

RESOLUTION NO. 19-8741

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA
TO ADOPT THE UPDATED SALARY PLAN FOR
CLASSIFICATIONS REPRESENTED BY THE PUBLIC SAFETY
NON-SWORN EMPLOYEES ASSOCIATION (UNIT 10) EFFECTIVE
AS OF DECEMBER 23, 2018**

BE IT RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:

WHEREAS, the 2018-2021 Memorandum of Understanding ("MOU") between the City of Santa Clara ("City") and the Public Safety Non-Sworn Employees Association ("Unit 10") provides for a 4.0% salary adjustment retroactive to December 23, 2018;

WHEREAS, an updated salary plan for Years 2 and 3 of the MOU will be revised and adopted by resolution prior to implementation of those MOU years; and,

WHEREAS, consistent with the terms of the MOU, and as required by applicable state law, the City Council deems it to be in the best interests of the City to adopt the attached updated Salary Plan for classifications represented by the Public Safety Non-Sworn Employees Association ("Unit 10") effective December 23, 2018.

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

1. That the City hereby adopts the updated Salary Plan for classifications represented by the Public Safety Non-Sworn Employees Association ("Unit 10") in its entirety as set forth in the attached Exhibit A.

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2. Effective date. In accordance with the terms of the MOU, the salary rates reflected in Exhibit A shall be effective as of December 23, 2018.

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 20TH DAY OF AUGUST, 2019, BY THE FOLLOWING VOTE:

AYES:	COUNCILORS:	Chahal, Davis, Hardy, Mahan, O'Neill, and Watanabe, and Mayor Gillmor
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NOES:	COUNCILORS:	None
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ABSENT:	COUNCILORS:	None
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ABSTAINED:	COUNCILORS:	None
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ATTEST: _____


NORA PIMENTEL, MMC
ASSISTANT CITY CLERK
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Classified Salary Plan Effective 12-23-2018

Job Code	Union Code	Self Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
				Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
210	578	A	019	\$ 32,940.07	\$ 5,711.00	\$ 68,532.00	\$ 34,615.95	\$ 6,000.00	\$ 72,000.00	\$ 36,390.07	\$ 6,309.00	\$ 75,708.00	\$ 38,261.53	\$ 6,532.00	\$ 79,584.00	\$ 40,142.03	\$ 6,958.00	\$ 83,496.00	\$ 41,172.08	\$ 7,127.00	\$ 85,524.00	\$ 42,178.64	\$ 7,311.00	\$ 87,752.00
215	578	A	023	\$ 38,390.07	\$ 6,309.00	\$ 75,708.00	\$ 38,261.53	\$ 6,532.00	\$ 79,584.00	\$ 40,142.03	\$ 6,958.00	\$ 83,496.00	\$ 42,178.64	\$ 7,311.00	\$ 87,752.00	\$ 44,257.69	\$ 7,071.00	\$ 92,052.00	\$ 45,240.08	\$ 7,842.00	\$ 94,104.00	\$ 46,378.64	\$ 8,039.00	\$ 96,468.00
220	578	A	025	\$ 42,257.69	\$ 6,832.00	\$ 79,584.00	\$ 40,142.03	\$ 6,958.00	\$ 83,496.00	\$ 42,178.64	\$ 7,311.00	\$ 87,752.00	\$ 44,257.69	\$ 7,671.00	\$ 92,052.00	\$ 46,378.64	\$ 8,039.00	\$ 96,468.00	\$ 48,211.54	\$ 8,237.00	\$ 98,844.00	\$ 49,421.15	\$ 8,445.00	\$ 101,340.00
225	578	A	031	\$ 46,378.64	\$ 7,671.00	\$ 92,052.00	\$ 46,378.64	\$ 8,039.00	\$ 96,468.00	\$ 48,211.54	\$ 8,445.00	\$ 101,340.00	\$ 51,178.64	\$ 8,871.00	\$ 106,452.00	\$ 53,711.53	\$ 9,310.00	\$ 111,720.00	\$ 54,980.07	\$ 9,760.00	\$ 117,360.00	\$ 56,423.07	\$ 10,200.00	\$ 122,560.00
226	578	A	038	\$ 52,436.58	\$ 9,098.00	\$ 108,576.00	\$ 54,980.07	\$ 9,533.00	\$ 114,396.00	\$ 57,665.38	\$ 10,025.00	\$ 120,276.00	\$ 60,380.77	\$ 10,510.00	\$ 126,120.00	\$ 63,132.64	\$ 10,995.00	\$ 131,964.00	\$ 65,917.04	\$ 11,479.00	\$ 137,808.00	\$ 68,743.12	\$ 11,964.00	\$ 143,652.00
216	578	A	018	\$ 32,151.03	\$ 5,712.00	\$ 68,532.00	\$ 34,394.62	\$ 5,948.00	\$ 70,176.00	\$ 35,480.07	\$ 6,153.00	\$ 73,836.00	\$ 37,320.08	\$ 6,464.00	\$ 77,588.00	\$ 39,214.62	\$ 6,797.00	\$ 81,894.00	\$ 41,172.08	\$ 7,127.00	\$ 85,524.00	\$ 42,246.14	\$ 7,490.00	\$ 89,952.00
217	578	A	020	\$ 33,738.42	\$ 5,948.00	\$ 70,176.00	\$ 35,480.07	\$ 6,153.00	\$ 73,836.00	\$ 37,320.08	\$ 6,464.00	\$ 77,588.00	\$ 39,214.62	\$ 6,797.00	\$ 81,894.00	\$ 41,172.08	\$ 7,127.00	\$ 85,524.00	\$ 43,246.14	\$ 7,311.00	\$ 87,752.00	\$ 44,246.14	\$ 7,490.00	\$ 89,952.00
321	4	E	034	\$ 49,384.62	\$ 8,650.00	\$ 103,836.00	\$ 50,435.38	\$ 9,098.00	\$ 108,576.00	\$ 53,246.15	\$ 9,533.00	\$ 114,396.00	\$ 56,067.07	\$ 10,025.00	\$ 120,276.00	\$ 58,922.64	\$ 10,510.00	\$ 126,120.00	\$ 61,812.08	\$ 10,995.00	\$ 131,964.00	\$ 64,743.12	\$ 11,479.00	\$ 137,808.00
240	578	A	030	\$ 43,246.14	\$ 7,490.00	\$ 89,952.00	\$ 45,292.62	\$ 7,842.00	\$ 94,104.00	\$ 47,642.08	\$ 8,237.00	\$ 98,844.00	\$ 50,435.38	\$ 8,650.00	\$ 103,836.00	\$ 52,492.62	\$ 9,098.00	\$ 108,576.00	\$ 54,980.07	\$ 9,533.00	\$ 114,366.00	\$ 57,665.38	\$ 10,025.00	\$ 120,276.00
248	6	G	022	\$ 33,161.53	\$ 5,746.00	\$ 68,576.00	\$ 34,960.07	\$ 6,036.00	\$ 72,468.00	\$ 36,807.08	\$ 6,357.00	\$ 76,284.00	\$ 38,694.61	\$ 6,680.00	\$ 80,256.00	\$ 40,623.64	\$ 6,958.00	\$ 83,496.00	\$ 42,618.64	\$ 7,237.00	\$ 86,564.00	\$ 44,653.64	\$ 7,516.00	\$ 90,780.00
250	6	G	028	\$ 40,463.95	\$ 7,014.00	\$ 84,168.00	\$ 42,490.95	\$ 7,365.00	\$ 88,380.00	\$ 44,523.64	\$ 7,716.00	\$ 92,628.00	\$ 46,553.64	\$ 8,068.00	\$ 96,544.00	\$ 48,683.64	\$ 8,360.00	\$ 100,520.00	\$ 50,813.64	\$ 8,652.00	\$ 104,496.00	\$ 52,943.64	\$ 8,944.00	\$ 108,472.00
258	578	A	031	\$ 44,257.69	\$ 7,671.00	\$ 92,052.00	\$ 46,378.64	\$ 8,039.00	\$ 96,468.00	\$ 48,211.54	\$ 8,445.00	\$ 101,340.00	\$ 50,435.38	\$ 8,650.00	\$ 103,836.00	\$ 52,492.62	\$ 9,098.00	\$ 108,576.00	\$ 54,980.07	\$ 9,533.00	\$ 114,366.00	\$ 57,665.38	\$ 10,025.00	\$ 120,276.00
260	6	G	026	\$ 38,594.61	\$ 6,880.00	\$ 82,584.00	\$ 40,723.64	\$ 7,168.00	\$ 85,896.00	\$ 42,903.64	\$ 7,456.00	\$ 89,064.00	\$ 45,123.64	\$ 7,748.00	\$ 92,232.00	\$ 47,333.64	\$ 8,040.00	\$ 96,400.00	\$ 49,543.64	\$ 8,332.00	\$ 100,476.00	\$ 51,963.64	\$ 8,624.00	\$ 104,452.00
262A	578	A	035	\$ 48,211.54	\$ 8,445.00	\$ 101,340.00	\$ 50,435.38	\$ 9,098.00	\$ 108,576.00	\$ 52,492.62	\$ 9,533.00	\$ 114,366.00	\$ 54,980.07	\$ 10,025.00	\$ 120,276.00	\$ 57,665.38	\$ 10,510.00	\$ 126,120.00	\$ 60,380.77	\$ 10,995.00	\$ 131,964.00	\$ 63,132.64	\$ 11,479.00	\$ 137,808.00
262B	578	A	035	\$ 48,211.54	\$ 8,445.00	\$ 101,340.00	\$ 50,435.38	\$ 9,098.00	\$ 108,576.00	\$ 52,492.62	\$ 9,533.00	\$ 114,366.00	\$ 54,980.07	\$ 10,025.00	\$ 120,276.00	\$ 57,665.38	\$ 10,510.00	\$ 126,120.00	\$ 60,380.77	\$ 10,995.00	\$ 131,964.00	\$ 63,132.64	\$ 11,479.00	\$ 137,808.00
270	578	A	032	\$ 45,243.08	\$ 7,842.00	\$ 94,104.00	\$ 47,642.08	\$ 8,237.00	\$ 98,844.00	\$ 50,435.38	\$ 8,650.00	\$ 103,836.00	\$ 52,492.62	\$ 9,098.00	\$ 108,576.00	\$ 54,980.07	\$ 9,533.00	\$ 114,366.00	\$ 57,665.38	\$ 10,025.00	\$ 120,276.00	\$ 60,380.77	\$ 10,995.00	\$ 131,964.00
290	6	G	019	\$ 32,460.07	\$ 5,616.00	\$ 67,382.00	\$ 33,992.08	\$ 5,892.00	\$ 70,704.00	\$ 35,723.07	\$ 6,120.00	\$ 74,304.00	\$ 37,639.46	\$ 6,424.00	\$ 78,288.00	\$ 39,595.38	\$ 6,718.00	\$ 82,236.00	\$ 41,575.00	\$ 7,180.00	\$ 86,288.00	\$ 43,551.92	\$ 7,548.00	\$ 90,588.00
295	6	G	021	\$ 33,992.08	\$ 5,892.00	\$ 70,704.00	\$ 35,723.07	\$ 6,120.00	\$ 74,304.00	\$ 37,639.46	\$ 6,424.00	\$ 78,288.00	\$ 39,595.38	\$ 6,718.00	\$ 82,236.00	\$ 41,575.00	\$ 7,180.00	\$ 86,288.00	\$ 43,551.92	\$ 7,548.00	\$ 90,588.00	\$ 45,529.62	\$ 7,716.00	\$ 94,968.00
300	6	G	023	\$ 35,723.07	\$ 6,120.00	\$ 74,304.00	\$ 37,639.46	\$ 6,424.00	\$ 78,288.00	\$ 39,595.38	\$ 6,718.00	\$ 82,236.00	\$ 41,575.00	\$ 7,180.00	\$ 86,288.00	\$ 43,551.92	\$ 7,548.00	\$ 90,588.00	\$ 45,529.62	\$ 7,716.00	\$ 94,968.00	\$ 47,500.00	\$ 7,918.00	\$ 96,268.00
310	578	A	034	\$ 47,642.08	\$ 8,237.00	\$ 98,844.00	\$ 49,384.62	\$ 8,650.00	\$ 103,836.00	\$ 50,435.38	\$ 9,098.00	\$ 108,576.00	\$ 53,246.15	\$ 9,533.00	\$ 114,396.00	\$ 56,067.07	\$ 10,025.00	\$ 120,276.00	\$ 58,922.64	\$ 10,510.00	\$ 126,120.00	\$ 61,812.08	\$ 10,995.00	\$ 131,964.00
319	578	A	032	\$ 45,243.08	\$ 7,842.00	\$ 94,104.00	\$ 47,642.08	\$ 8,237.00	\$ 98,844.00	\$ 50,435.38	\$ 8,650.00	\$ 103,836.00	\$ 52,492.62	\$ 9,098.00	\$ 108,576.00	\$ 54,980.07	\$ 9,533.00	\$ 114,366.00	\$ 57,665.38	\$ 10,025.00	\$ 120,276.00	\$ 60,380.77	\$ 10,995.00	\$ 131,964.00
320	578	A	032	\$ 45,243.08	\$ 7,842.00	\$ 94,104.00	\$ 47,642.08	\$ 8,237.00	\$ 98,844.00	\$ 50,435.38	\$ 8,650.00	\$ 103,836.00	\$ 52,492.62	\$ 9,098.00	\$ 108,576.00	\$ 54,980.07	\$ 9,533.00	\$ 114,366.00	\$ 57,665.38	\$ 10,025.00	\$ 120,276.00	\$ 60,380.77	\$ 10,995.00	\$ 131,964.00
326	578	A	037	\$ 51,178.64	\$ 8,871.00	\$ 106,452.00	\$ 53,711.53	\$ 9,310.00	\$ 111,720.00	\$ 56,423.07	\$ 9,760.00	\$ 117,360.00	\$ 59,233.07	\$ 10,200.00	\$ 122,560.00	\$ 62,043.07	\$ 10,640.00	\$ 127,680.00	\$ 64,853.07	\$ 11,080.00	\$ 132,800.00	\$ 67,663.07	\$ 11,520.00	\$ 138,920.00
346	578	A	032	\$ 45,243.08	\$ 7,842.00	\$ 94,104.00	\$ 47,642.08	\$ 8,237.00	\$ 98,844.00	\$ 50,435.38	\$ 8,650.00	\$ 103,836.00	\$ 52,492.62	\$ 9,098.00	\$ 108,576.00	\$ 54,980.07	\$ 9,533.00	\$ 114,366.00	\$ 57,665.38	\$ 10,025.00	\$ 120,276.00	\$ 60,380.77	\$ 10,995.00	\$ 131,964.00
345	578	A	032	\$ 45,243.08	\$ 7,842.00	\$ 94,104.00	\$ 47,642.08	\$ 8,237.00	\$ 98,844.00	\$ 50,435.38	\$ 8,650.00	\$ 103,836.00	\$ 52,492.62	\$ 9,098.00	\$ 108,576.00	\$ 54,980.07	\$ 9,533.00	\$ 114,366.00	\$ 57,665.38	\$ 10,025.00	\$ 120,276.00	\$ 60,380.77	\$ 10,995.00	\$ 131,964.00
336	578	A	037	\$ 51,178.64	\$ 8,871.00	\$ 106,452.00	\$ 53,711.53	\$ 9,310.00	\$ 111,720.00	\$ 56,423.07	\$ 9,760.00	\$ 117,360.00	\$ 59,233.07	\$ 10,200.00	\$ 122,560.00	\$ 62,043.07	\$ 10,640.00	\$ 127,680.00	\$ 64,853.07	\$ 11,080.00	\$ 132,800.00	\$ 67,663.07	\$ 11,520.00	\$ 138,920.00
347	10	H	017	\$ 34,750.00	\$ 6,024.72	\$ 72,266.64	\$ 36,480.00	\$ 6,256.32	\$ 75,915.84	\$ 38,370.00	\$ 6,500.00	\$ 78,800.00	\$ 40,300.00	\$ 6,750.00	\$ 81,750.00	\$ 42,300.00	\$ 7,000.00	\$ 84,700.00	\$ 44,300.00	\$ 7,250.00	\$ 87,700.00	\$ 46,300.00	\$ 7,500.00	\$ 90,700.00
348	10	H	022	\$ 39,330.00	\$ 6,816.24	\$ 81,816.88	\$ 41,420.00	\$ 7,016.16	\$ 83,436.48	\$ 43,430.00	\$ 7,216.16	\$ 85,946.72	\$ 45,430.00	\$ 7,416.16	\$ 88,462.40	\$ 47,430.00	\$ 7,616.16	\$ 90,978.08	\$ 49,430.00	\$ 7,816.16	\$ 93,493.76	\$ 51,493.76	\$ 8,016.16	\$ 94,509.92
350	578	A	032	\$ 45,243.08	\$ 7,842.00	\$ 94,104.00	\$ 47,642.08	\$ 8,237.00	\$ 98,844.00	\$ 50,43														

Job Code	Union Sal Code	Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
				Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
415	C	D2		\$ 43,925.00	\$ 7,616.70	\$ 91,400.40	\$ 46,177.08	\$ 8,004.15	\$ 96,046.80	\$ 48,449.23	\$ 8,397.90	\$ 100,774.80	\$ 50,872.60	\$ 8,817.60	\$ 105,814.40	\$ 53,439.04	\$ 9,262.05	\$ 111,144.60	\$ 54,713.07	\$ 9,483.60	\$ 113,803.20	\$ 56,009.23	\$ 9,708.30	\$ 116,499.80
426	C	D1	O22	\$ 55,640.08	\$ 9,853.10	\$ 116,197.20	\$ 58,623.66	\$ 10,161.90	\$ 121,942.80	\$ 61,624.00	\$ 10,565.00	\$ 126,402.00	\$ 65,640.85	\$ 11,088.20	\$ 132,458.00	\$ 68,846.15	\$ 11,659.00	\$ 139,464.00	\$ 72,897.62	\$ 12,239.00	\$ 145,470.00	\$ 76,840.85	\$ 13,220.05	\$ 150,520.60
177	S78	A	O40	\$ 58,336.08	\$ 10,265.00	\$ 123,402.00	\$ 62,239.62	\$ 10,788.20	\$ 129,458.00	\$ 65,390.95	\$ 11,317.00	\$ 135,804.00	\$ 68,594.61	\$ 11,888.00	\$ 140,880.00	\$ 71,386.97	\$ 12,720.05	\$ 146,440.60	\$ 75,640.85	\$ 13,161.90	\$ 155,055.00	\$ 81,624.00	\$ 14,081.55	\$ 168,179.80
887	C	D1	O26	\$ 48,425.12	\$ 8,397.90	\$ 100,774.80	\$ 50,872.60	\$ 8,817.60	\$ 105,814.40	\$ 52,684.08	\$ 9,483.60	\$ 113,803.20	\$ 55,494.62	\$ 9,960.00	\$ 119,464.00	\$ 58,336.08	\$ 10,265.00	\$ 123,402.00	\$ 62,239.62	\$ 10,788.20	\$ 129,458.00	\$ 65,390.95	\$ 11,317.00	\$ 135,804.00
438	S78	A	O40	\$ 58,336.08	\$ 10,265.00	\$ 123,402.00	\$ 62,239.62	\$ 10,788.20	\$ 129,458.00	\$ 65,390.95	\$ 11,317.00	\$ 135,804.00	\$ 68,594.61	\$ 11,888.00	\$ 140,880.00	\$ 71,386.97	\$ 12,720.05	\$ 146,440.60	\$ 75,640.85	\$ 13,161.90	\$ 155,055.00	\$ 81,624.00	\$ 14,081.55	\$ 168,179.80
885	C	D1	O22	\$ 55,640.08	\$ 9,853.10	\$ 116,197.20	\$ 58,623.66	\$ 10,161.90	\$ 121,942.80	\$ 61,624.00	\$ 10,565.00	\$ 126,402.00	\$ 65,640.85	\$ 11,088.20	\$ 132,458.00	\$ 68,846.15	\$ 11,659.00	\$ 139,464.00	\$ 72,897.62	\$ 12,239.00	\$ 145,470.00	\$ 76,840.85	\$ 13,220.05	\$ 150,520.60
428	A	E3	O42	\$ 66,834.15	\$ 11,550.00	\$ 138,000.00	\$ 70,061.54	\$ 12,150.00	\$ 144,000.00	\$ 73,419.21	\$ 12,750.00	\$ 152,712.00	\$ 77,194.61	\$ 13,350.00	\$ 160,440.00	\$ 81,050.46	\$ 14,051.00	\$ 168,612.00	\$ 85,904.61	\$ 14,851.00	\$ 177,692.00	\$ 91,366.73	\$ 15,651.00	\$ 186,408.00
429	C	D2		\$ 48,921.54	\$ 8,597.40	\$ 103,168.80	\$ 52,023.46	\$ 9,017.40	\$ 108,208.80	\$ 55,117.08	\$ 9,533.00	\$ 113,248.00	\$ 58,212.06	\$ 10,048.00	\$ 120,288.00	\$ 61,306.08	\$ 10,563.00	\$ 125,328.00	\$ 64,400.85	\$ 11,078.00	\$ 130,368.00	\$ 67,495.85	\$ 11,598.00	\$ 135,408.00
431	C	D1	O25	\$ 49,942.00	\$ 7,616.70	\$ 91,400.40	\$ 46,177.08	\$ 8,004.15	\$ 96,046.80	\$ 48,449.23	\$ 8,397.90	\$ 100,774.80	\$ 50,872.60	\$ 8,817.60	\$ 105,814.40	\$ 53,439.04	\$ 9,262.05	\$ 111,144.60	\$ 54,713.07	\$ 9,483.60	\$ 113,803.20	\$ 56,009.23	\$ 9,708.30	\$ 116,499.80
440	S78	A	O38	\$ 60,122.06	\$ 10,421.25	\$ 125,055.00	\$ 64,117.08	\$ 11,021.25	\$ 132,055.00	\$ 67,861.54	\$ 11,621.25	\$ 139,055.00	\$ 71,861.54	\$ 12,221.25	\$ 146,055.00	\$ 75,861.54	\$ 12,821.25	\$ 153,055.00	\$ 80,126.06	\$ 13,421.25	\$ 160,055.00	\$ 84,381.54	\$ 14,021.25	\$ 167,055.00
913	S78	A	O28	\$ 41,117.08	\$ 7,127.00	\$ 85,852.00	\$ 43,246.14	\$ 7,686.00	\$ 89,952.00	\$ 45,371.20	\$ 8,245.00	\$ 96,492.00	\$ 47,496.26	\$ 8,804.00	\$ 103,612.00	\$ 49,621.32	\$ 9,363.00	\$ 110,732.00	\$ 51,746.38	\$ 9,922.00	\$ 118,852.00	\$ 53,871.44	\$ 10,441.00	\$ 124,972.00
446	S78	A	O21	\$ 34,615.95	\$ 6,000.00	\$ 72,000.00	\$ 36,390.77	\$ 6,309.00	\$ 75,708.00	\$ 38,261.53	\$ 6,512.00	\$ 78,584.00	\$ 40,132.30	\$ 6,714.00	\$ 81,468.00	\$ 42,003.06	\$ 6,916.00	\$ 84,352.00	\$ 43,873.82	\$ 7,118.00	\$ 87,236.00	\$ 45,744.58	\$ 7,320.00	\$ 90,154.00
460	S78	A	O21	\$ 34,615.95	\$ 6,000.00	\$ 72,000.00	\$ 36,390.77	\$ 6,309.00	\$ 75,708.00	\$ 38,261.53	\$ 6,512.00	\$ 78,584.00	\$ 40,132.30	\$ 6,714.00	\$ 81,468.00	\$ 42,003.06	\$ 6,916.00	\$ 84,352.00	\$ 43,873.82	\$ 7,118.00	\$ 87,236.00	\$ 45,744.58	\$ 7,320.00	\$ 90,154.00
460F	S78	A	O21	\$ 34,615.95	\$ 6,000.00	\$ 72,000.00	\$ 36,390.77	\$ 6,309.00	\$ 75,708.00	\$ 38,261.53	\$ 6,512.00	\$ 78,584.00	\$ 40,132.30	\$ 6,714.00	\$ 81,468.00	\$ 42,003.06	\$ 6,916.00	\$ 84,352.00	\$ 43,873.82	\$ 7,118.00	\$ 87,236.00	\$ 45,744.58	\$ 7,320.00	\$ 90,154.00
460A	S78	A	O21	\$ 34,615.95	\$ 6,000.00	\$ 72,000.00	\$ 36,390.77	\$ 6,309.00	\$ 75,708.00	\$ 38,261.53	\$ 6,512.00	\$ 78,584.00	\$ 40,132.30	\$ 6,714.00	\$ 81,468.00	\$ 42,003.06	\$ 6,916.00	\$ 84,352.00	\$ 43,873.82	\$ 7,118.00	\$ 87,236.00	\$ 45,744.58	\$ 7,320.00	\$ 90,154.00
470	B	G	O27	\$ 39,336.58	\$ 6,853.00	\$ 82,236.00	\$ 41,475.00	\$ 7,188.00	\$ 86,288.00	\$ 43,551.92	\$ 7,549.00	\$ 90,588.00	\$ 45,626.90	\$ 7,919.00	\$ 94,628.00	\$ 47,701.88	\$ 8,290.00	\$ 97,668.00	\$ 49,776.86	\$ 8,660.00	\$ 102,628.00	\$ 51,851.84	\$ 8,930.00	\$ 106,588.00
467	S78	A	O35	\$ 48,721.54	\$ 8,445.00	\$ 101,340.00	\$ 51,178.64	\$ 8,871.00	\$ 106,452.00	\$ 53,711.58	\$ 9,310.00	\$ 111,720.00	\$ 56,420.77	\$ 9,740.00	\$ 117,260.00	\$ 59,130.00	\$ 10,170.00	\$ 122,420.00	\$ 61,839.00	\$ 10,599.00	\$ 125,480.00	\$ 64,548.00	\$ 11,019.00	\$ 130,540.00
469	B	G	O27	\$ 39,336.58	\$ 6,853.00	\$ 82,236.00	\$ 41,475.00	\$ 7,188.00	\$ 86,288.00	\$ 43,551.92	\$ 7,549.00	\$ 90,588.00	\$ 45,626.90	\$ 7,919.00	\$ 94,628.00	\$ 47,701.88	\$ 8,290.00	\$ 97,668.00	\$ 49,776.86	\$ 8,660.00	\$ 102,628.00	\$ 51,851.84	\$ 8,930.00	\$ 106,588.00
489	B	G	O27	\$ 39,336.58	\$ 6,853.00	\$ 82,236.00	\$ 41,475.00	\$ 7,188.00	\$ 86,288.00	\$ 43,551.92	\$ 7,549.00	\$ 90,588.00	\$ 45,626.90	\$ 7,919.00	\$ 94,628.00	\$ 47,701.88	\$ 8,290.00	\$ 97,668.00	\$ 49,776.86	\$ 8,660.00	\$ 102,628.00	\$ 51,851.84	\$ 8,930.00	\$ 106,588.00
488	C	D1	O22	\$ 55,864.08	\$ 9,853.10	\$ 116,197.20	\$ 59,623.66	\$ 10,461.90	\$ 124,942.80	\$ 61,624.00	\$ 10,565.00	\$ 126,402.00	\$ 65,640.85	\$ 11,088.20	\$ 132,458.00	\$ 68,846.15	\$ 11,659.00	\$ 139,464.00	\$ 72,897.62	\$ 12,239.00	\$ 145,470.00	\$ 76,840.85	\$ 13,220.05	\$ 150,520.60
472	S78	A	O33	\$ 46,728.46	\$ 8,039.00	\$ 96,480.00	\$ 48,942.00	\$ 8,597.40	\$ 103,168.80	\$ 51,178.64	\$ 9,310.00	\$ 111,720.00	\$ 53,711.58	\$ 9,740.00	\$ 117,260.00	\$ 56,420.77	\$ 10,170.00	\$ 122,420.00	\$ 59,130.00	\$ 10,599.00	\$ 125,480.00	\$ 61,839.00	\$ 11,019.00	\$ 130,540.00
475T	C	O43		\$ 50,729.02	\$ 9,126.00	\$ 109,472.00	\$ 53,210.00	\$ 9,636.00	\$ 115,544.00	\$ 55,695.00	\$ 10,146.00	\$ 122,640.00	\$ 58,180.00	\$ 10,666.00	\$ 128,840.00	\$ 60,670.00	\$ 11,186.00	\$ 134,040.00	\$ 63,160.00	\$ 11,716.00	\$ 139,240.00	\$ 65,650.00	\$ 12,246.00	\$ 144,440.00
475S	C	O38		\$ 50,729.02	\$ 9,126.00	\$ 109,472.00	\$ 53,210.00	\$ 9,636.00	\$ 115,544.00	\$ 55,695.00	\$ 10,146.00	\$ 122,640.00	\$ 58,180.00	\$ 10,666.00	\$ 128,840.00	\$ 60,670.00	\$ 11,186.00	\$ 134,040.00	\$ 63,160.00	\$ 11,716.00	\$ 139,240.00	\$ 65,650.00	\$ 12,246.00	\$ 144,440.00
475P	C	O38		\$ 50,729.02	\$ 9,126.00	\$ 109,472.00	\$ 53,210.00	\$ 9,636.00	\$ 115,544.00	\$ 55,695.00	\$ 10,146.00	\$ 122,640.00	\$ 58,180.00	\$ 10,666.00	\$ 128,840.00	\$ 60,670.00	\$ 11,186.00	\$ 134,040.00	\$ 63,160.00	\$ 11,716.00	\$ 139,240.00	\$ 65,650.00	\$ 12,246.00	\$ 144,440.00
475	C	O38		\$ 50,729.02	\$ 9,126.00	\$ 109,472.00	\$ 53,210.00	\$ 9,636.00	\$ 115,544.00	\$ 55,695.00	\$ 10,146.00	\$ 122,640.00	\$ 58,180.00	\$ 10,666.00	\$ 128,840.00	\$ 60,670.00	\$ 11,186.00	\$ 134,040.00	\$ 63,160.00	\$ 11,716.00	\$ 139,240.00	\$ 65,650.00	\$ 12,246.00	\$ 144,440.00
479	H	O35		\$ 68,796.14	\$ 12,098.00	\$ 145,176.00	\$ 72,320.07	\$ 12,692.00	\$ 152,304.00	\$ 75,471.00	\$ 13,347.00	\$ 160,164.00	\$ 78,622.00	\$ 14,002.00	\$ 167,064.00	\$ 81,773.00	\$ 14,652.00	\$ 173,916.00	\$ 84,924.00	\$ 15,302.00	\$ 181,768.00	\$ 88,075.00	\$ 16,052.00	\$ 190,620.00
480	C	O38		\$ 39,261.53	\$ 6,532.00	\$ 78,584.00	\$ 40,132.30	\$ 6,714.00	\$ 81,468.00	\$ 42,003.06	\$ 6,916.00	\$ 84,352.00	\$ 43,873.82	\$ 7,118.00	\$ 87,236.00	\$ 45,744.58	\$ 7,320.00	\$ 90,154.00	\$ 47,615.34	\$ 7,521.00	\$ 92,076.00	\$ 49,486.54	\$ 7,722.00	\$ 94,998.00
489	H	O35		\$ 45,006.00	\$ 7,991.04	\$ 101,332.48	\$ 47,500.00	\$ 8,445.00	\$ 101,340.00	\$ 50,000.00	\$ 8,910.00	\$ 107,160.00	\$ 52,500.00	\$ 9,380.00	\$ 111,980.00	\$ 55,000.00	\$ 9,850.00	\$ 123,400.00	\$ 57,500.00	\$ 10,320.00	\$ 129,400.00	\$ 60,000.00	\$ 10,790.00	\$ 135,800.00
478	H	O35		\$ 45,006.00	\$ 7,991.04	\$ 101,332.48	\$ 47,500.00	\$ 8,445.00	\$ 101,340.															

Job Title	Job Code	Union Cat Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7			
				Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	
LIBRARIAN II - CATALOGING	535C	578	A	030	\$ 43,246.154	\$ 7,496.00	\$ 89,952.00	\$ 7,842.00	\$ 94,104.00	\$ 47,521.154	\$ 9,237.00	\$ 98,844.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 53,711.538	\$ 9,310.00	\$ 111,720.00	\$ 54,998.077	\$ 9,533.00	\$ 114,396.00	
LIBRARIAN II - REFERENCE	535A	578	A	030	\$ 43,246.154	\$ 7,496.00	\$ 89,952.00	\$ 7,842.00	\$ 94,104.00	\$ 47,521.154	\$ 9,237.00	\$ 98,844.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 53,711.538	\$ 9,310.00	\$ 111,720.00	\$ 54,998.077	\$ 9,533.00	\$ 114,396.00	
LIBRARIAN II - YOUTH SERVICES	535B	578	A	030	\$ 43,246.154	\$ 7,496.00	\$ 89,952.00	\$ 7,842.00	\$ 94,104.00	\$ 47,521.154	\$ 9,237.00	\$ 98,844.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 53,711.538	\$ 9,310.00	\$ 111,720.00	\$ 54,998.077	\$ 9,533.00	\$ 114,396.00	
LIBRARY ASSISTANT I	526	578	A	016	\$ 30,542.008	\$ 5,294.00	\$ 63,828.00	\$ 5,673.00	\$ 66,876.00	\$ 37,292.008	\$ 6,464.00	\$ 70,176.00	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	\$ 37,292.008	\$ 6,464.00	\$ 70,176.00	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	\$ 37,292.008	\$ 6,464.00	\$ 70,176.00	
LIBRARY ASSISTANT II	528	578	A	020	\$ 33,739.462	\$ 5,848.00	\$ 70,176.00	\$ 6,153.00	\$ 73,806.00	\$ 37,292.008	\$ 6,464.00	\$ 77,568.00	\$ 39,213.462	\$ 6,797.00	\$ 81,954.00	\$ 42,178.464	\$ 7,127.00	\$ 85,524.00	\$ 44,257.69	\$ 7,611.00	\$ 87,732.00	\$ 46,378.464	\$ 8,036.00	\$ 90,952.00	
LIBRARY CIRCULATION SUPERVISOR	529	578	A	028	\$ 41,117.938	\$ 7,127.00	\$ 85,524.00	\$ 42,481.54	\$ 7,466.00	\$ 89,952.00	\$ 45,243.008	\$ 7,942.00	\$ 94,104.00	\$ 47,521.154	\$ 8,237.00	\$ 98,844.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 51,789.464	\$ 8,971.00	\$ 106,452.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00
LIBRARY PROG COORD - TECH SVCS	534D	578	A	034	\$ 47,521.154	\$ 8,237.00	\$ 98,844.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 56,938.538	\$ 10,285.00	\$ 123,420.00	\$ 60,766.154	\$ 10,538.00	\$ 126,456.00	\$ 62,789.154	\$ 10,790.00	\$ 129,482.00
LIBRARY PROGRAM COORD - REF	534B	578	A	034	\$ 47,521.154	\$ 8,237.00	\$ 98,844.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 56,938.538	\$ 10,285.00	\$ 123,420.00	\$ 60,766.154	\$ 10,538.00	\$ 126,456.00	\$ 62,789.154	\$ 10,790.00	\$ 129,482.00
LIBRARY PROGRAM COORDINATOR	534	578	A	034	\$ 47,521.154	\$ 8,237.00	\$ 98,844.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 56,938.538	\$ 10,285.00	\$ 123,420.00	\$ 60,766.154	\$ 10,538.00	\$ 126,456.00	\$ 62,789.154	\$ 10,790.00	\$ 129,482.00
LIBRARY TECHNOLOGY ASSISTANT	754C	578	A	025	\$ 39,261.538	\$ 6,932.00	\$ 79,584.00	\$ 7,261.80768	\$ 7,958.00	\$ 60,696.00	\$ 40,142.308	\$ 6,958.00	\$ 83,468.00	\$ 42,178.464	\$ 7,127.00	\$ 85,524.00	\$ 44,257.69	\$ 7,611.00	\$ 87,732.00	\$ 46,378.464	\$ 8,036.00	\$ 90,952.00	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00
LITERACY ADVOCATE	562	578	A	012	\$ 27,730.077	\$ 4,814.00	\$ 57,768.00	\$ 5,058.00	\$ 59,588.00	\$ 30,542.008	\$ 5,294.00	\$ 60,696.00	\$ 29,180.768	\$ 5,058.00	\$ 60,696.00	\$ 30,542.008	\$ 5,294.00	\$ 60,696.00	\$ 29,180.768	\$ 5,058.00	\$ 60,696.00	\$ 30,542.008	\$ 5,294.00	\$ 60,696.00	
LITERACY PROGRAM SUPERVISOR	563	578	A	028	\$ 41,117.938	\$ 7,127.00	\$ 85,524.00	\$ 42,481.54	\$ 7,466.00	\$ 89,952.00	\$ 45,243.008	\$ 7,942.00	\$ 94,104.00	\$ 47,521.154	\$ 8,237.00	\$ 98,844.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 51,789.464	\$ 8,971.00	\$ 106,452.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00
LITERACY STUDENT/UTV COORD	564	578	A	020	\$ 33,739.462	\$ 5,848.00	\$ 70,176.00	\$ 6,153.00	\$ 73,806.00	\$ 37,292.008	\$ 6,464.00	\$ 77,568.00	\$ 39,213.462	\$ 6,797.00	\$ 81,954.00	\$ 42,178.464	\$ 7,127.00	\$ 85,524.00	\$ 44,257.69	\$ 7,611.00	\$ 87,732.00	\$ 46,378.464	\$ 8,036.00	\$ 90,952.00	
UTILITY BUSINESS SYSTEMS SPC	589	578	A	035	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 56,938.538	\$ 10,285.00	\$ 123,420.00	\$ 60,766.154	\$ 10,538.00	\$ 126,456.00	\$ 62,789.154	\$ 10,790.00	\$ 129,482.00
MATERIALS HANDLER	577	578	A	019	\$ 32,948.077	\$ 5,711.00	\$ 68,532.00	\$ 6,036.00	\$ 72,000.00	\$ 36,398.077	\$ 6,309.00	\$ 75,708.00	\$ 38,261.538	\$ 6,632.00	\$ 79,584.00	\$ 40,142.308	\$ 6,958.00	\$ 83,468.00	\$ 42,178.464	\$ 7,127.00	\$ 85,524.00	\$ 44,257.69	\$ 7,611.00	\$ 87,732.00	
MECHANICAL MAINT FOREPERSON	577	578	A	031	\$ 44,257.69	\$ 7,611.00	\$ 92,052.00	\$ 46,378.46	\$ 8,036.00	\$ 96,468.00	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 56,938.538	\$ 10,285.00	\$ 123,420.00
MECHANICAL MAINTENANCE WORKER	580	6	G	029	\$ 41,475.000	\$ 7,189.00	\$ 86,256.00	\$ 7,311.00	\$ 87,732.00	\$ 44,257.69	\$ 7,611.00	\$ 92,052.00	\$ 46,378.46	\$ 8,036.00	\$ 96,468.00	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	
METER DATA ANALYST	601	578	A	027	\$ 40,142.308	\$ 6,958.00	\$ 83,468.00	\$ 42,178.46	\$ 7,311.00	\$ 78,584.00	\$ 44,257.69	\$ 7,611.00	\$ 92,052.00	\$ 46,378.46	\$ 8,036.00	\$ 96,468.00	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00
METER READER	597	578	A	019	\$ 32,948.077	\$ 5,711.00	\$ 68,532.00	\$ 6,036.00	\$ 72,000.00	\$ 36,398.077	\$ 6,309.00	\$ 75,708.00	\$ 38,261.538	\$ 6,632.00	\$ 79,584.00	\$ 40,142.308	\$ 6,958.00	\$ 83,468.00	\$ 42,178.464	\$ 7,127.00	\$ 85,524.00	\$ 44,257.69	\$ 7,611.00	\$ 87,732.00	
OFFICE ASSISTANT	933	578	A	018	\$ 35,151.923	\$ 5,573.00	\$ 66,876.00	\$ 5,848.00	\$ 67,176.00	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	\$ 37,292.008	\$ 6,464.00	\$ 70,176.00	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	\$ 37,292.008	\$ 6,464.00	\$ 70,176.00	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	
OFFICE RECORDS SPECIALIST	934	578	A	018	\$ 35,151.923	\$ 5,573.00	\$ 66,876.00	\$ 5,848.00	\$ 67,176.00	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	\$ 37,292.008	\$ 6,464.00	\$ 70,176.00	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	\$ 37,292.008	\$ 6,464.00	\$ 70,176.00	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	
OFFICE SPECIALIST II	938	578	A	022	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	\$ 6,464.00	\$ 77,568.00	\$ 37,292.008	\$ 6,464.00	\$ 70,176.00	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	\$ 37,292.008	\$ 6,464.00	\$ 70,176.00	\$ 35,498.077	\$ 6,153.00	\$ 73,806.00	\$ 37,292.008	\$ 6,464.00	\$ 70,176.00	
OFFICE SPECIALIST IV	939	578	A	024	\$ 37,292.008	\$ 6,464.00	\$ 77,568.00	\$ 6,797.00	\$ 81,594.00	\$ 41,117.938	\$ 7,127.00	\$ 85,524.00	\$ 42,481.54	\$ 7,466.00	\$ 89,952.00	\$ 44,257.69	\$ 7,611.00	\$ 92,052.00	\$ 46,378.46	\$ 8,036.00	\$ 96,468.00	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	
PARK FOREPERSON	615	578	A	033	\$ 46,378.464	\$ 8,036.00	\$ 96,468.00	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 56,938.538	\$ 10,285.00	\$ 123,420.00	\$ 60,766.154	\$ 10,538.00	\$ 126,456.00
PARK MAINT CRAFTS WORKER	620	6	G	029	\$ 41,475.000	\$ 7,189.00	\$ 86,256.00	\$ 7,311.00	\$ 87,732.00	\$ 44,257.69	\$ 7,611.00	\$ 92,052.00	\$ 46,378.46	\$ 8,036.00	\$ 96,468.00	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	
PAYROLL ANALYST	814	578	A	033	\$ 46,378.464	\$ 8,036.00	\$ 96,468.00	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 56,938.538	\$ 10,285.00	\$ 123,420.00	\$ 60,766.154	\$ 10,538.00	\$ 126,456.00
PERMIT CENTER SUPERVISOR	040	578	A	039	\$ 53,711.538	\$ 9,310.00	\$ 111,720.00	\$ 9,760.00	\$ 117,360.00	\$ 56,938.538	\$ 10,285.00	\$ 123,420.00	\$ 60,766.154	\$ 10,538.00	\$ 126,456.00	\$ 62,789.154	\$ 10,790.00	\$ 129,482.00	\$ 64,821.154	\$ 11,040.00	\$ 130,560.00	\$ 66,876.154	\$ 11,291.00	\$ 133,640.00	
PERMIT TECHNICIAN	621	578	A	023	\$ 36,398.077	\$ 6,309.00	\$ 75,708.00	\$ 6,632.00	\$ 79,584.00	\$ 40,142.308	\$ 6,958.00	\$ 83,468.00	\$ 42,178.464	\$ 7,127.00	\$ 85,524.00	\$ 44,257.69	\$ 7,611.00	\$ 92,052.00							

Job Title	Union Salary Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7			
			Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	
RECREATION PROGRAM SUPERVISOR	891	578	A	022	\$ 45,242.00	\$ 7,842.00	\$ 94,104.00	\$ 8,237.00	\$ 98,844.00	\$ 48,921.154	\$ 6,553.00	\$ 102,636.00	\$ 52,495.538	\$ 9,089.00	\$ 109,088.00	\$ 54,990.077	\$ 9,533.00	\$ 114,398.00	\$ 56,423.077	\$ 9,760.00	\$ 117,390.00	\$ 57,865.385	\$ 10,030.00	\$ 120,360.00
RECREATION SUPERVISOR	885	578	A	032	\$ 45,242.00	\$ 7,842.00	\$ 94,104.00	\$ 8,237.00	\$ 98,844.00	\$ 48,921.154	\$ 6,553.00	\$ 102,636.00	\$ 52,495.538	\$ 9,089.00	\$ 109,088.00	\$ 54,990.077	\$ 9,533.00	\$ 114,398.00	\$ 56,423.077	\$ 9,760.00	\$ 117,390.00	\$ 57,865.385	\$ 10,030.00	\$ 120,360.00
RECRUIT POLICE OFFICER	689	2	B2	031	\$ 46,471.154	\$ 8,055.00	\$ 96,690.00	\$ 8,458.00	\$ 101,466.00	\$ 46,786.154	\$ 6,468.00	\$ 101,466.00	\$ 50,335.538	\$ 9,235.00	\$ 111,720.00	\$ 52,495.538	\$ 9,235.00	\$ 111,720.00	\$ 54,990.077	\$ 9,235.00	\$ 111,720.00	\$ 57,865.385	\$ 10,030.00	\$ 120,360.00
RESOURCE ANALYST II	686	578	A	035	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 8,671.00	\$ 106,452.00	\$ 46,719.466	\$ 6,871.00	\$ 106,452.00	\$ 50,335.538	\$ 9,235.00	\$ 111,720.00	\$ 52,495.538	\$ 9,235.00	\$ 111,720.00	\$ 54,990.077	\$ 9,235.00	\$ 111,720.00	\$ 57,865.385	\$ 10,030.00	\$ 120,360.00
SERVICE COORDINATOR/INSPECTOR	792	3	D1	037	\$ 63,115.006	\$ 10,939.55	\$ 131,278.00	\$ 11,477.55	\$ 137,730.00	\$ 69,615.000	\$ 12,066.00	\$ 144,789.00	\$ 73,102.981	\$ 12,865.00	\$ 152,220.00	\$ 78,878.173	\$ 13,325.55	\$ 159,006.00	\$ 80,725.769	\$ 13,646.00	\$ 163,749.00	\$ 85,003.646	\$ 13,001.00	\$ 156,013.00
SERVICE COORDINATOR/INSPECTOR(FIBER)	792F	3	D1	037	\$ 63,115.006	\$ 10,939.55	\$ 131,278.00	\$ 11,477.55	\$ 137,730.00	\$ 69,615.000	\$ 12,066.00	\$ 144,789.00	\$ 73,102.981	\$ 12,865.00	\$ 152,220.00	\$ 78,878.173	\$ 13,325.55	\$ 159,006.00	\$ 80,725.769	\$ 13,646.00	\$ 163,749.00	\$ 85,003.646	\$ 13,001.00	\$ 156,013.00
SEWER INSPECTION TECHNICIAN	793	6	G	027	\$ 39,213.462	\$ 6,797.00	\$ 81,564.00	\$ 7,127.00	\$ 85,524.00	\$ 42,178.946	\$ 7,127.00	\$ 85,524.00	\$ 46,378.046	\$ 7,127.00	\$ 85,524.00	\$ 48,921.154	\$ 7,466.00	\$ 88,952.00	\$ 50,335.538	\$ 7,466.00	\$ 88,952.00	\$ 52,495.538	\$ 7,466.00	\$ 88,952.00
SR ACCOUNTING TECHNICIAN	788	578	A	026	\$ 38,214.62	\$ 6,797.00	\$ 81,564.00	\$ 7,127.00	\$ 85,524.00	\$ 42,178.946	\$ 7,127.00	\$ 85,524.00	\$ 46,378.046	\$ 7,127.00	\$ 85,524.00	\$ 48,921.154	\$ 7,466.00	\$ 88,952.00	\$ 50,335.538	\$ 7,466.00	\$ 88,952.00	\$ 52,495.538	\$ 7,466.00	\$ 88,952.00
SR BUSINESS ANALYST	722	578	A	028	\$ 52,495.538	\$ 9,089.00	\$ 109,088.00	\$ 9,533.00	\$ 114,398.00	\$ 54,990.077	\$ 9,533.00	\$ 114,398.00	\$ 58,538.538	\$ 10,030.00	\$ 120,360.00	\$ 60,769.154	\$ 10,440.00	\$ 124,480.00	\$ 63,234.607	\$ 10,440.00	\$ 124,480.00	\$ 65,704.607	\$ 10,440.00	\$ 124,480.00
SR CENTER COORDINATOR	715	578	A	027	\$ 40,142.008	\$ 6,858.00	\$ 83,480.00	\$ 7,311.00	\$ 87,732.00	\$ 42,178.946	\$ 7,127.00	\$ 85,524.00	\$ 46,378.046	\$ 7,127.00	\$ 85,524.00	\$ 48,921.154	\$ 7,466.00	\$ 88,952.00	\$ 50,335.538	\$ 7,466.00	\$ 88,952.00	\$ 52,495.538	\$ 7,466.00	\$ 88,952.00
SR CUSTOMER SERVICE REP	724	578	A	022	\$ 35,468.000	\$ 6,153.00	\$ 73,836.00	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 39,213.462	\$ 6,797.00	\$ 81,564.00	\$ 40,725.769	\$ 6,871.00	\$ 83,646.00	\$ 42,178.946	\$ 6,871.00	\$ 83,646.00	\$ 43,690.077	\$ 6,871.00	\$ 83,646.00
SR ELEC & WATER SYST OP - CERT	777F	3	R6	040	\$ 71,419.000	\$ 12,463.50	\$ 149,562.00	\$ 13,112.40	\$ 157,348.00	\$ 78,500.462	\$ 13,791.25	\$ 165,375.00	\$ 83,650.462	\$ 14,461.00	\$ 173,577.00	\$ 88,180.769	\$ 15,154.55	\$ 183,346.00	\$ 90,725.769	\$ 15,154.55	\$ 183,346.00	\$ 93,234.607	\$ 15,154.55	\$ 183,346.00
SR ELEC & WATER SYSTEM OPERATR	777	3	D1	040	\$ 71,419.000	\$ 12,463.50	\$ 149,562.00	\$ 13,112.40	\$ 157,348.00	\$ 78,500.462	\$ 13,791.25	\$ 165,375.00	\$ 83,650.462	\$ 14,461.00	\$ 173,577.00	\$ 88,180.769	\$ 15,154.55	\$ 183,346.00	\$ 90,725.769	\$ 15,154.55	\$ 183,346.00	\$ 93,234.607	\$ 15,154.55	\$ 183,346.00
SR ELEC METER TECHNICIAN	729	3	D1	038	\$ 64,933.173	\$ 11,096.15	\$ 134,353.80	\$ 11,757.90	\$ 141,094.90	\$ 67,834.038	\$ 11,757.90	\$ 141,094.90	\$ 71,365.573	\$ 12,370.05	\$ 148,440.00	\$ 75,003.462	\$ 13,001.00	\$ 156,013.00	\$ 78,725.769	\$ 13,001.00	\$ 156,013.00	\$ 81,436.538	\$ 13,001.00	\$ 156,013.00
SR ELEC UTIL ENG	730	4	E3	046	\$ 73,419.021	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 75,003.462	\$ 13,001.00	\$ 156,013.00	\$ 78,725.769	\$ 13,001.00	\$ 156,013.00	\$ 81,436.538	\$ 13,001.00	\$ 156,013.00	\$ 84,975.000	\$ 13,001.00	\$ 156,013.00
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.021	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 75,003.462	\$ 13,001.00	\$ 156,013.00	\$ 78,725.769	\$ 13,001.00	\$ 156,013.00	\$ 81,436.538	\$ 13,001.00	\$ 156,013.00	\$ 84,975.000	\$ 13,001.00	\$ 156,013.00
SR ELEC UTIL ENGINEER	730	4	E3	046	\$ 73,419.021	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 75,003.462	\$ 13,001.00	\$ 156,013.00	\$ 78,725.769	\$ 13,001.00	\$ 156,013.00	\$ 81,436.538	\$ 13,001.00	\$ 156,013.00	\$ 84,975.000	\$ 13,001.00	\$ 156,013.00
SR ELEC UTIL ENGINEER/GENERATION	730F	4	E3	046	\$ 73,419.021	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 75,003.462	\$ 13,001.00	\$ 156,013.00	\$ 78,725.769	\$ 13,001.00	\$ 156,013.00	\$ 81,436.538	\$ 13,001.00	\$ 156,013.00	\$ 84,975.000	\$ 13,001.00	\$ 156,013.00
SR ELEC UTIL ENGINEER/PLANNING	730F	4	E3	046	\$ 73,419.021	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 75,003.462	\$ 13,001.00	\$ 156,013.00	\$ 78,725.769	\$ 13,001.00	\$ 156,013.00	\$ 81,436.538	\$ 13,001.00	\$ 156,013.00	\$ 84,975.000	\$ 13,001.00	\$ 156,013.00
SR ELEC UTIL ENG/PROT RELAY	730A	4	E3	046	\$ 73,419.021	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 75,003.462	\$ 13,001.00	\$ 156,013.00	\$ 78,725.769	\$ 13,001.00	\$ 156,013.00	\$ 81,436.538	\$ 13,001.00	\$ 156,013.00	\$ 84,975.000	\$ 13,001.00	\$ 156,013.00
SR ELEC UTIL GENERATION TECH	733	3	D1	038	\$ 64,933.173	\$ 11,096.15	\$ 134,353.80	\$ 11,757.90	\$ 141,094.90	\$ 67,834.038	\$ 11,757.90	\$ 141,094.90	\$ 71,365.573	\$ 12,370.05	\$ 148,440.00	\$ 75,003.462	\$ 13,001.00	\$ 156,013.00	\$ 78,725.769	\$ 13,001.00	\$ 156,013.00	\$ 81,436.538	\$ 13,001.00	\$ 156,013.00
SR ELECTRICAL ESTIMATOR	726	3	D1	038	\$ 64,933.173	\$ 11,096.15	\$ 134,353.80	\$ 11,757.90	\$ 141,094.90	\$ 67,834.038	\$ 11,757.90	\$ 141,094.90	\$ 71,365.573	\$ 12,370.05	\$ 148,440.00	\$ 75,003.462	\$ 13,001.00	\$ 156,013.00	\$ 78,725.769	\$ 13,001.00	\$ 156,013.00	\$ 81,436.538	\$ 13,001.00	\$ 156,013.00
SR ELEC UTIL ELEC TECH	765	3	D1	038	\$ 64,933.173	\$ 11,096.15	\$ 134,353.80	\$ 11,757.90	\$ 141,094.90	\$ 67,834.038	\$ 11,757.90	\$ 141,094.90	\$ 71,365.573	\$ 12,370.05	\$ 148,440.00	\$ 75,003.462	\$ 13,001.00	\$ 156,013.00	\$ 78,725.769	\$ 13,001.00	\$ 156,013.00	\$ 81,436.538	\$ 13,001.00	\$ 156,013.00
SR ENERGY SYSTEMS ANALYST	744	578	A	043	\$ 59,336.538	\$ 10,265.00	\$ 123,420.00	\$ 10,787.00	\$ 129,456.00	\$ 58,538.538	\$ 10,265.00	\$ 123,420.00	\$ 62,234.607	\$ 10,787.00	\$ 129,456.00	\$ 65,704.607	\$ 11,290.00	\$ 134,353.80	\$ 68,180.769	\$ 11,290.00	\$ 134,353.80	\$ 70,690.077	\$ 11,290.00	\$ 134,353.80
SR ENGINEERING AIDE	745	578	A	028	\$ 33,736.462	\$ 5,946.00	\$ 70,176.00	\$ 6,250.00	\$ 67,598.00	\$ 35,468.000	\$ 6,250.00	\$ 67,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 39,213.462	\$ 6,797.00	\$ 81,564.00	\$ 40,725.769	\$ 6,797.00	\$ 81,564.00	\$ 42,178.946	\$ 6,797.00	\$ 81,564.00
SR HUMAN RESOURCES ASSISTANT	510	578	A	020	\$ 32,925.008	\$ 5,844.00	\$ 69,594.00	\$ 6,153.00	\$ 67,598.00	\$ 32,925.008	\$ 5,844.00	\$ 69,594.00	\$ 35,468.000	\$ 6,250.00	\$ 67,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 39,213.462	\$ 6,464.00	\$ 77,598.00	\$ 40,725.769	\$ 6,464.00	\$ 77,598.00
SR HUMAN RESOURCES TECHNICIAN	747	578	A	024	\$ 32,925.008	\$ 5,844.00	\$ 69,594.00	\$ 6,153.00	\$ 67,598.00	\$ 32,925.008	\$ 5,844.00	\$ 69,594.00	\$ 35,468.000	\$ 6,250.00	\$ 67,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 39,213.462	\$ 6,464.00	\$ 77,598.00	\$ 40,725.769	\$ 6,464.00	\$ 77,598.00
SR INSPECTOR	750	578	A	039	\$ 53,711.538	\$ 9,310.00	\$ 111,720.00	\$ 9,760.00	\$ 117,390.00	\$ 56,423.077	\$ 9,760.00	\$ 117,390.00	\$ 60,769.154	\$ 10,030.00	\$ 120,360.00	\$ 63,234.607	\$ 10,030.00	\$ 120,360.00						

City of Santa Clara
Classified Salary Plan

Effective 12/23/2018
Approved 8/20/2019

Job Title	Job Code	Union Code	Plan Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
				Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
TROUBLESHOOTER	860	3	D1 038	\$ 64,593.173	\$ 11,196.15	\$ 134,353.80	\$ 67,834,038	\$ 11,757.30	\$ 141,094.20	\$ 71,355.673	\$ 12,370.05	\$ 148,440.60	\$ 75,035.346	\$ 13,001.10	\$ 155,013.20	\$ 78,725,759	\$ 13,645.80	\$ 163,749.60	\$ 80,724,908	\$ 13,992.30	\$ 167,597.60	\$ 82,699,615	\$ 14,334.80	\$ 172,015.20
UNDERGROUND CREW LEADER	877	3	D1 036	\$ 61,024,904	\$ 10,681.65	\$ 128,179.80	\$ 64,593.173	\$ 11,196.15	\$ 134,353.80	\$ 67,834,038	\$ 11,757.30	\$ 141,094.80	\$ 71,355.673	\$ 12,370.05	\$ 148,440.60	\$ 75,006,546	\$ 13,001.10	\$ 156,013.20	\$ 80,724,908	\$ 13,325.55	\$ 159,004.80	\$ 76,725,759	\$ 13,945.80	\$ 163,749.60
UTILITY CREW SUPERVISOR	881	578	A 035	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 51,178,946	\$ 8,871.00	\$ 106,452.00	\$ 53,711,538	\$ 9,310.00	\$ 111,720.00	\$ 56,420,077	\$ 9,760.00	\$ 117,360.00	\$ 59,335,538	\$ 10,285.00	\$ 123,420.00	\$ 60,796,154	\$ 10,538.00	\$ 126,456.00	\$ 62,238,462	\$ 10,788.00	\$ 129,456.00
ELEC UTIL ELECTRICIAN TECH	881A	578	A 035	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 51,178,946	\$ 8,871.00	\$ 106,452.00	\$ 53,711,538	\$ 9,310.00	\$ 111,720.00	\$ 56,420,077	\$ 9,760.00	\$ 117,360.00	\$ 59,335,538	\$ 10,285.00	\$ 123,420.00	\$ 60,796,154	\$ 10,538.00	\$ 126,456.00	\$ 62,238,462	\$ 10,788.00	\$ 129,456.00
UTILITY FIELD SERVICES WORKER	890	3	D1 035	\$ 60,122,956	\$ 10,421.25	\$ 125,055.00	\$ 63,115,096	\$ 10,639.95	\$ 131,279.40	\$ 66,218,035	\$ 11,477.55	\$ 137,730.60	\$ 69,615,000	\$ 12,066.60	\$ 144,799.20	\$ 73,182,981	\$ 12,985.05	\$ 152,220.60	\$ 75,006,546	\$ 13,001.10	\$ 156,013.20	\$ 76,818,173	\$ 13,325.55	\$ 159,006.00
UTILITY FIELD SVCS SUPERVISOR	897	578	A 023	\$ 38,398,077	\$ 6,309.00	\$ 75,708.00	\$ 38,261,538	\$ 6,832.00	\$ 79,594.00	\$ 40,142,008	\$ 6,968.00	\$ 83,486.00	\$ 42,178,946	\$ 7,311.00	\$ 87,732.00	\$ 44,255,769	\$ 7,871.00	\$ 92,052.00	\$ 45,242,008	\$ 7,842.00	\$ 94,104.00	\$ 46,378,946	\$ 8,039.00	\$ 96,488.00
UTILITY LOCATOR	899	3	D2 022	\$ 41,117,308	\$ 7,127.00	\$ 85,524.00	\$ 43,246,154	\$ 7,486.00	\$ 89,952.00	\$ 45,242,008	\$ 7,842.00	\$ 94,104.00	\$ 47,521,154	\$ 8,237.00	\$ 98,844.00	\$ 49,671,154	\$ 8,653.00	\$ 103,838.00	\$ 51,789,946	\$ 8,871.00	\$ 106,452.00	\$ 52,435,538	\$ 9,088.00	\$ 109,068.00
UTILITY SERVICES TECHNICIAN	899	3	D2 022	\$ 41,117,308	\$ 7,127.00	\$ 85,524.00	\$ 43,246,154	\$ 7,486.00	\$ 89,952.00	\$ 45,242,008	\$ 7,842.00	\$ 94,104.00	\$ 47,521,154	\$ 8,237.00	\$ 98,844.00	\$ 49,671,154	\$ 8,653.00	\$ 103,838.00	\$ 51,789,946	\$ 8,871.00	\$ 106,452.00	\$ 52,435,538	\$ 9,088.00	\$ 109,068.00
UTILITY WORKER	899	3	D2 022	\$ 41,117,308	\$ 7,127.00	\$ 85,524.00	\$ 43,246,154	\$ 7,486.00	\$ 89,952.00	\$ 45,242,008	\$ 7,842.00	\$ 94,104.00	\$ 47,521,154	\$ 8,237.00	\$ 98,844.00	\$ 49,671,154	\$ 8,653.00	\$ 103,838.00	\$ 51,789,946	\$ 8,871.00	\$ 106,452.00	\$ 52,435,538	\$ 9,088.00	\$ 109,068.00
WATER & SEWER SYSTEM OPERATOR	902	578	A 028	\$ 32,400,000	\$ 5,616.00	\$ 67,392.00	\$ 33,982,308	\$ 5,892.00	\$ 70,704.00	\$ 35,723,077	\$ 6,192.00	\$ 74,304.00	\$ 37,639,462	\$ 6,524.00	\$ 78,594.00	\$ 39,535,538	\$ 6,853.00	\$ 82,236.00	\$ 40,465,385	\$ 7,014.00	\$ 84,168.00	\$ 41,475,000	\$ 7,188.00	\$ 86,298.00
WATER RESOURCE PLANNER	907	578	A 034	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 51,178,946	\$ 8,871.00	\$ 106,452.00	\$ 53,711,538	\$ 9,310.00	\$ 111,720.00	\$ 56,420,077	\$ 9,760.00	\$ 117,360.00	\$ 59,335,538	\$ 10,285.00	\$ 123,420.00	\$ 60,796,154	\$ 10,538.00	\$ 126,456.00	\$ 62,238,462	\$ 10,788.00	\$ 129,456.00
WATER SERVICE TECHNICIAN I	904	6	G 025	\$ 47,521.154	\$ 8,237.00	\$ 98,844.00	\$ 49,671,154	\$ 8,653.00	\$ 103,838.00	\$ 51,789,946	\$ 9,088.00	\$ 109,068.00	\$ 53,986,077	\$ 9,530.00	\$ 114,396.00	\$ 57,465,385	\$ 10,030.00	\$ 120,360.00	\$ 59,335,538	\$ 10,285.00	\$ 123,420.00	\$ 60,796,154	\$ 10,538.00	\$ 126,456.00
WATER SERVICE TECHNICIAN II	903	6	G 027	\$ 47,521.154	\$ 8,237.00	\$ 98,844.00	\$ 49,671,154	\$ 8,653.00	\$ 103,838.00	\$ 51,789,946	\$ 9,088.00	\$ 109,068.00	\$ 53,986,077	\$ 9,530.00	\$ 114,396.00	\$ 57,465,385	\$ 10,030.00	\$ 120,360.00	\$ 59,335,538	\$ 10,285.00	\$ 123,420.00	\$ 60,796,154	\$ 10,538.00	\$ 126,456.00
WATER UTILITY ENGINEER	916	4	E2 004	\$ 52,328,923	\$ 9,070.00	\$ 109,840.00	\$ 53,536,538	\$ 9,530.00	\$ 114,396.00	\$ 55,039,462	\$ 9,540.00	\$ 114,400.00	\$ 56,039,462	\$ 9,540.00	\$ 114,400.00	\$ 57,039,462	\$ 9,540.00	\$ 114,400.00	\$ 58,039,462	\$ 9,540.00	\$ 114,400.00	\$ 59,039,462	\$ 9,540.00	\$ 114,400.00
WATER/SEWER MAINT WORKER I	914	6	G 019	\$ 32,400,000	\$ 5,616.00	\$ 67,392.00	\$ 33,982,308	\$ 5,892.00	\$ 70,704.00	\$ 35,723,077	\$ 6,192.00	\$ 74,304.00	\$ 37,639,462	\$ 6,524.00	\$ 78,594.00	\$ 39,535,538	\$ 6,853.00	\$ 82,236.00	\$ 40,465,385	\$ 7,014.00	\$ 84,168.00	\$ 41,475,000	\$ 7,188.00	\$ 86,298.00
WATER/SEWER MAINT WORKER II	917	6	G 023	\$ 35,723,077	\$ 6,192.00	\$ 74,304.00	\$ 37,639,462	\$ 6,524.00	\$ 78,594.00	\$ 39,535,538	\$ 6,853.00	\$ 82,236.00	\$ 40,465,385	\$ 7,014.00	\$ 84,168.00	\$ 41,475,000	\$ 7,188.00	\$ 86,298.00	\$ 42,465,385	\$ 7,190.00	\$ 87,298.00	\$ 43,465,385	\$ 7,390.00	\$ 88,298.00