

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:

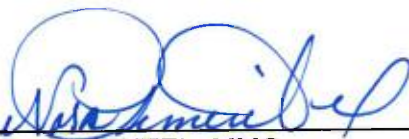
AYES:	COUNCILORS:	Chahal, Davis, Hardy, Mahan, O'Neill, and Watanabe, and Mayor Gillmor
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NOES:	COUNCILORS:	None
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ABSENT:	COUNCILORS:	None
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ABSTAINED:	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 Cat	Job Title	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	\$ 6,300.00	\$ 75,708.00	\$ 38,261.53	\$ 6,632.00	\$ 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	\$ 36,390.07	\$ 6,300.00	\$ 75,708.00	\$ 38,261.53	\$ 6,832.00	\$ 79,584.00	\$ 40,142.03	\$ 6,958.00	\$ 83,496.00	\$ 42,178.64	\$ 7,127.00	\$ 85,524.00	\$ 43,257.69	\$ 7,127.00	\$ 85,524.00	\$ 44,338.84	\$ 7,127.00	\$ 85,524.00	\$ 45,420.00	\$ 7,127.00	\$ 85,524.00
220	578	A	025	\$ 38,261.53	\$ 6,832.00	\$ 79,584.00	\$ 40,142.03	\$ 6,958.00	\$ 83,496.00	\$ 42,178.64	\$ 7,127.00	\$ 85,524.00	\$ 43,257.69	\$ 7,127.00	\$ 85,524.00	\$ 44,338.84	\$ 7,127.00	\$ 85,524.00	\$ 45,420.00	\$ 7,127.00	\$ 85,524.00	\$ 46,500.00	\$ 7,127.00	\$ 85,524.00
225	578	A	025	\$ 41,255.76	\$ 7,571.00	\$ 91,026.00	\$ 43,257.69	\$ 7,571.00	\$ 91,026.00	\$ 45,420.00	\$ 7,571.00	\$ 91,026.00	\$ 47,642.08	\$ 7,571.00	\$ 91,026.00	\$ 49,864.15	\$ 7,571.00	\$ 91,026.00	\$ 52,086.15	\$ 7,571.00	\$ 91,026.00	\$ 54,308.15	\$ 7,571.00	\$ 91,026.00
230	578	A	018	\$ 32,151.03	\$ 5,671.00	\$ 68,162.00	\$ 33,738.42	\$ 5,948.00	\$ 70,176.00	\$ 35,480.77	\$ 6,153.00	\$ 73,638.00	\$ 37,320.08	\$ 6,464.00	\$ 77,580.00	\$ 39,214.62	\$ 6,797.00	\$ 81,894.00	\$ 41,172.08	\$ 7,127.00	\$ 85,524.00	\$ 42,178.64	\$ 7,127.00	\$ 85,524.00
231	578	A	020	\$ 33,738.42	\$ 5,948.00	\$ 70,176.00	\$ 35,480.77	\$ 6,153.00	\$ 73,638.00	\$ 37,320.08	\$ 6,464.00	\$ 77,580.00	\$ 39,214.62	\$ 6,797.00	\$ 81,894.00	\$ 41,172.08	\$ 7,127.00	\$ 85,524.00	\$ 42,178.64	\$ 7,127.00	\$ 85,524.00	\$ 43,257.69	\$ 7,127.00	\$ 85,524.00
232	578	A	020	\$ 40,384.62	\$ 8,650.00	\$ 103,836.00	\$ 42,438.58	\$ 9,098.00	\$ 108,672.00	\$ 44,548.58	\$ 9,098.00	\$ 108,672.00	\$ 46,648.58	\$ 9,098.00	\$ 108,672.00	\$ 48,748.58	\$ 9,098.00	\$ 108,672.00	\$ 50,848.58	\$ 9,098.00	\$ 108,672.00	\$ 52,948.58	\$ 9,098.00	\$ 108,672.00
235	578	A	034	\$ 48,821.54	\$ 8,653.00	\$ 103,836.00	\$ 50,912.00	\$ 9,098.00	\$ 108,672.00	\$ 52,962.00	\$ 9,098.00	\$ 108,672.00	\$ 55,012.00	\$ 9,098.00	\$ 108,672.00	\$ 57,062.00	\$ 9,098.00	\$ 108,672.00	\$ 59,112.00	\$ 9,098.00	\$ 108,672.00	\$ 61,162.00	\$ 9,098.00	\$ 108,672.00
236	578	A	034	\$ 52,461.54	\$ 9,556.00	\$ 114,366.00	\$ 54,980.77	\$ 9,833.00	\$ 118,672.00	\$ 57,000.77	\$ 10,110.00	\$ 121,372.00	\$ 59,020.77	\$ 10,387.00	\$ 124,632.00	\$ 61,040.77	\$ 10,664.00	\$ 126,888.00	\$ 63,060.77	\$ 10,941.00	\$ 129,144.00	\$ 65,080.77	\$ 11,218.00	\$ 131,399.00
238	4	E	032	\$ 47,642.08	\$ 8,650.00	\$ 103,836.00	\$ 50,438.58	\$ 9,098.00	\$ 108,672.00	\$ 52,488.58	\$ 9,098.00	\$ 108,672.00	\$ 54,498.58	\$ 9,098.00	\$ 108,672.00	\$ 56,508.58	\$ 9,098.00	\$ 108,672.00	\$ 58,518.58	\$ 9,098.00	\$ 108,672.00	\$ 60,528.58	\$ 9,098.00	\$ 108,672.00
239	578	A	027	\$ 40,142.03	\$ 6,958.00	\$ 83,496.00	\$ 42,178.64	\$ 7,127.00	\$ 85,524.00	\$ 44,208.64	\$ 7,127.00	\$ 85,524.00	\$ 46,218.64	\$ 7,127.00	\$ 85,524.00	\$ 48,228.64	\$ 7,127.00	\$ 85,524.00	\$ 50,238.64	\$ 7,127.00	\$ 85,524.00	\$ 52,248.64	\$ 7,127.00	\$ 85,524.00
240	578	A	038	\$ 52,438.58	\$ 9,556.00	\$ 108,672.00	\$ 54,980.77	\$ 9,833.00	\$ 114,366.00	\$ 57,000.77	\$ 10,110.00	\$ 121,372.00	\$ 59,020.77	\$ 10,387.00	\$ 124,632.00	\$ 61,040.77	\$ 10,664.00	\$ 126,888.00	\$ 63,060.77	\$ 10,941.00	\$ 129,144.00	\$ 65,080.77	\$ 11,218.00	\$ 131,399.00
241	578	A	038	\$ 54,980.77	\$ 10,079.00	\$ 120,360.00	\$ 57,000.77	\$ 10,356.00	\$ 122,616.00	\$ 59,020.77	\$ 10,633.00	\$ 124,872.00	\$ 61,040.77	\$ 10,910.00	\$ 127,128.00	\$ 63,060.77	\$ 11,187.00	\$ 129,384.00	\$ 65,080.77	\$ 11,464.00	\$ 131,640.00	\$ 67,100.77	\$ 11,740.00	\$ 133,896.00
242	578	A	038	\$ 57,000.77	\$ 10,333.00	\$ 124,632.00	\$ 59,020.77	\$ 10,610.00	\$ 126,888.00	\$ 61,040.77	\$ 10,887.00	\$ 129,144.00	\$ 63,060.77	\$ 11,164.00	\$ 131,399.00	\$ 65,080.77	\$ 11,441.00	\$ 133,655.00	\$ 67,100.77	\$ 11,719.00	\$ 135,911.00	\$ 69,120.77	\$ 11,996.00	\$ 138,167.00
243	578	A	038	\$ 59,020.77	\$ 10,610.00	\$ 126,888.00	\$ 61,040.77	\$ 10,887.00	\$ 129,144.00	\$ 63,060.77	\$ 11,164.00	\$ 131,399.00	\$ 65,080.77	\$ 11,441.00	\$ 133,655.00	\$ 67,100.77	\$ 11,719.00	\$ 135,911.00	\$ 69,120.77	\$ 11,996.00	\$ 138,167.00	\$ 71,140.77	\$ 12,272.00	\$ 140,423.00
244	578	A	038	\$ 61,040.77	\$ 10,887.00	\$ 129,144.00	\$ 63,060.77	\$ 11,164.00	\$ 131,399.00	\$ 65,080.77	\$ 11,441.00	\$ 133,655.00	\$ 67,100.77	\$ 11,719.00	\$ 135,911.00	\$ 69,120.77	\$ 11,996.00	\$ 138,167.00	\$ 71,140.77	\$ 12,272.00	\$ 140,423.00	\$ 73,160.77	\$ 12,548.00	\$ 142,679.00
245	578	A	038	\$ 63,060.77	\$ 11,164.00	\$ 131,399.00	\$ 65,080.77	\$ 11,441.00	\$ 133,655.00	\$ 67,100.77	\$ 11,719.00	\$ 135,911.00	\$ 69,120.77	\$ 11,996.00	\$ 138,167.00	\$ 71,140.77	\$ 12,272.00	\$ 140,423.00	\$ 73,160.77	\$ 12,548.00	\$ 142,679.00	\$ 75,180.77	\$ 12,824.00	\$ 144,935.00
246	578	A	038	\$ 65,080.77	\$ 11,441.00	\$ 133,655.00	\$ 67,100.77	\$ 11,719.00	\$ 135,911.00	\$ 69,120.77	\$ 11,996.00	\$ 138,167.00	\$ 71,140.77	\$ 12,272.00	\$ 140,423.00	\$ 73,160.77	\$ 12,548.00	\$ 142,679.00	\$ 75,180.77	\$ 12,824.00	\$ 144,935.00	\$ 77,200.77	\$ 13,100.00	\$ 147,191.00
247	578	A	038	\$ 67,100.77	\$ 11,719.00	\$ 135,911.00	\$ 69,120.77	\$ 11,996.00	\$ 138,167.00	\$ 71,140.77	\$ 12,272.00	\$ 140,423.00	\$ 73,160.77	\$ 12,548.00	\$ 142,679.00	\$ 75,180.77	\$ 12,824.00	\$ 144,935.00	\$ 77,200.77	\$ 13,100.00	\$ 147,191.00	\$ 79,220.77	\$ 13,376.00	\$ 149,447.00
248	578	A	038	\$ 69,120.77	\$ 11,996.00	\$ 138,167.00	\$ 71,140.77	\$ 12,272.00	\$ 140,423.00	\$ 73,160.77	\$ 12,548.00	\$ 142,679.00	\$ 75,180.77	\$ 12,824.00	\$ 144,935.00	\$ 77,200.77	\$ 13,100.00	\$ 147,191.00	\$ 79,220.77	\$ 13,376.00	\$ 149,447.00	\$ 81,240.77	\$ 13,652.00	\$ 151,703.00
249	578	A	038	\$ 71,140.77	\$ 12,272.00	\$ 140,423.00	\$ 73,160.77	\$ 12,548.00	\$ 142,679.00	\$ 75,180.77	\$ 12,824.00	\$ 144,935.00	\$ 77,200.77	\$ 13,100.00	\$ 147,191.00	\$ 79,220.77	\$ 13,376.00	\$ 149,447.00	\$ 81,240.77	\$ 13,652.00	\$ 151,703.00	\$ 83,260.77	\$ 13,928.00	\$ 153,959.00
250	578	A	038	\$ 73,160.77	\$ 12,548.00	\$ 142,679.00	\$ 75,180.77	\$ 12,824.00	\$ 144,935.00	\$ 77,200.77	\$ 13,100.00	\$ 147,191.00	\$ 79,220.77	\$ 13,376.00	\$ 149,447.00	\$ 81,240.77	\$ 13,652.00	\$ 151,703.00	\$ 83,260.77	\$ 13,928.00	\$ 153,959.00	\$ 85,280.77	\$ 14,204.00	\$ 156,215.00
251	578	A	038	\$ 75,180.77	\$ 12,824.00	\$ 144,935.00	\$ 77,200.77	\$ 13,100.00	\$ 147,191.00	\$ 79,220.77	\$ 13,376.00	\$ 149,447.00	\$ 81,240.77	\$ 13,652.00	\$ 151,703.00	\$ 83,260.77	\$ 13,928.00	\$ 153,959.00	\$ 85,280.77	\$ 14,204.00	\$ 156,215.00	\$ 87,300.77	\$ 14,480.00	\$ 158,471.00
252	578	A	038	\$ 77,200.77	\$ 13,100.00	\$ 147,191.00	\$ 79,220.77	\$ 13,376.00	\$ 149,447.00	\$ 81,240.77	\$ 13,652.00	\$ 151,703.00	\$ 83,260.77	\$ 13,928.00	\$ 153,959.00	\$ 85,280.77	\$ 14,204.00	\$ 156,215.00	\$ 87,300.77	\$ 14,480.00	\$ 158,471.00	\$ 89,320.77	\$ 14,756.00	\$ 160,727.00
253	578	A	038	\$ 79,220.77	\$ 13,376.00	\$ 149,447.00	\$ 81,240.77	\$ 13,652.00	\$ 151,703.00	\$ 83,260.77	\$ 13,928.00	\$ 153,959.00	\$ 85,280.77	\$ 14,204.00	\$ 156,215.00	\$ 87,300.77	\$ 14,480.00	\$ 158,471.00	\$ 89,320.77	\$ 14,756.00	\$ 160,727.00	\$ 91,340.77	\$ 15,032.00	\$ 162,983.00
254	578	A	038	\$ 81,240.77	\$ 13,652.00	\$ 151,703.00	\$ 83,260.77	\$ 13,928.00	\$ 153,959.00	\$ 85,280.77	\$ 14,204.00	\$ 156,215.00	\$ 87,300.77	\$ 14,480.00	\$ 158,471.00	\$ 89,320.77	\$ 14,756.00	\$ 160,727.00	\$ 91,340.77	\$ 15,032.00	\$ 162,983.00	\$ 93,360.77	\$ 15,308.00	\$ 165,239.00
255	578	A	038	\$ 83,260.77	\$ 13,928.00	\$ 153,959.00	\$ 85,280.77	\$ 14,204.00	\$ 156,215.00	\$ 87,300.77	\$ 14,480.00	\$ 158,471.00	\$ 89,320.77	\$ 14,756.00	\$ 160,727.00	\$ 91,340.77	\$ 15,032.00	\$ 162,983.00	\$ 93,360.77	\$ 15,032.00	\$ 162,983.00	\$ 95,380.77	\$ 15,308.00	\$ 165,239.00
256	578	A	038	\$ 85,280.77	\$ 14,204.00	\$ 156,215.00	\$ 87,300.77	\$ 14,480.00	\$ 158,471.00	\$ 89,320.77	\$ 14,756.00	\$ 160,727.00	\$ 91,340.77	\$ 15,032.00	\$ 162,983.00	\$ 93,360.77	\$ 15,032.00	\$ 162,983.00	\$ 95,380.77	\$ 15,032.00	\$ 162,983.00	\$ 97,400.77	\$ 15,308.00	\$ 16

Job Code	Union Code	Sal 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		\$ 43,942.00	\$ 7,616.70	\$ 91,400.40	\$ 46,177.08	\$ 8,004.15	\$ 96,046.80	\$ 48,449.23	\$ 8,397.50	\$ 100,774.80	\$ 50,872.60	\$ 8,817.50	\$ 105,814.40	\$ 53,459.04	\$ 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	D2		\$ 55,804.08	\$ 9,853.10	\$ 116,197.20	\$ 58,623.66	\$ 10,161.90	\$ 121,942.80	\$ 61,624.00	\$ 10,681.65	\$ 128,179.80	\$ 64,603.70	\$ 11,196.15	\$ 134,353.80	\$ 68,594.61	\$ 11,888.00	\$ 140,880.00	\$ 71,386.97	\$ 12,370.05	\$ 146,440.60	\$ 74,811.58	\$ 12,955.00	\$ 155,000.00
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	\$ 12,370.05	\$ 146,440.60	\$ 74,811.58	\$ 12,955.00	\$ 155,000.00	\$ 76,849.04	\$ 13,611.55	\$ 164,179.80
887	C	D1	O26	\$ 48,425.12	\$ 8,397.00	\$ 100,724.40	\$ 52,239.62	\$ 9,795.45	\$ 116,967.40	\$ 55,043.03	\$ 9,236.85	\$ 110,967.40	\$ 58,850.46	\$ 10,681.00	\$ 127,942.80	\$ 61,624.00	\$ 11,196.15	\$ 135,804.00	\$ 65,459.04	\$ 11,750.00	\$ 140,880.00	\$ 69,309.58	\$ 12,370.05	\$ 146,440.60
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	\$ 12,370.05	\$ 146,440.60	\$ 74,811.58	\$ 12,955.00	\$ 155,000.00	\$ 76,849.04	\$ 13,611.55	\$ 164,179.80
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	\$ 10,681.00	\$ 127,942.80	\$ 64,603.70	\$ 11,196.15	\$ 134,353.80	\$ 68,594.61	\$ 11,888.00	\$ 140,880.00	\$ 71,386.97	\$ 12,370.05	\$ 146,440.60	\$ 74,811.58	\$ 12,955.00	\$ 155,000.00
428	E3	O42		\$ 68,634.15	\$ 11,550.00	\$ 138,000.00	\$ 70,061.54	\$ 12,150.00	\$ 144,000.00	\$ 73,419.231	\$ 12,789.00	\$ 152,712.00	\$ 77,134.615	\$ 13,370.00	\$ 160,440.00	\$ 81,036.200	\$ 14,051.00	\$ 168,812.00	\$ 84,923.462	\$ 14,751.00	\$ 176,299.20	\$ 89,709.000	\$ 15,429.000	\$ 183,766.800
431	C	D1	O26	\$ 48,425.12	\$ 8,397.00	\$ 100,724.40	\$ 52,239.62	\$ 9,795.45	\$ 116,967.40	\$ 55,043.03	\$ 9,236.85	\$ 110,967.40	\$ 58,850.46	\$ 10,681.00	\$ 127,942.80	\$ 61,624.00	\$ 11,196.15	\$ 135,804.00	\$ 65,459.04	\$ 11,750.00	\$ 140,880.00	\$ 69,309.58	\$ 12,370.05	\$ 146,440.60
429	C	D2	O22	\$ 60,122.06	\$ 10,421.25	\$ 125,055.00	\$ 64,117.08	\$ 11,177.55	\$ 137,730.60	\$ 66,216.635	\$ 11,477.55	\$ 139,730.60	\$ 68,316.685	\$ 11,777.55	\$ 141,730.60	\$ 70,416.730	\$ 12,277.55	\$ 149,730.60	\$ 72,516.780	\$ 12,577.55	\$ 151,730.60	\$ 74,616.830	\$ 12,877.55	\$ 153,730.60
403	C	D1	O26	\$ 48,425.12	\$ 8,397.00	\$ 100,724.40	\$ 52,239.62	\$ 9,795.45	\$ 116,967.40	\$ 55,043.03	\$ 9,236.85	\$ 110,967.40	\$ 58,850.46	\$ 10,681.00	\$ 127,942.80	\$ 61,624.00	\$ 11,196.15	\$ 135,804.00	\$ 65,459.04	\$ 11,750.00	\$ 140,880.00	\$ 69,309.58	\$ 12,370.05	\$ 146,440.60
437	C	D1	O27	\$ 60,122.06	\$ 10,421.25	\$ 125,055.00	\$ 64,117.08	\$ 11,177.55	\$ 137,730.60	\$ 66,216.635	\$ 11,477.55	\$ 139,730.60	\$ 68,316.685	\$ 11,777.55	\$ 141,730.60	\$ 70,416.730	\$ 12,277.55	\$ 149,730.60	\$ 72,516.780	\$ 12,577.55	\$ 151,730.60	\$ 74,616.830	\$ 12,877.55	\$ 153,730.60
913	S78	A	O28	\$ 49,821.54	\$ 8,853.00	\$ 103,638.00	\$ 52,436.58	\$ 9,089.00	\$ 109,008.00	\$ 55,436.58	\$ 9,533.00	\$ 114,396.00	\$ 58,436.58	\$ 10,000.00	\$ 120,792.00	\$ 61,436.58	\$ 10,450.00	\$ 125,188.00	\$ 64,436.58	\$ 10,895.00	\$ 129,584.00	\$ 67,436.58	\$ 11,340.00	\$ 133,980.00
446	S78	A	O21	\$ 34,615.95	\$ 6,000.00	\$ 72,000.00	\$ 36,390.77	\$ 6,309.00	\$ 75,708.00	\$ 38,361.53	\$ 6,512.00	\$ 78,584.00	\$ 40,332.30	\$ 6,714.00	\$ 81,468.00	\$ 42,303.05	\$ 6,916.00	\$ 84,504.00	\$ 44,273.80	\$ 7,118.00	\$ 87,540.00	\$ 46,244.55	\$ 7,320.00	\$ 90,566.00
460	S78	A	O21	\$ 34,615.95	\$ 6,000.00	\$ 72,000.00	\$ 36,390.77	\$ 6,309.00	\$ 75,708.00	\$ 38,361.53	\$ 6,512.00	\$ 78,584.00	\$ 40,332.30	\$ 6,714.00	\$ 81,468.00	\$ 42,303.05	\$ 6,916.00	\$ 84,504.00	\$ 44,273.80	\$ 7,118.00	\$ 87,540.00	\$ 46,244.55	\$ 7,320.00	\$ 90,566.00
470	B	G	O27	\$ 38,336.58	\$ 6,853.00	\$ 82,236.00	\$ 41,417.50	\$ 7,180.00	\$ 86,288.00	\$ 44,417.50	\$ 7,632.00	\$ 91,380.00	\$ 47,417.50	\$ 8,084.00	\$ 96,172.00	\$ 50,417.50	\$ 8,536.00	\$ 101,168.00	\$ 53,417.50	\$ 8,988.00	\$ 105,168.00	\$ 56,417.50	\$ 9,438.00	\$ 109,168.00
467	S78	A	O35	\$ 48,721.54	\$ 8,445.00	\$ 101,340.00	\$ 51,788.46	\$ 8,871.00	\$ 106,452.00	\$ 54,788.46	\$ 9,310.00	\$ 111,720.00	\$ 57,788.46	\$ 9,740.00	\$ 122,032.00	\$ 60,788.46	\$ 10,170.00	\$ 127,342.00	\$ 63,788.46	\$ 10,600.00	\$ 132,652.00	\$ 66,788.46	\$ 11,030.00	\$ 137,962.00
489	B	G	O27	\$ 38,336.58	\$ 6,853.00	\$ 82,236.00	\$ 41,417.50	\$ 7,180.00	\$ 86,288.00	\$ 44,417.50	\$ 7,632.00	\$ 91,380.00	\$ 47,417.50	\$ 8,084.00	\$ 96,172.00	\$ 50,417.50	\$ 8,536.00	\$ 101,168.00	\$ 53,417.50	\$ 8,988.00	\$ 105,168.00	\$ 56,417.50	\$ 9,438.00	\$ 109,168.00
488	C	D1	O22	\$ 55,640.08	\$ 9,853.10	\$ 116,197.20	\$ 58,623.66	\$ 10,161.90	\$ 121,942.80	\$ 61,624.00	\$ 10,681.00	\$ 127,942.80	\$ 64,603.70	\$ 11,196.15	\$ 134,353.80	\$ 68,594.61	\$ 11,888.00	\$ 140,880.00	\$ 71,386.97	\$ 12,370.05	\$ 146,440.60	\$ 74,811.58	\$ 12,955.00	\$ 155,000.00
472	S78	A	O33	\$ 46,728.46	\$ 8,039.00	\$ 94,104.00	\$ 50,728.46	\$ 8,485.00	\$ 101,340.00	\$ 53,728.46	\$ 8,930.00	\$ 107,380.00	\$ 56,728.46	\$ 9,375.00	\$ 113,420.00	\$ 59,728.46	\$ 9,820.00	\$ 119,460.00	\$ 62,728.46	\$ 10,265.00	\$ 125,500.00	\$ 65,728.46	\$ 10,710.00	\$ 131,540.00
481	S78	A	O32	\$ 46,728.46	\$ 8,039.00	\$ 94,104.00	\$ 50,728.46	\$ 8,485.00	\$ 101,340.00	\$ 53,728.46	\$ 8,930.00	\$ 107,380.00	\$ 56,728.46	\$ 9,375.00	\$ 113,420.00	\$ 59,728.46	\$ 9,820.00	\$ 119,460.00	\$ 62,728.46	\$ 10,265.00	\$ 125,500.00	\$ 65,728.46	\$ 10,710.00	\$ 131,540.00
475T	C	O43		\$ 50,728.46	\$ 9,032.00	\$ 108,576.00	\$ 54,728.46	\$ 9,478.00	\$ 112,620.00	\$ 58,728.46	\$ 9,924.00	\$ 118,660.00	\$ 62,728.46	\$ 10,370.00	\$ 124,700.00	\$ 66,728.46	\$ 10,816.00	\$ 130,740.00	\$ 70,728.46	\$ 11,262.00	\$ 136,780.00	\$ 74,728.46	\$ 11,708.00	\$ 142,820.00
475S	C	O43		\$ 50,728.46	\$ 9,032.00	\$ 108,576.00	\$ 54,728.46	\$ 9,478.00	\$ 112,620.00	\$ 58,728.46	\$ 9,924.00	\$ 118,660.00	\$ 62,728.46	\$ 10,370.00	\$ 124,700.00	\$ 66,728.46	\$ 10,816.00	\$ 130,740.00	\$ 70,728.46	\$ 11,262.00	\$ 136,780.00	\$ 74,728.46	\$ 11,708.00	\$ 142,820.00
475P	C	O43		\$ 50,728.46	\$ 9,032.00	\$ 108,576.00	\$ 54,728.46	\$ 9,478.00	\$ 112,620.00	\$ 58,728.46	\$ 9,924.00	\$ 118,660.00	\$ 62,728.46	\$ 10,370.00	\$ 124,700.00	\$ 66,728.46	\$ 10,816.00	\$ 130,740.00	\$ 70,728.46	\$ 11,262.00	\$ 136,780.00	\$ 74,728.46	\$ 11,708.00	\$ 142,820.00
475	C	O38		\$ 68,796.154	\$ 12,098.00	\$ 145,176.00	\$ 73,230.77	\$ 12,692.00	\$ 152,304.00	\$ 76,230.77	\$ 13,284.00	\$ 158,344.00	\$ 79,230.77	\$ 13,876.00	\$ 164,384.00	\$ 82,230.77	\$ 14,468.00	\$ 170,424.00	\$ 85,230.77	\$ 15,060.00	\$ 176,464.00	\$ 88,230.77	\$ 15,652.00	\$ 182,504.00
482	S78	A	O25	\$ 38,261.58	\$ 6,532.00	\$ 76,564.00	\$ 40,423.08	\$ 6,984.00	\$ 83,952.00	\$ 42,423.08	\$ 7,436.00	\$ 89,992.00	\$ 44,423.08	\$ 7,888.00	\$ 95,032.00	\$ 46,423.08	\$ 8,340.00	\$ 100,072.00	\$ 48,423.08	\$ 8,792.00	\$ 105,112.00	\$ 50,423.08	\$ 9,244.00	\$ 110,152.00
480	H	O12		\$ 30,760.00	\$ 5,336.24	\$ 64,034.88	\$ 32,340.00	\$ 5,804.56	\$ 67,254.72	\$ 33,920.00	\$ 6,278.00	\$ 70,392.00	\$ 35,500.00	\$ 6,756.00	\$ 75,408.00	\$ 37,080.00	\$ 7,240.00	\$ 80,464.00	\$ 38,660.00	\$ 7,712.00	\$ 85,420.00	\$ 40,220.00	\$ 8,188.00	\$ 90,380.00
478	H	O35		\$ 45,006.00	\$ 9,391.04	\$ 112,332.48	\$ 48,796.00	\$ 9,832.00	\$ 117,998.40	\$ 52,586.00	\$ 10,263.00	\$ 123,657.60	\$ 56,376.00	\$ 10,694.00	\$ 129,312.00	\$ 60,166.00	\$ 11,126.00	\$ 134,968.00	\$ 63,956.00	\$ 11,558.00	\$ 140,624.00	\$ 67,746.00	\$ 11,990.00	\$ 146,520.00
482	H	O41		\$ 62,550.00	\$ 10,842.00	\$ 130,104.00	\$ 66,790.00	\$ 11,386.40	\$ 136,760.00	\$ 70,930.00	\$ 12,000.00	\$ 144,000.00	\$ 75,180.00	\$ 12,620.00	\$ 150,240.00	\$ 79,430.00	\$ 13,240.00	\$ 156,480.00	\$ 83,680.00	\$ 13,860.00	\$ 162,720.00	\$ 87,930.00	\$ 14,480.00	\$ 172,960.00
487S	C	O18		\$ 31,174.451	\$ 7,565.00																			

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	\$ 47,523.154	\$ 8,237.00	\$ 98,844.00	\$ 49,521.154	\$ 8,653.00	\$ 103,836.00	\$ 52,439.538	\$ 9,089.00	\$ 109,068.00	\$ 53,711.538	\$ 9,310.00	\$ 111,720.00	\$ 54,990.077	\$ 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	\$ 8,237.00	\$ 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	\$ 54,990.077	\$ 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	\$ 8,237.00	\$ 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	\$ 54,990.077	\$ 9,533.00	\$ 114,396.00	
LIBRARY ASSISTANT I	526	578	A	016	\$ 30,542.008	\$ 5,294.00	\$ 63,832.00	\$ 5,573.00	\$ 66,876.00	\$ 33,739.462	\$ 5,848.00	\$ 70,176.00	\$ 32,480.777	\$ 5,652.00	\$ 68,924.00	\$ 32,480.777	\$ 5,652.00	\$ 68,924.00	\$ 32,480.777	\$ 5,652.00	\$ 68,924.00	\$ 32,480.777	\$ 5,652.00	\$ 68,924.00	
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	\$ 36,213.462	\$ 6,797.00	\$ 81,564.00	\$ 36,213.462	\$ 6,797.00	\$ 81,564.00	\$ 36,213.462	\$ 6,797.00	\$ 81,564.00	\$ 36,213.462	\$ 6,797.00	\$ 81,564.00	
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	\$ 51,789.46	\$ 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	\$ 54,990.077	\$ 9,533.00	\$ 114,396.00	\$ 57,865.385	\$ 10,000.00	\$ 120,360.00	\$ 60,796.154	\$ 10,285.00	\$ 123,420.00	\$ 62,594.62	\$ 10,538.00	\$ 126,456.00
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	\$ 54,990.077	\$ 9,533.00	\$ 114,396.00	\$ 57,865.385	\$ 10,000.00	\$ 120,360.00	\$ 60,796.154	\$ 10,285.00	\$ 123,420.00	\$ 62,594.62	\$ 10,538.00	\$ 126,456.00
LIBRARY TECHNOLOGY ASSISTANT	554C	578	A	025	\$ 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	\$ 54,990.077	\$ 9,533.00	\$ 114,396.00	\$ 57,865.385	\$ 10,000.00	\$ 120,360.00	\$ 60,796.154	\$ 10,285.00	\$ 123,420.00	\$ 62,594.62	\$ 10,538.00	\$ 126,456.00
LITERACY ADVOCATE	562	578	A	012	\$ 27,730.077	\$ 4,814.00	\$ 57,768.00	\$ 5,058.00	\$ 56,984.00	\$ 29,180.768	\$ 5,058.00	\$ 60,696.00	\$ 29,180.768	\$ 5,058.00	\$ 60,696.00	\$ 29,180.768	\$ 5,058.00	\$ 60,696.00	\$ 29,180.768	\$ 5,058.00	\$ 60,696.00	\$ 29,180.768	\$ 5,058.00	\$ 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	\$ 51,789.46	\$ 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	\$ 36,213.462	\$ 6,797.00	\$ 81,564.00	\$ 36,213.462	\$ 6,797.00	\$ 81,564.00	\$ 36,213.462	\$ 6,797.00	\$ 81,564.00	\$ 36,213.462	\$ 6,797.00	\$ 81,564.00	
UTILITY BUSINESS SYSTEMS SPC	569	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	\$ 54,990.077	\$ 9,533.00	\$ 114,396.00	\$ 57,865.385	\$ 10,000.00	\$ 120,360.00	\$ 60,796.154	\$ 10,285.00	\$ 123,420.00	\$ 62,594.62	\$ 10,538.00	\$ 126,456.00
MATERIALS HANDLER	570	578	A	019	\$ 32,940.077	\$ 5,711.00	\$ 68,532.00	\$ 6,000.00	\$ 72,000.00	\$ 36,390.077	\$ 6,308.00	\$ 75,708.00	\$ 38,261.538	\$ 6,832.00	\$ 81,564.00	\$ 40,142.308	\$ 7,311.00	\$ 85,524.00	\$ 42,178.46	\$ 7,617.00	\$ 89,952.00	\$ 44,257.69	\$ 7,871.00	\$ 97,732.00	
MECHANICAL MAINT FOREPERSON	577	578	A	031	\$ 44,257.69	\$ 7,617.00	\$ 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	\$ 54,990.077	\$ 9,533.00	\$ 114,396.00	\$ 57,865.385	\$ 10,000.00	\$ 120,360.00
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	\$ 7,617.00	\$ 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	\$ 83,496.00	\$ 42,178.46	\$ 7,311.00	\$ 85,524.00	\$ 44,257.69	\$ 7,617.00	\$ 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	595	578	A	021	\$ 34,615.935	\$ 6,000.00	\$ 72,000.00	\$ 6,308.00	\$ 75,708.00	\$ 36,390.077	\$ 6,308.00	\$ 75,708.00	\$ 38,261.538	\$ 6,832.00	\$ 81,564.00	\$ 40,142.308	\$ 7,311.00	\$ 85,524.00	\$ 42,178.46	\$ 7,617.00	\$ 89,952.00	\$ 44,257.69	\$ 7,871.00	\$ 97,732.00	
OFFICE ASSISTANT	933	578	A	018	\$ 32,940.077	\$ 5,711.00	\$ 68,532.00	\$ 6,000.00	\$ 72,000.00	\$ 36,390.077	\$ 6,308.00	\$ 75,708.00	\$ 38,261.538	\$ 6,832.00	\$ 81,564.00	\$ 40,142.308	\$ 7,311.00	\$ 85,524.00	\$ 42,178.46	\$ 7,617.00	\$ 89,952.00	\$ 44,257.69	\$ 7,871.00	\$ 97,732.00	
OFFICE RECORDS SPECIALIST	934	578	A	019	\$ 32,940.077	\$ 5,711.00	\$ 68,532.00	\$ 6,000.00	\$ 72,000.00	\$ 36,390.077	\$ 6,308.00	\$ 75,708.00	\$ 38,261.538	\$ 6,832.00	\$ 81,564.00	\$ 40,142.308	\$ 7,311.00	\$ 85,524.00	\$ 42,178.46	\$ 7,617.00	\$ 89,952.00	\$ 44,257.69	\$ 7,871.00	\$ 97,732.00	
OFFICE SPECIALIST I	936	578	A	022	\$ 35,490.077	\$ 6,153.00	\$ 73,806.00	\$ 6,464.00	\$ 77,568.00	\$ 37,292.008	\$ 6,797.00	\$ 81,564.00	\$ 40,142.308	\$ 7,311.00	\$ 85,524.00	\$ 42,178.46	\$ 7,617.00	\$ 89,952.00	\$ 44,257.69	\$ 7,871.00	\$ 97,732.00	\$ 46,378.46	\$ 8,036.00	\$ 96,468.00	
OFFICE SPECIALIST II	938	578	A	024	\$ 37,292.008	\$ 6,464.00	\$ 77,568.00	\$ 6,797.00	\$ 81,564.00	\$ 40,142.308	\$ 7,311.00	\$ 85,524.00	\$ 42,178.46	\$ 7,617.00	\$ 89,952.00	\$ 44,257.69	\$ 7,871.00	\$ 97,732.00	\$ 46,378.46	\$ 8,036.00	\$ 96,468.00	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	
OFFICE SPECIALIST IV	939	578	A	024	\$ 37,292.008	\$ 6,464.00	\$ 77,568.00	\$ 6,797.00	\$ 81,564.00	\$ 40,142.308	\$ 7,311.00	\$ 85,524.00	\$ 42,178.46	\$ 7,617.00	\$ 89,952.00	\$ 44,257.69	\$ 7,871.00	\$ 97,732.00	\$ 46,378.46	\$ 8,036.00	\$ 96,468.00	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	
PARK FOREPERSON	615	578	A	033	\$ 46,378.46	\$ 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	\$ 54,990.077	\$ 9,533.00	\$ 114,396.00	\$ 57,865.385	\$ 10,000.00	\$ 120,360.00	\$ 60,796.154	\$ 10,285.00	\$ 123,420.00
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	\$ 7,617.00	\$ 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	\$ 46,378.46	\$ 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	\$ 54,990.077	\$ 9,533.00	\$ 114,396.00	\$ 57,865.385	\$ 10,000.00	\$ 120,360.00	\$ 60,796.154	\$ 10,285.00	\$ 123,420.00
PERMIT CENTER SUPERVISOR	040	578	A	039	\$ 53,711.538	\$ 9,310.00	\$ 111,720.00	\$ 9,760.00	\$ 117,360.00	\$ 56,420.077	\$ 10,285.00	\$ 123,420.00	\$ 58,261.538	\$ 10,538.00	\$ 126,456.00	\$ 60,796.154	\$ 10,796.00	\$ 129,480.00	\$ 62,594.62	\$ 11,046.00	\$ 132,504.00	\$ 64,437.154	\$ 11,298.00	\$ 135,500.00	
PERMIT TECHNICIAN	621	578	A	023	\$ 35,490.077	\$ 6,153.00	\$ 73,806.00	\$ 6,464.00	\$ 77,568.00	\$ 37,292.008	\$ 6,797.00	\$ 81,564.00	\$ 40,142.308	\$ 7,311.00	\$ 85,524.00	\$ 42,178.46	\$ 7,617.00	\$ 89,952.00	\$ 44,257.69	\$ 7,871.00	\$ 97,732.00				

Job Title	Job Code	Union	Sai	Plan	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	881	578	A	022	\$ 45,242.00	\$ 7,842.00	\$ 94,104.00	\$ 8,237.00	\$ 98,844.00	\$ 48,921.154	\$ 6,553.00	\$ 103,836.00	\$ 52,435.938	\$ 9,089.00	\$ 109,088.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 56,420.077	\$ 9,760.00	\$ 117,390.00	\$ 57,865.395	\$ 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	\$ 103,836.00	\$ 52,435.938	\$ 9,089.00	\$ 109,088.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 56,420.077	\$ 9,760.00	\$ 117,390.00	\$ 57,865.395	\$ 10,030.00	\$ 120,360.00	
RECRUIT POLICE OFFICER	689	2	B2	031	\$ 46,471.54	\$ 8,055.00	\$ 96,660.00	\$ 8,458.00	\$ 101,466.00	\$ 48,781.54	\$ 6,810.00	\$ 105,672.00	\$ 51,236.538	\$ 8,810.00	\$ 107,920.00	\$ 52,435.938	\$ 9,395.00	\$ 111,720.00	\$ 53,869.538	\$ 9,791.00	\$ 117,360.00	\$ 58,335.395	\$ 10,287.00	\$ 123,444.00	
RECRUIT POLICE OFFICER	686	578	A	035	\$ 46,471.54	\$ 8,445.00	\$ 101,340.00	\$ 8,671.00	\$ 106,452.00	\$ 48,781.54	\$ 6,860.00	\$ 106,452.00	\$ 51,236.538	\$ 8,810.00	\$ 107,920.00	\$ 52,435.938	\$ 9,395.00	\$ 111,720.00	\$ 53,869.538	\$ 9,791.00	\$ 117,360.00	\$ 58,335.395	\$ 10,287.00	\$ 123,444.00	
SERVICE COORDINATOR/INSPECTOR	792	3	D1	037	\$ 63,115.06	\$ 10,939.95	\$ 131,278.00	\$ 11,477.55	\$ 137,730.00	\$ 69,615.000	\$ 12,068.00	\$ 144,789.00	\$ 73,192.981	\$ 12,865.00	\$ 152,220.00	\$ 78,871.713	\$ 13,925.95	\$ 159,006.00	\$ 80,725.009	\$ 13,645.80	\$ 163,749.00	\$ 82,702.402	\$ 13,992.00	\$ 167,907.00	
SERVICE COORDINATOR/INSPECTOR(FIBER)	792F	3	D1	037	\$ 63,115.06	\$ 10,939.95	\$ 131,278.00	\$ 11,477.55	\$ 137,730.00	\$ 69,615.000	\$ 12,068.00	\$ 144,789.00	\$ 73,192.981	\$ 12,865.00	\$ 152,220.00	\$ 78,871.713	\$ 13,925.95	\$ 159,006.00	\$ 80,725.009	\$ 13,645.80	\$ 163,749.00	\$ 82,702.402	\$ 13,992.00	\$ 167,907.00	
SEWER INSPECTION TECHNICIAN	793	6	G	027	\$ 38,213.462	\$ 6,797.00	\$ 81,564.00	\$ 7,127.00	\$ 85,524.00	\$ 42,461.54	\$ 5,985.00	\$ 73,730.00	\$ 42,461.54	\$ 5,985.00	\$ 73,730.00	\$ 42,461.54	\$ 5,985.00	\$ 73,730.00	\$ 42,461.54	\$ 5,985.00	\$ 73,730.00	\$ 42,461.54	\$ 5,985.00	\$ 73,730.00	
SR ACCOUNTING TECHNICIAN	788	578	A	025	\$ 52,435.938	\$ 9,089.00	\$ 109,088.00	\$ 9,533.00	\$ 114,396.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	\$ 54,980.077	\$ 9,533.00	\$ 114,396.00	
SR BUSINESS ANALYST	722	578	A	038	\$ 40,142.038	\$ 6,958.00	\$ 83,496.00	\$ 7,311.00	\$ 87,732.00	\$ 41,173.008	\$ 7,127.00	\$ 85,524.00	\$ 42,461.54	\$ 5,985.00	\$ 73,730.00	\$ 42,461.54	\$ 5,985.00	\$ 73,730.00	\$ 42,461.54	\$ 5,985.00	\$ 73,730.00	\$ 42,461.54	\$ 5,985.00	\$ 73,730.00	
SR CENTER COORDINATOR	715	578	A	022	\$ 35,468.007	\$ 6,153.00	\$ 73,836.00	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	
SR CUSTOMER SERVICE REP	724	578	A	022	\$ 35,468.007	\$ 6,153.00	\$ 73,836.00	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	\$ 37,292.308	\$ 6,464.00	\$ 77,598.00	
SR ELEC & WATER SYST OP - CERT	777F	3	R6	040	\$ 71,490.000	\$ 12,493.50	\$ 149,562.00	\$ 13,112.40	\$ 157,348.00	\$ 78,500.462	\$ 13,791.25	\$ 165,375.00	\$ 83,467.008	\$ 14,464.00	\$ 173,577.00	\$ 86,606.000	\$ 15,164.55	\$ 182,334.00	\$ 90,724.000	\$ 15,920.00	\$ 190,080.00	\$ 92,046.000	\$ 16,730.00	\$ 199,470.00	
SR ELEC & WATER SYSTEM OPERATR	777	3	D1	040	\$ 71,490.000	\$ 12,493.50	\$ 149,562.00	\$ 13,112.40	\$ 157,348.00	\$ 78,500.462	\$ 13,791.25	\$ 165,375.00	\$ 83,467.008	\$ 14,464.00	\$ 173,577.00	\$ 86,606.000	\$ 15,164.55	\$ 182,334.00	\$ 90,724.000	\$ 15,920.00	\$ 190,080.00	\$ 92,046.000	\$ 16,730.00	\$ 199,470.00	
SR ELEC METER TECHNICIAN	729	3	D1	038	\$ 64,933.173	\$ 11,096.15	\$ 134,353.00	\$ 11,757.00	\$ 141,094.00	\$ 67,834.038	\$ 12,070.05	\$ 146,440.00	\$ 71,365.573	\$ 12,570.05	\$ 151,012.00	\$ 75,008.946	\$ 13,001.10	\$ 156,012.00	\$ 78,725.769	\$ 13,454.90	\$ 161,746.00	\$ 80,724.008	\$ 13,992.00	\$ 167,907.00	
SR ELEC UTIL ENG	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	
SR ELEC UTIL ENG/CONTROL-COMM	730	4	E3	046	\$ 73,419.231	\$ 12,726.00	\$ 152,712.00	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615	\$ 13,370.00	\$ 160,440.00	\$ 71,134.615												

City of Santa Clara
Classified Salary Plan

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

Job Code	Union Sd 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
860	3	D1	038	\$ 64,593.73	\$ 11,196.15	\$ 134,353.80	\$ 67,834.038	\$ 11,757.90	\$ 141,094.80	\$ 71,355.673	\$ 12,370.05	\$ 148,440.60	\$ 75,006.546	\$ 13,001.10	\$ 156,013.20	\$ 78,725.769	\$ 13,645.80	\$ 163,749.60	\$ 80,724.908	\$ 13,992.30	\$ 167,597.60	\$ 82,699.615	\$ 14,334.80	\$ 172,015.20
877	3	D1	036	\$ 61,024.604	\$ 10,681.85	\$ 128,179.80	\$ 64,593.173	\$ 11,196.15	\$ 134,353.80	\$ 67,834.038	\$ 11,757.90	\$ 141,094.80	\$ 71,356.73	\$ 12,370.05	\$ 148,440.60	\$ 75,006.546	\$ 13,001.10	\$ 156,013.20	\$ 80,724.908	\$ 13,325.55	\$ 159,004.80	\$ 78,725.769	\$ 13,645.80	\$ 163,749.60
881	578	A	035	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 51,178.846	\$ 8,871.00	\$ 106,452.00	\$ 53,711.538	\$ 9,310.00	\$ 111,720.00	\$ 56,420.077	\$ 9,760.00	\$ 117,360.00	\$ 59,336.538	\$ 10,285.00	\$ 123,420.00	\$ 60,796.154	\$ 10,538.00	\$ 126,456.00	\$ 62,238.462	\$ 10,788.00	\$ 129,456.00
881A	578	A	035	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 51,178.846	\$ 8,871.00	\$ 106,452.00	\$ 53,711.538	\$ 9,310.00	\$ 111,720.00	\$ 56,420.077	\$ 9,760.00	\$ 117,360.00	\$ 59,336.538	\$ 10,285.00	\$ 123,420.00	\$ 60,796.154	\$ 10,538.00	\$ 126,456.00	\$ 62,238.462	\$ 10,788.00	\$ 129,456.00
890	3	D1	035	\$ 90,122.956	\$ 10,421.25	\$ 125,055.00	\$ 63,115.096	\$ 10,939.95	\$ 131,279.40	\$ 66,218.035	\$ 11,477.55	\$ 137,730.60	\$ 69,815.000	\$ 12,066.60	\$ 144,799.20	\$ 73,182.981	\$ 12,985.05	\$ 152,220.60	\$ 75,006.546	\$ 13,001.10	\$ 156,013.20	\$ 76,878.173	\$ 13,325.55	\$ 159,906.60
897	578	A	023	\$ 38,398.077	\$ 8,309.00	\$ 75,708.00	\$ 38,261.538	\$ 6,832.00	\$ 79,594.00	\$ 40,142.008	\$ 6,968.00	\$ 83,486.00	\$ 42,178.846	\$ 7,311.00	\$ 87,732.00	\$ 44,255.769	\$ 7,871.00	\$ 92,052.00	\$ 45,242.008	\$ 7,842.00	\$ 94,104.00	\$ 46,378.846	\$ 8,039.00	\$ 96,488.00
898	578	A	022	\$ 41,173.08	\$ 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	\$ 49,871.154	\$ 8,653.00	\$ 103,838.00	\$ 51,178.846	\$ 8,871.00	\$ 106,452.00	\$ 52,436.538	\$ 9,088.00	\$ 109,068.00
898	3	D2	022	\$ 41,173.08	\$ 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	\$ 49,871.154	\$ 8,653.00	\$ 103,838.00	\$ 51,178.846	\$ 8,871.00	\$ 106,452.00	\$ 52,436.538	\$ 9,088.00	\$ 109,068.00
898	3	D2	022	\$ 41,173.08	\$ 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	\$ 49,871.154	\$ 8,653.00	\$ 103,838.00	\$ 51,178.846	\$ 8,871.00	\$ 106,452.00	\$ 52,436.538	\$ 9,088.00	\$ 109,068.00
898	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	\$ 78,288.00	\$ 39,536.538	\$ 6,853.00	\$ 82,236.00	\$ 40,465.385	\$ 7,014.00	\$ 84,168.00	\$ 41,475.000	\$ 7,188.00	\$ 86,288.00
902	578	A	035	\$ 48,721.154	\$ 8,445.00	\$ 101,340.00	\$ 51,178.846	\$ 8,871.00	\$ 106,452.00	\$ 53,711.538	\$ 9,310.00	\$ 111,720.00	\$ 56,420.077	\$ 9,760.00	\$ 117,360.00	\$ 59,336.538	\$ 10,285.00	\$ 123,420.00	\$ 60,796.154	\$ 10,538.00	\$ 126,456.00	\$ 62,238.462	\$ 10,788.00	\$ 129,456.00
907	578	A	034	\$ 47,521.154	\$ 8,237.00	\$ 98,844.00	\$ 49,871.154	\$ 8,653.00	\$ 103,838.00	\$ 52,436.538	\$ 9,088.00	\$ 109,068.00	\$ 54,988.077	\$ 9,530.00	\$ 114,396.00	\$ 57,465.385	\$ 10,030.00	\$ 120,360.00	\$ 59,336.538	\$ 10,285.00	\$ 123,420.00	\$ 60,796.154	\$ 10,538.00	\$ 126,456.00
904	6	G	025	\$ 37,538.462	\$ 6,524.00	\$ 78,288.00	\$ 39,536.538	\$ 6,853.00	\$ 82,236.00	\$ 41,475.000	\$ 7,188.00	\$ 86,288.00	\$ 43,551.923	\$ 7,549.00	\$ 90,596.00	\$ 45,628.846	\$ 7,909.00	\$ 94,800.00	\$ 47,680.385	\$ 8,301.00	\$ 97,128.00	\$ 47,680.385	\$ 8,301.00	\$ 98,612.00
903	6	G	027	\$ 30,536.538	\$ 6,853.00	\$ 82,236.00	\$ 31,475.000	\$ 7,188.00	\$ 86,288.00	\$ 32,400.000	\$ 7,549.00	\$ 90,596.00	\$ 33,592.308	\$ 7,909.00	\$ 94,800.00	\$ 34,800.385	\$ 8,301.00	\$ 97,128.00	\$ 35,980.385	\$ 8,509.00	\$ 102,108.00	\$ 36,980.385	\$ 8,715.00	\$ 104,590.00
916	4	E2	004	\$ 52,328.923	\$ 9,070.00	\$ 109,840.00	\$ 55,039.462	\$ 9,540.00	\$ 114,480.00	\$ 57,692.308	\$ 10,000.00	\$ 120,000.00	\$ 60,588.462	\$ 10,500.00	\$ 126,024.00	\$ 63,689.231	\$ 11,036.00	\$ 132,432.00	\$ 65,336.538	\$ 11,325.00	\$ 135,900.00	\$ 66,980.231	\$ 11,608.00	\$ 139,296.00
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	\$ 78,288.00	\$ 39,536.538	\$ 6,853.00	\$ 82,236.00	\$ 40,465.385	\$ 7,014.00	\$ 84,168.00	\$ 41,475.000	\$ 7,188.00	\$ 86,288.00
917	6	G	023	\$ 35,723.077	\$ 6,192.00	\$ 74,304.00	\$ 37,639.462	\$ 6,524.00	\$ 78,288.00	\$ 39,536.538	\$ 6,853.00	\$ 82,236.00	\$ 41,475.000	\$ 7,188.00	\$ 86,288.00	\$ 43,551.923	\$ 7,549.00	\$ 90,596.00	\$ 45,628.846	\$ 7,909.00	\$ 97,128.00	\$ 45,628.846	\$ 7,909.00	\$ 99,508.00