

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 2/23/2020  
Approved 3/17/2020

| 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         | \$ 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         | \$ 130.234615  | \$ 23,431.81 | \$ 270,888.00 | \$ 168.536538  | \$ 30,323.09 | \$ 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         | \$ 107.875385  | \$ 18,698.40 | \$ 224,380.80 | \$ 139.592654  | \$ 24,196.06 | \$ 290,352.72 |
| BATTALION CHIEF 24 HRS         | 036S     | 9B         | \$ 73.385069   | \$ 17,808.11 | \$ 213,697.32 | \$ 94.963599   | \$ 23,044.50 | \$ 276,534.00 |
| 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 ASSISTANT CITY ATTORNEY  | 037      | 9          | \$ 105.801923  | \$ 18,339.00 | \$ 220,068.00 | \$ 136.925192  | \$ 23,733.70 | \$ 284,804.40 |
| 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 |

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|                                |          |            | Hourly         | Monthly      | Annual        | Hourly         | Monthly      | Annual        |
| COMMUNICATIONS OPERATIONS MGR  | 068      | 9          | \$ 67.655769   | \$ 11,727.00 | \$ 140,724.00 | \$ 87.553846   | \$ 15,176.00 | \$ 182,112.00 |
| COMPLIANCE MANAGER             | 081      | 9          | \$ 60.646154   | \$ 10,512.00 | \$ 126,144.00 | \$ 78.478846   | \$ 13,603.00 | \$ 163,236.00 |
| CONTRACTS MANAGER              | 342      | 9          | \$ 66.853846   | \$ 11,588.00 | \$ 139,056.00 | \$ 86.509615   | \$ 14,995.00 | \$ 179,940.00 |
| DEPUTY CITY ATTORNEY I         | 170      | 9          | \$ 57.496154   | \$ 9,966.00  | \$ 119,592.00 | \$ 74.405769   | \$ 12,897.00 | \$ 154,764.00 |
| DEPUTY CITY ATTORNEY II        | 172      | 9          | \$ 67.078846   | \$ 11,627.00 | \$ 139,524.00 | \$ 86.809615   | \$ 15,047.00 | \$ 180,564.00 |
| DEPUTY CITY CLERK              | 178      | 9          | \$ 51.784615   | \$ 8,976.00  | \$ 107,712.00 | \$ 67.021154   | \$ 11,617.00 | \$ 139,404.00 |
| DEPUTY CITY MANAGER            | 079      | 9          | \$ 92.948077   | \$ 16,111.00 | \$ 193,332.00 | \$ 120.276923  | \$ 20,848.00 | \$ 250,176.00 |
| DEPUTY FIRE CHIEF              | 080      | 9B         | \$ 118.680000  | \$ 20,571.20 | \$ 246,854.40 | \$ 153.595615  | \$ 26,623.24 | \$ 319,478.88 |
| 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         | \$ 141.980308  | \$ 24,609.92 | \$ 295,319.04 | \$ 183.729577  | \$ 31,846.46 | \$ 382,157.52 |

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|                                |          |            | Hourly         | Monthly      | Annual        | Hourly         | Monthly      | Annual        |
| FIRE MARSHAL                   | 120      | 9B         | \$ 107.875385  | \$ 18,698.40 | \$ 224,380.80 | \$ 139.592654  | \$ 24,196.06 | \$ 290,352.72 |
| 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  | \$ 22,318.04 | \$ 258,012.00 | \$ 160.523077  | \$ 28,881.31 | \$ 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 |

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|                                |          |            | Hourly         | Monthly      | Annual        | Hourly         | Monthly      | Annual        |
| PRINCIPAL UTIL INFO SYSTEM MGR | 146      | 9          | \$ 85.551923   | \$ 14,829.00 | \$ 177,948.00 | \$ 110.723077  | \$ 19,192.00 | \$ 230,304.00 |
| PUBLIC INFORMATION OFFICER     | 077      | 9          | \$ 81.248077   | \$ 14,083.00 | \$ 168,996.00 | \$ 105.138462  | \$ 18,224.00 | \$ 218,688.00 |
| PUBLIC RECORDS MANAGER         | 082      | 9          | \$ 51.784615   | \$ 8,976.00  | \$ 107,712.00 | \$ 67.021154   | \$ 11,617.00 | \$ 139,404.00 |
| PURCHASING DIVISION MANAGER    | 147      | 9          | \$ 71.498077   | \$ 12,393.00 | \$ 148,716.00 | \$ 92.526923   | \$ 16,038.00 | \$ 192,456.00 |
| RECREATION MANAGER             | 150      | 9          | \$ 67.488462   | \$ 11,698.00 | \$ 140,376.00 | \$ 87.334615   | \$ 15,138.00 | \$ 181,656.00 |
| RISK MANAGER                   | 700      | 9          | \$ 71.498077   | \$ 12,393.00 | \$ 148,716.00 | \$ 92.526923   | \$ 16,038.00 | \$ 192,456.00 |
| SR DEPUTY CITY ATTORNEY        | 161      | 9          | \$ 71.301923   | \$ 12,359.00 | \$ 148,308.00 | \$ 92.278846   | \$ 15,995.00 | \$ 191,940.00 |
| SR ELEC DIV MGR                | 173      | 9          | \$ 98.723077   | \$ 17,112.00 | \$ 205,344.00 | \$ 127.771154  | \$ 22,147.00 | \$ 265,764.00 |
| SR ELEC DIV MGR-MKT A&P        | 174A     | 9          | \$ 98.723077   | \$ 17,112.00 | \$ 205,344.00 | \$ 127.771154  | \$ 22,147.00 | \$ 265,764.00 |
| SR INFORMATION TECH SVCS MGR   | 743      | 9          | \$ 76.378846   | \$ 13,239.00 | \$ 158,868.00 | \$ 98.844231   | \$ 17,133.00 | \$ 205,596.00 |
| SR MANAGEMENT ANALYST          | 742      | 9          | \$ 56.962981   | \$ 9,873.58  | \$ 118,483.00 | \$ 73.723077   | \$ 12,778.67 | \$ 153,344.00 |
| SR PERFORMANCE AUDITOR         | 202      | 9          | \$ 60.646154   | \$ 10,512.00 | \$ 126,144.00 | \$ 78.478846   | \$ 13,603.00 | \$ 163,236.00 |
| SR POWER SYSTEM SCHEDLR/TRADER | 772      | 9          | \$ 71.948077   | \$ 12,471.00 | \$ 149,652.00 | \$ 93.115385   | \$ 16,140.00 | \$ 193,680.00 |
| STREET SUPERINTENDENT          | 159      | 9          | \$ 68.400000   | \$ 11,856.00 | \$ 142,272.00 | \$ 88.523077   | \$ 15,344.00 | \$ 184,128.00 |
| TRANSPORTATION MANAGER         | 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 |