

**City of San Jose Pay Plan
August 4, 2024**

Job Code	Job Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approx Pensionable MIN Annual	Approx Pensionable MAX Annual	Approx Total MINIMUM Hourly	Approx Total MAXIMUM Hourly	Approx Total MINIMUM Annual	Approx Total MAXIMUM Annual	Notes
1211	Account Clerk I	MEF	012	9	051	N	24.510000	29.800000	50,980.80	61,984.00	25.740000	31.290000	53,529.84	65,083.20	L5
1213	Account Clerk I (Part-Time)	MEF	221	9	051	N	24.510000	29.800000			25.740000	31.290000			L5
1215	Account Clerk II	MEF	019	9	051	N	26.230000	31.890000	54,558.40	66,331.20	27.540000	33.480000	57,286.32	69,647.76	L5
1217	Account Clerk II (Part-Time)	MEF	230	9	051	N	26.230000	31.890000			27.540000	33.480000			L5
1223	Account Clerk, Principal	MEF	095	9	052	N	35.130000	42.760000	73,070.40	88,940.80	36.890000	44.900000	76,723.92	93,387.84	5
1219	Account Clerk, Senior	MEF	064	9	051	N	31.860000	38.790000	66,268.80	80,683.20	33.450000	40.730000	69,582.24	84,717.36	5
1221	Account Clerk, Senior (Part-Time)	MEF	255	9	051	N	31.860000	38.790000			33.450000	40.730000			5
1231	Accountant I	MEF	142	9	051	N	40.300000	49.020000	83,824.00	101,961.60	42.320000	51.470000	88,015.20	107,059.68	5
1233	Accountant II	MEF	177	9	051	N	43.990000	53.470000	91,499.20	111,217.60	46.190000	56.140000	96,074.16	116,778.48	5
1257	Accountant, Principal	MGT	035	-	991	X	55.045505	84.046033	114,494.65	174,815.75	57.797780	88.248335	120,219.32	183,556.36	5
1235	Accountant, Senior	CMP	011	-	211	X	51.890000	63.220000	107,931.20	131,497.60	54.480000	66.380000	113,327.76	138,072.48	5
1236	Accountant, Supervising	CMP	067	-	211	X	57.150000	69.620000	118,872.00	144,809.60	60.010000	73.100000	124,815.60	152,050.08	5
1225	Accounting Technician	MEF	119	9	052	N	38.420000	46.690000	79,913.60	97,115.20	40.340000	49.020000	83,909.28	101,970.96	5
1227	Accounting Technician (Part-Time)	MEF	275	9	052	N	38.420000	46.690000			40.340000	49.020000			5
1159	Administrative Assistant	MEF	C11	9	052	N	36.350000	44.200000	75,608.00	91,936.00	38.170000	46.410000	79,388.40	96,532.80	5
8159	Administrative Assistant (Part-Time)	MEF	C37	9	052	N	36.350000	44.200000			38.170000	46.410000			5
1646	Administrative Officer	MGT	032	-	991	X	55.045505	84.046033	114,494.65	174,815.75	57.797780	88.248335	120,219.32	183,556.36	5
3162	Air Conditioning Mechanic	OE3	071	9	061	N	47.530000	57.740000	98,862.40	120,099.20	47.530000	57.740000	98,862.40	120,099.20	
3163	Air Conditioning Mechanic, Senior	OE3	073	9	061	N	51.060000	62.110000	106,204.80	129,188.80	51.060000	62.110000	106,204.80	129,188.80	
3161	Air Conditioning Supervisor	MNT	026	-	111	N	59.220000	72.180000	123,177.60	150,134.40	62.180000	75.790000	129,336.48	157,641.12	5
3549	Air Services Development Manager	MGT	171	-	991	X	66.950088	105.262208	139,256.18	218,945.39	70.297592	110.525318	146,219.06	229,892.78	5
3246	Airport Equipment Mechanic	OE3	083	9	061	N	43.390000	52.770000	90,251.20	109,761.60	43.390000	52.770000	90,251.20	109,761.60	
3247	Airport Equipment Mechanic, Senior	OE3	084	9	061	N	46.590000	56.610000	96,907.20	117,748.80	46.590000	56.610000	96,907.20	117,748.80	
3244	Airport Maintenance Supervisor	MNT	016	-	111	N	49.310000	60.110000	102,564.80	125,028.80	51.780000	63.120000	107,693.04	131,280.24	5
3526	Airport Operations Manager I	CMP	083	-	211	X	69.020000	84.070000	143,561.60	174,865.60	72.470000	88.270000	150,739.68	183,608.88	5
3534	Airport Operations Manager II	CMP	135	-	211	X	79.810000	97.220000	166,004.80	202,217.60	83.800000	102.080000	174,305.04	212,328.48	5
3511	Airport Operations Specialist	MEF	052	9	051	N	29.910000	36.340000	62,212.80	75,587.20	31.410000	38.160000	65,323.44	79,366.56	5
3512	Airport Operations Specialist (Part-Time)	MEF	247	9	051	N	29.910000	36.340000			31.410000	38.160000			5
3514	Airport Operations Specialist I, Senior	MEF	328	9	052	N	37.400000	45.480000	77,792.00	94,598.40	39.270000	47.750000	81,681.60	99,328.32	5
3516	Airport Operations Specialist II, Senior	MEF	362	10	052	N	38.520000	46.920000	80,121.60	97,593.60	40.450000	49.270000	84,127.68	102,473.28	5
3518	Airport Operations Specialist III, Senior	MEF	363	10	052	N	42.450000	51.710000	88,296.00	107,556.80	44.570000	54.300000	92,710.80	112,934.64	5
3515	Airport Operations Specialist, Senior (Part-Time)	MEF	329	9	052	N	37.400000	45.480000			39.270000	47.750000			5
3525	Airport Operations Superintendent I	CMP	032	-	211	X	57.270000	69.770000	119,121.60	145,121.60	60.130000	73.260000	125,077.68	152,377.68	5
3532	Airport Operations Superintendent II	CMP	134	-	211	X	66.230000	80.690000	137,758.40	167,835.20	69.540000	84.720000	144,646.32	176,226.96	5
3524	Airport Operations Supervisor I	MNT	006	-	111	N	49.320000	60.090000	102,585.60	124,987.20	51.790000	63.090000	107,714.88	131,236.56	5
3527	Airport Operations Supervisor II	MNT	040	-	111	N	52.990000	64.560000	110,219.20	134,284.80	55.640000	67.790000	115,730.16	140,999.04	5
3528	Airport Operations Supervisor III	MNT	041	-	111	N	57.080000	69.510000	118,726.40	144,580.80	59.930000	72.990000	124,662.72	151,809.84	5
7121	Amusement Park Supervisor	MNT	045	-	111	N	43.570000	52.950000	90,625.60	110,136.00	45.750000	55.600000	95,156.88	115,642.80	5
1627	Analyst I	MEF	C18	9	052	N	40.730000	49.500000	84,718.40	102,960.00	42.770000	51.980000	88,954.32	108,108.00	5
1630	Analyst I (Part-Time)	MEF	C30	9	052	N	40.730000	49.500000			42.770000	51.980000			5
7664	Analyst I, Independent Police Auditor (Unclassified)	MGT	152	-	998	X	39.518428	49.411907	82,198.33	102,776.77	41.494349	51.882502	86,308.04	107,915.60	5
1632	Analyst II	MEF	C22	9	052	N	44.450000	54.020000	92,456.00	112,361.60	46.670000	56.720000	97,078.80	117,979.68	5
1635	Analyst II (Part-Time)	MEF	C32	9	052	N	44.450000	54.020000			46.670000	56.720000			5
7665	Analyst II, Independent Police Auditor (Unclassified)	MGT	153	-	998	X	43.112269	53.921560	89,673.52	112,156.85	45.267882	56.617638	94,157.18	117,764.66	5
1654	Analyst, Senior	CMP	038	-	211	X	51.890000	63.220000	107,931.20	131,497.60	54.480000	66.380000	113,327.76	138,072.48	5
1655	Analyst, Senior (Part-Time)	CMP	104	-	211	X	51.890000	63.220000			54.480000	66.380000			5
7666	Analyst, Senior, Independent Police Auditor (Unclassified)	MGT	S54	-	998	X	51.717858	63.020617	107,573.15	131,082.88	54.303751	66.171648	112,951.80	137,636.98	5
3259	Animal Behaviorist	MEF	348	9	051	N	32.840000	39.970000	68,307.20	83,137.60	34.480000	41.970000	71,722.56	87,294.48	5

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3254	Animal Care Attendant I	MEF	324	9	051	N	25.200000	30.650000	52,416.00	63,752.00	26.460000	32.180000	55,036.80	66,939.60	L5
3257	Animal Care Attendant I (Part-Time)	MEF	345	9	051	N	25.200000	30.650000			26.460000	32.180000			L5
3261	Animal Care Attendant II	MEF	398	9	051	N	26.280000	31.950000	54,662.40	66,456.00	27.590000	33.550000	57,395.52	69,778.80	5
3262	Animal Care Attendant II (Part-Time)	MEF	399	9	051	N	26.280000	31.950000	54,662.40	66,456.00	27.590000	33.550000	57,395.52	69,778.80	5
3253	Animal Health Assistant	MEF	325	9	051	N	29.950000	36.380000	62,296.00	75,670.40	31.450000	38.200000	65,410.80	79,453.92	5
3260	Animal Health Assistant (Part-Time)	MEF	346	9	051	N	29.950000	36.380000			31.450000	38.200000			5
3263	Animal Health Technician	MEF	410	9	051	N	32.950000	40.020000	68,536.00	83,241.60	34.600000	42.020000	71,962.80	87,403.68	5
3264	Animal Health Technician (Part-Time)	MEF	411	9	051	N	32.950000	40.020000			34.600000	42.020000			5
3252	Animal Services Officer	MEF	326	9	051	N	30.730000	37.370000	63,918.40	77,729.60	32.270000	39.240000	67,114.32	81,616.08	5
3251	Animal Services Officer, Senior	MEF	327	9	052	N	34.410000	41.880000	71,572.80	87,110.40	36.130000	43.970000	75,151.44	91,465.92	5
3258	Animal Shelter Coordinator	MEF	347	9	052	N	31.270000	38.050000	65,041.60	79,144.00	32.830000	39.950000	68,293.68	83,101.20	5
3255	Animal Shelter Veterinarian	CMP	115	-	211	X	73.800000	89.900000	153,504.00	186,992.00	77.490000	94.400000	161,179.20	196,341.60	5
3256	Animal Shelter Veterinarian (Part-Time)	CMP	117	-	211	X	64.920000	89.900000			68.170000	94.400000			5
1354	Applications Analyst, Supervising	CMP	087	-	211	X	67.250000	81.880000	139,880.00	170,310.40	70.610000	85.970000	146,874.00	178,825.92	5
3321	Apprentice Mechanic	OE3	028	10	061	N	33.910000	42.390000	70,532.80	88,171.20	33.910000	42.390000	70,532.80	88,171.20	
5109	Aquatic Toxicologist	MEF	206	9	052	N	52.990000	64.440000	110,219.20	134,035.20	55.640000	67.660000	115,730.16	140,736.96	5
3418	Arborist	CMP	061	-	211	X	57.150000	69.620000	118,872.00	144,809.60	60.010000	73.100000	124,815.60	152,050.08	5
3406	Arborist Technician	MEF	337	9	051	N	33.900000	41.160000	70,512.00	85,612.80	35.600000	43.220000	74,037.60	89,893.44	5
3841	Architect / Landscape Architect I	AEA	006	-	041	X	45.610000	57.710000	94,868.80	120,036.80	47.890000	60.600000	99,612.24	126,038.64	5
3852	Architect / Landscape Architect II	AEA	015	-	041	X	51.710000	65.470000	107,556.80	136,177.60	54.300000	68.740000	112,934.64	142,986.48	5
3844	Architect, Senior/Landscape Architect, Senior	SEA	002	-	043	X	68.710000	86.900000	142,916.80	180,752.00	72.150000	91.250000	150,062.64	189,789.60	5
2328	Arson Investigator	FIR	005	5	021	N	73.210000	88.560000	152,276.80	184,204.80	73.940000	89.450000	153,799.62	186,046.90	1
6317	Arts Assistant (Part-Time)	MEF	216	9	051	N	23.690000	28.810000			24.870000	30.250000			L5
6311	Arts Programs Coordinator	MEF	152	9	051	N	42.300000	51.450000	87,984.00	107,016.00	44.420000	54.020000	92,383.20	112,366.80	5
6318	Arts Programs Coordinator (Part-Time)	MEF	350	9	051	N	42.300000	51.450000			44.420000	54.020000			5
6313	Arts Programs Coordinator, Senior	CMP	029	-	211	X	51.890000	63.220000	107,931.20	131,497.60	54.480000	66.380000	113,327.76	138,072.48	5
3422	Assistant Arborist	MNT	052	-	111	N	47.040000	57.300000	97,843.20	119,184.00	49.390000	60.170000	102,735.36	125,143.20	5
2154	Assistant City Attorney (Unclassified)	MGT	549	-	998	X	116.535536	165.331467	242,393.92	343,889.45	122.362313	173.598040	254,513.48	361,084.10	5
1255	Assistant City Auditor (Unclassified)	MGT	112	-	998	X	77.401841	102.170432	160,995.83	212,514.50	81.271933	107.278954	169,045.76	223,140.06	5
1613	Assistant City Clerk (Unclassified)	MGT	049	-	998	X	63.568529	87.992060	132,222.54	183,023.49	66.746955	92.391663	138,833.50	192,174.58	5
1688	Assistant City Manager (Unclassified)	MGT	532	-	992	X	116.535539	188.477874	242,393.92	392,033.98	122.362316	197.901768	254,513.48	411,635.64	5
7506	Assistant Director & Chief Investment Officer (Unclassified)	MGT	172	-	997	X	133.145507	178.536020	276,942.66	371,354.92	139.802782	187.462821	290,789.72	389,922.52	5
8048	Assistant Director (Unclassified)	MGT	509	-	997	X	81.018306	130.880027	168,518.08	272,230.46	85.069221	137.424028	176,943.78	285,841.92	5
5226	Assistant Environmental Inspector	OE3	026	9	061	N	35.520000	43.170000	73,881.60	89,793.60	35.520000	43.170000	73,881.60	89,793.60	
8201	Assistant Environmental Services Specialist	MEF	106	9	051	N	37.990000	46.170000	79,019.20	96,033.60	39.890000	48.480000	82,970.16	100,835.28	5
2333	Assistant Fire Chief (Unclassified)	MGT	520	-	997	X	87.466206	135.286213	181,929.71	281,395.32	91.839516	142.050524	191,026.16	295,465.04	5
3641	Assistant Heavy Diesel Equipment Operator-Mechanic	OE3	033	9	061	N	35.760000	43.530000	74,380.80	90,542.40	35.760000	43.530000	74,380.80	90,542.40	
8022	Assistant Independent Police Auditor (Unclassified)	MGT	257	-	997	X	75.264660	117.323159	156,550.49	244,032.17	79.027893	123.189317	164,377.98	256,233.64	5
2225	Assistant Police Chief (Unclassified)	MGT	521	-	997	X	94.315396	147.015969	196,176.02	305,793.22	106.340609	165.760505	221,188.50	344,781.84	75
8522	Assistant Police Communications Manager	CMP	138	-	211	X	68.410000	85.490000	142,292.80	177,819.20	71.830000	89.760000	149,407.44	186,710.16	5
6145	Assistant Swimming Pool Manager (Part-Time)	MEF	384	9	051	N	18.640000	22.620000			19.570000	23.750000			L5
1683	Assistant To The City Manager (Unclassified)	MGT	506	-	997	X	60.720727	94.522302	126,299.11	196,606.39	63.756763	99.248417	132,614.04	206,436.62	5
1682	Assistant To The City Manager (Unclassified) (Part-Time)	MGT	558	-	997	X	60.720727	94.522302			63.756763	99.248417			5
3548	Assistant To The Director	CMP	051	-	211	X	54.410000	66.320000	113,172.80	137,945.60	57.130000	69.640000	118,831.44	144,842.88	5
3848	Associate Architect (Part-Time)/Landscape Architect (Part-Time)	AEA	048	-	041	X	59.550000	75.390000			62.530000	79.160000			5
3843	Associate Architect/Landscape Architect	AEA	034	-	041	X	59.550000	75.390000	123,864.00	156,811.20	62.530000	79.160000	130,057.20	164,651.76	5
3771	Associate Construction Inspector	MEF	145	9	051	N	43.950000	53.420000	91,416.00	111,113.60	46.150000	56.090000	95,986.80	116,669.28	5
2199	Associate Deputy City Attorney (Unclassified)	ALP	001	-	311	X	46.062272	60.688748	95,809.53	126,232.60	48.365386	63.723185	100,599.98	132,544.10	5

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3814	Associate Engineer	AEA	035	-	041	X	59.550000	75.390000	123,864.00	156,811.20	62.530000	79.160000	130,057.20	164,651.76	5
3828	Associate Engineer (Part-Time)	AEA	047	-	041	X	59.550000	75.390000			62.530000	79.160000			5
3713	Associate Engineering Technician	MEF	123	9	051	N	38.550000	46.910000	80,184.00	97,572.80	40.480000	49.260000	84,193.20	102,451.44	5
8202	Associate Environmental Services Specialist	MEF	169	9	051	N	44.020000	53.490000	91,561.60	111,259.20	46.220000	56.160000	96,139.68	116,822.16	5
3855	Associate Structure/Landscape Designer	AEA	036	-	041	X	59.550000	75.390000	123,864.00	156,811.20	62.530000	79.160000	130,057.20	164,651.76	5
3882	Associate Transportation Specialist	CMP	044	-	211	X	54.410000	72.000000	113,172.80	149,760.00	57.130000	75.600000	118,831.44	157,248.00	5
8034	Audiovisual Engineer	MEF	356	9	051	N	49.020000	59.560000	101,961.60	123,884.80	51.470000	62.540000	107,059.68	130,079.04	5
1243	Auditor, Senior	CMP	042	-	211	X	51.890000	66.470000	107,931.20	138,257.60	54.480000	69.790000	113,327.76	145,170.48	5
1245	Auditor, Supervising	MGT	082	-	991	X	66.909359	88.153285	139,171.47	183,358.83	70.254827	92.560949	146,130.14	192,526.62	5
1250	Auditor, Supervising (Unclassified)	MGT	081	-	998	X	66.909359	88.153285	139,171.47	183,358.83	70.254827	92.560949	146,130.14	192,526.62	5
1361	Automation Engineer I	OE3	043	9	061	N	40.620000	49.420000	84,489.60	102,793.60	40.620000	49.420000	84,489.60	102,793.60	
1367	Automation Engineer I, Senior	MEF	200	9	052	N	59.040000	71.910000	122,803.20	149,572.80	61.990000	75.510000	128,943.36	157,051.44	5
1363	Automation Engineer II	OE3	070	9	061	N	49.420000	60.060000	102,793.60	124,924.80	49.420000	60.060000	102,793.60	124,924.80	
1368	Automation Engineer II, Senior	MEF	371	9	052	N	64.910000	79.100000	135,012.80	164,528.00	68.160000	83.060000	141,763.44	172,754.40	5
1364	Automation Engineer III	OE3	094	9	061	N	54.700000	66.530000	113,776.00	138,382.40	54.700000	66.530000	113,776.00	138,382.40	
1365	Automation Engineer Supervisor	CMP	088	-	211	X	71.410000	87.010000	148,532.80	180,980.80	74.980000	91.360000	155,959.44	190,029.84	5
3325	Automotive Equipment Specialist	MNT	015	-	111	N	49.310000	60.110000	102,564.80	125,028.80	51.780000	63.120000	107,693.04	131,280.24	5
3329	Automotive Equipment Specialist, Senior	MNT	021	-	111	N	54.330000	66.220000	113,006.40	137,737.60	57.050000	69.530000	118,656.72	144,624.48	5
3543	Aviation Security & Permit Specialist	MEF	377	9	052	N	32.680000	39.720000	67,974.40	82,617.60	34.310000	41.710000	71,373.12	86,748.48	5
1190	Background Investigator	MEF	389	9	051	N	51.390000	62.590000	106,891.20	130,187.20	53.960000	65.720000	112,235.76	136,696.56	5
1191	Background Investigator (Part-Time)	MEF	390	9	051	N	51.390000	62.590000			53.960000	65.720000			5
2314	Battalion Chief	FIR	009	5	021	N	95.590000	115.790000	198,827.20	240,843.20	96.550000	116.950000	200,815.42	243,251.58	1
5108	Biologist	MEF	176	9	051	N	51.920000	63.080000	107,993.60	131,206.40	54.520000	66.230000	113,393.28	137,766.72	5
1656	Budget Director (Unclassified)	MGT	S10	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
3910	Building Inspection Manager	CMP	119	-	211	X	72.960000	93.320000	151,756.80	194,105.60	76.610000	97.990000	159,344.64	203,810.88	5
3917	Building Inspector Combination	INS	012	9	031	N	50.270000	61.140000	104,561.60	127,171.20	52.780000	64.200000	109,789.68	133,529.76	5
3918	Building Inspector Combination (Part-Time)	INS	012	9	031	N	50.270000	61.140000			52.780000	64.200000			5
3915	Building Inspector Combination Certified I	INS	004	9	031	N	51.750000	62.880000	107,640.00	130,790.40	54.340000	66.020000	113,022.00	137,329.92	5
3916	Building Inspector Combination Certified I (Part-Time)	INS	009	9	031	N	51.750000	62.880000			54.340000	66.020000			5
3902	Building Inspector Combination Certified II	INS	014	9	031	N	53.140000	64.770000	110,531.20	134,721.60	55.800000	68.010000	116,057.76	141,457.68	5
3903	Building Inspector Combination Certified III	INS	015	9	031	N	55.270000	67.330000	114,961.60	140,046.40	58.030000	70.700000	120,709.68	147,048.72	5
3904	Building Inspector Combination Certified, Senior	INS	016	9	031	N	62.660000	76.380000	130,332.80	158,870.40	65.790000	80.200000	136,849.44	166,813.92	5
3912	Building Inspector Supervisor Certified I	INS	006	9	031	N	68.180000	83.060000	141,814.40	172,764.80	71.590000	87.210000	148,905.12	181,403.04	5
3905	Building Inspector Supervisor Certified II	INS	017	9	031	N	70.080000	85.360000	145,766.40	177,548.80	73.580000	89.630000	153,054.72	186,426.24	5
3226	Building Maintenance Superintendent	MNT	028	-	111	N	57.090000	69.480000	118,747.20	144,518.40	59.940000	72.950000	124,684.56	151,744.32	5
3228	Building Management Administrator	MGT	075	-	991	X	66.909359	86.903930	139,171.47	180,760.17	70.254827	91.249127	146,130.14	189,798.18	5
3976	Building Rehabilitation Inspector I	MEF	155	9	051	N	42.130000	51.200000	87,630.40	106,496.00	44.240000	53.760000	92,011.92	111,820.80	5
3977	Building Rehabilitation Inspector II	MEF	196	9	051	N	48.730000	59.260000	101,358.40	123,260.80	51.170000	62.220000	106,426.32	129,423.84	5
3978	Building Rehabilitation Supervisor	CMP	054	-	211	X	56.070000	68.360000	116,625.60	142,188.80	58.870000	71.780000	122,456.88	149,298.24	5
3222	Building Services Supervisor	MNT	024	-	111	N	54.330000	66.220000	113,006.40	137,737.60	57.050000	69.530000	118,656.72	144,624.48	5
1547	Buyer I	MEF	062	9	051	N	32.520000	39.540000	67,641.60	82,243.20	34.150000	41.520000	71,023.68	86,355.36	5
1542	Buyer II	MEF	114	9	051	N	39.150000	47.610000	81,432.00	99,028.80	41.110000	49.990000	85,503.60	103,980.24	5
1544	Buyer III	MEF	376	9	051	N	45.330000	55.220000	94,286.40	114,857.60	47.630000	57.980000	99,000.72	120,600.48	5
3133	Carpenter	OE3	056	9	061	N	39.820000	48.370000	82,825.60	100,609.60	39.820000	48.370000	82,825.60	100,609.60	
3134	Carpenter, Senior	OE3	066	9	061	N	43.930000	53.340000	91,374.40	110,947.20	43.930000	53.340000	91,374.40	110,947.20	
5116	Chemist I	MEF	173	9	051	N	47.110000	57.250000	97,988.80	119,080.00	49.470000	60.110000	102,888.24	125,034.00	5
5110	Chemist I (Part-Time)	MEF	173	9	051	N	47.110000	57.250000			49.470000	60.110000			5
5106	Chemist II	MEF	408	9	051	N	51.920000	63.080000	107,993.60	131,206.40	54.520000	66.230000	113,393.28	137,766.72	5

**City of San Jose Pay Plan
August 4, 2024**

Job Code	Job Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approx Pensionable MIN Annual	Approx Pensionable MAX Annual	Approx Total MINIMUM Hourly	Approx Total MAXIMUM Hourly	Approx Total MINIMUM Annual	Approx Total MAXIMUM Annual	Notes
2138	Chief Deputy City Attorney (Unclassified)	MGT	S48	-	998	X	95.646242	144.856483	198,944.18	301,301.49	100.428554	152.099307	208,891.28	316,366.70	5
2227	Chief of Police (Unclassified)	MGT	S22	-	992	X	105.233132	164.480576	218,884.92	342,119.60	118.650356	185.451849	246,792.78	385,739.90	75
3783	Chief of Surveys	CMP	O10	-	211	X	58.550000	71.340000	121,784.00	148,387.20	61.480000	74.910000	127,873.20	155,806.56	5
3658	Chief Plant Operator (Unclassified)	MGT	T71	-	991	X	70.744685	114.205970	147,148.95	237,548.42	74.281919	119.916269	154,506.30	249,425.80	5
2155	Chief Trial Attorney (Unclassified)	MGT	S50	-	998	X	116.535536	165.331467	242,393.92	343,889.45	122.362313	173.598040	254,513.48	361,084.10	5
2135	City Attorney (Unclassified)	MGT	L37	-	999	X	138.878432	187.008917	288,867.14	388,978.55	145.822354	196.359363	303,310.28	408,427.50	5
1256	City Auditor (Unclassified)	MGT	L36	-	999	X	82.784484	136.911719	172,191.73	284,776.38	86.923708	143.757305	180,801.40	299,015.34	5
1614	City Clerk (Unclassified)	MGT	L26	-	999	X	82.784484	117.359316	172,191.73	244,107.38	86.923708	123.227282	180,801.40	256,312.94	5
1366	City Information Security Officer (Unclassified)	MGT	T59	-	997	X	81.018303	126.287746	168,518.07	262,678.51	85.069218	132.602133	176,943.78	275,812.42	5
6245	City Librarian (Unclassified)	MGT	S16	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
1689	City Manager (Unclassified)	MGT	L39	-	999	X	163.726308	205.612224	340,550.72	427,673.43	171.912623	215.892835	357,578.26	449,057.18	5
8057	Class Instructor (Part-Time)	MEF	320	29	051	N	18.510000	36.640000			19.440000	38.470000			L5
3938	Code Enforcement Inspector I	MEF	103	9	051	N	39.980000	48.550000	83,158.40	100,984.00	41.980000	50.980000	87,316.32	106,033.20	5
3939	Code Enforcement Inspector II	MEF	158	9	051	N	46.300000	56.270000	96,304.00	117,041.60	48.620000	59.080000	101,119.20	122,893.68	5
3940	Code Enforcement Supervisor	CMP	O19	-	211	X	52.420000	63.920000	109,033.60	132,953.60	55.040000	67.120000	114,485.28	139,601.28	5
8526	Communications Installer	IBE	O01	9	071	N	37.710000	45.820000	78,436.80	95,305.60	39.600000	48.110000	82,358.64	100,070.88	5
8527	Communications Installer (Part-Time)	IBE	O10	9	071	N	37.710000	45.820000			39.600000	48.110000			5
8525	Communications Technician	IBE	O04	9	071	N	48.100000	58.530000	100,048.00	121,742.40	50.510000	61.460000	105,050.40	127,829.52	5
8524	Communications Technician, Senior	IBE	O05	9	071	N	53.060000	64.490000	110,364.80	134,139.20	55.710000	67.710000	115,883.04	140,846.16	5
6106	Community Activity Specialist	MEF	414	9	052	N	32.680000	39.720000	67,974.40	82,617.60	34.310000	41.710000	71,373.12	86,748.48	5
6101	Community Activity Worker	MEF	O05	9	051	N	22.850000	27.820000	47,528.00	57,865.60	23.990000	29.210000	49,904.40	60,758.88	L5
6105	Community Activity Worker (Part-Time)	MEF	214	9	051	N	22.850000	27.820000			23.990000	29.210000			L5
6124	Community Coordinator	MEF	L35	9	052	N	40.490000	49.250000	84,219.20	102,440.00	42.510000	51.710000	88,430.16	107,562.00	5
6104	Community Programs Administrator	CMP	O39	-	211	X	51.890000	63.220000	107,931.20	131,497.60	54.480000	66.380000	113,327.76	138,072.48	5
6131	Community Service Officer I	MEF	360	9	051	N	36.920000	44.870000	76,793.60	93,329.60	38.770000	47.110000	80,633.28	97,996.08	5
6132	Community Service Officer II	MEF	361	9	051	N	40.720000	49.480000	84,697.60	102,918.40	42.760000	51.950000	88,932.48	108,064.32	5
6133	Community Service Officer, Senior	MEF	373	9	051	N	44.870000	54.630000	93,329.60	113,630.40	47.110000	57.360000	97,996.08	119,311.92	5
6126	Community Service Officer, Supervising	CMP	L48	-	211	X	49.500000	60.330000	102,960.00	125,486.40	51.980000	63.350000	108,108.00	131,760.72	5
6107	Community Services Aide (Part-Time)	MEF	207	9	051	N	13.410000	16.320000			14.080000	17.140000			M5
6125	Community Services Supervisor	CMP	O37	-	211	X	51.890000	63.220000	107,931.20	131,497.60	54.480000	66.380000	113,327.76	138,072.48	5
3716	Computer-Aided Design and Drafting Technician	MEF	359	9	051	N	42.300000	51.450000	87,984.00	107,016.00	44.420000	54.020000	92,383.20	112,366.80	5
3182	Concrete Finisher	OE3	O36	9	061	N	35.440000	43.070000	73,715.20	89,585.60	35.440000	43.070000	73,715.20	89,585.60	
3777	Construction Inspector I	MEF	404	9	051	N	34.390000	41.900000	71,531.20	87,152.00	36.110000	44.000000	75,107.76	91,509.60	5
3778	Construction Inspector II	MEF	405	9	051	N	38.920000	47.400000	80,953.60	98,592.00	40.870000	49.770000	85,001.28	103,521.60	5
3773	Construction Inspector, Principal	CMP	O20	-	211	X	57.360000	69.880000	119,308.80	145,350.40	60.230000	73.370000	125,274.24	152,617.92	5
3772	Construction Inspector, Senior	MEF	184	9	052	N	48.400000	58.870000	100,672.00	122,449.60	50.820000	61.810000	105,705.60	128,572.08	5
3774	Construction Manager	CMP	L100	-	211	X	66.190000	83.540000	137,675.20	173,763.20	69.500000	87.720000	144,558.96	182,451.36	5
1616	Contract Compliance Assistant	MEF	O91	9	051	N	36.000000	43.750000	74,880.00	91,000.00	37.800000	45.940000	78,624.00	95,550.00	5
1617	Contract Compliance Coordinator	CMP	L120	-	211	X	51.890000	63.220000	107,931.20	131,497.60	54.480000	66.380000	113,327.76	138,072.48	5
1618	Contract Compliance Specialist	MEF	L172	9	051	N	44.510000	54.090000	92,580.80	112,507.20	46.740000	56.790000	97,209.84	118,132.56	5
1619	Contract Compliance Specialist (Part-Time)	MEF	T99	9	051	N	43.630000	53.030000			45.810000	55.680000			5
6165	Cook	MEF	392	9	051	N	23.640000	28.710000	49,171.20	59,716.80	24.820000	30.150000	51,629.76	62,702.64	L5
6161	Cook (Part-Time)	MEF	T32	9	051	N	23.640000	28.710000			24.820000	30.150000			L5
9998	Council	UNR	O16	1	083	X	81.250000	81.250000	169,000.00	169,000.00	81.250000	81.250000	169,000.00	169,000.00	
7662	Council Aide (Unclassified) (Part-Time) - Unit 99	UNR	R01	-	081	N	22.160000	34.210000			23.270000	35.920000			L5
7648	Council Assistant (Unclassified)	MGT	R02	-	996	X	29.594785	43.722811	61,557.15	90,943.45	31.074524	45.908952	64,634.96	95,490.46	X5
7653	Council Assistant (Unclassified) (Part-Time)	MGT	L150	-	996	X	29.594785	43.722811			31.074524	45.908952			X5
7649	Council Assistant, Senior (Unclassified)	MGT	R03	-	996	X	41.100275	65.258129	85,488.57	135,736.91	43.155289	68.521035	89,762.92	142,523.68	5

**City of San Jose Pay Plan
August 4, 2024**

Job Code	Job Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approx Pensionable MIN Annual	Approx Pensionable MAX Annual	Approx Total MINIMUM Hourly	Approx Total MAXIMUM Hourly	Approx Total MINIMUM Annual	Approx Total MAXIMUM Annual	Notes
8898	Council Assistants (Unclassified) (Part-Time)	MGT	R07	-	996	X	20.050603	71.363507			21.053133	74.931682			X5
7679	Council Chief of Staff (Unclassified)	MGT	165	-	996	X	43.570341	86.848620	90,626.31	180,645.13	45.748858	91.191051	95,157.66	189,677.28	5
7672	Council Community Relations Aide (Unclassified)	MGT	158	-	996	X	29.594785	32.071012	61,557.15	66,707.71	31.074524	33.674563	64,634.96	70,042.96	X5
7682	Council Community Relations Aide (Unclassified) (Part-Time)	MGT	173	-	996	X	29.594785	32.071012			31.074524	33.674563			X5
7676	Council Community Relations Coordinator (Unclassified)	MGT	162	-	996	X	29.594785	46.182257	61,557.15	96,059.10	31.074524	48.491370	64,634.96	100,862.06	X5
7686	Council Community Relations Coordinator (Unclassified) (Part-Time)	MGT	175	-	996	X	29.594785	46.182257			31.074524	48.491370			X5
7678	Council Community Relations Director (Unclassified)	MGT	164	-	996	X	34.636695	55.418708	72,044.33	115,270.91	36.368530	58.189643	75,646.74	121,034.42	5
7688	Council Community Relations Director (Unclassified) (Part-Time)	MGT	176	-	996	X	34.636695	55.418708			36.368530	58.189643			5
7674	Council Community Relations Representative (Unclassified)	MGT	160	-	996	X	29.594785	38.485215	61,557.15	80,049.25	31.074524	40.409476	64,634.96	84,051.76	X5
7684	Council Community Relations Representative (Unclassified) (Part-Time)	MGT	174	-	996	X	29.594785	38.485215			31.074524	40.409476			X5
7675	Council Policy & Legislative Advisor (Unclassified)	MGT	161	-	996	X	28.863911	46.182260	60,036.94	96,059.10	30.307107	48.491373	63,038.82	100,862.06	X5
7685	Council Policy & Legislative Advisor (Unclassified) (Part-Time)	MGT	179	-	996	X	28.863911	46.182260			30.307107	48.491373			X5
7671	Council Policy & Legislative Aide (Unclassified)	MGT	157	-	996	X	29.594785	32.071012	61,557.15	66,707.71	31.074524	33.674563	64,634.96	70,042.96	X5
7673	Council Policy & Legislative Analyst (Unclassified)	MGT	159	-	996	X	29.594785	38.485215	61,557.15	80,049.25	31.074524	40.409476	64,634.96	84,051.76	X5
7683	Council Policy & Legislative Analyst (Unclassified) (Part-Time)	MGT	260	-	996	X	29.594785	38.485215			31.074524	40.409476			X5
7677	Council Policy & Legislative Director (Unclassified)	MGT	163	-	996	X	34.636695	55.418708	72,044.33	115,270.91	36.368530	58.189643	75,646.74	121,034.42	5
7687	Council Policy & Legislative Director (Unclassified) (Part-Time)	MGT	181	-	996	X	34.636695	55.418708			36.368530	58.189643			5
1187	Crime & Intelligence Analyst	MEF	063	9	051	N	38.820000	47.210000	80,745.60	98,196.80	40.760000	49.570000	84,782.88	103,106.64	5
1188	Crime & Intelligence Analyst (Part-Time)	MEF	256	9	051	N	38.820000	47.210000			40.760000	49.570000			5
1186	Crime & Intelligence Analyst, Senior	MEF	108	9	052	N	45.640000	55.420000	94,931.20	115,273.60	47.920000	58.190000	99,677.76	121,037.28	5
1198	Crime & Intelligence Data Administrator	MEF	385	9	052	N	49.760000	60.630000	103,500.80	126,110.40	52.250000	63.660000	108,675.84	132,415.92	5
1199	Crime & Intelligence Data Technician	MEF	391	9	051	N	32.730000	39.790000	68,078.40	82,763.20	34.370000	41.780000	71,482.32	86,901.36	5
1192	Crime & Intelligence Data Technician, Senior	MEF	415	9	052	N	36.900000	44.960000	76,752.00	93,516.80	38.750000	47.210000	80,589.60	98,192.64	5
2231	Crime Prevention Specialist	MEF	105	9	051	N	36.920000	44.870000	76,793.60	93,329.60	38.770000	47.110000	80,633.28	97,996.08	5
2232	Crime Prevention Specialist (Part-Time)	MEF	271	9	051	N	36.920000	44.870000			38.770000	47.110000			5
2234	Crime Prevention Supervisor	MEF	372	9	052	N	44.450000	54.020000	92,456.00	112,361.60	46.670000	56.720000	97,078.80	117,979.68	5
8541	Crisis Intervention Training Manager	CMP	139	-	211	X	56.530000	69.620000	117,582.40	144,809.60	59.360000	73.100000	123,461.52	152,050.08	5
3630	Cross Connection Specialist	OE3	029	9	061	N	47.180000	57.480000	98,134.40	119,558.40	47.180000	57.480000	98,134.40	119,558.40	
1288	Debt Administrator	MGT	154	-	991	X	64.854065	91.637100	134,896.46	190,605.17	68.096768	96.218955	141,641.50	200,135.52	5
1372	Department Information Technology Manager	CMP	137	-	211	X	68.870000	84.280000	143,249.60	175,302.40	72.310000	88.490000	150,412.08	184,067.52	5
2219	Deputy Chief of Police (Unclassified)	MGT	266	-	997	X	122.622391	146.659479	255,054.57	305,051.72	132.125626	158.025589	274,821.30	328,693.30	7
2151	Deputy City Attorney I (Unclassified)	ALP	006	-	311	X	53.347703	62.440584	110,963.22	129,876.42	56.015088	65.562613	116,511.46	136,370.26	5
2161	Deputy City Attorney I (Unclassified) (Part-Time)	ALP	014	-	311	X	53.347703	62.440584			56.015088	65.562613			5
2195	Deputy City Attorney I, Senior (Unclassified)	ALP	010	-	311	X	68.085406	81.133550	141,617.64	168,757.78	71.489676	85.190228	148,698.42	177,195.46	5
2165	Deputy City Attorney I, Senior (Unclassified) (Part-Time)	ALP	018	-	311	X	68.085406	81.133550			71.489676	85.190228			5
2152	Deputy City Attorney II (Unclassified)	ALP	007	-	311	X	59.318560	71.533477	123,382.61	148,789.63	62.284488	75.110151	129,551.50	156,229.06	5
2162	Deputy City Attorney II (Unclassified) (Part-Time)	ALP	015	-	311	X	59.318560	71.533477			62.284488	75.110151			5
2197	Deputy City Attorney II, Senior (Unclassified)	ALP	011	-	311	X	77.222076	94.181693	160,621.92	195,897.92	81.083180	98.890778	168,653.16	205,693.02	5
2166	Deputy City Attorney II, Senior (Unclassified) (Part-Time)	ALP	019	-	311	X	77.222076	94.181693			81.083180	98.890778			5
2191	Deputy City Attorney III (Unclassified)	ALP	008	-	311	X	67.956802	80.626358	141,350.15	167,702.83	71.354642	84.657676	148,417.62	176,088.12	5
2163	Deputy City Attorney III (Unclassified) (Part-Time)	ALP	016	-	311	X	67.956802	80.626358			71.354642	84.657676			5
2137	Deputy City Attorney III, Senior (Unclassified)	ALP	012	-	311	X	89.472610	107.229838	186,103.03	223,038.06	93.946241	112.591330	195,408.20	234,190.06	5
2167	Deputy City Attorney III, Senior (Unclassified) (Part-Time)	ALP	020	-	311	X	89.472610	107.229838			93.946241	112.591330			5
2192	Deputy City Attorney IV (Unclassified)	ALP	009	-	311	X	76.595042	89.719242	159,317.69	186,616.02	80.424794	94.205204	167,283.48	195,946.92	5
2164	Deputy City Attorney IV (Unclassified) (Part-Time)	ALP	017	-	311	X	76.595042	89.719242			80.424794	94.205204			5
2193	Deputy City Attorney IV, Senior (Unclassified)	ALP	013	-	311	X	101.868345	120.279118	211,886.16	250,180.57	106.961762	126.293074	222,480.44	262,689.70	5

**City of San Jose Pay Plan
August 4, 2024**

Job Code	Job Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approx Pensionable MIN Annual	Approx Pensionable MAX Annual	Approx Total MINIMUM Hourly	Approx Total MAXIMUM Hourly	Approx Total MINIMUM Annual	Approx Total MAXIMUM Annual	Notes
2168	Deputy City Attorney IV, Senior (Unclassified) (Part-Time)	ALP	021	-	311	X	101.868345	120.279118			106.961762	126.293074			5
2171	Deputy City Attorney IV, Senior (Unrepresented) (Unclassified)	MGT	261	-	998	X	101.868345	120.279118	211,886.16	250,180.57	106.961762	126.293074	222,480.44	262,689.70	5
2196	Deputy City Attorney, Senior	ALP	005	-	311	X	68.085406	120.279118	141,617.64	250,180.57	71.489676	126.293074	148,698.42	262,689.70	5
2156	Deputy City Attorney, Senior (Unrepresented) (Unclassified)	MGT	S55	-	998	X	67.950046	120.039993	141,336.10	249,683.19	71.347548	126.041993	148,402.80	262,167.36	5
1686	Deputy City Manager (Unclassified)	MGT	S19	-	992	X	106.113701	171.343519	220,716.50	356,394.52	111.419386	179.910695	231,752.30	374,214.10	5
1685	Deputy City Manager, Senior (Unclassified)	MGT	S56	-	992	X	111.324952	173.598039	231,555.90	361,083.92	116.891200	182.277941	243,133.80	379,137.98	5
1640	Deputy Director (Unclassified)	MGT	S07	-	997	X	70.744683	114.205971	147,148.94	237,548.42	74.281917	119.916270	154,506.30	249,425.80	5
2335	Deputy Fire Chief (Unclassified)	MGT	S08	-	997	X	79.696236	123.084711	165,768.17	256,016.20	83.681048	129.238947	174,056.48	268,817.12	5
7651	Desktop Publisher/Editor (Part-Time)	MEF	278	9	051	N	38.790000	47.070000			40.730000	49.420000			5
4222	Development Officer	CMP	035	-	211	X	51.890000	63.220000	107,931.20	131,497.60	54.480000	66.380000	113,327.76	138,072.48	5
4226	Development Officer, Senior	CMP	062	-	211	X	61.690000	75.120000	128,315.20	156,249.60	64.770000	78.880000	134,730.96	164,062.08	5
4224	Development Specialist	MEF	153	9	051	N	41.920000	50.920000	87,193.60	105,913.60	44.020000	53.470000	91,553.28	111,209.28	5
4223	Development Specialist (Part-Time)	MEF	351	9	051	N	41.920000	50.920000			44.020000	53.470000			5
3731	Digital Media Technician	MEF	029	9	051	N	27.670000	33.640000	57,553.60	69,971.20	29.050000	35.320000	60,431.28	73,469.76	5
3546	Director, Aviation (Unclassified)	MGT	S25	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
1701	Director, City Manager's Office (Unclassified)	MGT	S57	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
1671	Director, Communications (Unclassified)	MGT	S05	-	992	X	84.406139	136.522459	175,564.77	283,966.72	88.626446	143.348582	184,342.86	298,165.14	5
1999	Director, Economic Development and Cultural Affairs (Unclassified)	MGT	S17	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
2341	Director, Emergency Management (Unclassified)	MGT	S03	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
1430	Director, Employee Relations (Unclassified)	MGT	S13	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
3460	Director, Energy (Unclassified)	MGT	S59	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
1696	Director, Environmental Services (Unclassified)	MGT	S30	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
1258	Director, Finance (Unclassified)	MGT	S15	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
3989	Director, Housing (Unclassified)	MGT	S18	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
1429	Director, Human Resources (Unclassified)	MGT	S14	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
1375	Director, Information Technology (Unclassified)	MGT	S23	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
3996	Director, Parks, Recreation & Neighborhood Services (Unclassified)	MGT	S28	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
4154	Director, Planning, Building & Code Enforcement (Unclassified)	MGT	S29	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
3867	Director, Public Works (Unclassified)	MGT	S26	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
7501	Director, Retirement Services and Chief Executive Officer (Unclassified)	MGT	S33	-	992	X	116.199715	164.616263	241,695.41	342,401.83	122.009701	172.847076	253,780.28	359,522.02	5
3199	Director, Transportation (Unclassified)	MGT	S24	-	992	X	92.679892	150.123992	192,774.18	312,257.90	97.313887	157.630192	202,412.86	327,870.92	5
1175	Dispatcher	MEF	047	9	051	N	29.490000	35.820000	61,339.20	74,505.60	30.960000	37.610000	64,406.16	78,230.88	5
1171	Dispatcher, Senior	MEF	078	9	052	N	33.030000	40.090000	68,702.40	83,387.20	34.680000	42.090000	72,137.52	87,556.56	5
8074	Division Manager	MGT	145	-	991	X	62.470340	98.884705	129,938.31	205,680.19	65.593857	103.828940	136,435.26	215,964.32	5
6134	Early Childhood Education Aide (Part-Time)	MEF	400	9	051	N	23.870000	29.090000			25.060000	30.540000			5
6135	Early Childhood Education Instructor (Part-Time)	MEF	401	9	051	N	28.100000	34.120000			29.510000	35.830000			5
6136	Early Childhood Education Specialist	MEF	402	9	051	N	32.680000	39.720000	67,974.40	82,617.60	34.310000	41.710000	71,373.12	86,748.48	5
6137	Early Childhood Education Specialist (Part-Time)	MEF	403	9	051	N	32.680000	39.720000			34.310000	41.710000			5
1997	Economic Development Manager	CMP	102	-	211	X	69.470000	84.680000	144,497.60	176,134.40	72.940000	88.910000	151,722.48	184,941.12	5
1992	Economic Development Officer	CMP	065	-	211	X	57.150000	69.620000	118,872.00	144,809.60	60.010000	73.100000	124,815.60	152,050.08	5
3156	Electrical Maintenance Superintendent	MNT	032	-	111	N	71.340000	86.900000	148,387.20	180,752.00	74.910000	91.250000	155,806.56	189,789.60	5
3151	Electrician I	IBE	016	9	071	N	50.510000	61.460000	105,060.80	127,836.80	53.040000	64.530000	110,313.84	134,228.64	5
3153	Electrician II	IBE	002	9	071	N	53.050000	64.540000	110,344.00	134,243.20	55.700000	67.770000	115,861.20	140,955.36	5
3155	Electrician Supervisor	IBE	009	9	071	N	64.510000	78.480000	134,180.80	163,238.40	67.740000	82.400000	140,889.84	171,400.32	5
3154	Electrician, Senior	IBE	006	9	071	N	58.520000	71.130000	121,721.60	147,950.40	61.450000	74.690000	127,807.68	155,347.92	5
8529	Electronic Systems Technician, Senior	IBE	007	9	071	N	53.060000	64.490000	110,364.80	134,139.20	55.710000	67.710000	115,883.04	140,846.16	5
5121	Employee Health Services Supervisor	MEF	388	9	052	N	41.360000	50.420000	86,028.80	104,873.60	43.430000	52.940000	90,330.24	110,117.28	5

**City of San Jose Pay Plan
August 4, 2024**

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3812	Engineer I	AEA	003	-	041	X	45.610000	57.710000	94,868.80	120,036.80	47.890000	60.600000	99,612.24	126,038.64	5
3813	Engineer II	AEA	014	-	041	X	51.710000	65.470000	107,556.80	136,177.60	54.300000	68.740000	112,934.64	142,986.48	5
3815	Engineer, Senior	SEA	001	-	043	X	68.710000	86.900000	142,916.80	180,752.00	72.150000	91.250000	150,062.64	189,789.60	5
3820	Engineer/Architect, Principal	MGT	166	-	991	X	81.183042	98.884705	168,860.73	205,680.19	85.242194	103.828940	177,303.62	215,964.32	5
3874	Engineering Geologist	SEA	003	-	043	X	59.550000	75.390000	123,864.00	156,811.20	62.530000	79.160000	130,057.20	164,651.76	5
3711	Engineering Technician I	MEF	040	9	051	N	28.810000	35.010000	59,924.80	72,820.80	30.250000	36.760000	62,921.04	76,461.84	5
3712	Engineering Technician II	MEF	086	9	051	N	34.320000	41.680000	71,385.60	86,694.40	36.040000	43.760000	74,954.88	91,029.12	5
3715	Engineering Technician, Principal	CMP	007	-	211	X	47.040000	57.300000	97,843.20	119,184.00	49.390000	60.170000	102,735.36	125,143.20	5
3714	Engineering Technician, Senior	MEF	164	9	052	N	42.300000	51.450000	87,984.00	107,016.00	44.420000	54.020000	92,383.20	112,366.80	5
3811	Engineering Trainee (Part-Time)	MEF	233	9	051	N	26.740000	32.520000			28.080000	34.150000			L5
8558	Enterprise Information Technology Engineer I	MEF	393	9	052	N	55.670000	67.740000	115,793.60	140,899.20	58.450000	71.130000	121,583.28	147,944.16	5
8559	Enterprise Information Technology Engineer II	MEF	394	9	052	N	58.980000	71.860000	122,678.40	149,468.80	61.930000	75.450000	128,812.32	156,942.24	5
8561	Enterprise Principal Technology Analyst	CMP	150	-	211	X	71.420000	86.960000	148,553.60	180,876.80	74.990000	91.310000	155,981.28	189,920.64	5
8560	Enterprise Supervising Technology Analyst	CMP	149	-	211	X	64.880000	79.050000	134,950.40	164,424.00	68.120000	83.000000	141,697.92	172,645.20	5
1373	Enterprise Technology Manager	CMP	140	-	211	X	74.760000	91.490000	155,500.80	190,299.20	78.500000	96.060000	163,275.84	199,814.16	5
6363	Entertainment Coordinator	MEF	313	9	052	N	28.100000	34.120000	58,448.00	70,969.60	29.510000	35.830000	61,370.40	74,518.08	5
6364	Entertainment Coordinator (Part-Time)	MEF	313	9	052	N	28.100000	34.120000			29.510000	35.830000			5
8205	Environmental Compliance Officer	CMP	130	-	211	X	60.920000	82.900000	126,713.60	172,432.00	63.970000	87.050000	133,049.28	181,053.60	5
5225	Environmental Inspector I	OE3	069	9	061	N	43.930000	53.340000	91,374.40	110,947.20	43.930000	53.340000	91,374.40	110,947.20	
5224	Environmental Inspector II	OE3	072	9	061	N	48.440000	58.880000	100,755.20	122,470.40	48.440000	58.880000	100,755.20	122,470.40	
5223	Environmental Inspector, Senior	CMP	050	-	211	X	54.410000	66.320000	113,172.80	137,945.60	57.130000	69.640000	118,831.44	144,842.88	5
5117	Environmental Laboratory Manager	CMP	097	-	211	X	63.010000	76.790000	131,060.80	159,723.20	66.160000	80.630000	137,613.84	167,709.36	5
5118	Environmental Laboratory Supervisor	CMP	128	-	211	X	60.050000	72.980000	124,904.00	151,798.40	63.050000	76.630000	131,149.20	159,388.32	5
5213	Environmental Program Manager	CMP	129	-	211	X	60.920000	76.290000	126,713.60	158,683.20	63.970000	80.100000	133,049.28	166,617.36	5
5214	Environmental Program Manager, Senior	CMP	154	-	211	X	66.540000	87.760000	138,403.20	182,540.80	69.870000	92.150000	145,323.36	191,667.84	5
8203	Environmental Services Specialist	MEF	190	9	051	N	48.530000	58.980000	100,942.40	122,678.40	50.960000	61.930000	105,989.52	128,812.32	5
8204	Environmental Services Specialist, Supervising	CMP	043	-	211	X	56.910000	69.380000	118,372.80	144,310.40	59.760000	72.850000	124,291.44	151,525.92	5
8206	Environmental Sustainability Manager	MGT	155	-	991	X	67.327660	84.046033	140,041.53	174,815.75	70.694043	88.248335	147,043.52	183,556.36	5
3327	Equipment Maintenance Supervisor I	MNT	017	-	111	N	49.310000	60.110000	102,564.80	125,028.80	51.780000	63.120000	107,693.04	131,280.24	5
3330	Equipment Maintenance Supervisor II	MNT	051	-	111	N	53.600000	65.430000	111,488.00	136,094.40	56.280000	68.700000	117,062.40	142,899.12	5
3311	Equipment Mechanic Assistant I	OE3	006	9	061	N	28.030000	34.070000	58,302.40	70,865.60	28.030000	34.070000	58,302.40	70,865.60	
3312	Equipment Mechanic Assistant II	OE3	016	9	061	N	30.770000	37.370000	64,001.60	77,729.60	30.770000	37.370000	64,001.60	77,729.60	
6330	Events Coordinator I	MEF	343	9	052	N	38.420000	46.690000	79,913.60	97,115.20	40.340000	49.020000	83,909.28	101,970.96	5
6340	Events Coordinator I (Part-Time)	MEF	344	9	052	N	38.420000	46.690000			40.340000	49.020000			5
6332	Events Coordinator II	MEF	117	9	052	N	42.300000	51.450000	87,984.00	107,016.00	44.420000	54.020000	92,383.20	112,366.80	5
6333	Events Coordinator II (Part-Time)	MEF	274	9	052	N	42.300000	51.450000			44.420000	54.020000			5
6336	Events Coordinator, Senior	CMP	114	-	211	X	51.890000	63.220000	107,931.20	131,497.60	54.480000	66.380000	113,327.76	138,072.48	5
1120	Examination Assistant (Part-Time)	MEF	226	9	051	N	25.490000	30.980000			26.760000	32.530000			L5
1631	Executive Analyst I (Unclassified)	MGT	003	-	991	X	39.518428	49.411907	82,198.33	102,776.77	41.494349	51.882502	86,308.04	107,915.60	5
1636	Executive Analyst II (Unclassified)	MGT	008	-	991	X	43.112269	53.921560	89,673.52	112,156.85	45.267882	56.617638	94,157.18	117,764.66	5
1637	Executive Analyst II (Unclassified) (Part-Time)	MGT	140	-	991	X	43.112269	53.921560			45.267882	56.617638			5
1650	Executive Analyst, Senior (Unclassified)	MGT	016	-	991	X	49.939190	76.289431	103,873.52	158,682.02	52.436150	80.103903	109,067.40	166,616.06	5
1651	Executive Analyst, Senior (Unclassified) (Part-Time)	MGT	180	-	991	X	49.939190	76.289431			52.436150	80.103903			5
8021	Executive Assistant (Unclassified)	MGT	001	-	991	X	36.548991	48.135330	76,021.90	100,121.49	38.376441	50.542097	79,823.12	105,127.62	5
8024	Executive Assistant (Unclassified) (Part-Time)	MGT	267	-	991	X	36.548991	48.135330			38.376441	50.542097			5
1162	Executive Assistant to the City Manager (Unclassified)	MGT	501	-	992	X	39.891207	62.168671	82,973.71	129,310.84	41.885767	65.277105	87,122.36	135,776.16	5
6118	Exhibit Builder (Part-Time)	OE3	078	9	061	N	27.920000	33.910000			27.920000	33.910000			L
6119	Exhibit Designer/Builder	OE3	067	9	061	N	43.930000	53.340000	91,374.40	110,947.20	43.930000	53.340000	91,374.40	110,947.20	

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3231	Facility Attendant	MEF	018	9	051	N	26.030000	31.580000	54,142.40	65,686.40	27.330000	33.160000	56,849.52	68,970.72	L5
3232	Facility Attendant (Part-Time)	MEF	224	9	051	N	26.030000	31.580000			27.330000	33.160000			L5
3233	Facility Attendant, Senior	MEF	048	9	051	N	29.590000	35.990000	61,547.20	74,859.20	31.070000	37.790000	64,624.56	78,602.16	5
3238	Facility Repair Worker	OE3	039	9	061	N	35.760000	43.470000	74,380.80	90,417.60	35.760000	43.470000	74,380.80	90,417.60	
3239	Facility Repair Worker, Senior	OE3	059	9	061	N	40.270000	48.930000	83,761.60	101,774.40	40.270000	48.930000	83,761.60	101,774.40	
3236	Facility Sound & Light Technician	MEF	065	9	051	N	31.860000	38.790000	66,268.80	80,683.20	33.450000	40.730000	69,582.24	84,717.36	5
3235	Facility Sound & Light Technician (Part-Time)	MEF	257	9	051	N	31.860000	38.790000			33.450000	40.730000			5
6121	Family Park Manager	CMP	055	-	211	X	57.150000	69.620000	118,872.00	144,809.60	60.010000	73.100000	124,815.60	152,050.08	5
1228	Financial Analyst	CMP	030	-	211	X	51.890000	63.220000	107,931.20	131,497.60	54.480000	66.380000	113,327.76	138,072.48	5
1226	Financial Analyst, Senior	CMP	155	-	211	X	57.150000	69.620000	118,872.00	144,809.60	60.010000	73.100000	124,815.60	152,050.08	5
2313	Fire Captain	FIR	007	5	021	N	76.780000	92.900000	159,702.40	193,232.00	77.550000	93.830000	161,299.32	195,164.32	1
2334	Fire Chief (Unclassified)	MGT	S27	-	992	X	99.788592	154.899072	207,560.27	322,190.07	104.778022	162.644026	217,938.24	338,299.78	5
2331	Fire Division Chief	MGT	103	-	997	X	76.629830	114.803349	159,390.05	238,790.97	80.461322	120.543516	167,359.66	250,730.48	5
2312	Fire Engineer	FIR	003	5	021	N	66.950000	80.960000	139,256.00	168,396.80	67.620000	81.770000	140,648.56	170,080.82	1
2301	Fire Equipment Technician	OE3	082	9	061	N	39.220000	47.700000	81,577.60	99,216.00	39.220000	47.700000	81,577.60	99,216.00	
2326	Fire Prevention Inspector	FIR	004	5	021	N	70.190000	84.910000	145,995.20	176,612.80	70.890000	85.760000	147,455.10	178,378.98	1
2311	Firefighter	FIR	002	7	021	N	54.900000	72.940000	114,192.00	151,715.20	55.450000	73.670000	115,333.92	153,232.30	1
2310	Firefighter Recruit	FIR	001	1	022	N	47.750000	47.750000	99,320.00	99,320.00	48.230000	48.230000	100,313.20	100,313.20	1
3316	Fleet Manager	MGT	072	-	991	X	63.731790	79.869404	132,562.12	166,128.36	66.918380	83.862874	139,190.22	174,434.78	5
6163	Food & Beverage Services Supervisor	MNT	044	-	111	N	43.570000	52.950000	90,625.60	110,136.00	45.750000	55.600000	95,156.88	115,642.80	5
6164	Food Service Coordinator	MEF	378	9	051	N	27.360000	33.240000	56,908.80	69,139.20	28.730000	34.900000	59,754.24	72,596.16	5
6160	Food Service Coordinator (Part-Time)	MEF	321	9	051	N	27.360000	33.240000			28.730000	34.900000			L5
3414	Gardener	OE3	022	9	061	N	36.560000	44.470000	76,044.80	92,497.60	36.560000	44.470000	76,044.80	92,497.60	
1381	Geographic Information Systems Specialist I	MEF	083	9	051	N	35.470000	43.210000	73,777.60	89,876.80	37.240000	45.370000	77,466.48	94,370.64	5
1383	Geographic Information Systems Specialist II	MEF	146	9	051	N	43.330000	52.790000	90,126.40	109,803.20	45.500000	55.430000	94,632.72	115,293.36	5
1385	Geographic Information Systems Specialist, Senior	CMP	008	-	211	X	47.640000	58.070000	99,091.20	120,785.60	50.020000	60.970000	104,045.76	126,824.88	5
7114	Gerontology Specialist	MEF	072	9	052	N	32.680000	39.720000	67,974.40	82,617.60	34.310000	41.710000	71,373.12	86,748.48	5
7115	Gerontology Specialist (Part-Time)	MEF	261	9	052	N	32.680000	39.720000			34.310000	41.710000			5
7656	Graduate Student Intern (Unclassified) (Part-Time) - AEA	UNR	R17	-	081	N	18.690000	27.600000			19.620000	28.980000			5
7657	Graduate Student Intern (Unclassified) (Part-Time) - CAMP	UNR	R18	-	081	N	18.690000	27.600000			19.620000	28.980000			5
7661	Graduate Student Intern (Unclassified) (Part-Time) - MEF	UNR	R06	-	081	N	18.690000	27.600000			19.620000	28.980000			5
3410	Groundskeeper	OE3	008	9	061	N	28.730000	34.950000	59,758.40	72,696.00	28.730000	34.950000	59,758.40	72,696.00	
3409	Groundskeeper (Part-Time)	OE3	079	9	061	N	28.730000	34.950000			28.730000	34.950000			L
3411	Groundsworker	OE3	007	9	061	N	28.730000	34.950000	59,758.40	72,696.00	28.730000	34.950000	59,758.40	72,696.00	
2321	Hazardous Materials Inspector I	MEF	175	9	051	N	48.970000	59.490000	101,857.60	123,739.20	51.420000	62.460000	106,950.48	129,926.16	5
2322	Hazardous Materials Inspector II	MEF	195	9	051	N	53.990000	65.590000	112,299.20	136,427.20	56.690000	68.870000	117,914.16	143,248.56	5
2323	Hazardous Materials Inspector, Senior	CMP	046	-	211	X	54.410000	66.320000	113,172.80	137,945.60	57.130000	69.640000	118,831.44	144,842.88	5
2461	Hearing Officer (Unclassified) (Part-Time) - Unit 99	UNR	R11	-	081	N	51.760000	63.060000			54.350000	66.210000			5
3165	Heating, Ventilation, Air Conditioning Controls Technician	OE3	103	9	061	N	56.740000	69.040000	118,019.20	143,603.20	56.740000	69.040000	118,019.20	143,603.20	
3343	Heavy Equipment Operator	OE3	040	9	061	N	39.550000	48.080000	82,264.00	100,006.40	39.550000	48.080000	82,264.00	100,006.40	
3345	Heavy Equipment Operator, Senior	OE3	049	9	061	N	42.580000	51.750000	88,566.40	107,640.00	42.580000	51.750000	88,566.40	107,640.00	
3988	Housing Policy & Planning Administrator	MGT	050	-	991	X	60.720727	76.095171	126,299.11	158,277.96	63.756763	79.899930	132,614.04	166,191.74	5
8023	Independent Police Auditor (Unclassified)	MGT	131	-	999	X	82.784484	150.032427	172,191.73	312,067.45	86.923708	157.534048	180,801.40	327,670.72	5
3661	Industrial Electrician	IBE	013	9	071	N	55.570000	67.700000	115,585.60	140,816.00	58.350000	71.090000	121,364.88	147,856.80	5
3663	Industrial Electrician Supervisor	IBE	015	9	071	N	67.700000	82.500000	140,816.00	171,600.00	71.090000	86.630000	147,856.80	180,180.00	5
3662	Industrial Electrician, Senior	IBE	014	9	071	N	61.360000	74.710000	127,628.80	155,396.80	64.430000	78.450000	134,010.24	163,166.64	5
1355	Information Systems Analyst	CMP	057	-	211	X	62.150000	75.720000	129,272.00	157,497.60	65.260000	79.510000	135,735.60	165,372.48	5
6143	Instructor Lifeguard (Part-Time)	MEF	382	9	051	N	16.740000	20.360000			17.580000	21.380000			L5

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Job Code	Job Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approx Pensionable MIN Annual	Approx Pensionable MAX Annual	Approx Total MINIMUM Hourly	Approx Total MAXIMUM Hourly	Approx Total MINIMUM Annual	Approx Total MAXIMUM Annual	Notes
3762	Instrument Control Supervisor I	IBE	008	9	071	N	61.460000	74.670000	127,836.80	155,313.60	64.530000	78.400000	134,228.64	163,079.28	5
3766	Instrument Control Supervisor II	IBE	019	9	071	N	64.510000	78.480000	134,180.80	163,238.40	67.740000	82.400000	140,889.84	171,400.32	5
3761	Instrument Control Technician I	IBE	003	9	071	N	50.510000	61.460000	105,060.80	127,836.80	53.040000	64.530000	110,313.84	134,228.64	5
3764	Instrument Control Technician II	IBE	017	9	071	N	53.050000	64.540000	110,344.00	134,243.20	55.700000	67.770000	115,861.20	140,955.36	5
3763	Instrument Control Technician III	IBE	012	9	071	N	55.710000	67.710000	115,876.80	140,836.80	58.500000	71.100000	121,670.64	147,878.64	5
3765	Instrument Control Technician IV	IBE	018	9	071	N	58.520000	71.130000	121,721.60	147,950.40	61.450000	74.690000	127,807.68	155,347.92	5
3781	Instrument Person	MEF	134	9	051	N	41.150000	49.980000	85,592.00	103,958.40	43.210000	52.480000	89,871.60	109,156.32	5
1272	Investigator Collector I	MEF	089	9	051	N	37.100000	45.050000	77,168.00	93,704.00	38.960000	47.300000	81,026.40	98,389.20	5
1273	Investigator Collector II	MEF	342	9	051	N	42.970000	52.230000	89,377.60	108,638.40	45.120000	54.840000	93,846.48	114,070.32	5
1274	Investigator Collector, Senior	CMP	001	-	211	X	50.120000	61.110000	104,249.60	127,108.80	52.630000	64.170000	109,462.08	133,464.24	5
7504	Investment Officer	MGT	151	-	991	X	64.854065	91.637100	134,896.46	190,605.17	68.096768	96.218955	141,641.50	200,135.52	5
6162	Kitchen Aide (Part-Time)	MEF	323	9	051	N	17.710000	21.550000			18.600000	22.630000			L5
5111	Laboratory Technician I	MEF	071	9	051	N	32.520000	39.540000	67,641.60	82,243.20	34.150000	41.520000	71,023.68	86,355.36	5
5112	Laboratory Technician I (Part-Time)	MEF	259	9	051	N	32.520000	39.540000			34.150000	41.520000			5
5113	Laboratory Technician II	MEF	129	9	051	N	38.950000	47.350000	81,016.00	98,488.00	40.900000	49.720000	85,066.80	103,412.40	5
5114	Laboratory Technician II (Part-Time)	MEF	279	9	051	N	38.950000	47.350000			40.900000	49.720000			5
3875	Land Surveyor	CMP	090	-	211	X	66.700000	83.180000	138,736.00	173,014.40	70.040000	87.340000	145,672.80	181,665.12	5
3447	Landscape Maintenance Manager	MGT	056	-	991	X	63.731790	79.869404	132,562.12	166,128.36	66.918380	83.862874	139,190.22	174,434.78	5
2241	Latent Fingerprint Examiner I	MEF	090	9	051	N	40.160000	48.820000	83,532.80	101,545.60	42.170000	51.260000	87,709.44	106,622.88	5
2242	Latent Fingerprint Examiner II	MEF	138	9	051	N	44.940000	54.640000	93,475.20	113,651.20	47.190000	57.370000	98,148.96	119,333.76	5
2246	Latent Fingerprint Examiner III	MEF	364	9	052	N	55.830000	67.830000	116,126.40	141,086.40	58.620000	71.220000	121,932.72	148,140.72	5
2247	Latent Fingerprint Examiner, Supervisor	CMP	156	-	211	X	65.880000	80.370000	137,030.40	167,169.60	69.170000	84.390000	143,881.92	175,528.08	5
1167	Legal Administrative Assistant I	MEF	C06	9	051	N	32.520000	39.540000	67,641.60	82,243.20	34.150000	41.520000	71,023.68	86,355.36	5
1153	Legal Administrative Assistant I (Part-Time)	MEF	C25	9	051	N	32.520000	39.540000			34.150000	41.520000			5
1168	Legal Administrative Assistant II	MEF	C12	9	051	N	37.060000	45.020000	77,084.80	93,641.60	38.910000	47.270000	80,939.04	98,323.68	5
1154	Legal Administrative Assistant II (Part-Time)	MEF	C27	9	051	N	37.060000	45.020000			38.910000	47.270000			5
1169	Legal Administrative Assistant III	MEF	409	9	051	N	40.760000	49.660000	84,780.80	103,292.80	42.800000	52.140000	89,019.84	108,457.44	5
2123	Legal Analyst I	MEF	C17	9	051	N	40.730000	49.500000	84,718.40	102,960.00	42.770000	51.980000	88,954.32	108,108.00	5
2128	Legal Analyst I (Part-Time)	MEF	C26	9	051	N	40.730000	49.500000			42.770000	51.980000			5
2120	Legal Analyst II	MEF	C21	9	051	N	44.450000	54.020000	92,456.00	112,361.60	46.670000	56.720000	97,078.80	117,979.68	5
2118	Legal Analyst II (Part-Time)	MEF	C28	9	051	N	44.450000	54.020000			46.670000	56.720000			5
2122	Legal Analyst III	MEF	396	9	051	N	48.330000	58.900000	100,526.40	122,512.00	50.750000	61.850000	105,552.72	128,637.60	5
2125	Legal Analyst III (Part-Time)	MEF	397	9	051	N	48.330000	58.900000			50.750000	61.850000			5
2127	Legal Analyst, Senior (Unclassified)	ALP	002	-	311	X	50.038671	65.958173	104,080.44	137,193.00	52.540605	69.256082	109,284.24	144,052.48	5
8013	Legal Services Administrator (Unclassified)	MGT	S53	-	998	X	74.929600	98.685057	155,853.57	205,264.92	78.676080	103.619310	163,646.34	215,528.04	5
8012	Legal Services Manager (Unclassified)	ALP	004	-	311	X	57.908050	76.260659	120,448.74	158,622.17	60.803453	80.073692	126,471.02	166,553.14	5
8042	Legislative Secretary	MEF	102	9	051	N	36.190000	44.010000	75,275.20	91,540.80	38.000000	46.210000	79,038.96	96,117.84	5
8043	Legislative Secretary (Part-Time)	MEF	341	9	051	N	36.190000	44.010000			38.000000	46.210000			5
6231	Librarian I	MEF	137	9	051	N	40.870000	49.680000	85,009.60	103,334.40	42.910000	52.160000	89,260.08	108,501.12	5
6232	Librarian I (Part-Time)	MEF	284	9	051	N	40.870000	49.680000			42.910000	52.160000			5
6233	Librarian II	MEF	149	9	051	N	44.960000	54.690000	93,516.80	113,755.20	47.210000	57.420000	98,192.64	119,442.96	5
6234	Librarian II (Part-Time)	MEF	287	9	051	N	44.960000	54.690000			47.210000	57.420000			5
6235	Librarian, Senior	CMP	111	-	211	X	54.170000	65.990000	112,673.60	137,259.20	56.880000	69.290000	118,307.28	144,122.16	5
6217	Library Aide (Part-Time)	MEF	340	9	051	N	14.780000	18.010000			15.520000	18.910000			M5
6221	Library Assistant	MEF	099	9	051	N	37.030000	45.010000	77,022.40	93,620.80	38.880000	47.260000	80,873.52	98,301.84	5
6222	Library Assistant (Part-Time)	MEF	269	9	051	N	37.030000	45.010000			38.880000	47.260000			5
6213	Library Clerk	MEF	011	9	051	N	29.030000	35.280000	60,382.40	73,382.40	30.480000	37.040000	63,401.52	77,051.52	5
6214	Library Clerk (Part-Time)	MEF	219	9	051	N	29.030000	35.280000			30.480000	37.040000			5

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6215	Library Clerk, Senior	MEF	054	9	052	N	32.120000	39.010000	66,809.60	81,140.80	33.730000	40.960000	70,150.08	85,197.84	5
6216	Library Clerk, Senior (Part-Time)	MEF	251	9	052	N	32.120000	39.010000			33.730000	40.960000			5
6212	Library Page (Part-Time)	MEF	212	9	051	N	21.180000	25.760000			22.240000	27.050000			L5
6142	Lifeguard (Part-Time)	MEF	381	9	051	N	14.610000	17.700000			15.340000	18.590000			M5
6238	Literacy Program Specialist	MEF	124	9	051	N	39.900000	48.420000	82,992.00	100,713.60	41.900000	50.840000	87,141.60	105,749.28	5
6237	Literacy Program Specialist (Part-Time)	MEF	333	9	051	N	39.900000	48.420000			41.900000	50.840000			5
1119	Mail Processor	MEF	015	9	051	N	25.130000	30.520000	52,270.40	63,481.60	26.390000	32.050000	54,883.92	66,655.68	L5
3108	Maintenance Assistant	OE3	002	11	061	N	26.220000	33.450000	54,537.60	69,576.00	26.220000	33.450000	54,537.60	69,576.00	L
3109	Maintenance Assistant (Part-Time)	OE3	076	11	061	N	26.220000	33.450000			26.220000	33.450000			L
3227	Maintenance Contract Supervisor	MNT	022	-	111	N	54.330000	66.220000	113,006.40	137,737.60	57.050000	69.530000	118,656.72	144,624.48	5
3119	Maintenance Manager	MGT	058	-	991	X	63.731790	79.869404	132,562.12	166,128.36	66.918380	83.862874	139,190.22	174,434.78	5
3117	Maintenance Superintendent	MNT	029	-	111	N	57.090000	69.480000	118,747.20	144,518.40	59.940000	72.950000	124,684.56	151,744.32	5
3116	Maintenance Supervisor	MNT	012	-	111	N	49.310000	60.110000	102,564.80	125,028.80	51.780000	63.120000	107,693.04	131,280.24	5
3113	Maintenance Worker I	OE3	010	9	061	N	32.920000	40.050000	68,473.60	83,304.00	32.920000	40.050000	68,473.60	83,304.00	
3112	Maintenance Worker I (Part-Time)	OE3	088	9	061	N	32.920000	40.050000			32.920000	40.050000			
3114	Maintenance Worker II	OE3	023	9	061	N	36.560000	44.470000	76,044.80	92,497.60	36.560000	44.470000	76,044.80	92,497.60	
3115	Maintenance Worker, Senior	OE3	044	9	061	N	43.140000	52.480000	89,731.20	109,158.40	43.140000	52.480000	89,731.20	109,158.40	
1626	Management Fellow (Unclassified)	MGT	002	-	991	X	37.797818	47.427663	78,619.46	98,649.54	39.687709	49.799046	82,550.52	103,581.92	5
9999	Mayor	UNR	014	1	083	X	108.173077	108.173077	225,000.00	225,000.00	108.173077	108.173077	225,000.00	225,000.00	
8050	Mayor's Chief Economic Development and Land Use Officer (Unclassified)	MGT	263	-	996	X	90.781027	118.015335	188,824.54	245,471.90	95.320078	123.916102	198,265.60	257,745.54	5
8049	Mayor's Executive Officer (Unclassified)	MGT	R04	-	996	X	60.720727	94.522302	126,299.11	196,606.39	63.756763	99.248417	132,614.04	206,436.62	5
8051	Mayor's Public Information Officer (Unclassified)	MGT	264	-	996	X	73.153642	118.015335	152,159.58	245,471.90	76.811324	123.916102	159,767.40	257,745.54	5
3323	Mechanic I	OE3	051	9	061	N	40.260000	48.930000	83,740.80	101,774.40	40.260000	48.930000	83,740.80	101,774.40	
3322	Mechanic I, Senior	OE3	063	9	061	N	43.680000	53.130000	90,854.40	110,510.40	43.680000	53.130000	90,854.40	110,510.40	
3320	Mechanic II	OE3	100	9	061	N	44.560000	54.330000	92,684.80	113,006.40	44.560000	54.330000	92,684.80	113,006.40	
3328	Mechanic II, Senior	OE3	101	9	061	N	48.400000	58.980000	100,672.00	122,678.40	48.400000	58.980000	100,672.00	122,678.40	
1534	Mechanical Parts Supervisor	MNT	046	-	111	N	44.870000	54.630000	93,329.60	113,630.40	47.110000	57.360000	97,996.08	119,311.92	5
1533	Mechanical Parts Worker, Senior	OE3	031	9	061	N	33.900000	41.190000	70,512.00	85,675.20	33.900000	41.190000	70,512.00	85,675.20	
5126	Medical Assistant	MEF	335	9	051	N	29.000000	35.260000	60,320.00	73,340.80	30.450000	37.020000	63,336.00	77,007.84	5
5127	Medical Assistant, Senior	MEF	334	9	051	N	37.070000	45.030000	77,105.60	93,662.40	38.920000	47.280000	80,960.88	98,345.52	5
1111	Messenger Clerk	MEF	007	9	051	N	23.920000	29.040000	49,753.60	60,403.20	25.120000	30.490000	52,241.28	63,423.36	L5
1113	Messenger Clerk (Part-Time)	MEF	365	9	051	N	23.920000	29.040000			25.120000	30.490000			L5
5115	Microbiologist I	MEF	174	9	051	N	47.110000	57.250000	97,988.80	119,080.00	49.470000	60.110000	102,888.24	125,034.00	5
5105	Microbiologist II	MEF	407	9	051	N	51.920000	63.080000	107,993.60	131,206.40	54.520000	66.230000	113,393.28	137,766.72	5
1328	Network Engineer	MEF	201	9	052	N	55.670000	67.740000	115,793.60	140,899.20	58.450000	71.130000	121,583.28	147,944.16	5
1329	Network Engineer (Part-Time)	MEF	305	9	052	N	55.670000	67.740000			58.450000	71.130000			5
1323	Network Technician I	MEF	374	9	051	N	33.470000	40.780000	69,617.60	84,822.40	35.140000	42.820000	73,098.48	89,063.52	5
1321	Network Technician I (Part-Time)	MEF	375	9	051	N	33.470000	40.780000			35.140000	42.820000			5
1324	Network Technician II	MEF	128	9	051	N	39.360000	47.840000	81,868.80	99,507.20	41.330000	50.230000	85,962.24	104,482.56	5
1325	Network Technician II (Part-Time)	MEF	282	9	051	N	39.360000	47.840000			41.330000	50.230000			5
1326	Network Technician III	MEF	168	9	051	N	43.610000	53.040000	90,708.80	110,323.20	45.790000	55.690000	95,244.24	115,839.36	5
1327	Network Technician III (Part-Time)	MEF	297	9	051	N	43.610000	53.040000			45.790000	55.690000			5
5122	Nurse	MEF	113	9	051	N	46.170000	56.170000	96,033.60	116,833.60	48.480000	58.980000	100,835.28	122,675.28	5
5123	Nurse (Part-Time)	MEF	273	9	051	N	46.170000	56.170000			48.480000	58.980000			5
5128	Nurse Practitioner	MEF	338	9	052	N	56.170000	68.230000	116,833.60	141,918.40	58.980000	71.640000	122,675.28	149,014.32	5
5129	Nurse Practitioner (Part-Time)	MEF	339	9	052	N	56.170000	68.230000			58.980000	71.640000			5
1126	Office Specialist I	MEF	008	9	051	N	24.760000	30.140000	51,500.80	62,691.20	26.000000	31.650000	54,075.84	65,825.76	L5

**City of San Jose Pay Plan
August 4, 2024**

Job Code	Job Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approx Pensionable MIN Annual	Approx Pensionable MAX Annual	Approx Total MINIMUM Hourly	Approx Total MAXIMUM Hourly	Approx Total MINIMUM Annual	Approx Total MAXIMUM Annual	Notes
1128	Office Specialist I (Part-Time)	MEF	217	9	051	N	24.760000	30.140000			26.000000	31.650000			L5
1130	Office Specialist II	MEF	020	9	051	N	26.510000	32.230000	55,140.80	67,038.40	27.840000	33.840000	57,897.84	70,390.32	5
1133	Office Specialist II (Part-Time)	MEF	229	9	051	N	26.510000	32.230000			27.840000	33.840000			L5
1116	Office Specialist, Principal	MEF	074	9	052	N	32.680000	39.720000	67,974.40	82,617.60	34.310000	41.710000	71,373.12	86,748.48	5
1121	Office Specialist, Principal (Part-Time)	MEF	332	9	052	N	32.680000	39.720000			34.310000	41.710000			5
1135	Office Specialist, Senior	MEF	033	9	051	N	29.360000	35.690000	61,068.80	74,235.20	30.830000	37.470000	64,122.24	77,946.96	5
1137	Office Specialist, Senior (Part-Time)	MEF	240	9	051	N	29.360000	35.690000			30.830000	37.470000			5
6144	Open Water Lifeguard (Part-Time)	MEF	383	17	051	N	15.680000	23.200000			16.460000	24.360000			L5
3776	Operations Manager	CMP	081	-	211	X	63.170000	76.910000	131,393.60	159,972.80	66.330000	80.760000	137,963.28	167,971.44	5
3123	Painter	OE3	057	9	061	N	39.820000	48.370000	82,825.60	100,609.60	39.820000	48.370000	82,825.60	100,609.60	
3124	Painter - Water Pollution Control Plant	OE3	055	9	061	N	39.820000	48.370000	82,825.60	100,609.60	39.820000	48.370000	82,825.60	100,609.60	
3127	Painter Supervisor - Water Pollution Control Plant	MNT	007	-	111	N	46.480000	56.640000	96,678.40	117,811.20	48.800000	59.470000	101,512.32	123,701.76	5
3126	Painter, Senior	OE3	068	9	061	N	43.930000	53.340000	91,374.40	110,947.20	43.930000	53.340000	91,374.40	110,947.20	
3412	Park Maintenance Repair Worker I	OE3	024	9	061	N	36.560000	44.470000	76,044.80	92,497.60	36.560000	44.470000	76,044.80	92,497.60	
3413	Park Maintenance Repair Worker II	OE3	047	9	061	N	39.160000	47.650000	81,452.80	99,112.00	39.160000	47.650000	81,452.80	99,112.00	
2423	Park Ranger	PRA	001	9	121	N	40.640000	49.400000	84,531.20	102,752.00	42.670000	51.870000	88,757.76	107,889.60	5
2428	Park Ranger (Part Time)	PRA	003	9	121	N	40.640000	49.400000			42.670000	51.870000			5
2427	Park Ranger Assistant	PRA	005	9	121	N	39.770000	48.480000	82,721.60	100,838.40	39.770000	48.480000	82,721.60	100,838.40	
2424	Park Ranger Assistant (Part-Time)	PRA	004	9	121	N	39.770000	48.480000			39.770000	48.480000			
2421	Park Ranger Trainee (Part-Time)	OE3	075	9	061	N	19.200000	23.290000			19.200000	23.290000			L
2426	Park Ranger, Senior	PRA	002	9	121	N	44.600000	54.360000	92,768.00	113,068.80	46.830000	57.080000	97,406.40	118,722.24	5
2425	Park Ranger, Supervising	MNT	043	-	111	N	49.200000	59.950000	102,336.00	124,696.00	51.660000	62.950000	107,452.80	130,930.80	5
2451	Parking & Traffic Control Officer	OE3	004	9	061	N	31.540000	38.290000	65,603.20	79,643.20	31.540000	38.290000	65,603.20	79,643.20	
2452	Parking & Traffic Control Officer (Part-Time)	OE3	077	9	061	N	31.540000	38.290000			31.540000	38.290000			
2453	Parking & Traffic Control Officer, Senior	OE3	037	9	061	N	40.130000	48.770000	83,470.40	101,441.60	40.130000	48.770000	83,470.40	101,441.60	
2455	Parking & Traffic Control Supervisor	MNT	002	-	111	N	49.350000	60.110000	102,648.00	125,028.80	51.820000	63.120000	107,780.40	131,280.24	5
1691	Parking Manager I	CMP	086	-	211	X	60.020000	73.100000	124,841.60	152,048.00	63.020000	76.760000	131,083.68	159,650.40	5
1694	Parking Manager II	CMP	147	-	211	X	69.410000	84.540000	144,372.80	175,843.20	72.880000	88.770000	151,591.44	184,635.36	5
1692	Parking/Ground Transportation Administrator	CMP	015	-	211	X	51.890000	63.220000	107,931.20	131,497.60	54.480000	66.380000	113,327.76	138,072.48	5
3443	Parks Manager	CMP	094	-	211	X	63.010000	76.790000	131,060.80	159,723.20	66.160000	80.630000	137,613.84	167,709.36	5
7122	Parks, Recreation, and Facilities Supervisor	MNT	011	-	111	N	49.310000	60.110000	102,564.80	125,028.80	51.780000	63.120000	107,693.04	131,280.24	5
3954	Permit Specialist	MEF	060	9	051	N	33.650000	40.980000	69,992.00	85,238.40	35.330000	43.030000	73,491.60	89,500.32	5
3944	Permit Specialist (Part-Time)	MEF	406	9	051	N	33.650000	40.980000			35.330000	43.030000			5
3950	Permit Specialist, Principal	MEF	352	9	052	N	41.230000	50.130000	85,758.40	104,270.40	43.290000	52.640000	90,046.32	109,483.92	5
3955	Permit Specialist, Senior	MEF	097	9	052	N	37.960000	46.230000	78,956.80	96,158.40	39.860000	48.540000	82,904.64	100,966.32	5
1441	Physician	MGT	146	-	991	X	116.487776	136.982410	242,294.57	284,923.41	122.312165	143.831531	254,409.22	299,169.52	5
1442	Physician (Part-Time)	MGT	187	-	991	X	116.487776	136.982410			122.312165	143.831531			5
4121	Planner I	MEF	096	9	051	N	39.460000	47.930000	82,076.80	99,694.40	41.430000	50.330000	86,180.64	104,679.12	5
4122	Planner II	MEF	150	9	051	N	46.000000	55.880000	95,680.00	116,230.40	48.300000	58.670000	100,464.00	122,041.92	5
4123	Planner II (Part-Time)	MEF	289	9	051	N	46.000000	55.880000			48.300000	58.670000			5
4125	Planner III	MEF	366	9	051	N	52.620000	64.120000	109,449.60	133,369.60	55.250000	67.330000	114,922.08	140,038.08	5
4127	Planner IV	CMP	143	-	211	X	63.420000	77.230000	131,913.60	160,638.40	66.590000	81.090000	138,509.28	168,670.32	5
4126	Planner, Principal	MGT	148	-	991	X	55.150093	84.205721	114,712.19	175,147.90	57.907598	88.416007	120,447.86	183,905.28	5
4111	Planning Technician	MEF	058	9	051	N	33.040000	40.120000	68,723.20	83,449.60	34.690000	42.130000	72,159.36	87,622.08	5
4112	Planning Technician (Part-Time)	MEF	252	9	051	N	33.040000	40.120000			34.690000	42.130000			5
3142	Plumber	OE3	065	9	061	N	47.530000	57.740000	98,862.40	120,099.20	47.530000	57.740000	98,862.40	120,099.20	
2213	Police Cadet (Unclassified) (Part-Time)	UNR	029	9	081	N	18.510000	22.540000			19.440000	23.670000			L5
2218	Police Captain	POA	008	5	012	N	101.550000	123.410000	211,224.00	256,692.80	105.360000	128.040000	219,144.90	266,318.78	3

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8515	Police Communication Specialist (Full Time)	PDA	002	9	131	N	40.230000	48.880000	83,678.40	101,670.40	42.240000	51.320000	87,862.32	106,753.92	5
8535	Police Communication Specialist (Part Time)	PDA	003	9	131	N	40.230000	48.880000			42.240000	51.320000			5
8517	Police Communications Manager	MGT	265	-	991	X	74.387561	104.228758	154,726.13	216,795.82	78.106939	109.440196	162,462.30	227,635.72	5
1181	Police Data Specialist I	MEF	021	9	051	N	28.980000	35.240000	60,278.40	73,299.20	30.430000	37.000000	63,292.32	76,964.16	5
1182	Police Data Specialist I (Part-Time)	MEF	232	9	051	N	28.980000	35.240000			30.430000	37.000000			5
1183	Police Data Specialist II	MEF	050	9	051	N	32.730000	39.790000	68,078.40	82,763.20	34.370000	41.780000	71,482.32	86,901.36	5
1184	Police Data Specialist II (Part-Time)	MEF	249	9	051	N	32.730000	39.790000			34.370000	41.780000			5
1185	Police Data Specialist, Senior	MEF	107	9	052	N	37.990000	46.170000	79,019.20	96,033.60	39.890000	48.480000	82,970.16	100,835.28	5
8026	Police Data Specialist, Supervising	MEF	183	9	052	N	46.170000	56.170000	96,033.60	116,833.60	48.480000	58.980000	100,835.28	122,675.28	5
7667	Police Forensic Analyst I	MEF	386	9	051	N	40.730000	49.500000	84,718.40	102,960.00	42.770000	51.980000	88,954.32	108,108.00	5
7668	Police Forensic Analyst II	MEF	387	9	051	N	44.450000	54.020000	92,456.00	112,361.60	46.670000	56.720000	97,078.80	117,979.68	5
2217	Police Lieutenant	POA	007	5	011	N	87.710000	106.660000	182,436.80	221,852.80	91.000000	110.660000	189,278.18	230,172.28	3
2215	Police Officer	POA	004	7	011	N	59.390000	79.550000	123,531.20	165,464.00	61.620000	82.530000	128,163.62	171,668.90	3
1521	Police Property Specialist I	MEF	036	9	051	N	28.220000	34.340000	58,697.60	71,427.20	29.630000	36.060000	61,632.48	74,998.56	5
1522	Police Property Specialist II	MEF	046	9	051	N	29.490000	35.820000	61,339.20	74,505.60	30.960000	37.610000	64,406.16	78,230.88	5
1524	Police Property Supervisor	CMP	016	-	211	X	49.370000	60.180000	102,689.60	125,174.40	51.840000	63.190000	107,824.08	131,433.12	5
8574	Police Radio Dispatcher	PDA	004	9	131	N	47.930000	58.280000	99,694.40	121,222.40	50.330000	61.190000	104,679.12	127,283.52	5
8575	Police Radio Dispatcher (Part-Time)	PDA	005	9	131	N	47.930000	58.280000			50.330000	61.190000			5
8571	Police Radio Dispatcher Trainee	PDA	001	1	131	N	43.170000	43.170000	89,793.60	89,793.60	45.330000	45.330000	94,283.28	94,283.28	5
2214	Police Recruit	POA	001	1	014	N	51.000000	51.000000	106,080.00	106,080.00	52.910000	52.910000	110,058.00	110,058.00	3
2216	Police Sergeant	POA	005	5	011	N	75.770000	92.080000	157,601.60	191,526.40	78.610000	95.530000	163,511.66	198,708.64	3
5250	Power Resources Specialist I	CMP	151	-	211	X	47.380000	57.740000	98,550.40	120,099.20	49.750000	60.630000	103,477.92	126,104.16	5
5251	Power Resources Specialist II	CMP	152	-	211	X	51.560000	62.820000	107,244.80	130,665.60	54.140000	65.960000	112,607.04	137,198.88	5
5254	Power Resources Specialist, Principal	MGT	262	-	991	X	80.148655	100.185159	166,709.20	208,385.13	84.156088	105.194417	175,044.48	218,804.30	5
5253	Power Resources Specialist, Senior	CMP	153	-	211	X	64.390000	78.870000	133,931.20	164,049.60	67.610000	82.810000	140,627.76	172,252.08	5
8073	Program Manager	CMP	112	-	211	X	58.910000	76.580000	122,532.80	159,286.40	61.860000	80.410000	128,659.44	167,250.72	5
1229	Program Performance Auditor I (Unclassified)	MGT	004	-	998	X	39.712687	52.311962	82,602.39	108,808.88	41.698321	54.927560	86,732.36	114,249.46	5
1230	Program Performance Auditor II (Unclassified)	MGT	013	-	998	X	47.094641	62.038933	97,956.85	129,040.98	49.449373	65.140880	102,854.70	135,493.02	5
1249	Program Performance Auditor, Senior (Unclassified)	MGT	041	-	998	X	57.792923	76.109047	120,209.28	158,306.82	60.682569	79.914499	126,219.60	166,222.16	5
3958	Property Manager I	MEF	132	9	051	N	40.040000	48.700000	83,283.20	101,296.00	42.040000	51.140000	87,447.36	106,360.80	5
3961	Property Manager I, Senior	CMP	142	-	211	X	51.890000	63.230000	107,931.20	131,518.40	54.480000	66.390000	113,327.76	138,094.32	5
3959	Property Manager II	MEF	188	9	051	N	48.700000	59.240000	101,296.00	123,219.20	51.140000	62.200000	106,360.80	129,380.16	5
3960	Property Manager II, Senior	CMP	059	-	211	X	57.150000	69.620000	118,872.00	144,809.60	60.010000	73.100000	124,815.60	152,050.08	5
3962	Property Manager, Principal	CMP	141	-	211	X	68.870000	84.280000	143,249.60	175,302.40	72.310000	88.490000	150,412.08	184,067.52	5
1675	Public Information Manager	MGT	177	-	991	X	68.701822	84.088534	142,899.79	174,904.15	72.136913	88.292961	150,044.96	183,649.18	5
4231	Public Information Representative I	MEF	121	9	051	N	38.550000	46.910000	80,184.00	97,572.80	40.480000	49.260000	84,193.20	102,451.44	5
4233	Public Information Representative I (Part-Time)	MEF	277	9	051	N	38.550000	46.910000			40.480000	49.260000			5
4234	Public Information Representative II	MEF	165	9	051	N	42.550000	51.710000	88,504.00	107,556.80	44.680000	54.300000	92,929.20	112,934.64	5
4235	Public Information Representative II (Part-Time)	MEF	294	9	051	N	42.550000	51.710000			44.680000	54.300000			5
6338	Public Information Representative, Senior	CMP	060	-	211	X	57.150000	69.620000	118,872.00	144,809.60	60.010000	73.100000	124,815.60	152,050.08	5
8536	Public Safety Communication Specialist	MEF	412	9	051	N	40.230000	48.880000	83,678.40	101,670.40	42.240000	51.320000	87,862.32	106,753.92	5
8537	Public Safety Communication Specialist (Part-Time)	MEF	413	9	051	N	40.230000	48.880000			42.240000	51.320000			5
8513	Public Safety Dispatcher, Senior	MEF	182	9	052	N	55.460000	67.480000	115,356.80	140,358.40	58.230000	70.850000	121,124.64	147,376.32	5
8533	Public Safety Dispatcher, Senior (Part-Time)	MEF	301	9	052	N	55.460000	67.480000			58.230000	70.850000			5
8512	Public Safety Dispatcher, Supervising	MEF	204	9	052	N	64.280000	78.080000	133,702.40	162,406.40	67.490000	81.980000	140,387.52	170,526.72	5
8514	Public Safety Radio Dispatcher	MEF	133	9	051	N	47.940000	58.280000	99,715.20	121,222.40	50.340000	61.190000	104,700.96	127,283.52	5
8534	Public Safety Radio Dispatcher (Part-Time)	MEF	283	9	051	N	47.940000	58.280000			50.340000	61.190000			5
8532	Public Safety Radio Dispatcher Trainee	MEF	355	1	051	N	43.170000	43.170000	89,793.60	89,793.60	45.330000	45.330000	94,283.28	94,283.28	5

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6365	Puppeteer (Part-Time)	MEF	308	9	051	N	17.090000	20.780000			17.940000	21.820000			L5
8528	Radio Communications Supervisor	IBE	020	9	071	N	58.340000	71.070000	121,347.20	147,825.60	61.260000	74.620000	127,414.56	155,216.88	5
3966	Real Property Agent I	MEF	130	9	051	N	38.950000	47.350000	81,016.00	98,488.00	40.900000	49.720000	85,066.80	103,412.40	5
3967	Real Property Agent II	MEF	189	9	051	N	47.350000	57.560000	98,488.00	119,724.80	49.720000	60.440000	103,412.40	125,711.04	5
3968	Real Property Agent, Supervising	CMP	069	-	211	X	57.150000	69.620000	118,872.00	144,809.60	60.010000	73.100000	124,815.60	152,050.08	5
1115	Records Specialist	MEF	395	9	051	N	39.210000	47.760000	81,556.80	99,340.80	41.170000	50.150000	85,634.64	104,307.84	5
6108	Recreation Leader	MEF	003	9	051	N	19.570000	23.820000	40,705.60	49,545.60	20.550000	25.010000	42,740.88	52,022.88	L5
6109	Recreation Leader (Part-Time)	MEF	210	9	051	N	19.570000	23.820000			20.550000	25.010000			L5
6112	Recreation Leader Teacher, Senior	MEF	028	9	051	N	27.540000	33.480000	57,283.20	69,638.40	28.920000	35.150000	60,147.36	73,120.32	5
6113	Recreation Leader Teacher, Senior (Part-Time)	MEF	239	9	051	N	27.540000	33.480000			28.920000	35.150000			L5
6110	Recreation Leader, Senior	MEF	032	9	051	N	28.100000	34.120000	58,448.00	70,969.60	29.510000	35.830000	61,370.40	74,518.08	5
6111	Recreation Leader, Senior (Part-Time)	MEF	241	9	051	N	28.100000	34.120000			29.510000	35.830000			5
6122	Recreation Program Specialist	MEF	077	9	051	N	32.680000	39.720000	67,974.40	82,617.60	34.310000	41.710000	71,373.12	86,748.48	5
6123	Recreation Program Specialist (Part-Time)	MEF	263	9	051	N	32.680000	39.720000			34.310000	41.710000			5
6114	Recreation Specialist	MEF	076	9	052	N	32.680000	39.720000	67,974.40	82,617.60	34.310000	41.710000	71,373.12	86,748.48	5
6115	Recreation Specialist (Part-Time)	MEF	262	9	052	N	32.680000	39.720000			34.310000	41.710000			5
6129	Recreation Superintendent	CMP	095	-	211	X	63.010000	76.790000	131,060.80	159,723.20	66.160000	80.630000	137,613.84	167,709.36	5
3423	Regional Park Aide	MEF	001	9	051	N	17.090000	20.780000	35,547.20	43,222.40	17.940000	21.820000	37,324.56	45,383.52	L5
3421	Regional Park Aide (Part-Time)	MEF	208	9	051	N	17.090000	20.780000			17.940000	21.820000			L5
3628	Regional Wastewater Facility General Manager (Unclassified)	MGT	270	-	997	X	81.018305	130.880025	168,518.07	272,230.45	85.069220	137.424026	176,943.78	285,841.92	5
8018	Research Attorney (Unclassified)	MGT	011	-	998	X	45.970697	60.568095	95,619.05	125,981.64	48.269232	63.596500	100,400.04	132,280.72	5
8019	Research Attorney (Unclassified) (Part-Time)	MGT	142	-	998	X	45.970697	60.568095			48.269232	63.596500			5
7502	Retirement Investment Analyst I (Unclassified)	MGT	185	-	991	X	44.325012	53.887142	92,196.03	112,085.26	46.541263	56.581499	96,805.80	117,689.52	5
7503	Retirement Investment Analyst II (Unclassified)	MGT	186	-	991	X	51.763711	63.061980	107,668.52	131,168.92	54.351897	66.215079	113,051.90	137,727.46	5
7505	Retirement Investment Officer (Unclassified)	MGT	167	-	991	X	68.784109	97.270453	143,070.95	202,322.54	72.223314	102.133976	150,224.62	212,438.72	5
7507	Retirement Investment Officer, Senior (Unclassified)	MGT	256	-	991	X	72.681639	113.296036	151,177.81	235,655.76	76.315721	118.960838	158,736.76	247,438.36	5
7508	Retirement Investment Operations Supervisor (Unclassified)	MGT	258	-	991	X	68.694366	84.089860	142,884.28	174,906.91	72.129084	88.294353	150,028.58	183,652.30	5
6175	Rides & Attractions Safety Coordinator	MEF	369	9	051	N	29.490000	35.940000	61,339.20	74,755.20	30.960000	37.740000	64,406.16	78,492.96	5
1265	Risk Manager	MGT	168	-	991	X	64.854065	91.637100	134,896.46	190,605.17	68.096768	96.218955	141,641.50	200,135.52	5
5232	Sanitary Engineer	AEA	023	-	041	X	51.710000	65.470000	107,556.80	136,177.60	54.300000	68.740000	112,934.64	142,986.48	5
5231	Sanitary Engineer (Part-Time)	AEA	041	-	041	X	51.710000	65.470000			54.300000	68.740000			5
2441	School Crossing Guard (Part-Time)	MEF	211	9	051	N	21.030000	25.580000			22.080000	26.860000			L5
2443	School Safety Supervisor	MEF	030	9	052	N	28.510000	34.660000	59,300.80	72,092.80	29.940000	36.390000	62,265.84	75,697.44	5
1156	Secretary	MEF	068	9	051	N	33.030000	40.150000	68,702.40	83,512.00	34.680000	42.160000	72,137.52	87,687.60	5
1155	Secretary (Part-Time)	MEF	258	9	051	N	33.030000	40.150000			34.680000	42.160000			5
1161	Secretary to Mayor	MEF	C15	9	051	N	38.030000	46.250000	79,102.40	96,200.00	39.930000	48.560000	83,057.52	101,010.00	5
2431	Security Officer	MEF	039	9	051	N	28.500000	34.640000	59,280.00	72,051.20	29.930000	36.370000	62,244.00	75,653.76	5
2432	Security Officer (Part-Time)	MEF	243	9	051	N	28.500000	34.640000			29.930000	36.370000			5
2416	Security Officer, Senior	MEF	092	9	052	N	34.810000	42.300000	72,404.80	87,984.00	36.550000	44.420000	76,025.04	92,383.20	5
6335	Security Services Supervisor	CMP	002	-	211	X	44.780000	54.570000	93,142.40	113,505.60	47.020000	57.300000	97,799.52	119,180.88	5
8576	Senior Police Dispatcher	PDA	006	9	131	N	55.450000	67.480000	115,336.00	140,358.40	58.220000	70.850000	121,102.80	147,376.32	5
8577	Senior Police Dispatcher (Part-Time)	PDA	007	9	131	N	55.450000	67.480000			58.220000	70.850000			5
1139	Senior Supervisor, Administration	MEF	331	9	052	N	42.580000	51.760000	88,566.40	107,660.80	44.710000	54.350000	92,994.72	113,043.84	5
3405	Senior Tree Maintenance Leadworker	OE3	045	9	061	N	38.680000	47.060000	80,454.40	97,884.80	38.680000	47.060000	80,454.40	97,884.80	
3717	Sign Shop Specialist	MEF	357	9	051	N	42.300000	51.450000	87,984.00	107,016.00	44.420000	54.020000	92,383.20	112,366.80	5
1622	Staff Specialist	MEF	101	9	052	N	36.350000	44.200000	75,608.00	91,936.00	38.170000	46.410000	79,388.40	96,532.80	5
1624	Staff Specialist (Part-Time)	MEF	270	9	052	N	36.350000	44.200000			38.170000	46.410000			5
3342	Street Sweeper Operator	OE3	027	9	061	N	32.750000	39.820000	68,120.00	82,825.60	32.750000	39.820000	68,120.00	82,825.60	

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3858	Structure/Landscape Designer I	AEA	045	-	041	X	45.610000	57.710000	94,868.80	120,036.80	47.890000	60.600000	99,612.24	126,038.64	5
3842	Structure/Landscape Designer II	AEA	016	-	041	X	51.710000	65.470000	107,556.80	136,177.60	54.300000	68.740000	112,934.64	142,986.48	5
1661	Student Intern (Unclassified) (Part-Time) - AEA	UNR	R14	-	081	N	14.450000	20.630000			15.170000	21.660000			M5
1663	Student Intern (Unclassified) (Part-Time) - CAMP	UNR	R15	-	081	N	14.450000	20.630000			15.170000	21.660000			M5
1638	Student Intern (Unclassified) (Part-Time) - MEF	UNR	R05	-	081	N	14.450000	20.630000			15.170000	21.660000			M5
1665	Student Intern (Unclassified) (Part-Time) - Unit 99	UNR	R16	-	081	N	14.450000	20.630000			15.170000	21.660000			M5
8578	Supervising Police Dispatcher	PDA	008	9	131	N	64.270000	78.090000	133,681.60	162,427.20	67.480000	81.990000	140,365.68	170,548.56	5
3237	Supervisor of Facilities	MNT	008	-	111	N	49.260000	60.050000	102,460.80	124,904.00	51.720000	63.050000	107,583.84	131,149.20	5
3250	Supervisor, Animal Services Operations	CMP	110	-	211	X	47.040000	57.300000	97,843.20	119,184.00	49.390000	60.170000	102,735.36	125,143.20	5
3229	Supervisor, Trades	MNT	034	-	111	N	54.330000	66.220000	113,006.40	137,737.60	57.050000	69.530000	118,656.72	144,624.48	5
1212	Supply Clerk	MEF	035	9	051	N	28.220000	34.340000	58,697.60	71,427.20	29.630000	36.060000	61,632.48	74,998.56	5
3782	Survey Party Chief	MEF	178	9	052	N	48.630000	59.120000	101,150.40	122,969.60	51.060000	62.080000	106,207.92	129,118.08	5
6141	Swimming Pool Aide (Part-Time)	MEF	380	9	051	N	11.280000	13.760000			11.840000	14.450000			M5
6146	Swimming Pool Manager (Part-Time)	MEF	228	9	051	N	26.110000	31.740000			27.420000	33.330000			L5
1338	Systems Applications Programmer I	MEF	127	9	051	N	38.950000	47.350000	81,016.00	98,488.00	40.900000	49.720000	85,066.80	103,412.40	5
1339	Systems Applications Programmer I (Part-Time)	MEF	281	9	051	N	38.950000	47.350000			40.900000	49.720000			5
1341	Systems Applications Programmer II	MEF	171	9	051	N	43.200000	52.530000	89,856.00	109,262.40	45.360000	55.160000	94,348.80	114,725.52	5
1342	Systems Applications Programmer II (Part-Time)	MEF	296	9	051	N	43.200000	52.530000			45.360000	55.160000			5
1345	Systems Applications Programmer, Senior	MEF	203	9	052	N	56.620000	68.850000	117,769.60	143,208.00	59.450000	72.290000	123,658.08	150,368.40	5
1346	Systems Applications Programmer, Senior (Part-Time)	MEF	303	9	052	N	56.620000	68.850000			59.450000	72.290000			5
3152	Temporary Employee (Unclassified) - Electrician (Part-Time)	UNR	015	1	081	N	87.170000	87.170000			87.170000	87.170000			
8602	Temporary Employee (Unclassified) - Family Camp - Stipend Paid - MEF	UNR	R10	-	081	X	0.000000	162.070000			0.000000	170.170000			5
9989	Temporary Employee (Unclassified) - Management (Part-Time)	MGT	169	-	994	X	29.594785	148.588627			31.074524	156.018058			X5
9988	Temporary Employee (Unclassified) - Management Benefited	MGT	R05	-	994	X	29.594785	148.588627	61,557.15	309,064.34	31.074524	156.018058	64,634.96	324,517.44	X5
9987	Temporary Employee (Unclassified) - No Unemployment Insurance (Part-Time)	UNR	R03	-	087	N	13.760000	200.340000			14.450000	210.360000			M5
9986	Temporary Employee (Unclassified) - Non-Management Benefited - MEF	UNR	R04	-	084	N	13.760000	61.740000	28,620.80	128,419.20	14.450000	64.830000	30,051.84	134,840.16	M5
9982	Temporary Employee (Unclassified) - OE3 (Part-Time)	UNR	R08	-	081	N	60.890000	61.140000			60.890000	61.140000			
9971	Temporary Employee (Unclassified) - Retiree Exempt - AEA	UNR	R19	-	081	X	22.000000	156.750000			22.000000	156.750000			X
9972	Temporary Employee (Unclassified) - Retiree Exempt - ALP	UNR	R20	-	081	X	22.000000	156.750000			22.000000	156.750000			X
9981	Temporary Employee (Unclassified) - Retiree Exempt - CAMP	UNR	R12	-	081	X	22.000000	156.750000			22.000000	156.750000			X
9974	Temporary Employee (Unclassified) - Retiree Exempt - Unit 99	UNR	R22	-	081	X	22.000000	156.750000			22.000000	156.750000			X
9961	Temporary Employee (Unclassified) - Retiree Non-Exempt - ABMEI	UNR	R23	-	081	N	11.350000	129.400000			11.350000	129.400000			M
9973	Temporary Employee (Unclassified) - Retiree Non-Exempt - AMSP	UNR	R21	-	081	N	11.350000	129.400000			11.350000	129.400000			M
9962	Temporary Employee (Unclassified) - Retiree Non-Exempt - IAFF	UNR	R24	-	081	N	11.350000	129.400000			11.350000	129.400000			M
9963	Temporary Employee (Unclassified) - Retiree Non-Exempt - IBEW	UNR	R25	-	081	N	11.350000	129.400000			11.350000	129.400000			M
9984	Temporary Employee (Unclassified) - Retiree Non-Exempt - MEF	UNR	R07	-	081	N	11.350000	129.400000			11.350000	129.400000			M
9964	Temporary Employee (Unclassified) - Retiree Non-Exempt - OE3	UNR	R26	-	081	N	11.350000	129.400000			11.350000	129.400000			M
9965	Temporary Employee (Unclassified) - Retiree Non-Exempt - SJPDA	UNR	R28	-	081	N	11.350000	129.400000			11.350000	129.400000			M
9985	Temporary Employee (Unclassified) (Part-Time) - MEF	UNR	R03	-	081	N	13.760000	200.340000			14.450000	210.360000			M5
9951	Temporary Employee (Unclassified) (Part-Time) - Unit 99	UNR	R27	-	081	N	13.760000	200.340000			14.450000	210.360000			M5
7130	Therapeutic Services Manager	CMP	127	-	211	X	51.640000	66.480000	107,411.20	138,278.40	54.220000	69.800000	112,781.76	145,192.32	5
7112	Therapeutic Specialist	MEF	073	9	052	N	32.680000	39.720000	67,974.40	82,617.60	34.310000	41.710000	71,373.12	86,748.48	5
7113	Therapeutic Specialist (Part-Time)	MEF	260	9	051	N	32.680000	39.720000			34.310000	41.710000			5
7116	Therapeutic Treatment Specialist, Senior	MEF	353	9	052	N	41.920000	50.870000	87,193.60	105,809.60	44.020000	53.410000	91,553.28	111,100.08	5
7117	Therapeutic Treatment Specialist, Senior (Part-Time)	MEF	354	9	052	N	41.920000	50.870000			44.020000	53.410000			5

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3718	Traffic Signal Technician, Supervising	CMP	006	-	211	X	47.040000	57.300000	97,843.20	119,184.00	49.390000	60.170000	102,735.36	125,143.20	5
1693	Training Specialist	MEF	143	9	052	N	40.300000	49.020000	83,824.00	101,961.60	42.320000	51.470000	88,015.20	107,059.68	5
3876	Transportation Specialist	CMP	133	-	211	X	44.940000	56.480000	93,475.20	117,478.40	47.190000	59.300000	98,148.96	123,352.32	5
3879	Transportation Specialist, Senior	CMP	101	-	211	X	66.190000	83.160000	137,675.20	172,972.80	69.500000	87.320000	144,558.96	181,621.44	5
8027	Video Unit Supervisor	CMP	107	-	211	X	45.020000	54.860000	93,641.60	114,108.80	47.270000	57.600000	98,323.68	119,814.24	5
8032	Video/Multimedia Producer	MEF	336	9	051	N	40.300000	49.020000	83,824.00	101,961.60	42.320000	51.470000	88,015.20	107,059.68	5
8601	Volunteer - Unpaid	UNR	018	-	086	N	0.000000	0.000000			0.000000	0.000000			
6328	Volunteer Coordinator	MEF	059	9	051	N	31.580000	38.420000	65,686.40	79,913.60	33.160000	40.340000	68,970.72	83,909.28	5
6329	Volunteer Coordinator (Part-Time)	MEF	253	9	051	N	31.580000	38.420000			33.160000	40.340000			5
1517	Warehouse Supervisor	MEF	075	9	052	N	34.150000	41.500000	71,032.00	86,320.00	35.860000	43.580000	74,583.60	90,636.00	5
1511	Warehouse Worker I	MEF	025	9	051	N	27.820000	33.880000	57,865.60	70,470.40	29.210000	35.570000	60,758.88	73,993.92	5
1512	Warehouse Worker I (Part-Time)	MEF	236	9	051	N	27.820000	33.880000			29.210000	35.570000			5
1513	Warehouse Worker II	MEF	038	9	051	N	28.950000	35.190000	60,216.00	73,195.20	30.400000	36.950000	63,226.80	76,854.96	5
1515	Warehouse Worker II (Part-Time)	MEF	358	9	051	N	28.950000	35.190000			30.400000	36.950000			5
1514	Warehouse Worker, Senior	MEF	049	9	052	N	30.950000	37.600000	64,376.00	78,208.00	32.500000	39.480000	67,594.80	82,118.40	5
3621	Wastewater Attendant	OE3	015	9	061	N	31.240000	37.970000	64,979.20	78,977.60	31.240000	37.970000	64,979.20	78,977.60	
3615	Wastewater Facility Manager	MGT	178	-	991	X	59.860427	91.427986	124,509.69	190,170.21	62.853448	95.999385	130,735.02	199,678.70	5
3838	Wastewater Facility Principal Engineer	MGT	268	-	991	X	81.183042	101.851240	168,860.73	211,850.58	85.242194	106.943802	177,303.62	222,443.00	5
3839	Wastewater Facility Senior Engineer	SEA	005	-	043	X	72.870000	92.240000	151,569.60	191,859.20	76.510000	96.850000	159,148.08	201,452.16	5
3625	Wastewater Maintenance Superintendent	MNT	037	-	111	N	62.060000	75.660000	129,084.80	157,372.80	65.160000	79.440000	135,539.04	165,241.44	5
3622	Wastewater Mechanic I	OE3	053	9	061	N	40.260000	48.930000	83,740.80	101,774.40	40.260000	48.930000	83,740.80	101,774.40	
3623	Wastewater Mechanic I, Senior	OE3	061	9	061	N	43.680000	53.130000	90,854.40	110,510.40	43.680000	53.130000	90,854.40	110,510.40	
3672	Wastewater Mechanic II	OE3	092	9	061	N	44.560000	54.330000	92,684.80	113,006.40	44.560000	54.330000	92,684.80	113,006.40	
3673	Wastewater Mechanic II, Senior	OE3	093	9	061	N	48.400000	58.980000	100,672.00	122,678.40	48.400000	58.980000	100,672.00	122,678.40	
3627	Wastewater Mechanic, Apprentice	OE3	087	10	061	N	33.910000	42.390000	70,532.80	88,171.20	33.910000	42.390000	70,532.80	88,171.20	
3624	Wastewater Mechanical Supervisor I	MNT	013	-	111	N	49.310000	60.110000	102,564.80	125,028.80	51.780000	63.120000	107,693.04	131,280.24	5
3674	Wastewater Mechanical Supervisor II	MNT	042	-	111	N	53.600000	65.430000	111,488.00	136,094.40	56.280000	68.700000	117,062.40	142,899.12	5
3656	Wastewater Operations Foreperson I	MNT	038	-	111	N	52.200000	63.700000	108,576.00	132,496.00	54.810000	66.890000	114,004.80	139,120.80	5
3657	Wastewater Operations Foreperson II	MNT	039	-	111	N	55.950000	68.280000	116,376.00	142,022.40	58.750000	71.690000	122,194.80	149,123.52	5
3617	Wastewater Operations Superintendent I	MNT	020	-	111	N	60.180000	73.460000	125,174.40	152,796.80	63.190000	77.130000	131,433.12	160,436.64	5
3619	Wastewater Operations Superintendent II	MNT	036	-	111	N	64.410000	78.560000	133,972.80	163,404.80	67.630000	82.490000	140,671.44	171,575.04	5
3612	Wastewater Operator I	OE3	048	10	061	N	42.450000	52.870000	88,296.00	109,969.60	42.450000	52.870000	88,296.00	109,969.60	
3652	Wastewater Operator II	OE3	089	10	061	N	45.030000	56.240000	93,662.40	116,979.20	45.030000	56.240000	93,662.40	116,979.20	
3653	Wastewater Operator III	OE3	090	10	061	N	47.670000	59.560000	99,153.60	123,884.80	47.670000	59.560000	99,153.60	123,884.80	
3611	Wastewater Operator Trainee	OE3	013	9	061	N	30.010000	36.490000	62,420.80	75,899.20	30.010000	36.490000	62,420.80	75,899.20	
3631	Water Systems Assistant Operator I	OE3	097	9	061	N	34.810000	42.390000	72,404.80	88,171.20	34.810000	42.390000	72,404.80	88,171.20	
3637	Water Systems Assistant Operator II	OE3	098	9	061	N	37.430000	45.600000	77,854.40	94,848.00	37.430000	45.600000	77,854.40	94,848.00	
3633	Water Systems Operations Foreperson I	MNT	047	-	111	N	49.930000	61.910000	103,854.40	128,772.80	52.430000	65.010000	109,047.12	135,211.44	5
3645	Water Systems Operations Foreperson II	MNT	048	-	111	N	53.680000	65.020000	111,654.40	135,241.60	56.360000	68.270000	117,237.12	142,003.68	5
3648	Water Systems Operations Manager	MGT	255	-	991	X	59.863799	91.422923	124,516.70	190,159.68	62.856989	95.994069	130,742.56	199,667.52	5
3646	Water Systems Operations Superintendent I	MNT	049	-	111	N	56.480000	70.170000	117,478.40	145,953.60	59.300000	73.680000	123,352.32	153,251.28	5
3647	Water Systems Operations Superintendent II	MNT	050	-	111	N	59.490000	73.670000	123,739.20	153,233.60	62.460000	77.350000	129,926.16	160,895.28	5
3632	Water Systems Operator I	OE3	030	9	061	N	41.320000	50.370000	85,945.60	104,769.60	41.320000	50.370000	85,945.60	104,769.60	
3638	Water Systems Operator II	OE3	095	9	061	N	46.300000	56.430000	96,304.00	117,374.40	46.300000	56.430000	96,304.00	117,374.40	
3639	Water Systems Operator III	OE3	096	9	061	N	48.640000	59.260000	101,171.20	123,260.80	48.640000	59.260000	101,171.20	123,260.80	
8067	Youth Outreach Specialist	MEF	072	9	052	N	32.680000	39.720000	67,974.40	82,617.60	34.310000	41.710000	71,373.12	86,748.48	5
8063	Youth Outreach Worker I	MEF	005	9	051	N	22.850000	27.820000	47,528.00	57,865.60	23.990000	29.210000	49,904.40	60,758.88	L5
8064	Youth Outreach Worker I (Part-Time)	MEF	005	9	051	N	22.850000	27.820000			23.990000	29.210000			L5

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8065	Youth Outreach Worker II	MEF	032	9	051	N	28.100000	34.120000	58,448.00	70,969.60	29.510000	35.830000	61,370.40	74,518.08	5
8066	Youth Outreach Worker II (Part-Time)	MEF	032	9	051	N	28.100000	34.120000			29.510000	35.830000			5
6357	Zoo Curator	MEF	311	9	052	N	37.440000	45.520000	77,875.20	94,681.60	39.310000	47.800000	81,768.96	99,415.68	5
6171	Zoo Education Specialist	MEF	367	9	052	N	32.680000	39.720000	67,974.40	82,617.60	34.310000	41.710000	71,373.12	86,748.48	5
6172	Zoo Educator	MEF	368	9	051	N	28.100000	34.120000	58,448.00	70,969.60	29.510000	35.830000	61,370.40	74,518.08	5
6173	Zoo Educator (Part-Time)	MEF	370	9	051	N	28.100000	34.120000			29.510000	35.830000			5
6353	Zoo Keeper	MEF	309	9	051	N	23.350000	28.350000	48,568.00	58,968.00	24.520000	29.770000	50,996.40	61,916.40	L5
6354	Zoo Keeper (Part-Time)	MEF	309	9	051	N	23.350000	28.350000			24.520000	29.770000			L5
6351	Zoo Keeper Aide	MEF	308	9	051	N	17.090000	20.780000	35,547.20	43,222.40	17.940000	21.820000	37,324.56	45,383.52	L5
6352	Zoo Keeper Aide (Part-Time)	MEF	308	9	051	N	17.090000	20.780000			17.940000	21.820000			L5
6355	Zoo Keeper, Senior	MEF	310	9	051	N	28.940000	35.140000	60,195.20	73,091.20	30.390000	36.900000	63,204.96	76,745.76	5
6358	Zoo Manager	CMP	108	-	211	X	49.370000	60.180000	102,689.60	125,174.40	51.840000	63.190000	107,824.08	131,433.12	5

Notes Key	Notes Description
L	Employees in specific classifications assigned to MEF, OE#3, Unit 81/84, and Unit 99 are subject to a minimum hourly rate referred to as the classification's "Pay Floor." The Pay Floor for this classification is currently a higher rate of pay than the bottom of the salary range of this classification, and some employees may receive a Pay Floor Adjustment instead of the contractual rate of pay. If this classification also receives the 5% ongoing non-pensionable compensation increase, it will be part of the Pay Floor total rate.
M	Classification subject to the current City of San José Minimum Wage Rate. If this classification also receives the 5% ongoing non-pensionable compensation increase, it will be part of the Minimum Wage total rate.
X	Classification subject to the current City of San José Minimum Wage Rate for Exempt Classifications. If this classification also receives the 5% ongoing non-pensionable compensation increase, it will be part of the Minimum Wage for Exempt Classification total rate.
1	Classification's total salary is inclusive of a 1% ongoing non-pensionable compensation increase. For additional information, please see the San Jose International Association of Fire Fighters Memorandum of Agreement (MOA).
3	Classification's total salary is inclusive of a 3.75% ongoing non-pensionable crisis intervention training pay. For additional information, please see the San Jose Police Officers' Association's Memorandum of Agreement (MOA).
5	Classification's total salary is inclusive of a 5% ongoing non-pensionable compensation increase. For additional information, please see the bargaining unit's Memorandum of Agreement (MOA) or the employee unit's Compensation Summary.
7	The Deputy Chief of Police (2219), Assistant Police Chief (2225), and Chief of Police (2227) classifications' total pay is inclusive of a 7.75% combined ongoing non-pensionable retention premium pay/crisis intervention training pay.