual | Hourly | Monthly | Annual |
| PRINCIPAL PLANNER | 143 | 9 | \$ 66.853846 | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615 | \$ 14,995.00 | \$ 179,940.00 |
| PRINCIPAL POWER ANALYST | 154 | 9 | \$ 66.853846 | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615 | \$ 14,995.00 | \$ 179,940.00 |
| PRINCIPAL UTIL INFO SYSTEM MGR | 146 | 9 | \$ 85.551923 | \$ 14,829.00 | \$ 177,948.00 | \$ 110.723077 | \$ 19,192.00 | \$ 230,304.00 |
| PUBLIC INFORMATION OFFICER | 077 | 9 | \$ 81.248077 | \$ 14,083.00 | \$ 168,996.00 | \$ 105.138462 | \$ 18,224.00 | \$ 218,688.00 |
| PUBLIC RECORDS MANAGER | 082 | 9 | \$ 51.784615 | \$ 8,976.00 | \$ 107,712.00 | \$ 67.021154 | \$ 11,617.00 | \$ 139,404.00 |
| PURCHASING DIVISION MANAGER | 147 | 9 | \$ 71.498077 | \$ 12,393.00 | \$ 148,716.00 | \$ 92.526923 | \$ 16,038.00 | \$ 192,456.00 |
| RECREATION MANAGER | 150 | 9 | \$ 67.488462 | \$ 11,698.00 | \$ 140,376.00 | \$ 87.334615 | \$ 15,138.00 | \$ 181,656.00 |
| RISK MANAGER | 700 | 9 | \$ 71.498077 | \$ 12,393.00 | \$ 148,716.00 | \$ 92.526923 | \$ 16,038.00 | \$ 192,456.00 |
| SR DEPUTY CITY ATTORNEY | 161 | 9 | \$ 71.301923 | \$ 12,359.00 | \$ 148,308.00 | \$ 92.278846 | \$ 15,995.00 | \$ 191,940.00 |
| SR ELEC DIV MGR | 173 | 9 | \$ 98.723077 | \$ 17,112.00 | \$ 205,344.00 | \$ 127.771154 | \$ 22,147.00 | \$ 265,764.00 |
| SR ELEC DIV MGR-MKT A&P | 174A | 9 | \$ 98.723077 | \$ 17,112.00 | \$ 205,344.00 | \$ 127.771154 | \$ 22,147.00 | \$ 265,764.00 |
| SR INFORMATION TECH SVCS MGR | 743 | 9 | \$ 76.378846 | \$ 13,239.00 | \$ 158,868.00 | \$ 98.844231 | \$ 17,133.00 | \$ 205,596.00 |
| SR MANAGEMENT ANALYST | 742 | 9 | \$ 56.962981 | \$ 9,873.58 | \$ 118,483.00 | \$ 73.723077 | \$ 12,778.67 | \$ 153,344.00 |
| SR PERFORMANCE AUDITOR | 202 | 9 | \$ 60.646154 | \$ 10,512.00 | \$ 126,144.00 | \$ 78.478846 | \$ 13,603.00 | \$ 163,236.00 |
| SR POWER SYSTEM SCHEDLR/TRADER | 772 | 9 | \$ 71.948077 | \$ 12,471.00 | \$ 149,652.00 | \$ 93.115385 | \$ 16,140.00 | \$ 193,680.00 |
| STREET SUPERINTENDENT | 159 | 9 | \$ 68.400000 | \$ 11,856.00 | \$ 142,272.00 | \$ 88.523077 | \$ 15,344.00 | \$ 184,128.00 |
| TRAFFIC ENGINEER | 171 | 9 | \$ 83.648077 | \$ 14,499.00 | \$ 173,988.00 | \$ 108.253846 | \$ 18,764.00 | \$ 225,168.00 |
| UTILITY BUSINESS SYSTEMS MGR | 898 | 9 | \$ 66.744231 | \$ 11,569.00 | \$ 138,828.00 | \$ 86.371154 | \$ 14,971.00 | \$ 179,652.00 |
| UTILITY OPERATIONS ENGINEER | 155 | 9 | \$ 70.459615 | \$ 12,213.00 | \$ 146,556.00 | \$ 91.176923 | \$ 15,804.00 | \$ 189,648.00 |
| WATER & SEWER OPERATIONS MGR | 180 | 9 | \$ 69.253846 | \$ 12,004.00 | \$ 144,048.00 | \$ 89.630769 | \$ 15,536.00 | \$ 186,432.00 |
| WEB & DIGITAL MEDIA MANAGER | 073 | 9 | \$ 59.705769 | \$ 10,349.00 | \$ 124,188.00 | \$ 77.261538 | \$ 13,392.00 | \$ 160,704.00 |