

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 12/15/2019  
Approved 1/28/2020

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
ACCOUNTING DIVISION MANAGER	109	9	\$ 74.267308	\$ 12,873.00	\$ 154,476.00	\$ 96.109615	\$ 16,659.00	\$ 199,908.00
ASST BUILDING OFFICIAL	222	9	\$ 79.159615	\$ 13,721.00	\$ 164,652.00	\$ 102.450000	\$ 17,758.00	\$ 213,096.00
ASST CITY ATTORNEY	015	9	\$ 92.001923	\$ 15,947.00	\$ 191,364.00	\$ 119.065385	\$ 20,638.00	\$ 247,656.00
ASST CITY CLERK	010	9	\$ 61.534615	\$ 10,666.00	\$ 127,992.00	\$ 79.632692	\$ 13,803.00	\$ 165,636.00
ASST CITY LIBRARIAN	012	9	\$ 80.163462	\$ 13,895.00	\$ 166,740.00	\$ 103.742308	\$ 17,982.00	\$ 215,784.00
ASST CITY MANAGER	016	9	\$ 124.661538	\$ 21,608.00	\$ 259,296.00	\$ 161.319231	\$ 27,962.00	\$ 335,544.00
ASST DIR OF ELECTRIC UTIL	021	9	\$ 108.605769	\$ 18,825.00	\$ 225,900.00	\$ 140.550000	\$ 24,362.00	\$ 292,344.00
ASST DIR OF FINANCE	022	9	\$ 86.434615	\$ 14,982.00	\$ 179,784.00	\$ 111.859615	\$ 19,389.00	\$ 232,668.00
ASST DIR OF HUMAN RESOURCES	018	9	\$ 86.434615	\$ 14,982.00	\$ 179,784.00	\$ 111.859615	\$ 19,389.00	\$ 232,668.00
ASST DIR OF PUB WORKS/CITY ENG	071	9	\$ 95.319231	\$ 16,522.00	\$ 198,264.00	\$ 123.357692	\$ 21,382.00	\$ 256,584.00
ASST DIR OF WATER & SEWER UTIL	014	9	\$ 85.551923	\$ 14,829.00	\$ 177,948.00	\$ 110.723077	\$ 19,192.00	\$ 230,304.00
ASST FIRE CHIEF	024	9B	\$ 124.332058	\$ 21,550.89	\$ 258,610.68	\$ 160.908462	\$ 27,890.80	\$ 334,689.60
ASST FIRE MARSHAL	026	9B	\$ 95.361692	\$ 16,529.36	\$ 198,352.32	\$ 123.409212	\$ 21,390.93	\$ 256,691.16
ASST POLICE CHIEF	027	9A	\$ 130.234615	\$ 22,574.00	\$ 270,888.00	\$ 168.536538	\$ 29,213.00	\$ 350,556.00
ASST TO THE CITY MANAGER	028	9	\$ 84.496154	\$ 14,646.00	\$ 175,752.00	\$ 109.344231	\$ 18,953.00	\$ 227,436.00
AUDIT MANAGER	201	9	\$ 71.498077	\$ 12,393.00	\$ 148,716.00	\$ 92.526923	\$ 16,038.00	\$ 192,456.00
BATTALION CHIEF	036	9B	\$ 102.738462	\$ 17,808.00	\$ 213,696.00	\$ 132.945404	\$ 23,043.87	\$ 276,526.44
BATTALION CHIEF 24 HRS	036S	9B	\$ 97.846731	\$ 16,960.10	\$ 203,521.20	\$ 126.618115	\$ 21,947.14	\$ 263,365.68
BUDGET & TREASURY DIVISION MGR	113	9	\$ 74.267308	\$ 12,873.00	\$ 154,476.00	\$ 96.109615	\$ 16,659.00	\$ 199,908.00
BUILDING MAINTENANCE MANAGER	041	9	\$ 65.769231	\$ 11,400.00	\$ 136,800.00	\$ 85.113462	\$ 14,753.00	\$ 177,036.00
BUILDING OFFICIAL	042	9	\$ 87.080769	\$ 15,094.00	\$ 181,128.00	\$ 112.690385	\$ 19,533.00	\$ 234,396.00
CEMETERY OPERATIONS MANAGER	045	9	\$ 52.592308	\$ 9,116.00	\$ 109,392.00	\$ 68.059615	\$ 11,797.00	\$ 141,564.00
CHIEF ELECTRIC UTILITY OFFICER	108	9	\$ 143.365385	\$ 24,850.00	\$ 298,200.00	\$ 185.526923	\$ 32,158.00	\$ 385,896.00
CHIEF OPERATING OFFICER	311	9	\$ 143.365385	\$ 24,850.00	\$ 298,200.00	\$ 185.526923	\$ 32,158.00	\$ 385,896.00
CITY ATTORNEY	060	9	\$ 159.998077	\$ 27,733.00	\$ 332,796.00	\$ 159.998077	\$ 27,733.00	\$ 332,796.00
CITY CLERK	063	Elected				\$ 11.538462	\$ 2,000.00	\$ 24,000.00
CITY COUNCIL MEMBER	CNCL	Elected				\$ 11.538462	\$ 2,000.00	\$ 24,000.00
CITY LIBRARIAN	066	9	\$ 100.194231	\$ 17,367.00	\$ 208,404.00	\$ 129.663462	\$ 22,475.00	\$ 269,700.00
CITY MANAGER	069	9				\$ 215.621077	\$ 37,374.32	\$ 448,491.84
COMMUNICATIONS & OUTREACH MGR	083	9	\$ 59.705769	\$ 10,349.00	\$ 124,188.00	\$ 77.261538	\$ 13,392.00	\$ 160,704.00
COMMUNICATIONS OPERATIONS MGR	068	9	\$ 67.655769	\$ 11,727.00	\$ 140,724.00	\$ 87.553846	\$ 15,176.00	\$ 182,112.00

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COMPLIANCE MANAGER	081	9	\$ 60.646154	\$ 10,512.00	\$ 126,144.00	\$ 78.478846	\$ 13,603.00	\$ 163,236.00
CONTRACTS MANAGER	342	9	\$ 66.853846	\$ 11,588.00	\$ 139,056.00	\$ 86.509615	\$ 14,995.00	\$ 179,940.00
DEPUTY CITY ATTORNEY I	170	9	\$ 57.496154	\$ 9,966.00	\$ 119,592.00	\$ 74.405769	\$ 12,897.00	\$ 154,764.00
DEPUTY CITY ATTORNEY II	172	9	\$ 67.078846	\$ 11,627.00	\$ 139,524.00	\$ 86.809615	\$ 15,047.00	\$ 180,564.00
DEPUTY CITY CLERK	178	9	\$ 51.784615	\$ 8,976.00	\$ 107,712.00	\$ 67.021154	\$ 11,617.00	\$ 139,404.00
DEPUTY CITY MANAGER	079	9	\$ 92.948077	\$ 16,111.00	\$ 193,332.00	\$ 120.276923	\$ 20,848.00	\$ 250,176.00
DEPUTY FIRE CHIEF	080	9B	\$ 113.028577	\$ 19,591.62	\$ 235,099.44	\$ 146.281558	\$ 25,355.47	\$ 304,265.64
DEPUTY PARKS & REC DIRECTOR	175	9	\$ 75.109615	\$ 13,019.00	\$ 156,228.00	\$ 97.200000	\$ 16,848.00	\$ 202,176.00
DEPUTY PUBLIC WORKS DIRECTOR	176	9	\$ 75.242308	\$ 13,042.00	\$ 156,504.00	\$ 97.373077	\$ 16,878.00	\$ 202,536.00
DEVELOPMENT REVIEW OFFICER	144	9	\$ 72.790385	\$ 12,617.00	\$ 151,404.00	\$ 94.200000	\$ 16,328.00	\$ 195,936.00
DIRECTOR OF COMMUNITY DEVELOPM	090	9	\$ 110.151923	\$ 19,093.00	\$ 229,116.00	\$ 142.551923	\$ 24,709.00	\$ 296,508.00
DIRECTOR OF FINANCE	087	9	\$ 109.932692	\$ 19,055.00	\$ 228,660.00	\$ 142.263462	\$ 24,659.00	\$ 295,908.00
DIRECTOR OF HUMAN RESOURCES	088	9	\$ 101.342308	\$ 17,566.00	\$ 210,792.00	\$ 131.146154	\$ 22,732.00	\$ 272,784.00
DIRECTOR OF INF TECHNOLOGY/CIO	089	9	\$ 104.573077	\$ 18,126.00	\$ 217,512.00	\$ 135.334615	\$ 23,458.00	\$ 281,496.00
DIRECTOR OF PUBLIC WORKS	091	9	\$ 116.515385	\$ 20,196.00	\$ 242,352.00	\$ 150.784615	\$ 26,136.00	\$ 313,632.00
DIRECTOR OF WTR & SEWER UTILS	102	9	\$ 105.605769	\$ 18,305.00	\$ 219,660.00	\$ 136.661538	\$ 23,688.00	\$ 284,256.00
ELEC DIV MGR - ENGINEERING	104Q	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIV MGR - GENERATION	104R	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIV MGR - OPERATIONS	104P	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIV MGR - SUBSTATIONS	104M	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIV MGR - TRANSM, DISTRIB	104S	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIV MGR-MKT A & P	107F	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC DIVISION MANAGER	104	9	\$ 89.751923	\$ 15,557.00	\$ 186,684.00	\$ 116.157692	\$ 20,134.00	\$ 241,608.00
ELEC PROGRAM MANAGER	424	9	\$ 78.051923	\$ 13,529.00	\$ 162,348.00	\$ 101.001923	\$ 17,507.00	\$ 210,084.00
ELEC UTIL CHIEF OPER OFFICER	116	9	\$ 119.469231	\$ 20,708.00	\$ 248,496.00	\$ 154.609615	\$ 26,799.00	\$ 321,588.00
ELEC UTIL RISK CONTROL ANALYST	697	9	\$ 69.900000	\$ 12,116.00	\$ 145,392.00	\$ 90.461538	\$ 15,680.00	\$ 188,160.00
EMERGENCY SERVICES COORDINATOR	106	9	\$ 58.696154	\$ 10,174.00	\$ 122,088.00	\$ 75.963462	\$ 13,167.00	\$ 158,004.00
ENVIRONMENTAL PROGRAMS MGR	461	9	\$ 60.646154	\$ 10,512.00	\$ 126,144.00	\$ 78.478846	\$ 13,603.00	\$ 163,236.00
EXECUTIVE ASSISTANT	187	9	\$ 51.005769	\$ 8,841.00	\$ 106,092.00	\$ 66.005769	\$ 11,441.00	\$ 137,292.00
FIRE CHIEF	117	9B	\$ 135.219346	\$ 23,438.02	\$ 281,256.24	\$ 174.980538	\$ 30,329.96	\$ 363,959.52
FIRE MARSHAL	120	9B	\$ 102.738462	\$ 17,808.00	\$ 213,696.00	\$ 132.945404	\$ 23,043.87	\$ 276,526.44

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FLEET MANAGER	034	9	\$ 62.665385	\$ 10,862.00	\$ 130,344.00	\$ 81.092308	\$ 14,056.00	\$ 168,672.00
HOUSING & COMM SVC DIV MGR	075	9	\$ 75.305769	\$ 13,053.00	\$ 156,636.00	\$ 97.459615	\$ 16,893.00	\$ 202,716.00
HOUSING DEVELOPMENT OFFICER	749	9	\$ 59.140385	\$ 10,251.00	\$ 123,012.00	\$ 76.534615	\$ 13,266.00	\$ 159,192.00
HUMAN RESOURCES DIV MGR	139	9	\$ 74.267308	\$ 12,873.00	\$ 154,476.00	\$ 96.109615	\$ 16,659.00	\$ 199,908.00
INFORMATION TECHNOLOGY SVC MGR	112	9	\$ 69.703846	\$ 12,082.00	\$ 144,984.00	\$ 90.196154	\$ 15,634.00	\$ 187,608.00
INSPECTION MANAGER	134	9	\$ 74.590385	\$ 12,929.00	\$ 155,148.00	\$ 96.536538	\$ 16,733.00	\$ 200,796.00
LIBRARY DIV MGR -SUPPORT SVCS	127G	9	\$ 62.619231	\$ 10,854.00	\$ 130,248.00	\$ 81.046154	\$ 14,048.00	\$ 168,576.00
MANAGEMENT ANALYST	008	9	\$ 51.784615	\$ 8,976.00	\$ 107,712.00	\$ 67.021154	\$ 11,617.00	\$ 139,404.00
MAYOR	MAYOR	Elected				\$ 14.423077	\$ 2,500.00	\$ 30,000.00
MUNICIPAL SERVICES DIV MGR	110	9	\$ 74.267308	\$ 12,873.00	\$ 154,476.00	\$ 96.109615	\$ 16,659.00	\$ 199,908.00
PARK MAINT & OPERATIONS SUPERV	131	9	\$ 61.898077	\$ 10,729.00	\$ 128,748.00	\$ 80.094231	\$ 13,883.00	\$ 166,596.00
PARKS & RECREATION DIRECTOR	132	9	\$ 102.109615	\$ 17,699.00	\$ 212,388.00	\$ 132.132692	\$ 22,903.00	\$ 274,836.00
PARKS CONST, MTC & REPAIR MGR	130	9	\$ 61.898077	\$ 10,729.00	\$ 128,748.00	\$ 80.094231	\$ 13,883.00	\$ 166,596.00
PERFORMANCE AUDITOR I	203	9	\$ 43.153846	\$ 7,480.00	\$ 89,760.00	\$ 55.850962	\$ 9,680.83	\$ 116,170.00
PERFORMANCE AUDITOR II	204	9	\$ 51.784615	\$ 8,976.00	\$ 107,712.00	\$ 67.021154	\$ 11,617.00	\$ 139,404.00
PLAN REVIEW MANAGER	629	9	\$ 75.392308	\$ 13,068.00	\$ 156,816.00	\$ 97.557692	\$ 16,910.00	\$ 202,920.00
PLANNING MANAGER	072	9	\$ 78.623077	\$ 13,628.00	\$ 163,536.00	\$ 101.746154	\$ 17,636.00	\$ 211,632.00
POLICE CAPTAIN	138	9A	\$ 124.044231	\$ 21,501.00	\$ 258,012.00	\$ 160.523077	\$ 27,824.00	\$ 333,888.00
POLICE CHIEF	141	Elected				\$ 150.813462	\$ 26,141.00	\$ 313,692.00
POLICE RECORDS MANAGER	647	9	\$ 53.342308	\$ 9,246.00	\$ 110,952.00	\$ 69.034615	\$ 11,966.00	\$ 143,592.00
POWER SYSTEM SCHEDULER/TRADER	674	9	\$ 66.940385	\$ 11,603.00	\$ 139,236.00	\$ 86.630769	\$ 15,016.00	\$ 180,192.00
POWER TRADER	673	9	\$ 85.551923	\$ 14,829.00	\$ 177,948.00	\$ 110.723077	\$ 19,192.00	\$ 230,304.00
PRINCIPAL ACCOUNTANT	148	9	\$ 66.853846	\$ 11,588.00	\$ 139,056.00	\$ 86.509615	\$ 14,995.00	\$ 179,940.00
PRINCIPAL ELECTRIC UTILITY ENG	145	9	\$ 85.488462	\$ 14,818.00	\$ 177,816.00	\$ 110.630769	\$ 19,176.00	\$ 230,112.00
PRINCIPAL ENG/CITY SURVEYOR	140	9	\$ 87.037019	\$ 15,086.42	\$ 181,037.00	\$ 112.638462	\$ 19,524.00	\$ 234,288.00
PRINCIPAL ENGINEER	142	9	\$ 82.892308	\$ 14,368.00	\$ 172,416.00	\$ 107.273077	\$ 18,594.00	\$ 223,128.00
PRINCIPAL ENGINEER - WATER	142W	9	\$ 82.892308	\$ 14,368.00	\$ 172,416.00	\$ 107.273077	\$ 18,594.00	\$ 223,128.00
PRINCIPAL FINANCIAL ANALYST	149	9	\$ 66.853846	\$ 11,588.00	\$ 139,056.00	\$ 86.509615	\$ 14,995.00	\$ 179,940.00
PRINCIPAL PLANNER	143	9	\$ 66.853846	\$ 11,588.00	\$ 139,056.00	\$ 86.509615	\$ 14,995.00	\$ 179,940.00
PRINCIPAL POWER ANALYST	154	9	\$ 66.853846	\$ 11,588.00	\$ 139,056.00	\$ 86.509615	\$ 14,995.00	\$ 179,940.00
PRINCIPAL UTIL INFO SYSTEM MGR	146	9	\$ 85.551923	\$ 14,829.00	\$ 177,948.00	\$ 110.723077	\$ 19,192.00	\$ 230,304.00

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PUBLIC INFORMATION OFFICER	077	9	\$ 81.248077	\$ 14,083.00	\$ 168,996.00	\$ 105.138462	\$ 18,224.00	\$ 218,688.00
PUBLIC RECORDS MANAGER	082	9	\$ 51.784615	\$ 8,976.00	\$ 107,712.00	\$ 67.021154	\$ 11,617.00	\$ 139,404.00
PURCHASING DIVISION MANAGER	147	9	\$ 71.498077	\$ 12,393.00	\$ 148,716.00	\$ 92.526923	\$ 16,038.00	\$ 192,456.00
RECREATION MANAGER	150	9	\$ 67.488462	\$ 11,698.00	\$ 140,376.00	\$ 87.334615	\$ 15,138.00	\$ 181,656.00
RISK MANAGER	700	9	\$ 71.498077	\$ 12,393.00	\$ 148,716.00	\$ 92.526923	\$ 16,038.00	\$ 192,456.00
SR DEPUTY CITY ATTORNEY	161	9	\$ 71.301923	\$ 12,359.00	\$ 148,308.00	\$ 92.278846	\$ 15,995.00	\$ 191,940.00
SR ELEC DIV MGR	173	9	\$ 98.723077	\$ 17,112.00	\$ 205,344.00	\$ 127.771154	\$ 22,147.00	\$ 265,764.00
SR ELEC DIV MGR-MKT A&P	174A	9	\$ 98.723077	\$ 17,112.00	\$ 205,344.00	\$ 127.771154	\$ 22,147.00	\$ 265,764.00
SR INFORMATION TECH SVCS MGR	743	9	\$ 76.378846	\$ 13,239.00	\$ 158,868.00	\$ 98.844231	\$ 17,133.00	\$ 205,596.00
SR MANAGEMENT ANALYST	742	9	\$ 56.962981	\$ 9,873.58	\$ 118,483.00	\$ 73.723077	\$ 12,778.67	\$ 153,344.00
SR PERFORMANCE AUDITOR	202	9	\$ 60.646154	\$ 10,512.00	\$ 126,144.00	\$ 78.478846	\$ 13,603.00	\$ 163,236.00
SR POWER SYSTEM SCHEDLR/TRADER	772	9	\$ 71.948077	\$ 12,471.00	\$ 149,652.00	\$ 93.115385	\$ 16,140.00	\$ 193,680.00
STREET SUPERINTENDENT	159	9	\$ 68.400000	\$ 11,856.00	\$ 142,272.00	\$ 88.523077	\$ 15,344.00	\$ 184,128.00
TRAFFIC ENGINEER	171	9	\$ 83.648077	\$ 14,499.00	\$ 173,988.00	\$ 108.253846	\$ 18,764.00	\$ 225,168.00
UTILITY BUSINESS SYSTEMS MGR	898	9	\$ 66.744231	\$ 11,569.00	\$ 138,828.00	\$ 86.371154	\$ 14,971.00	\$ 179,652.00
UTILITY OPERATIONS ENGINEER	155	9	\$ 70.459615	\$ 12,213.00	\$ 146,556.00	\$ 91.176923	\$ 15,804.00	\$ 189,648.00
WATER & SEWER OPERATIONS MGR	180	9	\$ 69.253846	\$ 12,004.00	\$ 144,048.00	\$ 89.630769	\$ 15,536.00	\$ 186,432.00
WATER & SEWER SUPERINTENDENT	029	9	\$ 62.619231	\$ 10,854.00	\$ 130,248.00	\$ 81.046154	\$ 14,048.00	\$ 168,576.00
WEB & DIGITAL MEDIA MANAGER	073	9	\$ 59.705769	\$ 10,349.00	\$ 124,188.00	\$ 77.261538	\$ 13,392.00	\$ 160,704.00

\$ 20,613.00	21550.890	\$ 26,677.00	27890.800
\$ 15,810.00	16529.360	\$ 20,460.00	21390.930
\$ 17,033.00	17808.000	\$ 22,041.00	23043.870
\$ 16,222.00	16960.100	\$ 20,992.00	21947.140
\$ 18,739.00	19591.620	\$ 24,252.00	25355.470
\$ 22,418.00	23438.020	\$ 29,010.00	30329.960
\$ 17,033.00	17808.000	\$ 22,041.00	23043.870