City of Santa Clara
Unclassified/Elected Salary Plan

Effective 5/112025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Accounting Division Manager	109	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Asst Building Official	222	9	$ 92.595404	$ 16,049.87	$ 192,598.44	$ 119.838923	$ 20,772.08	$ 249,264.96
Asst City Attorney	015	9	$ 107.617442	$ 18,653.69	$ 223,844.28	$ 139.274423	$ 24,140.90	$ 289,690.80
Asst City Clerk	010	9	$ 81.924000	$ 14,200.16	$ 170,401.92	$ 106.009615	$ 18,375.00	$ 220,500.00
Asst City Librarian	012	9	$ 93.769673	$ 16,253.41	$ 195,040.92	$ 121.350462	$ 21,034.08	$ 252,408.96
Asst City Manager	016	9	$ 138.876519	$ 24,071.93	$ 288,863.16	$ 179.714250	$ 31,150.47	$ 373,805.64
Asst Dir of Community Dev	038	9	$ 105.985442	$ 18,370.81	$ 220,449.72	$ 137.780769	$ 23,882.00	$ 286,584.00
Asst Dir of Electric Util	021	9	$ 127.039442	$ 22,020.17	$ 264,242.04	$ 164.405538	$ 28,496.96	$ 341,963.52
Asst Dir of Finance	022	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
Asst Dir of Human Resources	018	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
Asst Dir of Pub Works/City Eng	071	9	$ 111.497827	$ 19,326.29	$ 231,915.48	$ 144.295269	$ 25,011.18	$ 300,134.16
Asst Dir of Water & Sewer Util	014	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Asst Fire Chief	024	9B	$ 144.731423	$ 25,086.78	$ 301,041.36	$ 187.309038	$ 32,466.90	$ 389,602.80
Asst Fire Marshal	026	9B	$ 111.007846	$ 19,241.36	$ 230,896.32	$ 143.657250	$ 24,900.59	$ 298,807.08
Asst Fleet Manager	046	9	$ 60.779942	$ 10,535.19	$ 126,422.28	$ 78.649269	$ 13,632.54	$ 163,590.48
Asst Police Chief	027	9A	$ 153.086596	$ 26,535.01	$ 318,420.12	$ 190.489673	$ 33,018.21	$ 396,218.52
Asst To The City Manager	028	9	$ 98.837654	$ 17,131.86	$ 205,582.32	$ 127.903269	$ 22,169.90	$ 266,038.80
Audit Manager	201	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Battalion Chief	036	9B	$ 119.595692	$ 20,729.92	$ 248,759.04	$ 154.762212	$ 26,825.45	$ 321,905.40
Battalion Chief 24 Hrs	036S	9BS	$ 81.357610	$ 19,742.78	$ 236,913.36	$ 105.280426	$ 25,548.05	$ 306,576.60
Budget & Treasury Division Mgr	113	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Building Maintenance Manager	041	9	$ 76.932288	$ 13,334.93	$ 160,019.16	$ 99.559788	$ 17,257.03	$ 207,084.36
Building Official	042	9	$ 101.861019	$ 17,655.91	$ 211,870.92	$ 131.817404	$ 22,848.35	$ 274,180.20
Cemetery Operations Manager	045	9	$ 61.518750	$ 10,663.25	$ 127,959.00	$ 79.611462	$ 13,799.32	$ 165,591.84
Chief Asst City Attorney	037	9	$ 123.759750	$ 21,451.69	$ 257,420.28	$ 160.165558	$ 27,762.03	$ 333,144.36
Chief Operating Officer	311	9	$ 159.713192	$ 27,683.62	$ 332,203.44	$ 206.682346	$ 35,824.94	$ 429,899.28
City Attorney	060	Appointed				$ 178.106308	$ 30,871.76	$ 370,461.12

All classifications on the Unclassifed/Elected Salary Plan are FLSA "Exempt"

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 5/112025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
City Auditor	067	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
City Clerk	063	Elected					$ 1,575.00	$ 18,900.00
City Council Member	CNCL	Elected					$ 2,100.00	$ 25,200.00
City Librarian	066	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
City Manager	069	Appointed				$ 207.099692	$ 35,897.28	$ 430,767.36
Communications & Outreach Mgr	083	9	$ 69.839654	$ 12,105.54	$ 145,266.48	$ 90.375173	$ 15,665.03	$ 187,980.36
Communications Operations Mgr	068	9	$ 79.139019	$ 13,717.43	$ 164,609.16	$ 102.414404	$ 17,751.83	$ 213,021.96
Compliance Manager	081	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Contracts Manager	342	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Deputy City Attorney I	170	9	$ 67.254981	$ 11,657.53	$ 139,890.36	$ 87.034673	$ 15,086.01	$ 181,032.12
Deputy City Attorney II	172	9	$ 78.464192	$ 13,600.46	$ 163,205.52	$ 101.543827	$ 17,600.93	$ 211,211.16
Deputy City Clerk	178	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Deputy City Manager	079	9	$ 108.724212	$ 18,845.53	$ 226,146.36	$ 140.691519	$ 24,386.53	$ 292,638.36
Deputy Fire Chief	080	9B	$ 131.573423	$ 22,806.06	$ 273,672.72	$ 170.282250	$ 29,515.59	$ 354,187.08
Deputy Director	176	9	$ 88.013192	$ 15,255.62	$ 183,067.44	$ 113.900250	$ 19,742.71	$ 236,912.52
Development Project Manager	158	9	$ 88.007423	$ 15,254.62	$ 183,055.44	$ 113.890500	$ 19,741.02	$ 236,892.24
Development Review Officer	144	9	$ 85.145192	$ 14,758.50	$ 177,102.00	$ 110.188558	$ 19,099.35	$ 229,192.20
Director of Community Developm	090	9	$ 126.393808	$ 21,908.26	$ 262,899.12	$ 163.571192	$ 28,352.34	$ 340,228.08
Director of Finance	087	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director of Human Resources	088	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director of Inf Technology/CIO	089	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director of Public Works	091	9	$ 133.695577	$ 23,173.90	$ 278,086.80	$ 173.017731	$ 29,989.74	$ 359,876.88
Director of Silicon Valley Pwr	108	9	$ 159.713192	$ 27,683.62	$ 332,203.44	$ 206.682346	$ 35,824.94	$ 429,899.28
Director of Wtr & Sewer Utils	102	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Elec Div Mgr - Engineering	104Q	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Generation	104R	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Operations	104P	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08

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Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Elec Div Mgr - Substations	104M	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Transm, Distrib	104S	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr-Mkt A & P	107F	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Division Manager	104	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Program Manager	424	9	$ 91.299750	$ 15,825.29	$ 189,903.48	$ 118.145077	$ 20,478.48	$ 245,741.76
Elec Util Chief Oper Officer	116	9	$ 139.746808	$ 24,222.78	$ 290,673.36	$ 180.851538	$ 31,347.60	$ 376,171.20
Elec Util Risk Control Analyst	697	9	$ 81.764135	$ 14,172.45	$ 170,069.40	$ 105.815596	$ 18,341.37	$ 220,096.44
Emergency Services Officer	106	9	$ 95.038327	$ 16,473.31	$ 197,679.72	$ 122.983615	$ 21,317.16	$ 255,805.92
Environmental Programs Mgr	461	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Executive Assistant	187	9	$ 59.663019	$ 10,341.59	$ 124,099.08	$ 77.208981	$ 13,382.89	$ 160,594.68
Fire Chief	117	9B	$ 157.405038	$ 27,283.54	$ 327,402.48	$ 203.689962	$ 35,306.26	$ 423,675.12
Fire Marshal	120	9B	$ 119.594942	$ 20,729.79	$ 248,757.48	$ 154.758000	$ 26,824.72	$ 321,896.64
Fleet Manager	034	9	$ 73.301596	$ 12,705.61	$ 152,467.32	$ 94.856135	$ 16,441.73	$ 197,300.76
Housing & Comm Svc Div Mgr	075	9	$ 88.087442	$ 15,268.49	$ 183,221.88	$ 114.001442	$ 19,760.25	$ 237,123.00
Housing Development Officer	749	9	$ 69.178327	$ 11,990.91	$ 143,890.92	$ 89.524904	$ 15,517.65	$ 186,211.80
Human Resources Div Mgr	139	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Information Technology Svc Mgr	112	9	$ 81.534635	$ 14,132.67	$ 169,592.04	$ 105.505212	$ 18,287.57	$ 219,450.84
Inspection Manager	134	9	$ 87.250615	$ 15,123.44	$ 181,481.28	$ 112.921673	$ 19,573.09	$ 234,877.08
Legal Executive Assistant	185	9	$ 59.663019	$ 10,341.59	$ 124,099.08	$ 77.208981	$ 13,382.89	$ 160,594.68
Library Div Mgr -Support Svcs	127G	9	$ 73.247596	$ 12,696.25	$ 152,355.00	$ 94.802135	$ 16,432.37	$ 197,188.44
Management Analyst	008	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Mayor	MAYOR	Elected					$ 2,625.00	$ 31,500.00
Municipal Services Div Mgr	110	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Park Maint & Operations Superv	131	9	$ 72.404077	$ 12,550.04	$ 150,600.48	$ 93.688673	$ 16,239.37	$ 194,872.44
Parks & Recreation Director	132	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Parks Const, Mtc & Repair Mgr	130	9	$ 72.404077	$ 12,550.04	$ 150,600.48	$ 93.688673	$ 16,239.37	$ 194,872.44
Performance Auditor I	203	9	$ 50.478404	$ 8,749.59	$ 104,995.08	$ 65.330596	$ 11,323.97	$ 135,887.64

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Unclassified/Elected Salary Plan

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Performance Auditor II	204	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Plan Review Manager	629	9	$ 88.188692	$ 15,286.04	$ 183,432.48	$ 114.116192	$ 19,780.14	$ 237,361.68
Planning Manager	072	9	$ 91.967769	$ 15,941.08	$ 191,292.96	$ 119.015538	$ 20,629.36	$ 247,552.32
Police Captain	138	9A	$ 150.016096	$ 26,002.79	$ 312,033.48	$ 181.432385	$ 31,448.28	$ 377,379.36
Police Chief	141	Elected					$ 29,473.88	$ 353,686.56
Police Records Manager	647	9	$ 62.396135	$ 10,815.33	$ 129,783.96	$ 80.751865	$ 13,996.99	$ 167,963.88
Power System Scheduler/Trader	674	9	$ 78.302192	$ 13,572.38	$ 162,868.56	$ 101.334635	$ 17,564.67	$ 210,776.04
Power Trader	673	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Principal Accountant	148	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Electric Utility Eng	145	9	$ 99.998423	$ 17,333.06	$ 207,996.72	$ 129.408115	$ 22,430.74	$ 269,168.88
Principal Eng - Water & Sewer	142W	9	$ 96.961615	$ 16,806.68	$ 201,680.16	$ 125.480538	$ 21,749.96	$ 260,999.52
Principal Eng/City Surveyor	140	9	$ 101.809846	$ 17,647.04	$ 211,764.48	$ 131.756538	$ 22,837.80	$ 274,053.60
Principal Engineer	142	9	$ 96.961615	$ 16,806.68	$ 201,680.16	$ 125.480538	$ 21,749.96	$ 260,999.52
Principal Financial Analyst	149	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Planner	143	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Power Analyst	154	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Util Info System Mgr	146	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Public Information Officer	077	9	$ 95.038327	$ 16,473.31	$ 197,679.72	$ 122.983615	$ 21,317.16	$ 255,805.92
Public Records Manager	082	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Purchasing Division Manager	147	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Recreation Manager	150	9	$ 78.943327	$ 13,683.51	$ 164,202.12	$ 102.157904	$ 17,707.37	$ 212,488.44
Risk Manager	700	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Sr Counsel for SVP	179	9	$ 116.061981	$ 20,117.41	$ 241,408.92	$ 149.719962	$ 25,951.46	$ 311,417.52
Sr Deputy City Attorney	161	9	$ 83.403981	$ 14,456.69	$ 173,480.28	$ 107.941442	$ 18,709.85	$ 224,518.20
Sr Elec Div Mgr	173	9	$ 115.479346	$ 20,016.42	$ 240,197.04	$ 149.457808	$ 25,906.02	$ 310,872.24
Sr Elec Div Mgr-Mkt A&P	174A	9	$ 115.479346	$ 20,016.42	$ 240,197.04	$ 149.457808	$ 25,906.02	$ 310,872.24
Sr Information Tech Svcs Mgr	743	9	$ 89.342654	$ 15,486.06	$ 185,832.72	$ 115.621096	$ 20,040.99	$ 240,491.88

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Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Sr Management Analyst	742	9	$ 66.631269	$ 11,549.42	$ 138,593.04	$ 86.236154	$ 14,947.60	$ 179,371.20
Sr Performance Auditor	202	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Sr Power System Schedlr/Trader	772	9	$ 84.159865	$ 14,587.71	$ 175,052.52	$ 108.919846	$ 18,879.44	$ 226,553.28
Street Superintendent	159	9	$ 80.009596	$ 13,868.33	$ 166,419.96	$ 103.548115	$ 17,948.34	$ 215,380.08
Transportation Manager	171	9	$ 97.845750	$ 16,959.93	$ 203,519.16	$ 126.627750	$ 21,948.81	$ 263,385.72
Utility Business Systems Mgr	898	9	$ 78.072750	$ 13,532.61	$ 162,391.32	$ 101.031000	$ 17,512.04	$ 210,144.48
Utility Operations Engineer	155	9	$ 82.418712	$ 14,285.91	$ 171,430.92	$ 106.652423	$ 18,486.42	$ 221,837.04
Water & Sewer Operations Mgr	180	9	$ 81.008365	$ 14,041.45	$ 168,497.40	$ 104.843827	$ 18,172.93	$ 218,075.16
Water & Sewer Superintendent	029	9	$ 73.247596	$ 12,696.25	$ 152,355.00	$ 94.802135	$ 16,432.37	$ 197,188.44
Web & Digital Media Manager	073	9	$ 69.839654	$ 12,105.54	$ 145,266.48	$ 90.375173	$ 15,665.03	$ 187,980.36

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City of Santa Clara
Unclassified/Elected Salary Plan

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			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Accounting Division Manager	109	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Asst Building Official	222	9	$ 92.595404	$ 16,049.87	$ 192,598.44	$ 119.838923	$ 20,772.08	$ 249,264.96
Asst City Attorney	015	9	$ 107.617442	$ 18,653.69	$ 223,844.28	$ 139.274423	$ 24,140.90	$ 289,690.80
Asst City Clerk	010	9	$ 81.924000	$ 14,200.16	$ 170,401.92	$ 106.009615	$ 18,375.00	$ 220,500.00
Asst City Librarian	012	9	$ 93.769673	$ 16,253.41	$ 195,040.92	$ 121.350462	$ 21,034.08	$ 252,408.96
Asst City Manager	016	9	$ 138.876519	$ 24,071.93	$ 288,863.16	$ 179.714250	$ 31,150.47	$ 373,805.64
Asst Dir Of Community Dev	038	9	$ 105.985442	$ 18,370.81	$ 220,449.72	$ 137.780769	$ 23,882.00	$ 286,584.00
Asst Dir Of Electric Util	021	9	$ 127.039442	$ 22,020.17	$ 264,242.04	$ 164.405538	$ 28,496.96	$ 341,963.52
Asst Dir Of Finance	022	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
Asst Dir Of Human Resources	018	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
Asst Dir Of Pub Works/City Eng	071	9	$ 111.497827	$ 19,326.29	$ 231,915.48	$ 144.295269	$ 25,011.18	$ 300,134.16
Asst Dir Of Water & Sewer Util	014	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Asst Fire Chief	024	9B	$ 144.731423	$ 25,086.78	$ 301,041.36	$ 187.309038	$ 32,466.90	$ 389,602.80
Asst Fire Marshal	026	9B	$ 111.007846	$ 19,241.36	$ 230,896.32	$ 143.657250	$ 24,900.59	$ 298,807.08
Asst Fleet Manager	046	9	$ 60.779942	$ 10,535.19	$ 126,422.28	$ 78.649269	$ 13,632.54	$ 163,590.48
Asst Police Chief	027	9A	$ 153.086596	$ 26,535.01	$ 318,420.12	$ 190.489673	$ 33,018.21	$ 396,218.52
Asst To The City Manager	028	9	$ 98.837654	$ 17,131.86	$ 205,582.32	$ 127.903269	$ 22,169.90	$ 266,038.80
Audit Manager	201	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Battalion Chief	036	9B	$ 119.595692	$ 20,729.92	$ 248,759.04	$ 154.762212	$ 26,825.45	$ 321,905.40
Battalion Chief 24 Hrs	036S	9BS	$ 81.357610	$ 19,742.78	$ 236,913.36	$ 105.280426	$ 25,548.05	$ 306,576.60
Budget & Treasury Division Mgr	113	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Building Maintenance Manager	041	9	$ 76.932288	$ 13,334.93	$ 160,019.16	$ 99.559788	$ 17,257.03	$ 207,084.36
Building Official	042	9	$ 101.861019	$ 17,655.91	$ 211,870.92	$ 131.817404	$ 22,848.35	$ 274,180.20
Cemetery Operations Manager	045	9	$ 61.518750	$ 10,663.25	$ 127,959.00	$ 79.611462	$ 13,799.32	$ 165,591.84
Chief Asst City Attorney	037	9	$ 123.759750	$ 21,451.69	$ 257,420.28	$ 160.165558	$ 27,762.03	$ 333,144.36
Chief Electric Utility Officer	108	9	$ 159.713192	$ 27,683.62	$ 332,203.44	$ 206.682346	$ 35,824.94	$ 429,899.28
Chief Operating Officer	311	9	$ 159.713192	$ 27,683.62	$ 332,203.44	$ 206.682346	$ 35,824.94	$ 429,899.28

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Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
City Attorney	060	Appointed				$ 178.106308	$ 30,871.76	$ 370,461.12
City Auditor	067	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
City Clerk	063	Elected					$ 1,575.00	$ 18,900.00
City Council Member	CNCL	Elected					$ 2,100.00	$ 25,200.00
City Librarian	066	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
City Manager	069	Appointed				$ 207.099692	$ 35,897.28	$ 430,767.36
Communications & Outreach Mgr	083	9	$ 69.839654	$ 12,105.54	$ 145,266.48	$ 90.375173	$ 15,665.03	$ 187,980.36
Communications Operations Mgr	068	9	$ 79.139019	$ 13,717.43	$ 164,609.16	$ 102.414404	$ 17,751.83	$ 213,021.96
Compliance Manager	081	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Contracts Manager	342	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Deputy City Attorney I	170	9	$ 67.254981	$ 11,657.53	$ 139,890.36	$ 87.034673	$ 15,086.01	$ 181,032.12
Deputy City Attorney II	172	9	$ 78.464192	$ 13,600.46	$ 163,205.52	$ 101.543827	$ 17,600.93	$ 211,211.16
Deputy City Clerk	178	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Deputy City Manager	079	9	$ 108.724212	$ 18,845.53	$ 226,146.36	$ 140.691519	$ 24,386.53	$ 292,638.36
Deputy Fire Chief	080	9B	$ 131.573423	$ 22,806.06	$ 273,672.72	$ 170.282250	$ 29,515.59	$ 354,187.08
Deputy Director	176	9	$ 88.013192	$ 15,255.62	$ 183,067.44	$ 113.900250	$ 19,742.71	$ 236,912.52
Development Project Manager	158	9	$ 88.007423	$ 15,254.62	$ 183,055.44	$ 113.890500	$ 19,741.02	$ 236,892.24
Development Review Officer	144	9	$ 85.145192	$ 14,758.50	$ 177,102.00	$ 110.188558	$ 19,099.35	$ 229,192.20
Director Of Community Developm	090	9	$ 126.393808	$ 21,908.26	$ 262,899.12	$ 163.571192	$ 28,352.34	$ 340,228.08
Director Of Finance	087	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director Of Human Resources	088	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director Of Inf Technology/CIO	089	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director Of Public Works	091	9	$ 133.695577	$ 23,173.90	$ 278,086.80	$ 173.017731	$ 29,989.74	$ 359,876.88
Director Of Wtr & Sewer Utils	102	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Elec Div Mgr - Engineering	104Q	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Generation	104R	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Operations	104P	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08

All classifications on the Unclassifed/Elected Salary Plan are FLSA "Exempt"

City of Santa Clara
Unclassified/Elected Salary Plan

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Elec Div Mgr - Substations	104M	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Transm, Distrib	104S	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr-Mkt A & P	107F	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Division Manager	104	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Program Manager	424	9	$ 91.299750	$ 15,825.29	$ 189,903.48	$ 118.145077	$ 20,478.48	$ 245,741.76
Elec Util Chief Oper Officer	116	9	$ 139.746808	$ 24,222.78	$ 290,673.36	$ 180.851538	$ 31,347.60	$ 376,171.20
Elec Util Risk Control Analyst	697	9	$ 81.764135	$ 14,172.45	$ 170,069.40	$ 105.815596	$ 18,341.37	$ 220,096.44
Emergency Services Officer	106	9	$ 95.038327	$ 16,473.31	$ 197,679.72	$ 122.983615	$ 21,317.16	$ 255,805.92
Environmental Programs Mgr	461	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Executive Assistant	187	9	$ 59.663019	$ 10,341.59	$ 124,099.08	$ 77.208981	$ 13,382.89	$ 160,594.68
Fire Chief	117	9B	$ 157.405038	$ 27,283.54	$ 327,402.48	$ 203.689962	$ 35,306.26	$ 423,675.12
Fire Marshal	120	9B	$ 119.594942	$ 20,729.79	$ 248,757.48	$ 154.758000	$ 26,824.72	$ 321,896.64
Fleet Manager	034	9	$ 73.301596	$ 12,705.61	$ 152,467.32	$ 94.856135	$ 16,441.73	$ 197,300.76
Housing & Comm Svc Div Mgr	075	9	$ 88.087442	$ 15,268.49	$ 183,221.88	$ 114.001442	$ 19,760.25	$ 237,123.00
Housing Development Officer	749	9	$ 69.178327	$ 11,990.91	$ 143,890.92	$ 89.524904	$ 15,517.65	$ 186,211.80
Human Resources Div Mgr	139	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Information Technology Svc Mgr	112	9	$ 81.534635	$ 14,132.67	$ 169,592.04	$ 105.505212	$ 18,287.57	$ 219,450.84
Inspection Manager	134	9	$ 87.250615	$ 15,123.44	$ 181,481.28	$ 112.921673	$ 19,573.09	$ 234,877.08
Legal Executive Assistant	185	9	$ 59.663019	$ 10,341.59	$ 124,099.08	$ 77.208981	$ 13,382.89	$ 160,594.68
Library Div Mgr -Support Svcs	127G	9	$ 73.247596	$ 12,696.25	$ 152,355.00	$ 94.802135	$ 16,432.37	$ 197,188.44
Management Analyst	008	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Mayor	MAYOR	Elected					$ 2,625.00	$ 31,500.00
Municipal Services Div Mgr	110	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Park Maint & Operations Superv	131	9	$ 72.404077	$ 12,550.04	$ 150,600.48	$ 93.688673	$ 16,239.37	$ 194,872.44
Parks & Recreation Director	132	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Parks Const, Mtc & Repair Mgr	130	9	$ 72.404077	$ 12,550.04	$ 150,600.48	$ 93.688673	$ 16,239.37	$ 194,872.44
Performance Auditor I	203	9	$ 50.478404	$ 8,749.59	$ 104,995.08	$ 65.330596	$ 11,323.97	$ 135,887.64

All classifications on the Unclassifed/Elected Salary Plan are FLSA "Exempt"

City of Santa Clara
Unclassified/Elected Salary Plan

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Performance Auditor II	204	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Plan Review Manager	629	9	$ 88.188692	$ 15,286.04	$ 183,432.48	$ 114.116192	$ 19,780.14	$ 237,361.68
Planning Manager	072	9	$ 91.967769	$ 15,941.08	$ 191,292.96	$ 119.015538	$ 20,629.36	$ 247,552.32
Police Captain	138	9A	$ 150.016096	$ 26,002.79	$ 312,033.48	$ 181.432385	$ 31,448.28	$ 377,379.36
Police Chief	141	Elected					$ 29,473.88	$ 353,686.56
Police Records Manager	647	9	$ 62.396135	$ 10,815.33	$ 129,783.96	$ 80.751865	$ 13,996.99	$ 167,963.88
Power System Scheduler/Trader	674	9	$ 78.302192	$ 13,572.38	$ 162,868.56	$ 101.334635	$ 17,564.67	$ 210,776.04
Power Trader	673	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Principal Accountant	148	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Electric Utility Eng	145	9	$ 99.998423	$ 17,333.06	$ 207,996.72	$ 129.408115	$ 22,430.74	$ 269,168.88
Principal Eng - Water & Sewer	142W	9	$ 96.961615	$ 16,806.68	$ 201,680.16	$ 125.480538	$ 21,749.96	$ 260,999.52
Principal Eng/City Surveyor	140	9	$ 101.809846	$ 17,647.04	$ 211,764.48	$ 131.756538	$ 22,837.80	$ 274,053.60
Principal Engineer	142	9	$ 96.961615	$ 16,806.68	$ 201,680.16	$ 125.480538	$ 21,749.96	$ 260,999.52
Principal Financial Analyst	149	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Planner	143	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Power Analyst	154	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Util Info System Mgr	146	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Public Information Officer	077	9	$ 95.038327	$ 16,473.31	$ 197,679.72	$ 122.983615	$ 21,317.16	$ 255,805.92
Public Records Manager	082	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Purchasing Division Manager	147	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Recreation Manager	150	9	$ 78.943327	$ 13,683.51	$ 164,202.12	$ 102.157904	$ 17,707.37	$ 212,488.44
Risk Manager	700	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Sr Counsel for SVP	179	9	$ 116.061981	$ 20,117.41	$ 241,408.92	$ 149.719962	$ 25,951.46	$ 311,417.52
Sr Deputy City Attorney	161	9	$ 83.403981	$ 14,456.69	$ 173,480.28	$ 107.941442	$ 18,709.85	$ 224,518.20
Sr Elec Div Mgr	173	9	$ 115.479346	$ 20,016.42	$ 240,197.04	$ 149.457808	$ 25,906.02	$ 310,872.24
Sr Elec Div Mgr-Mkt A&P	174A	9	$ 115.479346	$ 20,016.42	$ 240,197.04	$ 149.457808	$ 25,906.02	$ 310,872.24
Sr Information Tech Svcs Mgr	743	9	$ 89.342654	$ 15,486.06	$ 185,832.72	$ 115.621096	$ 20,040.99	$ 240,491.88

All classifications on the Unclassifed/Elected Salary Plan are FLSA "Exempt"

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 7/1/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Sr Management Analyst	742	9	$ 66.631269	$ 11,549.42	$ 138,593.04	$ 86.236154	$ 14,947.60	$ 179,371.20
Sr Performance Auditor	202	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Sr Power System Schedlr/Trader	772	9	$ 84.159865	$ 14,587.71	$ 175,052.52	$ 108.919846	$ 18,879.44	$ 226,553.28
Street Superintendent	159	9	$ 80.009596	$ 13,868.33	$ 166,419.96	$ 103.548115	$ 17,948.34	$ 215,380.08
Transportation Manager	171	9	$ 97.845750	$ 16,959.93	$ 203,519.16	$ 126.627750	$ 21,948.81	$ 263,385.72
Utility Business Systems Mgr	898	9	$ 78.072750	$ 13,532.61	$ 162,391.32	$ 101.031000	$ 17,512.04	$ 210,144.48
Utility Operations Engineer	155	9	$ 82.418712	$ 14,285.91	$ 171,430.92	$ 106.652423	$ 18,486.42	$ 221,837.04
Water & Sewer Operations Mgr	180	9	$ 81.008365	$ 14,041.45	$ 168,497.40	$ 104.843827	$ 18,172.93	$ 218,075.16
Water & Sewer Superintendent	029	9	$ 73.247596	$ 12,696.25	$ 152,355.00	$ 94.802135	$ 16,432.37	$ 197,188.44
Web & Digital Media Manager	073	9	$ 69.839654	$ 12,105.54	$ 145,266.48	$ 90.375173	$ 15,665.03	$ 187,980.36

All classifications on the Unclassifed/Elected Salary Plan are FLSA "Exempt"

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 8/3/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Accounting Division Manager	109	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Asst Building Official	222	9	$ 92.595404	$ 16,049.87	$ 192,598.44	$ 119.838923	$ 20,772.08	$ 249,264.96
Asst City Attorney	015	9	$ 107.617442	$ 18,653.69	$ 223,844.28	$ 139.274423	$ 24,140.90	$ 289,690.80
Asst City Clerk	010	9	$ 81.924000	$ 14,200.16	$ 170,401.92	$ 106.009615	$ 18,375.00	$ 220,500.00
Asst City Librarian	012	9	$ 93.769673	$ 16,253.41	$ 195,040.92	$ 121.350462	$ 21,034.08	$ 252,408.96
Asst City Manager	016	9	$ 138.876519	$ 24,071.93	$ 288,863.16	$ 179.714250	$ 31,150.47	$ 373,805.64
Asst Dir of Community Dev	038	9	$ 105.985442	$ 18,370.81	$ 220,449.72	$ 137.780769	$ 23,882.00	$ 286,584.00
Asst Dir of Electric Util	021	9	$ 127.039442	$ 22,020.17	$ 264,242.04	$ 164.405538	$ 28,496.96	$ 341,963.52
Asst Dir of Finance	022	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
Asst Dir of Human Resources	018	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
Asst Dir of Pub Works/City Eng	071	9	$ 111.497827	$ 19,326.29	$ 231,915.48	$ 144.295269	$ 25,011.18	$ 300,134.16
Asst Dir of Water & Sewer Util	014	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Asst Fire Chief	024	9B	$ 144.731423	$ 25,086.78	$ 301,041.36	$ 187.309038	$ 32,466.90	$ 389,602.80
Asst Fire Marshal	026	9B	$ 111.007846	$ 19,241.36	$ 230,896.32	$ 143.657250	$ 24,900.59	$ 298,807.08
Asst Fleet Manager	046	9	$ 60.779942	$ 10,535.19	$ 126,422.28	$ 78.649269	$ 13,632.54	$ 163,590.48
Asst Police Chief	027	9A	$ 153.086596	$ 26,535.01	$ 318,420.12	$ 190.489673	$ 33,018.21	$ 396,218.52
Asst To The City Manager	028	9	$ 98.837654	$ 17,131.86	$ 205,582.32	$ 127.903269	$ 22,169.90	$ 266,038.80
Audit Manager	201	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Battalion Chief	036	9B	$ 119.595692	$ 20,729.92	$ 248,759.04	$ 154.762212	$ 26,825.45	$ 321,905.40
Battalion Chief 24 Hrs	036S	9BS	$ 81.357610	$ 19,742.78	$ 236,913.36	$ 105.280426	$ 25,548.05	$ 306,576.60
Budget & Treasury Division Mgr	113	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Building Maintenance Manager	041	9	$ 76.932288	$ 13,334.93	$ 160,019.16	$ 99.559788	$ 17,257.03	$ 207,084.36
Building Official	042	9	$ 101.861019	$ 17,655.91	$ 211,870.92	$ 131.817404	$ 22,848.35	$ 274,180.20
Cemetery Operations Manager	045	9	$ 61.518750	$ 10,663.25	$ 127,959.00	$ 79.611462	$ 13,799.32	$ 165,591.84
Chief Asst City Attorney	037	9	$ 123.759750	$ 21,451.69	$ 257,420.28	$ 160.165558	$ 27,762.03	$ 333,144.36
Chief Operating Officer	311	9	$ 159.713192	$ 27,683.62	$ 332,203.44	$ 206.682346	$ 35,824.94	$ 429,899.28
City Attorney	060	Appointed				$ 178.106308	$ 30,871.76	$ 370,461.12

All classifications on the Unclassifed/Elected Salary Plan are FLSA "Exempt"

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 8/3/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
City Auditor	067	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
City Clerk	063	Elected					$ 1,575.00	$ 18,900.00
City Council Member	CNCL	Elected					$ 2,100.00	$ 25,200.00
City Librarian	066	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
City Manager	069	Appointed				$ 207.099692	$ 35,897.28	$ 430,767.36
Communications & Outreach Mgr	083	9	$ 69.839654	$ 12,105.54	$ 145,266.48	$ 90.375173	$ 15,665.03	$ 187,980.36
Communications Operations Mgr	068	9	$ 79.139019	$ 13,717.43	$ 164,609.16	$ 102.414404	$ 17,751.83	$ 213,021.96
Compliance Manager	081	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Contracts Manager	342	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Deputy City Attorney I	170	9	$ 67.254981	$ 11,657.53	$ 139,890.36	$ 87.034673	$ 15,086.01	$ 181,032.12
Deputy City Attorney II	172	9	$ 78.464192	$ 13,600.46	$ 163,205.52	$ 101.543827	$ 17,600.93	$ 211,211.16
Deputy City Clerk	178	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Deputy City Manager	079	9	$ 108.724212	$ 18,845.53	$ 226,146.36	$ 140.691519	$ 24,386.53	$ 292,638.36
Deputy Fire Chief	080	9B	$ 131.573423	$ 22,806.06	$ 273,672.72	$ 170.282250	$ 29,515.59	$ 354,187.08
Deputy Director	176	9	$ 88.013192	$ 15,255.62	$ 183,067.44	$ 113.900250	$ 19,742.71	$ 236,912.52
Development Project Manager	158	9	$ 88.007423	$ 15,254.62	$ 183,055.44	$ 113.890500	$ 19,741.02	$ 236,892.24
Development Review Officer	144	9	$ 85.145192	$ 14,758.50	$ 177,102.00	$ 110.188558	$ 19,099.35	$ 229,192.20
Director of Community Developm	090	9	$ 126.393808	$ 21,908.26	$ 262,899.12	$ 163.571192	$ 28,352.34	$ 340,228.08
Director of Finance	087	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director of Human Resources	088	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director of Inf Technology/CIO	089	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director of Public Works	091	9	$ 133.695577	$ 23,173.90	$ 278,086.80	$ 173.017731	$ 29,989.74	$ 359,876.88
Director of Silicon Valley Pwr	108	9	$ 159.713192	$ 27,683.62	$ 332,203.44	$ 206.682346	$ 35,824.94	$ 429,899.28
Director of Wtr & Sewer Utils	102	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Elec Div Mgr - Engineering	104Q	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Generation	104R	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Operations	104P	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08

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City of Santa Clara
Unclassified/Elected Salary Plan

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Elec Div Mgr - Substations	104M	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Transm, Distrib	104S	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr-Mkt A & P	107F	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Division Manager	104	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Program Manager	424	9	$ 91.299750	$ 15,825.29	$ 189,903.48	$ 118.145077	$ 20,478.48	$ 245,741.76
Elec Util Chief Oper Officer	116	9	$ 139.746808	$ 24,222.78	$ 290,673.36	$ 180.851538	$ 31,347.60	$ 376,171.20
Elec Util Risk Control Analyst	697	9	$ 81.764135	$ 14,172.45	$ 170,069.40	$ 105.815596	$ 18,341.37	$ 220,096.44
Emergency Services Officer	106	9	$ 95.038327	$ 16,473.31	$ 197,679.72	$ 122.983615	$ 21,317.16	$ 255,805.92
Environmental Programs Mgr	461	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Executive Assistant	187	9	$ 59.663019	$ 10,341.59	$ 124,099.08	$ 77.208981	$ 13,382.89	$ 160,594.68
Fire Chief	117	9B	$ 157.405038	$ 27,283.54	$ 327,402.48	$ 203.689962	$ 35,306.26	$ 423,675.12
Fire Marshal	120	9B	$ 119.594942	$ 20,729.79	$ 248,757.48	$ 154.758000	$ 26,824.72	$ 321,896.64
Fleet Manager	034	9	$ 73.301596	$ 12,705.61	$ 152,467.32	$ 94.856135	$ 16,441.73	$ 197,300.76
Housing & Comm Svc Div Mgr	075	9	$ 88.087442	$ 15,268.49	$ 183,221.88	$ 114.001442	$ 19,760.25	$ 237,123.00
Housing Development Officer	749	9	$ 69.178327	$ 11,990.91	$ 143,890.92	$ 89.524904	$ 15,517.65	$ 186,211.80
Human Resources Div Mgr	139	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Information Technology Svc Mgr	112	9	$ 81.534635	$ 14,132.67	$ 169,592.04	$ 105.505212	$ 18,287.57	$ 219,450.84
Inspection Manager	134	9	$ 87.250615	$ 15,123.44	$ 181,481.28	$ 112.921673	$ 19,573.09	$ 234,877.08
Legal Executive Assistant	185	9	$ 59.663019	$ 10,341.59	$ 124,099.08	$ 77.208981	$ 13,382.89	$ 160,594.68
Library Div Mgr -Support Svcs	127G	9	$ 73.247596	$ 12,696.25	$ 152,355.00	$ 94.802135	$ 16,432.37	$ 197,188.44
Management Analyst	008	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Mayor	MAYOR	Elected					$ 2,625.00	$ 31,500.00
Municipal Services Div Mgr	110	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Park Maint & Operations Superv	131	9	$ 72.404077	$ 12,550.04	$ 150,600.48	$ 93.688673	$ 16,239.37	$ 194,872.44
Parks & Recreation Director	132	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Parks Const, Mtc & Repair Mgr	130	9	$ 72.404077	$ 12,550.04	$ 150,600.48	$ 93.688673	$ 16,239.37	$ 194,872.44
Performance Auditor I	203	9	$ 50.478404	$ 8,749.59	$ 104,995.08	$ 65.330596	$ 11,323.97	$ 135,887.64

All classifications on the Unclassifed/Elected Salary Plan are FLSA "Exempt"

City of Santa Clara
Unclassified/Elected Salary Plan

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Performance Auditor II	204	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Plan Review Manager	629	9	$ 88.188692	$ 15,286.04	$ 183,432.48	$ 114.116192	$ 19,780.14	$ 237,361.68
Planning Manager	072	9	$ 91.967769	$ 15,941.08	$ 191,292.96	$ 119.015538	$ 20,629.36	$ 247,552.32
Police Captain	138	9A	$ 150.016096	$ 26,002.79	$ 312,033.48	$ 181.432385	$ 31,448.28	$ 377,379.36
Police Chief	141	Elected					$ 29,473.88	$ 353,686.56
Police Records Manager	647	9	$ 62.396135	$ 10,815.33	$ 129,783.96	$ 80.751865	$ 13,996.99	$ 167,963.88
Power System Scheduler/Trader	674	9	$ 78.302192	$ 13,572.38	$ 162,868.56	$ 101.334635	$ 17,564.67	$ 210,776.04
Power Trader	673	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Principal Accountant	148	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Electric Utility Eng	145	9	$ 99.998423	$ 17,333.06	$ 207,996.72	$ 129.408115	$ 22,430.74	$ 269,168.88
Principal Eng - Water & Sewer	142W	9	$ 96.961615	$ 16,806.68	$ 201,680.16	$ 125.480538	$ 21,749.96	$ 260,999.52
Principal Eng/City Surveyor	140	9	$ 101.809846	$ 17,647.04	$ 211,764.48	$ 131.756538	$ 22,837.80	$ 274,053.60
Principal Engineer	142	9	$ 96.961615	$ 16,806.68	$ 201,680.16	$ 125.480538	$ 21,749.96	$ 260,999.52
Principal Financial Analyst	149	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Planner	143	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Power Analyst	154	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Util Info System Mgr	146	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Public Information Officer	077	9	$ 95.038327	$ 16,473.31	$ 197,679.72	$ 122.983615	$ 21,317.16	$ 255,805.92
Public Records Manager	082	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Purchasing Division Manager	147	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Recreation Manager	150	9	$ 78.943327	$ 13,683.51	$ 164,202.12	$ 102.157904	$ 17,707.37	$ 212,488.44
Risk Manager	700	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Sr Counsel for SVP	179	9	$ 116.061981	$ 20,117.41	$ 241,408.92	$ 149.719962	$ 25,951.46	$ 311,417.52
Sr Deputy City Attorney	161	9	$ 83.403981	$ 14,456.69	$ 173,480.28	$ 107.941442	$ 18,709.85	$ 224,518.20
Sr Elec Div Mgr	173	9	$ 115.479346	$ 20,016.42	$ 240,197.04	$ 149.457808	$ 25,906.02	$ 310,872.24
Sr Elec Div Mgr-Mkt A&P	174A	9	$ 115.479346	$ 20,016.42	$ 240,197.04	$ 149.457808	$ 25,906.02	$ 310,872.24
Sr Information Tech Svcs Mgr	743	9	$ 89.342654	$ 15,486.06	$ 185,832.72	$ 115.621096	$ 20,040.99	$ 240,491.88

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City of Santa Clara
Unclassified/Elected Salary Plan

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Sr Management Analyst	742	9	$ 66.631269	$ 11,549.42	$ 138,593.04	$ 86.236154	$ 14,947.60	$ 179,371.20
Sr Performance Auditor	202	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Sr Power System Schedlr/Trader	772	9	$ 84.159865	$ 14,587.71	$ 175,052.52	$ 108.919846	$ 18,879.44	$ 226,553.28
Street Superintendent	159	9	$ 80.009596	$ 13,868.33	$ 166,419.96	$ 103.548115	$ 17,948.34	$ 215,380.08
Transportation Manager	171	9	$ 97.845750	$ 16,959.93	$ 203,519.16	$ 126.627750	$ 21,948.81	$ 263,385.72
Utility Business Systems Mgr	898	9	$ 78.072750	$ 13,532.61	$ 162,391.32	$ 101.031000	$ 17,512.04	$ 210,144.48
Utility Operations Engineer	155	9	$ 82.418712	$ 14,285.91	$ 171,430.92	$ 106.652423	$ 18,486.42	$ 221,837.04
Water & Sewer Operations Mgr	180	9	$ 81.008365	$ 14,041.45	$ 168,497.40	$ 104.843827	$ 18,172.93	$ 218,075.16
Water & Sewer Superintendent	029	9	$ 73.247596	$ 12,696.25	$ 152,355.00	$ 94.802135	$ 16,432.37	$ 197,188.44
Web & Digital Media Manager	073	9	$ 69.839654	$ 12,105.54	$ 145,266.48	$ 90.375173	$ 15,665.03	$ 187,980.36

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City of Santa Clara
Unclassified/Elected Salary Plan

Effective 9/28/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Accounting Division Manager	109	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Asst Building Official	222	9	$ 92.595404	$ 16,049.87	$ 192,598.44	$ 119.838923	$ 20,772.08	$ 249,264.96
Asst City Attorney	015	9	$ 107.617442	$ 18,653.69	$ 223,844.28	$ 139.274423	$ 24,140.90	$ 289,690.80
Asst City Clerk	010	9	$ 81.924000	$ 14,200.16	$ 170,401.92	$ 106.009615	$ 18,375.00	$ 220,500.00
Asst City Librarian	012	9	$ 93.769673	$ 16,253.41	$ 195,040.92	$ 121.350462	$ 21,034.08	$ 252,408.96
Asst City Manager	016	9	$ 138.876519	$ 24,071.93	$ 288,863.16	$ 179.714250	$ 31,150.47	$ 373,805.64
Asst Dir of Community Dev	038	9	$ 105.985442	$ 18,370.81	$ 220,449.72	$ 137.780769	$ 23,882.00	$ 286,584.00
Asst Dir of Electric Util	021	9	$ 127.039442	$ 22,020.17	$ 264,242.04	$ 164.405538	$ 28,496.96	$ 341,963.52
Asst Dir of Finance	022	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
Asst Dir of Human Resources	018	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
Asst Dir of Pub Works/City Eng	071	9	$ 111.497827	$ 19,326.29	$ 231,915.48	$ 144.295269	$ 25,011.18	$ 300,134.16
Asst Dir of Water & Sewer Util	014	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Asst Fire Chief	024	9B	$ 144.731423	$ 25,086.78	$ 301,041.36	$ 187.309038	$ 32,466.90	$ 389,602.80
Asst Fire Marshal	026	9B	$ 111.007846	$ 19,241.36	$ 230,896.32	$ 143.657250	$ 24,900.59	$ 298,807.08
Asst Fleet Manager	046	9	$ 60.779942	$ 10,535.19	$ 126,422.28	$ 78.649269	$ 13,632.54	$ 163,590.48
Asst Police Chief	027	9A	$ 153.086596	$ 26,535.01	$ 318,420.12	$ 190.489673	$ 33,018.21	$ 396,218.52
Asst To The City Manager	028	9	$ 98.837654	$ 17,131.86	$ 205,582.32	$ 127.903269	$ 22,169.90	$ 266,038.80
Audit Manager	201	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Battalion Chief	036	9B	$ 119.595692	$ 20,729.92	$ 248,759.04	$ 154.762212	$ 26,825.45	$ 321,905.40
Battalion Chief 24 Hrs	036S	9BS	$ 81.357610	$ 19,742.78	$ 236,913.36	$ 105.280426	$ 25,548.05	$ 306,576.60
Budget & Treasury Division Mgr	113	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Building Maintenance Manager	041	9	$ 76.932288	$ 13,334.93	$ 160,019.16	$ 99.559788	$ 17,257.03	$ 207,084.36
Building Official	042	9	$ 101.861019	$ 17,655.91	$ 211,870.92	$ 131.817404	$ 22,848.35	$ 274,180.20
Cemetery Operations Manager	045	9	$ 61.518750	$ 10,663.25	$ 127,959.00	$ 79.611462	$ 13,799.32	$ 165,591.84
Chief Asst City Attorney	037	9	$ 123.759750	$ 21,451.69	$ 257,420.28	$ 160.165558	$ 27,762.03	$ 333,144.36
Chief Operating Officer	311	9	$ 159.713192	$ 27,683.62	$ 332,203.44	$ 206.682346	$ 35,824.94	$ 429,899.28
City Attorney	060	Appointed				$ 178.106308	$ 30,871.76	$ 370,461.12

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City of Santa Clara
Unclassified/Elected Salary Plan

Effective 9/28/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
City Auditor	067	9	$ 101.105192	$ 17,524.90	$ 210,298.80	$ 130.845635	$ 22,679.91	$ 272,158.92
City Clerk	063	Elected					$ 1,575.00	$ 18,900.00
City Council Member	CNCL	Elected					$ 2,100.00	$ 25,200.00
City Librarian	066	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
City Manager	069	Appointed				$ 207.099692	$ 35,897.28	$ 430,767.36
Communications & Outreach Mgr	083	9	$ 69.839654	$ 12,105.54	$ 145,266.48	$ 90.375173	$ 15,665.03	$ 187,980.36
Communications Operations Mgr	068	9	$ 79.139019	$ 13,717.43	$ 164,609.16	$ 102.414404	$ 17,751.83	$ 213,021.96
Compliance Manager	081	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Contracts Manager	342	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Deputy City Attorney I	170	9	$ 67.254981	$ 11,657.53	$ 139,890.36	$ 87.034673	$ 15,086.01	$ 181,032.12
Deputy City Attorney II	172	9	$ 78.464192	$ 13,600.46	$ 163,205.52	$ 101.543827	$ 17,600.93	$ 211,211.16
Deputy City Clerk	178	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Deputy City Manager	079	9	$ 108.724212	$ 18,845.53	$ 226,146.36	$ 140.691519	$ 24,386.53	$ 292,638.36
Deputy Fire Chief	080	9B	$ 131.573423	$ 22,806.06	$ 273,672.72	$ 170.282250	$ 29,515.59	$ 354,187.08
Deputy Director	176	9	$ 88.013192	$ 15,255.62	$ 183,067.44	$ 113.900250	$ 19,742.71	$ 236,912.52
Development Project Manager	158	9	$ 88.007423	$ 15,254.62	$ 183,055.44	$ 113.890500	$ 19,741.02	$ 236,892.24
Development Review Officer	144	9	$ 85.145192	$ 14,758.50	$ 177,102.00	$ 110.188558	$ 19,099.35	$ 229,192.20
Director of Community Developm	090	9	$ 126.393808	$ 21,908.26	$ 262,899.12	$ 163.571192	$ 28,352.34	$ 340,228.08
Director of Econ Dev and Sust	085	9	$ 115.533635	$ 20,025.83	$ 240,309.96	$ 149.038500	$ 25,833.34	$ 310,000.08
Director of Finance	087	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director of Human Resources	088	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director of Inf Technology/CIO	089	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Director of Public Works	091	9	$ 133.695577	$ 23,173.90	$ 278,086.80	$ 173.017731	$ 29,989.74	$ 359,876.88
Director of Silicon Valley Pwr	108	9	$ 159.713192	$ 27,683.62	$ 332,203.44	$ 206.682346	$ 35,824.94	$ 429,899.28
Director of Wtr & Sewer Utils	102	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Elec Div Mgr - Engineering	104Q	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Generation	104R	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08

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City of Santa Clara
Unclassified/Elected Salary Plan

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			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Elec Div Mgr - Operations	104P	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Substations	104M	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr - Transm, Distrib	104S	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Div Mgr-Mkt A & P	107F	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Division Manager	104	9	$ 104.985577	$ 18,197.50	$ 218,370.00	$ 135.873115	$ 23,551.34	$ 282,616.08
Elec Program Manager	424	9	$ 91.299750	$ 15,825.29	$ 189,903.48	$ 118.145077	$ 20,478.48	$ 245,741.76
Elec Util Chief Oper Officer	116	9	$ 139.746808	$ 24,222.78	$ 290,673.36	$ 180.851538	$ 31,347.60	$ 376,171.20
Elec Util Risk Control Analyst	697	9	$ 81.764135	$ 14,172.45	$ 170,069.40	$ 105.815596	$ 18,341.37	$ 220,096.44
Emergency Services Officer	106	9	$ 95.038327	$ 16,473.31	$ 197,679.72	$ 122.983615	$ 21,317.16	$ 255,805.92
Environmental Programs Mgr	461	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Executive Assistant	187	9	$ 59.663019	$ 10,341.59	$ 124,099.08	$ 77.208981	$ 13,382.89	$ 160,594.68
Fire Chief	117	9B	$ 157.405038	$ 27,283.54	$ 327,402.48	$ 203.689962	$ 35,306.26	$ 423,675.12
Fire Marshal	120	9B	$ 119.594942	$ 20,729.79	$ 248,757.48	$ 154.758000	$ 26,824.72	$ 321,896.64
Fleet Manager	034	9	$ 73.301596	$ 12,705.61	$ 152,467.32	$ 94.856135	$ 16,441.73	$ 197,300.76
Housing & Comm Svc Div Mgr	075	9	$ 88.087442	$ 15,268.49	$ 183,221.88	$ 114.001442	$ 19,760.25	$ 237,123.00
Housing Development Officer	749	9	$ 69.178327	$ 11,990.91	$ 143,890.92	$ 89.524904	$ 15,517.65	$ 186,211.80
Human Resources Div Mgr	139	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Information Technology Svc Mgr	112	9	$ 81.534635	$ 14,132.67	$ 169,592.04	$ 105.505212	$ 18,287.57	$ 219,450.84
Inspection Manager	134	9	$ 87.250615	$ 15,123.44	$ 181,481.28	$ 112.921673	$ 19,573.09	$ 234,877.08
Legal Executive Assistant	185	9	$ 59.663019	$ 10,341.59	$ 124,099.08	$ 77.208981	$ 13,382.89	$ 160,594.68
Library Div Mgr -Support Svcs	127G	9	$ 73.247596	$ 12,696.25	$ 152,355.00	$ 94.802135	$ 16,432.37	$ 197,188.44
Management Analyst	008	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Mayor	MAYOR	Elected					$ 2,625.00	$ 31,500.00
Municipal Services Div Mgr	110	9	$ 86.872788	$ 15,057.95	$ 180,695.40	$ 112.422346	$ 19,486.54	$ 233,838.48
Park Maint & Operations Superv	131	9	$ 72.404077	$ 12,550.04	$ 150,600.48	$ 93.688673	$ 16,239.37	$ 194,872.44
Parks & Recreation Director	132	9	$ 126.142269	$ 21,864.66	$ 262,375.92	$ 163.240212	$ 28,294.97	$ 339,539.64
Parks Const, Mtc & Repair Mgr	130	9	$ 72.404077	$ 12,550.04	$ 150,600.48	$ 93.688673	$ 16,239.37	$ 194,872.44

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			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Performance Auditor I	203	9	$ 50.478404	$ 8,749.59	$ 104,995.08	$ 65.330596	$ 11,323.97	$ 135,887.64
Performance Auditor II	204	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Plan Review Manager	629	9	$ 88.188692	$ 15,286.04	$ 183,432.48	$ 114.116192	$ 19,780.14	$ 237,361.68
Planning Manager	072	9	$ 91.967769	$ 15,941.08	$ 191,292.96	$ 119.015538	$ 20,629.36	$ 247,552.32
Police Captain	138	9A	$ 150.016096	$ 26,002.79	$ 312,033.48	$ 181.432385	$ 31,448.28	$ 377,379.36
Police Chief	141	Elected					$ 29,473.88	$ 353,686.56
Police Records Manager	647	9	$ 62.396135	$ 10,815.33	$ 129,783.96	$ 80.751865	$ 13,996.99	$ 167,963.88
Power System Scheduler/Trader	674	9	$ 78.302192	$ 13,572.38	$ 162,868.56	$ 101.334635	$ 17,564.67	$ 210,776.04
Power Trader	673	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Principal Accountant	148	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Electric Utility Eng	145	9	$ 99.998423	$ 17,333.06	$ 207,996.72	$ 129.408115	$ 22,430.74	$ 269,168.88
Principal Eng - Water & Sewer	142W	9	$ 96.961615	$ 16,806.68	$ 201,680.16	$ 125.480538	$ 21,749.96	$ 260,999.52
Principal Eng/City Surveyor	140	9	$ 101.809846	$ 17,647.04	$ 211,764.48	$ 131.756538	$ 22,837.80	$ 274,053.60
Principal Engineer	142	9	$ 96.961615	$ 16,806.68	$ 201,680.16	$ 125.480538	$ 21,749.96	$ 260,999.52
Principal Financial Analyst	149	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Planner	143	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Power Analyst	154	9	$ 78.201000	$ 13,554.84	$ 162,658.08	$ 101.192942	$ 17,540.11	$ 210,481.32
Principal Util Info System Mgr	146	9	$ 100.072731	$ 17,345.94	$ 208,151.28	$ 129.516115	$ 22,449.46	$ 269,393.52
Public Information Officer	077	9	$ 95.038327	$ 16,473.31	$ 197,679.72	$ 122.983615	$ 21,317.16	$ 255,805.92
Public Records Manager	082	9	$ 60.574096	$ 10,499.51	$ 125,994.12	$ 78.396692	$ 13,588.76	$ 163,065.12
Purchasing Division Manager	147	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Recreation Manager	150	9	$ 78.943327	$ 13,683.51	$ 164,202.12	$ 102.157904	$ 17,707.37	$ 212,488.44
Risk Manager	700	9	$ 83.633538	$ 14,496.48	$ 173,957.76	$ 108.231519	$ 18,760.13	$ 225,121.56
Sr Counsel for SVP	179	9	$ 116.061981	$ 20,117.41	$ 241,408.92	$ 149.719962	$ 25,951.46	$ 311,417.52
Sr Deputy City Attorney	161	9	$ 83.403981	$ 14,456.69	$ 173,480.28	$ 107.941442	$ 18,709.85	$ 224,518.20
Sr Elec Div Mgr	173	9	$ 115.479346	$ 20,016.42	$ 240,197.04	$ 149.457808	$ 25,906.02	$ 310,872.24
Sr Elec Div Mgr-Mkt A&P	174A	9	$ 115.479346	$ 20,016.42	$ 240,197.04	$ 149.457808	$ 25,906.02	$ 310,872.24

All classifications on the Unclassifed/Elected Salary Plan are FLSA "Exempt"

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 9/28/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	Job Code	Union Code	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Sr Information Tech Svcs Mgr	743	9	$ 89.342654	$ 15,486.06	$ 185,832.72	$ 115.621096	$ 20,040.99	$ 240,491.88
Sr Management Analyst	742	9	$ 66.631269	$ 11,549.42	$ 138,593.04	$ 86.236154	$ 14,947.60	$ 179,371.20
Sr Performance Auditor	202	9	$ 70.939615	$ 12,296.20	$ 147,554.40	$ 91.799135	$ 15,911.85	$ 190,942.20
Sr Power System Schedlr/Trader	772	9	$ 84.159865	$ 14,587.71	$ 175,052.52	$ 108.919846	$ 18,879.44	$ 226,553.28
Street Superintendent	159	9	$ 80.009596	$ 13,868.33	$ 166,419.96	$ 103.548115	$ 17,948.34	$ 215,380.08
Transportation Manager	171	9	$ 97.845750	$ 16,959.93	$ 203,519.16	$ 126.627750	$ 21,948.81	$ 263,385.72
Utility Business Systems Mgr	898	9	$ 78.072750	$ 13,532.61	$ 162,391.32	$ 101.031000	$ 17,512.04	$ 210,144.48
Utility Operations Engineer	155	9	$ 82.418712	$ 14,285.91	$ 171,430.92	$ 106.652423	$ 18,486.42	$ 221,837.04
Water & Sewer Operations Mgr	180	9	$ 81.008365	$ 14,041.45	$ 168,497.40	$ 104.843827	$ 18,172.93	$ 218,075.16
Water & Sewer Superintendent	029	9	$ 73.247596	$ 12,696.25	$ 152,355.00	$ 94.802135	$ 16,432.37	$ 197,188.44
Web & Digital Media Manager	073	9	$ 69.839654	$ 12,105.54	$ 145,266.48	$ 90.375173	$ 15,665.03	$ 187,980.36

All classifications on the Unclassifed/Elected Salary Plan are FLSA "Exempt"

City of Santa Clara
Unclassified/Elected Salary Plan

Effective 12/21/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	**Job Code**	**Union Code**	**Hourly**	**Monthly**	**Annual**	**Hourly**	**Monthly**	**Annual**
Accounting Division Manager	109	9	$ 89.478981	$ 15,509.69	$ 186,116.28	$ 115.795038	$ 20,071.14	$ 240,853.68
Asst Building Official	222	9	$ 95.373288	$ 16,531.37	$ 198,376.44	$ 123.434077	$ 21,395.24	$ 256,742.88
Asst City Attorney	015	9	$ 110.845962	$ 19,213.30	$ 230,559.60	$ 143.452673	$ 24,865.13	$ 298,381.56
Asst City Clerk	010	9	$ 84.381692	$ 14,626.16	$ 175,513.92	$ 109.189904	$ 18,926.25	$ 227,115.00
Asst City Librarian	012	9	$ 96.582750	$ 16,741.01	$ 200,892.12	$ 124.990962	$ 21,665.10	$ 259,981.20
Asst City Manager	016	9	$ 143.042827	$ 24,794.09	$ 297,529.08	$ 185.105654	$ 32,084.98	$ 385,019.76
Asst Dir of Community Dev	038	9	$ 109.164981	$ 18,921.93	$ 227,063.16	$ 141.914192	$ 24,598.46	$ 295,181.52
Asst Dir of Electric Util	021	9	$ 130.850654	$ 22,680.78	$ 272,169.36	$ 169.337712	$ 29,351.87	$ 352,222.44
Asst Dir of Finance	022	9	$ 104.138365	$ 18,050.65	$ 216,607.80	$ 134.771019	$ 23,360.31	$ 280,323.72
Asst Dir of Human Resources	018	9	$ 104.138365	$ 18,050.65	$ 216,607.80	$ 134.771019	$ 23,360.31	$ 280,323.72
Asst Dir of Pub Works/City Eng	071	9	$ 114.842769	$ 19,906.08	$ 238,872.96	$ 148.624154	$ 25,761.52	$ 309,138.24
Asst Dir of Water & Sewer Util	014	9	$ 103.074923	$ 17,866.32	$ 214,395.84	$ 133.401577	$ 23,122.94	$ 277,475.28
Asst Fire Chief	024	9B	$ 144.731423	$ 25,086.78	$ 301,041.36	$ 187.309038	$ 32,466.90	$ 389,602.80
Asst Fire Marshal	026	9B	$ 111.007846	$ 19,241.36	$ 230,896.32	$ 143.657250	$ 24,900.59	$ 298,807.08
Asst Fleet Manager	046	9	$ 62.603365	$ 10,851.25	$ 130,215.00	$ 81.008769	$ 14,041.52	$ 168,498.24
Asst Police Chief	027	9A	$ 153.086596	$ 26,535.01	$ 318,420.12	$ 190.489673	$ 33,018.21	$ 396,218.52
Asst To The City Manager	028	9	$ 101.802808	$ 17,645.82	$ 211,749.84	$ 131.740385	$ 22,835.00	$ 274,020.00
Audit Manager	201	9	$ 86.142519	$ 14,931.37	$ 179,176.44	$ 111.478442	$ 19,322.93	$ 231,875.16
Battalion Chief	036	9B	$ 119.595692	$ 20,729.92	$ 248,759.04	$ 154.762212	$ 26,825.45	$ 321,905.40
Battalion Chief 24 Hrs	036S	9BS	$ 81.357610	$ 19,742.78	$ 236,913.36	$ 105.280426	$ 25,548.05	$ 306,576.60
Budget & Treasury Division Mgr	113	9	$ 89.478981	$ 15,509.69	$ 186,116.28	$ 115.795038	$ 20,071.14	$ 240,853.68
Building Maintenance Manager	041	9	$ 79.240269	$ 13,734.98	$ 164,819.76	$ 102.546577	$ 17,774.74	$ 213,296.88
Building Official	042	9	$ 104.916865	$ 18,185.59	$ 218,227.08	$ 135.771923	$ 23,533.80	$ 282,405.60
Cemetery Operations Manager	045	9	$ 63.364327	$ 10,983.15	$ 131,797.80	$ 81.999808	$ 14,213.30	$ 170,559.60
Chief Asst City Attorney	037	9	$ 127.472538	$ 22,095.24	$ 265,142.88	$ 164.970519	$ 28,594.89	$ 343,138.68

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City of Santa Clara
Unclassified/Elected Salary Plan

Effective 12/21/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	**Job Code**	**Union Code**	**Hourly**	**Monthly**	**Annual**	**Hourly**	**Monthly**	**Annual**
Chief Operating Officer	311	9	$ 164.504596	$ 28,514.13	$ 342,169.56	$ 212.882827	$ 36,899.69	$ 442,796.28
City Attorney	060	Appointed				$ 178.106308	$ 30,871.76	$ 370,461.12
City Auditor	067	9	$ 104.138365	$ 18,050.65	$ 216,607.80	$ 134.771019	$ 23,360.31	$ 280,323.72
City Clerk	063	Elected					$ 1,575.00	$ 18,900.00
City Council Member	CNCL	Elected					$ 2,100.00	$ 25,200.00
City Librarian	066	9	$ 129.926538	$ 22,520.60	$ 270,247.20	$ 168.137423	$ 29,143.82	$ 349,725.84
City Manager	069	Appointed				$ 207.099692	$ 35,897.28	$ 430,767.36
Communications & Outreach Mgr	083	9	$ 71.934865	$ 12,468.71	$ 149,624.52	$ 93.086423	$ 16,134.98	$ 193,619.76
Communications Operations Mgr	068	9	$ 81.513173	$ 14,128.95	$ 169,547.40	$ 105.486808	$ 18,284.38	$ 219,412.56
Compliance Manager	081	9	$ 73.067827	$ 12,665.09	$ 151,981.08	$ 94.553135	$ 16,389.21	$ 196,670.52
Contracts Manager	342	9	$ 80.547058	$ 13,961.49	$ 167,537.88	$ 104.228712	$ 18,066.31	$ 216,795.72
Deputy City Attorney I	170	9	$ 69.272654	$ 12,007.26	$ 144,087.12	$ 89.645712	$ 15,538.59	$ 186,463.08
Deputy City Attorney II	172	9	$ 80.818096	$ 14,008.47	$ 168,101.64	$ 104.590154	$ 18,128.96	$ 217,547.52
Deputy City Clerk	178	9	$ 62.391346	$ 10,814.50	$ 129,774.00	$ 80.748577	$ 13,996.42	$ 167,957.04
Deputy City Manager	079	9	$ 111.985962	$ 19,410.90	$ 232,930.80	$ 144.912288	$ 25,118.13	$ 301,417.56
Deputy Director	176	9	$ 90.653596	$ 15,713.29	$ 188,559.48	$ 117.317250	$ 20,334.99	$ 244,019.88
Deputy Fire Chief	080	9B	$ 131.573423	$ 22,806.06	$ 273,672.72	$ 170.282250	$ 29,515.59	$ 354,187.08
Development Project Manager	158	9	$ 90.647654	$ 15,712.26	$ 188,547.12	$ 117.307212	$ 20,333.25	$ 243,999.00
Development Review Officer	144	9	$ 87.699577	$ 15,201.26	$ 182,415.12	$ 113.494212	$ 19,672.33	$ 236,067.96
Director of Community Developm	090	9	$ 130.185635	$ 22,565.51	$ 270,786.12	$ 168.478327	$ 29,202.91	$ 350,434.92
Director of Econ Dev and Sust	085	9	$ 118.999615	$ 20,626.60	$ 247,519.20	$ 153.509654	$ 26,608.34	$ 319,300.08
Director of Finance	087	9	$ 129.926538	$ 22,520.60	$ 270,247.20	$ 168.137423	$ 29,143.82	$ 349,725.84
Director of Human Resources	088	9	$ 129.926538	$ 22,520.60	$ 270,247.20	$ 168.137423	$ 29,143.82	$ 349,725.84
Director of Inf Technology/CIO	089	9	$ 129.926538	$ 22,520.60	$ 270,247.20	$ 168.137423	$ 29,143.82	$ 349,725.84
Director of Public Works	091	9	$ 137.706462	$ 23,869.12	$ 286,429.44	$ 178.208250	$ 30,889.43	$ 370,673.16

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City of Santa Clara
Unclassified/Elected Salary Plan

Effective 12/21/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	**Job Code**	**Union Code**	**Hourly**	**Monthly**	**Annual**	**Hourly**	**Monthly**	**Annual**
Director of Silicon Valley Pwr	108	9	$ 164.504596	$ 28,514.13	$ 342,169.56	$ 212.882827	$ 36,899.69	$ 442,796.28
Director of Wtr & Sewer Utils	102	9	$ 129.926538	$ 22,520.60	$ 270,247.20	$ 168.137423	$ 29,143.82	$ 349,725.84
Elec Div Mgr - Engineering	104Q	9E	$ 108.135173	$ 18,743.43	$ 224,921.16	$ 139.949308	$ 24,257.88	$ 291,094.56
Elec Div Mgr - Generation	104R	9E	$ 108.135173	$ 18,743.43	$ 224,921.16	$ 139.949308	$ 24,257.88	$ 291,094.56
Elec Div Mgr - Operations	104P	9E	$ 108.135173	$ 18,743.43	$ 224,921.16	$ 139.949308	$ 24,257.88	$ 291,094.56
Elec Div Mgr - Substations	104M	9E	$ 108.135173	$ 18,743.43	$ 224,921.16	$ 139.949308	$ 24,257.88	$ 291,094.56
Elec Div Mgr - Transm, Distrib	104S	9E	$ 108.135173	$ 18,743.43	$ 224,921.16	$ 139.949308	$ 24,257.88	$ 291,094.56
Elec Div Mgr-Mkt A & P	107F	9E	$ 108.135173	$ 18,743.43	$ 224,921.16	$ 139.949308	$ 24,257.88	$ 291,094.56
Elec Division Manager	104	9E	$ 108.135173	$ 18,743.43	$ 224,921.16	$ 139.949308	$ 24,257.88	$ 291,094.56
Elec Program Manager	424	9E	$ 94.038750	$ 16,300.05	$ 195,600.60	$ 121.689404	$ 21,092.83	$ 253,113.96
Elec Util Chief Oper Officer	116	9	$ 143.939192	$ 24,949.46	$ 299,393.52	$ 186.277096	$ 32,288.03	$ 387,456.36
Elec Util Risk Control Analyst	697	9E	$ 84.217038	$ 14,597.62	$ 175,171.44	$ 108.990058	$ 18,891.61	$ 226,699.32
Emergency Services Officer	106	9	$ 97.889481	$ 16,967.51	$ 203,610.12	$ 126.673096	$ 21,956.67	$ 263,480.04
Environmental Programs Mgr	461	9	$ 73.067827	$ 12,665.09	$ 151,981.08	$ 94.553135	$ 16,389.21	$ 196,670.52
Executive Assistant	187	9	$ 61.452923	$ 10,651.84	$ 127,822.08	$ 79.525269	$ 13,784.38	$ 165,412.56
Fire Chief	117	9B	$ 157.405038	$ 27,283.54	$ 327,402.48	$ 203.689962	$ 35,306.26	$ 423,675.12
Fire Marshal	120	9B	$ 119.594942	$ 20,729.79	$ 248,757.48	$ 154.758000	$ 26,824.72	$ 321,896.64
Fleet Manager	034	9	$ 75.500654	$ 13,086.78	$ 157,041.36	$ 97.701808	$ 16,934.98	$ 203,219.76
Housing & Comm Svc Div Mgr	075	9	$ 90.730038	$ 15,726.54	$ 188,718.48	$ 117.421500	$ 20,353.06	$ 244,236.72
Housing Development Officer	749	9	$ 71.253692	$ 12,350.64	$ 148,207.68	$ 92.210654	$ 15,983.18	$ 191,798.16
Human Resources Div Mgr	139	9	$ 89.478981	$ 15,509.69	$ 186,116.28	$ 115.795038	$ 20,071.14	$ 240,853.68
Information Technology Svc Mgr	112	9	$ 83.980673	$ 14,556.65	$ 174,679.80	$ 108.670385	$ 18,836.20	$ 226,034.40
Inspection Manager	134	9	$ 89.868115	$ 15,577.14	$ 186,925.68	$ 116.309308	$ 20,160.28	$ 241,923.36
Legal Executive Assistant	185	9	$ 61.452923	$ 10,651.84	$ 127,822.08	$ 79.525269	$ 13,784.38	$ 165,412.56
Library Div Mgr -Support Svcs	127G	9	$ 75.445038	$ 13,077.14	$ 156,925.68	$ 97.646192	$ 16,925.34	$ 203,104.08

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City of Santa Clara
Unclassified/Elected Salary Plan

Effective 12/21/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	**Job Code**	**Union Code**	**Hourly**	**Monthly**	**Annual**	**Hourly**	**Monthly**	**Annual**
Management Analyst	008	9	$ 62.391346	$ 10,814.50	$ 129,774.00	$ 80.748577	$ 13,996.42	$ 167,957.04
Mayor	MAYOR	Elected					$ 2,625.00	$ 31,500.00
Municipal Services Div Mgr	110	9	$ 89.478981	$ 15,509.69	$ 186,116.28	$ 115.795038	$ 20,071.14	$ 240,853.68
Park Maint & Operations Superv	131	9	$ 74.576192	$ 12,926.54	$ 155,118.48	$ 96.499327	$ 16,726.55	$ 200,718.60
Parks & Recreation Director	132	9	$ 129.926538	$ 22,520.60	$ 270,247.20	$ 168.137423	$ 29,143.82	$ 349,725.84
Parks Const, Mtc & Repair Mgr	130	9	$ 74.576192	$ 12,926.54	$ 155,118.48	$ 96.499327	$ 16,726.55	$ 200,718.60
Performance Auditor I	203	9	$ 51.992769	$ 9,012.08	$ 108,144.96	$ 67.290519	$ 11,663.69	$ 139,964.28
Performance Auditor II	204	9	$ 62.391346	$ 10,814.50	$ 129,774.00	$ 80.748577	$ 13,996.42	$ 167,957.04
Plan Review Manager	629	9	$ 90.834346	$ 15,744.62	$ 188,935.44	$ 117.539654	$ 20,373.54	$ 244,482.48
Planning Manager	072	9	$ 94.726788	$ 16,419.31	$ 197,031.72	$ 122.586000	$ 21,248.24	$ 254,978.88
Police Captain	138	9A	$ 150.016096	$ 26,002.79	$ 312,033.48	$ 181.432385	$ 31,448.28	$ 377,379.36
Police Chief	141	Elected					$ 29,473.88	$ 353,686.56
Police Records Manager	647	9	$ 64.268019	$ 11,139.79	$ 133,677.48	$ 83.174423	$ 14,416.90	$ 173,002.80
Power System Scheduler/Trader	674	9E	$ 80.651250	$ 13,979.55	$ 167,754.60	$ 104.374673	$ 18,091.61	$ 217,099.32
Power Trader	673	9E	$ 103.074923	$ 17,866.32	$ 214,395.84	$ 133.401577	$ 23,122.94	$ 277,475.28
Principal Accountant	148	9	$ 80.547058	$ 13,961.49	$ 167,537.88	$ 104.228712	$ 18,066.31	$ 216,795.72
Principal Electric Utility Eng	145	9E	$ 102.998365	$ 17,853.05	$ 214,236.60	$ 133.290346	$ 23,103.66	$ 277,243.92
Principal Eng - Water & Sewer	142W	9	$ 99.870462	$ 17,310.88	$ 207,730.56	$ 129.244962	$ 22,402.46	$ 268,829.52
Principal Eng/City Surveyor	140	9	$ 104.864135	$ 18,176.45	$ 218,117.40	$ 135.709212	$ 23,522.93	$ 282,275.16
Principal Engineer	142	9	$ 99.870462	$ 17,310.88	$ 207,730.56	$ 129.244962	$ 22,402.46	$ 268,829.52
Principal Financial Analyst	149	9	$ 80.547058	$ 13,961.49	$ 167,537.88	$ 104.228712	$ 18,066.31	$ 216,795.72
Principal Planner	143	9	$ 80.547058	$ 13,961.49	$ 167,537.88	$ 104.228712	$ 18,066.31	$ 216,795.72
Principal Power Analyst	154	9E	$ 80.547058	$ 13,961.49	$ 167,537.88	$ 104.228712	$ 18,066.31	$ 216,795.72
Principal Util Info System Mgr	146	9E	$ 103.074923	$ 17,866.32	$ 214,395.84	$ 133.401577	$ 23,122.94	$ 277,475.28
Public Information Officer	077	9	$ 97.889481	$ 16,967.51	$ 203,610.12	$ 126.673096	$ 21,956.67	$ 263,480.04

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City of Santa Clara
Unclassified/Elected Salary Plan

Effective 12/21/2025
Approved 1/27/2026

			Minimum Salary			Maximum Salary		
Job Title	**Job Code**	**Union Code**	**Hourly**	**Monthly**	**Annual**	**Hourly**	**Monthly**	**Annual**
Public Records Manager	082	9	$ 62.391346	$ 10,814.50	$ 129,774.00	$ 80.748577	$ 13,996.42	$ 167,957.04
Purchasing Division Manager	147	9	$ 86.142519	$ 14,931.37	$ 179,176.44	$ 111.478442	$ 19,322.93	$ 231,875.16
Recreation Manager	150	9	$ 81.311654	$ 14,094.02	$ 169,128.24	$ 105.222635	$ 18,238.59	$ 218,863.08
Risk Manager	700	9	$ 86.142519	$ 14,931.37	$ 179,176.44	$ 111.478442	$ 19,322.93	$ 231,875.16
Sr Counsel for SVP	179	9	$ 119.543827	$ 20,720.93	$ 248,651.16	$ 154.211538	$ 26,730.00	$ 320,760.00
Sr Deputy City Attorney	161	9	$ 85.906096	$ 14,890.39	$ 178,684.68	$ 111.179712	$ 19,271.15	$ 231,253.80
Sr Elec Div Mgr	173	9E	$ 118.943712	$ 20,616.91	$ 247,402.92	$ 153.941538	$ 26,683.20	$ 320,198.40
Sr Elec Div Mgr-Mkt A&P	174A	9E	$ 118.943712	$ 20,616.91	$ 247,402.92	$ 153.941538	$ 26,683.20	$ 320,198.40
Sr Information Tech Svcs Mgr	743	9	$ 92.022923	$ 15,950.64	$ 191,407.68	$ 119.089731	$ 20,642.22	$ 247,706.64
Sr Management Analyst	742	9	$ 68.630192	$ 11,895.90	$ 142,750.80	$ 88.823250	$ 15,396.03	$ 184,752.36
Sr Performance Auditor	202	9	$ 73.067827	$ 12,665.09	$ 151,981.08	$ 94.553135	$ 16,389.21	$ 196,670.52
Sr Power System Schedlr/Trader	772	9E	$ 86.684654	$ 15,025.34	$ 180,304.08	$ 112.187423	$ 19,445.82	$ 233,349.84
Street Superintendent	159	9	$ 82.409885	$ 14,284.38	$ 171,412.56	$ 106.654558	$ 18,486.79	$ 221,841.48
Transportation Manager	171	9	$ 100.781135	$ 17,468.73	$ 209,624.76	$ 130.426558	$ 22,607.27	$ 271,287.24
Utility Business Systems Mgr	898	9	$ 80.414942	$ 13,938.59	$ 167,263.08	$ 104.061923	$ 18,037.40	$ 216,448.80
Utility Operations Engineer	155	9	$ 84.891288	$ 14,714.49	$ 176,573.88	$ 109.851981	$ 19,041.01	$ 228,492.12
Water & Sewer Operations Mgr	180	9	$ 83.438596	$ 14,462.69	$ 173,552.28	$ 107.989154	$ 18,718.12	$ 224,617.44
Water & Sewer Superintendent	029	9	$ 75.445038	$ 13,077.14	$ 156,925.68	$ 97.646192	$ 16,925.34	$ 203,104.08
Web & Digital Media Manager	073	9	$ 71.934865	$ 12,468.71	$ 149,624.52	$ 93.086423	$ 16,134.98	$ 193,619.76

All classifications on the Unclassifed/Elected Salary Plan are FLSA "Exempt"