

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 12/26/2021
Approved 12/7/2021

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
ACCOUNTING DIVISION MANAGER	109	9	\$ 77.609365	\$ 13,452.29	\$ 161,427.48	\$ 100.434577	\$ 17,408.66	\$ 208,903.92
ASST BUILDING OFFICIAL	222	9	\$ 82.721827	\$ 14,338.45	\$ 172,061.40	\$ 107.060250	\$ 18,557.11	\$ 222,685.32
ASST CITY ATTORNEY	015	9	\$ 96.142038	\$ 16,664.62	\$ 199,975.44	\$ 124.423327	\$ 21,566.71	\$ 258,800.52
ASST CITY CLERK	010	9	\$ 64.303673	\$ 11,145.97	\$ 133,751.64	\$ 83.216192	\$ 14,424.14	\$ 173,089.68
ASST CITY LIBRARIAN	012	9	\$ 83.770846	\$ 14,520.28	\$ 174,243.36	\$ 108.410712	\$ 18,791.19	\$ 225,494.28
ASST CITY MANAGER	016	9	\$ 130.271308	\$ 22,580.36	\$ 270,964.32	\$ 168.578596	\$ 29,220.29	\$ 350,643.48
ASST DIR OF COMMUNITY DEV	038	9	\$ 94.684038	\$ 16,411.90	\$ 196,942.80	\$ 123.088962	\$ 21,335.42	\$ 256,025.04
ASST DIR OF ELECTRIC UTIL	021	9	\$ 113.493058	\$ 19,672.13	\$ 236,065.56	\$ 146.874750	\$ 25,458.29	\$ 305,499.48
ASST DIR OF FINANCE	022	9	\$ 90.324173	\$ 15,656.19	\$ 187,874.28	\$ 116.893327	\$ 20,261.51	\$ 243,138.12
ASST DIR OF HUMAN RESOURCES	018	9	\$ 90.324173	\$ 15,656.19	\$ 187,874.28	\$ 116.893327	\$ 20,261.51	\$ 243,138.12
ASST DIR OF PUB WORKS/CITY ENG	071	9	\$ 99.608596	\$ 17,265.49	\$ 207,185.88	\$ 128.908788	\$ 22,344.19	\$ 268,130.28
ASST DIR OF WATER & SEWER UTIL	014	9	\$ 89.401788	\$ 15,496.31	\$ 185,955.72	\$ 115.705615	\$ 20,055.64	\$ 240,667.68
ASST FIRE CHIEF	024	9B	\$ 130.548635	\$ 22,628.43	\$ 271,541.16	\$ 168.953885	\$ 29,285.34	\$ 351,424.08
ASST FIRE MARSHAL	026	9B	\$ 100.129788	\$ 17,355.83	\$ 208,269.96	\$ 129.579692	\$ 22,460.48	\$ 269,525.76
ASST POLICE CHIEF	027	9A	\$ 135.183519	\$ 23,431.81	\$ 281,181.72	\$ 174.940904	\$ 30,323.09	\$ 363,877.08
ASST TO THE CITY MANAGER	028	9	\$ 88.298481	\$ 15,305.07	\$ 183,660.84	\$ 114.264750	\$ 19,805.89	\$ 237,670.68
AUDIT MANAGER	201	9	\$ 74.715519	\$ 12,950.69	\$ 155,408.28	\$ 96.690635	\$ 16,759.71	\$ 201,116.52
BATTALION CHIEF	036	9B	\$ 107.875385	\$ 18,698.40	\$ 224,380.80	\$ 139.592654	\$ 24,196.06	\$ 290,352.72
BATTALION CHIEF 24 HRS	036S	9BS	\$ 73.385069	\$ 17,808.11	\$ 213,697.32	\$ 94.963599	\$ 23,044.50	\$ 276,534.00
BUDGET & TREASURY DIVISION MGR	113	9	\$ 77.609365	\$ 13,452.29	\$ 161,427.48	\$ 100.434577	\$ 17,408.66	\$ 208,903.92
BUILDING MAINTENANCE MANAGER	041	9	\$ 68.728846	\$ 11,913.00	\$ 142,956.00	\$ 88.943596	\$ 15,416.89	\$ 185,002.68
BUILDING OFFICIAL	042	9	\$ 90.999404	\$ 15,773.23	\$ 189,278.76	\$ 117.761481	\$ 20,411.99	\$ 244,943.88
CEMETERY OPERATIONS MANAGER	045	9	\$ 54.958962	\$ 9,526.22	\$ 114,314.64	\$ 71.122327	\$ 12,327.87	\$ 147,934.44
CHIEF ASST CITY ATTORNEY	037	9	\$ 110.563038	\$ 19,164.26	\$ 229,971.12	\$ 143.086846	\$ 24,801.72	\$ 297,620.64
CHIEF ELECTRIC UTILITY OFFICER	108	9	\$ 149.816827	\$ 25,968.25	\$ 311,619.00	\$ 193.875635	\$ 33,605.11	\$ 403,261.32
CHIEF OPERATING OFFICER	311	9	\$ 149.816827	\$ 25,968.25	\$ 311,619.00	\$ 193.875635	\$ 33,605.11	\$ 403,261.32

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CITY ATTORNEY	060	Appointed				\$ 159.998077	\$ 27,733.00	\$ 332,796.00
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	\$ 104.703000	\$ 18,148.52	\$ 217,782.24	\$ 135.498346	\$ 23,486.38	\$ 281,836.56
CITY MANAGER	069	Appointed				\$ 225.324000	\$ 39,056.16	\$ 468,673.92
COMMUNICATIONS & OUTREACH MGR	083	9	\$ 62.392558	\$ 10,814.71	\$ 129,776.52	\$ 80.738308	\$ 13,994.64	\$ 167,935.68
COMMUNICATIONS OPERATIONS MGR	068	9	\$ 70.700308	\$ 12,254.72	\$ 147,056.64	\$ 91.493769	\$ 15,858.92	\$ 190,307.04
COMPLIANCE MANAGER	081	9	\$ 63.375231	\$ 10,985.04	\$ 131,820.48	\$ 82.010423	\$ 14,215.14	\$ 170,581.68
CONTRACTS MANAGER	342	9	\$ 69.862269	\$ 12,109.46	\$ 145,313.52	\$ 90.402577	\$ 15,669.78	\$ 188,037.36
DEPUTY CITY ATTORNEY I	170	9	\$ 60.083481	\$ 10,414.47	\$ 124,973.64	\$ 77.754058	\$ 13,477.37	\$ 161,728.44
DEPUTY CITY ATTORNEY II	172	9	\$ 70.097423	\$ 12,150.22	\$ 145,802.64	\$ 90.716077	\$ 15,724.12	\$ 188,689.44
DEPUTY CITY CLERK	178	9	\$ 54.114923	\$ 9,379.92	\$ 112,559.04	\$ 70.037135	\$ 12,139.77	\$ 145,677.24
DEPUTY CITY MANAGER	079	9	\$ 97.130769	\$ 16,836.00	\$ 202,032.00	\$ 125.689385	\$ 21,786.16	\$ 261,433.92
DEPUTY FIRE CHIEF	080	9B	\$ 118.680000	\$ 20,571.20	\$ 246,854.40	\$ 153.595615	\$ 26,623.24	\$ 319,478.88
DEPUTY PARKS & REC DIRECTOR	175	9	\$ 78.489577	\$ 13,604.86	\$ 163,258.32	\$ 101.574000	\$ 17,606.16	\$ 211,273.92
DEPUTY PUBLIC WORKS DIRECTOR	176	9	\$ 78.628212	\$ 13,628.89	\$ 163,546.68	\$ 101.754865	\$ 17,637.51	\$ 211,650.12
DEVELOPMENT REVIEW OFFICER	144	9	\$ 76.065981	\$ 13,184.77	\$ 158,217.24	\$ 98.439000	\$ 17,062.76	\$ 204,753.12
DIRECTOR OF COMMUNITY DEVELOPMENT	090	9	\$ 115.108788	\$ 19,952.19	\$ 239,426.28	\$ 148.966788	\$ 25,820.91	\$ 309,850.92
DIRECTOR OF FINANCE	087	9	\$ 114.879692	\$ 19,912.48	\$ 238,949.76	\$ 148.665346	\$ 25,768.66	\$ 309,223.92
DIRECTOR OF HUMAN RESOURCES	088	9	\$ 105.902712	\$ 18,356.47	\$ 220,277.64	\$ 137.047731	\$ 23,754.94	\$ 285,059.28
DIRECTOR OF INF TECHNOLOGY/CIO	089	9	\$ 109.278865	\$ 18,941.67	\$ 227,300.04	\$ 141.424673	\$ 24,513.61	\$ 294,163.32
DIRECTOR OF PUBLIC WORKS	091	9	\$ 121.758577	\$ 21,104.82	\$ 253,257.84	\$ 157.569923	\$ 27,312.12	\$ 327,745.44
DIRECTOR OF WTR & SEWER UTILS	102	9	\$ 110.358058	\$ 19,128.73	\$ 229,544.76	\$ 142.811308	\$ 24,753.96	\$ 297,047.52
ELEC DIV MGR - ENGINEERING	104Q	9	\$ 93.790788	\$ 16,257.07	\$ 195,084.84	\$ 121.384788	\$ 21,040.03	\$ 252,480.36
ELEC DIV MGR - GENERATION	104R	9	\$ 93.790788	\$ 16,257.07	\$ 195,084.84	\$ 121.384788	\$ 21,040.03	\$ 252,480.36
ELEC DIV MGR - OPERATIONS	104P	9	\$ 93.790788	\$ 16,257.07	\$ 195,084.84	\$ 121.384788	\$ 21,040.03	\$ 252,480.36

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ELEC DIV MGR - SUBSTATIONS	104M	9	\$ 93.790788	\$ 16,257.07	\$ 195,084.84	\$ 121.384788	\$ 21,040.03	\$ 252,480.36
ELEC DIV MGR - TRANSM, DISTRIB	104S	9	\$ 93.790788	\$ 16,257.07	\$ 195,084.84	\$ 121.384788	\$ 21,040.03	\$ 252,480.36
ELEC DIV MGR-MKT A & P	107F	9	\$ 93.790788	\$ 16,257.07	\$ 195,084.84	\$ 121.384788	\$ 21,040.03	\$ 252,480.36
ELEC DIVISION MANAGER	104	9	\$ 93.790788	\$ 16,257.07	\$ 195,084.84	\$ 121.384788	\$ 21,040.03	\$ 252,480.36
ELEC PROGRAM MANAGER	424	9	\$ 81.564288	\$ 14,137.81	\$ 169,653.72	\$ 105.547038	\$ 18,294.82	\$ 219,537.84
ELEC UTIL CHIEF OPER OFFICER	116	9	\$ 124.845346	\$ 21,639.86	\$ 259,678.32	\$ 161.567077	\$ 28,004.96	\$ 336,059.52
ELEC UTIL RISK CONTROL ANALYST	697	9	\$ 73.045500	\$ 12,661.22	\$ 151,934.64	\$ 94.532308	\$ 16,385.60	\$ 196,627.20
EMERGENCY SERVICES COORDINATOR	106	9	\$ 61.337481	\$ 10,631.83	\$ 127,581.96	\$ 79.381846	\$ 13,759.52	\$ 165,114.24
ENVIRONMENTAL PROGRAMS MGR	461	9	\$ 63.375231	\$ 10,985.04	\$ 131,820.48	\$ 82.010423	\$ 14,215.14	\$ 170,581.68
EXECUTIVE ASSISTANT	187	9	\$ 53.301058	\$ 9,238.85	\$ 110,866.20	\$ 68.976058	\$ 11,955.85	\$ 143,470.20
FIELD FOREPERSON	114	9	\$ 76.759269	\$ 13,304.94	\$ 159,659.28	\$ 99.331269	\$ 17,217.42	\$ 206,609.04
FIRE CHIEF	117	9B	\$ 141.980308	\$ 24,609.92	\$ 295,319.04	\$ 183.729577	\$ 31,846.46	\$ 382,157.52
FIRE MARSHAL	120	9B	\$ 107.875385	\$ 18,698.40	\$ 224,380.80	\$ 139.592654	\$ 24,196.06	\$ 290,352.72
FLEET MANAGER	034	9	\$ 65.485327	\$ 11,350.79	\$ 136,209.48	\$ 84.741462	\$ 14,688.52	\$ 176,262.24
HOUSING & COMM SVC DIV MGR	075	9	\$ 78.694558	\$ 13,640.39	\$ 163,684.68	\$ 101.845327	\$ 17,653.19	\$ 211,838.28
HOUSING DEVELOPMENT OFFICER	749	9	\$ 61.801731	\$ 10,712.30	\$ 128,547.60	\$ 79.978673	\$ 13,862.97	\$ 166,355.64
HUMAN RESOURCES DIV MGR	139	9	\$ 77.609365	\$ 13,452.29	\$ 161,427.48	\$ 100.434577	\$ 17,408.66	\$ 208,903.92
INFORMATION TECHNOLOGY SVC MGR	112	9	\$ 72.840519	\$ 12,625.69	\$ 151,508.28	\$ 94.254981	\$ 16,337.53	\$ 196,050.36
INSPECTION MANAGER	134	9	\$ 77.946981	\$ 13,510.81	\$ 162,129.72	\$ 100.880712	\$ 17,485.99	\$ 209,831.88
LEGAL EXECUTIVE ASSISTANT	185	9	\$ 53.301058	\$ 9,238.85	\$ 110,866.20	\$ 68.976058	\$ 11,955.85	\$ 143,470.20
LIBRARY DIV MGR -SUPPORT SVCS	127G	9	\$ 65.437096	\$ 11,342.43	\$ 136,109.16	\$ 84.693231	\$ 14,680.16	\$ 176,161.92
MANAGEMENT ANALYST	008	9	\$ 54.114923	\$ 9,379.92	\$ 112,559.04	\$ 70.037135	\$ 12,139.77	\$ 145,677.24
MAYOR	MAYOR	Elected					\$ 2,500.00	\$ 30,000.00
MUNICIPAL SERVICES DIV MGR	110	9	\$ 77.609365	\$ 13,452.29	\$ 161,427.48	\$ 100.434577	\$ 17,408.66	\$ 208,903.92
PARK MAINT & OPERATIONS SUPERV	131	9	\$ 64.683519	\$ 11,211.81	\$ 134,541.72	\$ 83.698500	\$ 14,507.74	\$ 174,092.88
PARKS & RECREATION DIRECTOR	132	9	\$ 106.704577	\$ 18,495.46	\$ 221,945.52	\$ 138.078692	\$ 23,933.64	\$ 287,203.68

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PARKS CONST, MTC & REPAIR MGR	130	9	\$ 64.683519	\$ 11,211.81	\$ 134,541.72	\$ 83.698500	\$ 14,507.74	\$ 174,092.88
PERFORMANCE AUDITOR I	203	9	\$ 45.095769	\$ 7,816.60	\$ 93,799.20	\$ 58.364250	\$ 10,116.47	\$ 121,397.64
PERFORMANCE AUDITOR II	204	9	\$ 54.114923	\$ 9,379.92	\$ 112,559.04	\$ 70.037135	\$ 12,139.77	\$ 145,677.24
PLAN REVIEW MANAGER	629	9	\$ 78.784962	\$ 13,656.06	\$ 163,872.72	\$ 101.947788	\$ 17,670.95	\$ 212,051.40
PLANNING MANAGER	072	9	\$ 82.161115	\$ 14,241.26	\$ 170,895.12	\$ 106.324731	\$ 18,429.62	\$ 221,155.44
POLICE CAPTAIN	138	9A	\$ 128.757923	\$ 22,318.04	\$ 267,816.48	\$ 166.622942	\$ 28,881.31	\$ 346,575.72
POLICE CHIEF	141	Elected				\$ 150.813462	\$ 26,141.00	\$ 313,692.00
POLICE RECORDS MANAGER	647	9	\$ 55.742712	\$ 9,662.07	\$ 115,944.84	\$ 72.141173	\$ 12,504.47	\$ 150,053.64
POWER SYSTEM SCHEDULER/TRADEF	674	9	\$ 69.952731	\$ 12,125.14	\$ 145,501.68	\$ 90.529154	\$ 15,691.72	\$ 188,300.64
POWER TRADER	673	9	\$ 89.401788	\$ 15,496.31	\$ 185,955.72	\$ 115.705615	\$ 20,055.64	\$ 240,667.68
PRINCIPAL ACCOUNTANT	148	9	\$ 69.862269	\$ 12,109.46	\$ 145,313.52	\$ 90.402577	\$ 15,669.78	\$ 188,037.36
PRINCIPAL ELECTRIC UTILITY ENG	145	9	\$ 89.335442	\$ 15,484.81	\$ 185,817.72	\$ 115.609154	\$ 20,038.92	\$ 240,467.04
PRINCIPAL ENG - WATER & SEWER	142W	9	\$ 86.622462	\$ 15,014.56	\$ 180,174.72	\$ 112.100365	\$ 19,430.73	\$ 233,168.76
PRINCIPAL ENG/CITY SURVEYOR	140	9	\$ 90.953712	\$ 15,765.31	\$ 189,183.72	\$ 117.707192	\$ 20,402.58	\$ 244,830.96
PRINCIPAL ENGINEER	142	9	\$ 86.622462	\$ 15,014.56	\$ 180,174.72	\$ 112.100365	\$ 19,430.73	\$ 233,168.76
PRINCIPAL FINANCIAL ANALYST	149	9	\$ 69.862269	\$ 12,109.46	\$ 145,313.52	\$ 90.402577	\$ 15,669.78	\$ 188,037.36
PRINCIPAL PLANNER	143	9	\$ 69.862269	\$ 12,109.46	\$ 145,313.52	\$ 90.402577	\$ 15,669.78	\$ 188,037.36
PRINCIPAL POWER ANALYST	154	9	\$ 69.862269	\$ 12,109.46	\$ 145,313.52	\$ 90.402577	\$ 15,669.78	\$ 188,037.36
PRINCIPAL UTIL INFO SYSTEM MGR	146	9	\$ 89.401788	\$ 15,496.31	\$ 185,955.72	\$ 115.705615	\$ 20,055.64	\$ 240,667.68
PUBLIC INFORMATION OFFICER	077	9	\$ 84.904269	\$ 14,716.74	\$ 176,600.88	\$ 109.869692	\$ 19,044.08	\$ 228,528.96
PUBLIC RECORDS MANAGER	082	9	\$ 54.114923	\$ 9,379.92	\$ 112,559.04	\$ 70.037135	\$ 12,139.77	\$ 145,677.24
PURCHASING DIVISION MANAGER	147	9	\$ 74.715519	\$ 12,950.69	\$ 155,408.28	\$ 96.690635	\$ 16,759.71	\$ 201,116.52
RECREATION MANAGER	150	9	\$ 70.525442	\$ 12,224.41	\$ 146,692.92	\$ 91.264673	\$ 15,819.21	\$ 189,830.52
RISK MANAGER	700	9	\$ 74.715519	\$ 12,950.69	\$ 155,408.28	\$ 96.690635	\$ 16,759.71	\$ 201,116.52
SR DEPUTY CITY ATTORNEY	161	9	\$ 74.510538	\$ 12,915.16	\$ 154,981.92	\$ 96.431423	\$ 16,714.78	\$ 200,577.36
SR ELEC DIV MGR	173	9	\$ 103.165615	\$ 17,882.04	\$ 214,584.48	\$ 133.520885	\$ 23,143.62	\$ 277,723.44

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SR ELEC DIV MGR-MKT A&P	174A	9	\$ 103.165615	\$ 17,882.04	\$ 214,584.48	\$ 133.520885	\$ 23,143.62	\$ 277,723.44
SR INFORMATION TECH SVCS MGR	743	9	\$ 79.815923	\$ 13,834.76	\$ 166,017.12	\$ 103.292250	\$ 17,903.99	\$ 214,847.88
SR MANAGEMENT ANALYST	742	9	\$ 59.526288	\$ 10,317.89	\$ 123,814.68	\$ 77.040635	\$ 13,353.71	\$ 160,244.52
SR PERFORMANCE AUDITOR	202	9	\$ 63.375231	\$ 10,985.04	\$ 131,820.48	\$ 82.010423	\$ 14,215.14	\$ 170,581.68
SR POWER SYSTEM SCHEDLR/TRADEI772		9	\$ 75.185769	\$ 13,032.20	\$ 156,386.40	\$ 97.305577	\$ 16,866.30	\$ 202,395.60
STREET SUPERINTENDENT	159	9	\$ 71.478000	\$ 12,389.52	\$ 148,674.24	\$ 92.506615	\$ 16,034.48	\$ 192,413.76
TRANSPORTATION MANAGER	171	9	\$ 87.412269	\$ 15,151.46	\$ 181,817.52	\$ 113.125269	\$ 19,608.38	\$ 235,300.56
UTILITY BUSINESS SYSTEMS MGR	898	9	\$ 69.747750	\$ 12,089.61	\$ 145,075.32	\$ 90.257885	\$ 15,644.70	\$ 187,736.40
UTILITY OPERATIONS ENGINEER	155	9	\$ 73.630327	\$ 12,762.59	\$ 153,151.08	\$ 95.279885	\$ 16,515.18	\$ 198,182.16
WATER & SEWER OPERATIONS MGR	180	9	\$ 72.370269	\$ 12,544.18	\$ 150,530.16	\$ 93.664154	\$ 16,235.12	\$ 194,821.44
WATER & SEWER SUPERINTENDENT	029	9	\$ 65.437096	\$ 11,342.43	\$ 136,109.16	\$ 84.693231	\$ 14,680.16	\$ 176,161.92
WEB & DIGITAL MEDIA MANAGER	073	9	\$ 62.392558	\$ 10,814.71	\$ 129,776.52	\$ 80.738308	\$ 13,994.64	\$ 167,935.68