

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
1211	Account Clerk I	MEF	012	9	051	N	21.280000	25.870000	44,262.400	53,809.600	L5
1213	Account Clerk I (Part-Time)	MEF	221	9	051	N	21.280000	25.870000	44,262.400	53,809.600	L5
1215	Account Clerk II	MEF	019	9	051	N	22.770000	27.670000	47,361.600	57,553.600	L5
1217	Account Clerk II (Part-Time)	MEF	230	9	051	N	22.770000	27.670000	47,361.600	57,553.600	L5
1223	Account Clerk, Principal	MEF	095	9	052	N	30.500000	37.120000	63,440.000	77,209.600	5
1219	Account Clerk, Senior	MEF	064	9	051	N	27.660000	33.670000	57,532.800	70,033.600	5
1221	Account Clerk, Senior (Part-Time)	MEF	255	9	051	N	27.660000	33.670000	57,532.800	70,033.600	5
1231	Accountant I	MEF	142	9	051	N	34.990000	42.550000	72,779.200	88,504.000	5
1233	Accountant II	MEF	177	9	051	N	38.190000	46.410000	79,435.200	96,532.800	5
1257	Accountant, Principal	MGT	035	-	991	X	47.782225	72.956120	99,387.028	151,748.730	5
1235	Accountant, Senior	CMP	011	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
1236	Accountant, Supervising	CMP	067	-	211	X	49.610000	60.430000	103,188.800	125,694.400	5
1225	Accounting Technician	MEF	119	9	052	N	33.350000	40.530000	69,368.000	84,302.400	5
1227	Accounting Technician (Part-Time)	MEF	275	9	052	N	33.350000	40.530000	69,368.000	84,302.400	5
1159	Administrative Assistant	MEF	C11	9	052	N	31.550000	38.360000	65,624.000	79,788.800	5
8159	Administrative Assistant (Part-Time)	MEF	C37	9	052	N	31.550000	38.360000	65,624.000	79,788.800	5
1646	Administrative Officer	MGT	032	-	991	X	47.782225	72.956120	99,387.028	151,748.730	5
3162	Air Conditioning Mechanic	OE3	071	9	061	N	41.660000	50.600000	86,652.800	105,248.000	
3163	Air Conditioning Mechanic, Senior	OE3	073	9	061	N	44.760000	54.430000	93,100.800	113,214.400	
3161	Air Conditioning Supervisor	MNT	026	-	111	N	47.160000	57.480000	98,092.800	119,558.400	5
3549	Air Services Development Manager	MGT	171	-	991	X	58.115992	91.372811	120,881.263	190,055.447	5
3246	Airport Equipment Mechanic	OE3	083	9	061	N	38.030000	46.250000	79,102.400	96,200.000	
3247	Airport Equipment Mechanic, Senior	OE3	084	9	061	N	40.830000	49.620000	84,926.400	103,209.600	
3244	Airport Maintenance Supervisor	MNT	016	-	111	N	42.800000	52.180000	89,024.000	108,534.400	5
3526	Airport Operations Manager I	CMP	083	-	211	X	52.100000	63.450000	108,368.000	131,976.000	5
3534	Airport Operations Manager II	CMP	135	-	211	X	60.250000	73.390000	125,320.000	152,651.200	5
3511	Airport Operations Specialist	MEF	052	9	051	N	25.960000	31.540000	53,996.800	65,603.200	5
3512	Airport Operations Specialist (Part-Time)	MEF	247	9	051	N	25.960000	31.540000	53,996.800	65,603.200	5
3514	Airport Operations Specialist I, Senior	MEF	328	9	052	N	32.460000	39.470000	67,516.800	82,097.600	5
3516	Airport Operations Specialist II, Senior	MEF	362	10	052	N	33.440000	40.740000	69,555.200	84,739.200	5
3518	Airport Operations Specialist III, Senior	MEF	363	10	052	N	36.850000	44.890000	76,648.000	93,371.200	5
3515	Airport Operations Specialist, Senior (Part-Time)	MEF	329	9	052	N	32.460000	39.470000	67,516.800	82,097.600	5
3525	Airport Operations Superintendent I	CMP	032	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
3532	Airport Operations Superintendent II	CMP	134	-	211	X	52.100000	63.470000	108,368.000	132,017.600	5
3524	Airport Operations Supervisor I	MNT	006	-	111	N	38.790000	47.260000	80,683.200	98,300.800	5
3527	Airport Operations Supervisor II	MNT	040	-	111	N	41.680000	50.780000	86,694.400	105,622.400	5
3528	Airport Operations Supervisor III	MNT	041	-	111	N	44.890000	54.680000	93,371.200	113,734.400	5
7121	Amusement Park Supervisor	MNT	045	-	111	N	37.820000	45.960000	78,665.600	95,596.800	5
1627	Analyst I	MEF	C18	9	052	N	35.350000	42.980000	73,528.000	89,398.400	5
1630	Analyst I (Part-Time)	MEF	C30	9	052	N	35.350000	42.980000	73,528.000	89,398.400	5
7664	Analyst I, Independent Police Auditor (Unclassified)	MGT	152	-	998	X	34.303952	42.891983	71,352.220	89,215.325	5
1632	Analyst II	MEF	C22	9	052	N	38.580000	46.890000	80,246.400	97,531.200	5
1635	Analyst II (Part-Time)	MEF	C32	9	052	N	38.580000	46.890000	80,246.400	97,531.200	5
7665	Analyst II, Independent Police Auditor (Unclassified)	MGT	153	-	998	X	37.423586	46.806585	77,841.059	97,357.697	5
1654	Analyst, Senior	CMP	038	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
1655	Analyst, Senior (Part-Time)	CMP	104	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
7666	Analyst, Senior, Independent Police Auditor (Unclassified)	MGT	S54	-	998	X	44.893662	54.705017	93,378.817	113,786.435	5
3259	Animal Behaviorist	MEF	348	9	051	N	28.510000	34.690000	59,300.800	72,155.200	5

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
3254	Animal Care Attendant	MEF	324	9	051	N	21.060000	25.610000	43,804.800	53,268.800	L5
3257	Animal Care Attendant (Part-Time)	MEF	345	9	051	N	21.060000	25.610000	43,804.800	53,268.800	L5
3253	Animal Health Technician	MEF	325	9	051	N	23.010000	27.950000	47,860.800	58,136.000	5
3260	Animal Health Technician (Part-Time)	MEF	346	9	051	N	23.010000	27.950000	47,860.800	58,136.000	L5
3252	Animal Services Officer	MEF	326	9	051	N	26.680000	32.440000	55,494.400	67,475.200	5
3251	Animal Services Officer, Senior	MEF	327	9	052	N	29.880000	36.350000	62,150.400	75,608.000	5
3258	Animal Shelter Coordinator	MEF	347	9	052	N	27.150000	33.030000	56,472.000	68,702.400	5
3255	Animal Shelter Veterinarian	CMP	115	-	211	X	57.010000	69.450000	118,580.800	144,456.000	5
3256	Animal Shelter Veterinarian (Part-Time)	CMP	117	-	211	X	53.920000	74.680000	112,153.600	155,334.400	5
1354	Applications Analyst, Supervising	CMP	087	-	211	X	58.370000	71.070000	121,409.600	147,825.600	5
3321	Apprentice Mechanic	OE3	028	10	061	N	29.720000	37.160000	61,817.600	77,292.800	
5109	Aquatic Toxicologist	MEF	206	9	052	N	46.000000	55.930000	95,680.000	116,334.400	5
3418	Arborist	CMP	061	-	211	X	49.610000	60.430000	103,188.800	125,694.400	5
3406	Arborist Technician	MEF	337	9	051	N	29.430000	35.730000	61,214.400	74,318.400	5
3841	Architect / Landscape Architect I	AEA	006	-	041	X	39.600000	50.100000	82,368.000	104,208.000	5
3852	Architect / Landscape Architect II	AEA	015	-	041	X	41.590000	52.650000	86,507.200	109,512.000	5
3844	Architect, Senior/Landscape Architect, Senior	SEA	002	-	043	X	57.550000	72.790000	119,704.000	151,403.200	5
2328	Arson Investigator	FIR	005	5	021	N	63.210000	76.470000	131,476.800	159,057.600	1
6317	Arts Assistant (Part-Time)	MEF	216	9	051	N	20.560000	25.000000	42,764.800	52,000.000	L5
6311	Arts Programs Coordinator	MEF	152	9	051	N	36.720000	44.660000	76,377.600	92,892.800	5
6318	Arts Programs Coordinator (Part-Time)	MEF	350	9	051	N	36.720000	44.660000	76,377.600	92,892.800	5
6313	Arts Programs Coordinator, Senior	CMP	029	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
3422	Assistant Arborist	CMP	009	-	211	X	40.830000	49.740000	84,926.400	103,459.200	5
2154	Assistant City Attorney (Unclassified)	MGT	S49	-	998	X	101.158616	143.515901	210,409.921	298,513.074	5
1613	Assistant City Clerk (Unclassified)	MGT	049	-	998	X	55.180632	76.381466	114,775.715	158,873.449	5
1688	Assistant City Manager (Unclassified)	MGT	S32	-	992	X	101.158619	157.867493	210,409.928	328,364.385	5
7506	Assistant Director & Chief Investment Officer (Unclassified)	MGT	172	-	997	X	115.576894	154.978108	240,399.940	322,354.465	5
8048	Assistant Director (Unclassified)	MGT	S09	-	997	X	70.327901	109.624018	146,282.034	228,017.957	5
1998	Assistant Director Of Economic Development (Unclassified)	MGT	095	-	997	X	70.327901	109.624018	146,282.034	228,017.957	5
5226	Assistant Environmental Inspector	OE3	026	9	061	N	31.130000	37.840000	64,750.400	78,707.200	
8201	Assistant Environmental Services Specialist	MEF	106	9	051	N	32.980000	40.080000	68,598.400	83,366.400	5
2333	Assistant Fire Chief (Unclassified)	MGT	S20	-	997	X	75.924999	117.435133	157,923.998	244,265.077	5
3641	Assistant Heavy Diesel Equipment Operator-Mechanic	OE3	033	9	061	N	31.350000	38.150000	65,208.000	79,352.000	
8022	Assistant Independent Police Auditor (Unclassified)	MGT	257	-	997	X	65.333452	101.842313	135,893.580	211,832.011	5
2225	Assistant Police Chief (Unclassified)	MGT	S21	-	997	X	81.870435	127.617143	170,290.500	265,443.660	75
8522	Assistant Police Communications Manager	CMP	138	-	211	X	59.390000	74.210000	123,531.200	154,356.800	5
6145	Assistant Swimming Pool Manager (Part-Time)	MEF	384	9	051	N	16.180000	19.640000	33,654.400	40,851.200	L5
1683	Assistant To The City Manager (Unclassified)	MGT	S06	-	997	X	52.708598	82.050039	109,633.884	170,664.081	5
1682	Assistant To The City Manager (Unclassified) (Part-Time)	MGT	S58	-	997	X	52.708598	82.050039	109,633.884	170,664.081	5
3548	Assistant To The Director	CMP	051	-	211	X	47.230000	57.570000	98,238.400	119,745.600	5
3848	Associate Architect (Part-Time)/Landscape Architect (Part-Time)	AEA	048	-	041	X	47.890000	60.630000	99,611.200	126,110.400	5
3843	Associate Architect/Landscape Architect	AEA	034	-	041	X	47.890000	60.630000	99,611.200	126,110.400	5
3771	Associate Construction Inspector	MEF	145	9	051	N	36.570000	44.450000	76,065.600	92,456.000	5
2199	Associate Deputy City Attorney (Unclassified)	ALP	001	-	311	X	39.984334	52.680838	83,167.415	109,576.143	5
3814	Associate Engineer	AEA	035	-	041	X	47.890000	60.630000	99,611.200	126,110.400	5
3828	Associate Engineer (Part-Time)	AEA	047	-	041	X	47.890000	60.630000	99,611.200	126,110.400	5
3713	Associate Engineering Technician	MEF	123	9	051	N	33.460000	40.730000	69,596.800	84,718.400	5
8202	Associate Environment Services Specialist	MEF	169	9	051	N	38.210000	46.430000	79,476.800	96,574.400	5

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
3855	Associate Structure/Landscape Designer	AEA	036	-	041	X	47.890000	60.630000	99,611.200	126,110.400	5
3882	Associate Transportation Specialist	CMP	044	-	211	X	47.230000	57.570000	98,238.400	119,745.600	5
8034	Audiovisual Engineer	MEF	356	9	051	N	42.550000	51.700000	88,504.000	107,536.000	5
1243	Auditor, Senior	CMP	042	-	211	X	45.040000	57.690000	93,683.200	119,995.200	5
1245	Auditor, Supervising	MGT	082	-	991	X	58.080637	76.521417	120,807.725	159,164.547	5
1250	Auditor, Supervising (Unclassified)	MGT	081	-	998	X	58.080637	76.521417	120,807.725	159,164.547	5
1361	Automation Engineer I	OE3	043	9	061	N	35.600000	43.310000	74,048.000	90,084.800	
1367	Automation Engineer I, Senior	MEF	200	9	052	N	51.250000	62.420000	106,600.000	129,833.600	5
1363	Automation Engineer II	OE3	070	9	061	N	43.310000	52.640000	90,084.800	109,491.200	
1368	Automation Engineer II, Senior	MEF	371	9	052	N	56.340000	68.660000	117,187.200	142,812.800	5
1364	Automation Engineer III	OE3	094	9	061	N	47.940000	58.310000	99,715.200	121,284.800	
1365	Automation Engineer Supervisor	CMP	088	-	211	X	61.980000	75.520000	128,918.400	157,081.600	5
3325	Automotive Equipment Specialist	MNT	015	-	111	N	42.800000	52.180000	89,024.000	108,534.400	5
3329	Automotive Equipment Specialist, Senior	MNT	021	-	111	N	47.160000	57.480000	98,092.800	119,558.400	5
3543	Aviation Security & Permit Specialist	MEF	377	9	052	N	28.360000	34.480000	58,988.800	71,718.400	5
1190	Background Investigator	MEF	389	9	051	N	44.600000	54.330000	92,768.000	113,006.400	5
1191	Background Investigator (Part-Time)	MEF	390	9	051	N	44.600000	54.330000	92,768.000	113,006.400	5
2314	Battalion Chief	FIR	009	5	021	N	82.530000	99.980000	171,662.400	207,958.400	1
5108	Biologist	MEF	176	9	051	N	37.870000	46.010000	78,769.600	95,700.800	5
1656	Budget Director (Unclassified)	MGT	510	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
3910	Building Inspection Manager	CMP	119	-	211	X	60.890000	74.160000	126,651.200	154,252.800	5
3917	Building Inspector Combination	INS	012	9	031	N	43.660000	53.100000	90,812.800	110,448.000	5
3918	Building Inspector Combination (Part-Time)	INS	012	9	031	N	43.660000	53.100000	90,812.800	110,448.000	5
3915	Building Inspector Combination Certified I	INS	004	9	031	N	44.940000	54.600000	93,475.200	113,568.000	5
3916	Building Inspector Combination Certified I (Part-Time)	INS	009	9	031	N	44.940000	54.600000	93,475.200	113,568.000	5
3902	Building Inspector Combination Certified II	INS	014	9	031	N	46.150000	56.240000	95,992.000	116,979.200	5
3903	Building Inspector Combination Certified III	INS	015	9	031	N	48.000000	58.480000	99,840.000	121,638.400	5
3904	Building Inspector Combination Certified, Senior	INS	016	9	031	N	50.380000	61.420000	104,790.400	127,753.600	5
3912	Building Inspector Supervisor Certified I	INS	006	9	031	N	54.320000	66.170000	112,985.600	137,633.600	5
3905	Building Inspector Supervisor Certified II	INS	017	9	031	N	55.820000	68.000000	116,105.600	141,440.000	5
3226	Building Maintenance Superintendent	MNT	028	-	111	N	49.550000	60.320000	103,064.000	125,465.600	5
3228	Building Management Administrator	MGT	075	-	991	X	58.080637	72.823627	120,807.725	151,473.144	5
3976	Building Rehabilitation Inspector I	MEF	155	9	051	N	36.570000	44.440000	76,065.600	92,435.200	5
3977	Building Rehabilitation Inspector II	MEF	196	9	051	N	42.310000	51.440000	88,004.800	106,995.200	5
3978	Building Rehabilitation Supervisor	CMP	054	-	211	X	48.670000	59.340000	101,233.600	123,427.200	5
3222	Building Services Supervisor	MNT	024	-	111	N	47.160000	57.480000	98,092.800	119,558.400	5
1547	Buyer I	MEF	062	9	051	N	28.230000	34.330000	58,718.400	71,406.400	5
1542	Buyer II	MEF	114	9	051	N	33.980000	41.330000	70,678.400	85,966.400	5
1544	Buyer III	MEF	376	9	051	N	39.350000	47.930000	81,848.000	99,694.400	5
3133	Carpenter	OE3	056	9	061	N	34.910000	42.390000	72,612.800	88,171.200	
3134	Carpenter, Senior	OE3	066	9	061	N	38.500000	46.750000	80,080.000	97,240.000	
5116	Chemist	MEF	173	9	051	N	37.870000	46.010000	78,769.600	95,700.800	5
5110	Chemist (Part-Time)	MEF	173	9	051	N	37.870000	46.010000	78,769.600	95,700.800	5
2138	Chief Deputy City Attorney (Unclassified)	MGT	548	-	998	X	83.025675	125.742602	172,693.404	261,544.612	5
2227	Chief of Police (Unclassified)	MGT	522	-	992	X	91.347570	142.777286	190,002.946	296,976.755	75
3783	Chief of Surveys	CMP	010	-	211	X	50.820000	61.930000	105,705.600	128,814.400	5
2155	Chief Trial Attorney (Unclassified)	MGT	550	-	998	X	101.158616	143.515901	210,409.921	298,513.074	5
2135	City Attorney (Unclassified)	MGT	137	-	999	X	120.553357	162.333002	250,750.980	337,652.640	5

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
1256	City Auditor (Unclassified)	MGT	136	-	999	X	71.861032	118.846153	149,470.950	247,200.000	5
1614	City Clerk (Unclassified)	MGT	126	-	999	X	71.861032	101.873699	149,470.950	211,897.290	5
1366	City Information Security Officer (Unclassified)	MGT	259	-	997	X	70.327899	109.624018	146,282.030	228,017.957	5
6245	City Librarian (Unclassified)	MGT	516	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
1689	City Manager (Unclassified)	MGT	139	-	999	X	142.122544	172.219082	295,614.890	358,215.690	5
8057	Class Instructor (Part-Time)	MEF	320	29	051	N	16.070000	31.810000	33,425.600	66,164.800	L5
3938	Code Enforcement Inspector I	MEF	103	9	051	N	34.700000	42.140000	72,176.000	87,651.200	5
3939	Code Enforcement Inspector II	MEF	158	9	051	N	40.190000	48.850000	83,595.200	101,608.000	5
3940	Code Enforcement Supervisor	CMP	019	-	211	X	45.500000	55.480000	94,640.000	115,398.400	5
8526	Communications Installer	IBE	001	9	071	N	32.090000	38.990000	66,747.200	81,099.200	5
8527	Communications Installer (Part-Time)	IBE	010	9	071	N	32.090000	38.990000	66,747.200	81,099.200	5
8525	Communications Technician	IBE	004	9	071	N	40.930000	49.810000	85,134.400	103,604.800	5
8524	Communications Technician, Senior	IBE	005	9	071	N	45.160000	54.880000	93,932.800	114,150.400	5
6101	Community Activity Worker	MEF	005	9	051	N	19.840000	24.150000	41,267.200	50,232.000	L5
6105	Community Activity Worker (Part-Time)	MEF	214	9	051	N	19.840000	24.150000	41,267.200	50,232.000	L5
6124	Community Coordinator	MEF	135	9	052	N	35.150000	42.760000	73,112.000	88,940.800	5
6104	Community Programs Administrator	CMP	039	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
6131	Community Service Officer I	MEF	360	9	051	N	32.050000	38.950000	66,664.000	81,016.000	5
6132	Community Service Officer II	MEF	361	9	051	N	35.340000	42.960000	73,507.200	89,356.800	5
6133	Community Service Officer, Senior	MEF	373	9	051	N	38.950000	47.430000	81,016.000	98,654.400	5
6126	Community Service Officer, Supervising	CMP	148	-	211	X	42.980000	52.370000	89,398.400	108,929.600	5
6107	Community Services Aide (Part-Time)	MEF	207	9	051	N	11.640000	14.160000	24,211.200	29,452.800	M5
6125	Community Services Supervisor	CMP	037	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
3716	Computer-Aided Design and Drafting Technician	MEF	359	9	051	N	36.720000	44.660000	76,377.600	92,892.800	5
3182	Concrete Finisher	OE3	036	9	061	N	31.060000	37.750000	64,604.800	78,520.000	
3773	Construction Inspector, Principal	CMP	020	-	211	X	47.070000	57.350000	97,905.600	119,288.000	5
3772	Construction Inspector, Senior	MEF	184	9	052	N	41.080000	49.960000	85,446.400	103,916.800	5
3774	Construction Manager	CMP	100	-	211	X	57.450000	69.970000	119,496.000	145,537.600	5
1616	Contract Compliance Assistant	MEF	091	9	051	N	31.250000	37.980000	65,000.000	78,998.400	5
1617	Contract Compliance Coordinator	CMP	120	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
1618	Contract Compliance Specialist	MEF	172	9	051	N	38.640000	46.960000	80,371.200	97,676.800	5
1619	Contract Compliance Specialist (Part-Time)	MEF	299	9	051	N	37.880000	46.030000	78,790.400	95,742.400	5
6165	Cook	MEF	392	9	051	N	20.520000	24.930000	42,681.600	51,854.400	L5
6161	Cook (Part-Time)	MEF	322	9	051	N	20.520000	24.930000	42,681.600	51,854.400	L5
9998	Council	UNR	016	1	083	X	63.134676	63.134676	131,320.130	131,320.130	
7662	Council Aide (Unclassified) (Part-Time)	UNR	R01	-	081	N	19.230000	29.690000	39,998.400	61,755.200	L5
7648	Council Assistant (Unclassified)	MGT	R02	-	996	X	25.689739	37.953565	53,434.657	78,943.415	X5
7653	Council Assistant (Unclassified) (Part-Time)	MGT	150	-	996	X	25.689739	37.953565	53,434.657	78,943.415	X5
7649	Council Assistant, Senior (Unclassified)	MGT	R03	-	996	X	35.677075	56.647288	74,208.316	117,826.359	5
8898	Council Assistants (Unclassified) (Part-Time)	MGT	R07	-	996	X	17.404917	61.947058	36,202.227	128,849.881	X5
7679	Council Chief of Staff (Unclassified)	MGT	165	-	996	X	37.821214	75.388903	78,668.125	156,808.918	5
7672	Council Community Relations Aide (Unclassified)	MGT	158	-	996	X	25.689739	27.839227	53,434.657	57,905.592	X5
7682	Council Community Relations Aide (Unclassified) (Part-Time)	MGT	173	-	996	X	25.689739	27.839227	53,434.657	57,905.592	X5
7676	Council Community Relations Coordinator (Unclassified)	MGT	162	-	996	X	25.689739	40.088486	53,434.657	83,384.051	X5
7686	Council Community Relations Coordinator (Unclassified) (Part-Time)	MGT	175	-	996	X	25.689739	40.088486	53,434.657	83,384.051	X5
7678	Council Community Relations Director (Unclassified)	MGT	164	-	996	X	30.066366	48.106183	62,538.041	100,060.861	5
7688	Council Community Relations Director (Unclassified) (Part-Time)	MGT	176	-	996	X	30.066366	48.106183	62,538.041	100,060.861	5
7674	Council Community Relations Representative (Unclassified)	MGT	160	-	996	X	25.689739	33.407072	53,434.657	69,486.710	X5

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
7684	Council Community Relations Representative (Unclassified) (Part-Time)	MGT	174	-	996	X	25.689739	33.407072	53,434.657	69,486.710	X5
7675	Council Policy & Legislative Advisor (Unclassified)	MGT	161	-	996	X	25.055304	40.088488	52,115.032	83,384.055	X5
7685	Council Policy & Legislative Advisor (Unclassified) (Part-Time)	MGT	179	-	996	X	25.055304	40.088488	52,115.032	83,384.055	X5
7671	Council Policy & Legislative Aide (Unclassified)	MGT	157	-	996	X	25.689739	27.839227	53,434.657	57,905.592	X5
7673	Council Policy & Legislative Analyst (Unclassified)	MGT	159	-	996	X	25.689739	33.407072	53,434.657	69,486.710	X5
7683	Council Policy & Legislative Analyst (Unclassified) (Part-Time)	MGT	260	-	996	X	25.689739	33.407072	53,434.657	69,486.710	X5
7677	Council Policy & Legislative Director (Unclassified)	MGT	163	-	996	X	30.066366	48.106183	62,538.041	100,060.861	5
7687	Council Policy & Legislative Director (Unclassified) (Part-Time)	MGT	181	-	996	X	30.066366	48.106183	62,538.041	100,060.861	5
1187	Crime & Intelligence Analyst	MEF	063	9	051	N	33.700000	40.980000	70,096.000	85,238.400	5
1188	Crime & Intelligence Analyst (Part-Time)	MEF	256	9	051	N	33.700000	40.980000	70,096.000	85,238.400	5
1186	Crime & Intelligence Analyst, Senior	MEF	108	9	052	N	39.620000	48.110000	82,409.600	100,068.800	5
1198	Crime & Intelligence Data Administrator	MEF	385	9	052	N	43.200000	52.630000	89,856.000	109,470.400	5
1199	Crime & Intelligence Data Technician	MEF	391	9	051	N	28.410000	34.540000	59,092.800	71,843.200	5
2231	Crime Prevention Specialist	MEF	105	9	051	N	32.050000	38.950000	66,664.000	81,016.000	5
2232	Crime Prevention Specialist (Part-Time)	MEF	271	9	051	N	32.050000	38.950000	66,664.000	81,016.000	5
2234	Crime Prevention Supervisor	MEF	372	9	052	N	38.580000	46.890000	80,246.400	97,531.200	5
8541	Crisis Intervention Training Manager	CMP	139	-	211	X	49.070000	60.430000	102,065.600	125,694.400	5
3630	Cross Connection Specialist	OE3	029	9	061	N	41.350000	50.380000	86,008.000	104,790.400	
1288	Debt Administrator	MGT	154	-	991	X	53.539268	75.649586	111,361.677	157,351.139	5
1372	Department Information Technology Manager	CMP	137	-	211	X	59.780000	73.160000	124,342.400	152,172.800	5
2219	Deputy Chief of Police (Unclassified)	MGT	266	-	997	X	106.442308	127.307692	221,400.000	264,800.000	7
2151	Deputy City Attorney I (Unclassified)	ALP	006	-	311	X	46.308449	54.201520	96,321.574	112,739.162	5
2161	Deputy City Attorney I (Unclassified) (Part-Time)	ALP	014	-	311	X	46.308449	54.201520	96,321.574	112,739.162	5
2195	Deputy City Attorney I, Senior (Unclassified)	ALP	010	-	311	X	59.101504	70.427940	122,931.128	146,490.115	5
2165	Deputy City Attorney I, Senior (Unclassified) (Part-Time)	ALP	018	-	311	X	59.101504	70.427940	122,931.128	146,490.115	5
2152	Deputy City Attorney II (Unclassified)	ALP	007	-	311	X	51.491448	62.094600	107,102.212	129,156.768	5
2162	Deputy City Attorney II (Unclassified) (Part-Time)	ALP	015	-	311	X	51.491448	62.094600	107,102.212	129,156.768	5
2197	Deputy City Attorney II, Senior (Unclassified)	ALP	011	-	311	X	67.032586	81.754374	139,427.779	170,049.098	5
2166	Deputy City Attorney II, Senior (Unclassified) (Part-Time)	ALP	019	-	311	X	67.032586	81.754374	139,427.779	170,049.098	5
2191	Deputy City Attorney III (Unclassified)	ALP	008	-	311	X	58.989870	69.987672	122,698.930	145,574.358	5
2163	Deputy City Attorney III (Unclassified) (Part-Time)	ALP	016	-	311	X	58.989870	69.987672	122,698.930	145,574.358	5
2137	Deputy City Attorney III, Senior (Unclassified)	ALP	012	-	311	X	77.666656	93.080810	161,546.644	193,608.085	5
2167	Deputy City Attorney III, Senior (Unclassified) (Part-Time)	ALP	020	-	311	X	77.666656	93.080810	161,546.644	193,608.085	5
2192	Deputy City Attorney IV (Unclassified)	ALP	009	-	311	X	66.488290	77.880745	138,295.643	161,991.950	5
2164	Deputy City Attorney IV (Unclassified) (Part-Time)	ALP	017	-	311	X	66.488290	77.880745	138,295.643	161,991.950	5
2193	Deputy City Attorney IV, Senior (Unclassified)	ALP	013	-	311	X	88.426768	104.408232	183,927.677	217,169.123	5
2168	Deputy City Attorney IV, Senior (Unclassified) (Part-Time)	ALP	021	-	311	X	88.426768	104.408232	183,927.677	217,169.123	5
2171	Deputy City Attorney IV, Senior (Unrepresented) (Unclassified)	MGT	261	-	998	X	88.426768	104.408232	183,927.677	217,169.123	5
2196	Deputy City Attorney, Senior	ALP	005	-	311	X	59.101504	104.408232	122,931.128	217,169.123	5
2156	Deputy City Attorney, Senior (Unrepresented) (Unclassified)	MGT	S55	-	998	X	58.984006	104.200659	122,686.732	216,737.371	5
1686	Deputy City Manager (Unclassified)	MGT	S19	-	992	X	92.111948	143.515901	191,592.852	298,513.074	5
1685	Deputy City Manager, Senior (Unclassified)	MGT	S56	-	992	X	96.635571	150.691696	201,001.988	313,438.728	5
1640	Deputy Director (Unclassified)	MGT	S07	-	997	X	61.409889	95.657968	127,732.569	198,968.573	5
2335	Deputy Fire Chief (Unclassified)	MGT	S08	-	997	X	69.180279	106.843626	143,894.980	222,234.742	5
7651	Desktop Publisher/Editor (Part-Time)	MEF	278	9	051	N	33.670000	40.860000	70,033.600	84,988.800	5
4222	Development Officer	CMP	035	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
4226	Development Officer, Senior	CMP	062	-	211	X	53.550000	65.210000	111,384.000	135,636.800	5
4224	Development Specialist	MEF	153	9	051	N	36.390000	44.200000	75,691.200	91,936.000	5



**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
4223	Development Specialist (Part-Time)	MEF	351	9	051	N	36.390000	44.200000	75,691.200	91,936.000	5
3731	Digital Media Technician	MEF	029	9	051	N	24.020000	29.210000	49,961.600	60,756.800	5
3546	Director, Aviation (Unclassified)	MGT	S25	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
1701	Director, City Manager's Office (Unclassified)	MGT	S57	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
1671	Director, Communication (Unclassified)	MGT	S05	-	992	X	73.268709	114.350072	152,398.915	237,848.150	5
3460	Director, Community Energy (Unclassified)	MGT	S59	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
1999	Director, Economic Development (Unclassified)	MGT	S17	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
2341	Director, Emergency Management (Unclassified)	MGT	S03	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
1430	Director, Employee Relations (Unclassified)	MGT	S13	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
1696	Director, Environmental Services (Unclassified)	MGT	S30	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
1258	Director, Finance (Unclassified)	MGT	S15	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
3989	Director, Housing (Unclassified)	MGT	S18	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
1429	Director, Human Resources (Unclassified)	MGT	S14	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
1375	Director, Information Technology (Unclassified)	MGT	S23	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
3996	Director, Parks, Recreation & Neighborhood Services (Unclassified)	MGT	S28	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
4154	Director, Planning, Building & Code Enforcement (Unclassified)	MGT	S29	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
3867	Director, Public Works (Unclassified)	MGT	S26	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
7501	Director, Retirement Services and Chief Executive Officer (Unclassified)	MGT	S33	-	992	X	100.867108	142.895069	209,803.585	297,221.744	5
3199	Director, Transportation (Unclassified)	MGT	S24	-	992	X	80.450737	125.742602	167,337.533	261,544.612	5
1175	Dispatcher	MEF	047	9	051	N	25.600000	31.090000	53,248.000	64,667.200	5
1171	Dispatcher, Senior	MEF	078	9	052	N	28.670000	34.800000	59,633.600	72,384.000	5
8074	Division Manager	MGT	145	-	991	X	54.227349	82.825003	112,792.886	172,276.006	5
1997	Economic Development Manager	CMP	102	-	211	X	60.310000	73.500000	125,444.800	152,880.000	5
1992	Economic Development Officer	CMP	065	-	211	X	49.610000	60.430000	103,188.800	125,694.400	5
3156	Electrical Maintenance Superintendent	MNT	032	-	111	N	57.350000	69.850000	119,288.000	145,288.000	5
3151	Electrician I	IBE	016	9	071	N	40.930000	49.810000	85,134.400	103,604.800	5
3153	Electrician II	IBE	002	9	071	N	43.000000	52.310000	89,440.000	108,804.800	5
3155	Electrician Supervisor	IBE	009	9	071	N	52.290000	63.600000	108,763.200	132,288.000	5
3154	Electrician, Senior	IBE	006	9	071	N	47.430000	57.650000	98,654.400	119,912.000	5
8529	Electronic Systems Technician, Senior	IBE	007	9	071	N	45.160000	54.880000	93,932.800	114,150.400	5
5121	Employee Health Services Supervisor	MEF	388	9	052	N	35.900000	43.770000	74,672.000	91,041.600	5
3812	Engineer I	AEA	003	-	041	X	39.600000	50.100000	82,368.000	104,208.000	5
3813	Engineer II	AEA	014	-	041	X	41.590000	52.650000	86,507.200	109,512.000	5
3815	Engineer, Senior	SEA	001	-	043	X	57.550000	72.790000	119,704.000	151,403.200	5
3820	Engineer/Architect, Principal	MGT	166	-	991	X	65.270144	79.364020	135,761.900	165,077.162	5
3874	Engineering Geologist	SEA	003	-	043	X	46.210000	58.490000	96,116.800	121,659.200	5
3711	Engineering Technician I	MEF	040	9	051	N	25.000000	30.380000	52,000.000	63,190.400	5
3712	Engineering Technician II	MEF	086	9	051	N	29.790000	36.180000	61,963.200	75,254.400	5
3715	Engineering Technician, Principal	CMP	007	-	211	X	40.830000	49.740000	84,926.400	103,459.200	5
3714	Engineering Technician, Senior	MEF	164	9	052	N	36.720000	44.660000	76,377.600	92,892.800	5
3811	Engineering Trainee (Part-Time)	MEF	233	9	051	N	23.210000	28.230000	48,276.800	58,718.400	L5
8558	Enterprise Information Technology Engineer I	MEF	393	9	052	N	48.330000	58.790000	100,526.400	122,283.200	5
8559	Enterprise Information Technology Engineer II	MEF	394	9	052	N	51.200000	62.380000	106,496.000	129,750.400	5
8561	Enterprise Principal Technology Analyst	CMP	150	-	211	X	61.990000	75.490000	128,939.200	157,019.200	5
8560	Enterprise Supervising Technology Analyst	CMP	149	-	211	X	56.320000	68.620000	117,145.600	142,729.600	5
1373	Enterprise Technology Manager	CMP	140	-	211	X	64.890000	79.420000	134,971.200	165,193.600	5
6363	Entertainment Coordinator	MEF	313	9	052	N	24.390000	29.620000	50,731.200	61,609.600	5
6364	Entertainment Coordinator (Part-Time)	MEF	313	9	052	N	24.390000	29.620000	50,731.200	61,609.600	5

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
8205	Environmental Compliance Officer	CMP	130	-	211	X	52.880000	66.230000	109,990.400	137,758.400	5
5225	Environmental Inspector I	OE3	069	9	061	N	38.500000	46.750000	80,080.000	97,240.000	
5224	Environmental Inspector II	OE3	072	9	061	N	42.460000	51.610000	88,316.800	107,348.800	
5223	Environmental Inspector, Senior	CMP	050	-	211	X	47.230000	57.570000	98,238.400	119,745.600	5
5117	Environmental Laboratory Manager	CMP	097	-	211	X	54.700000	66.660000	113,776.000	138,652.800	5
5118	Environmental Laboratory Supervisor	CMP	128	-	211	X	43.800000	53.230000	91,104.000	110,718.400	5
5213	Environmental Program Manager	CMP	129	-	211	X	52.880000	66.230000	109,990.400	137,758.400	5
5214	Environmental Program Manager, Senior	CMP	154	-	211	X	57.760000	76.170000	120,140.800	158,433.600	5
8203	Environmental Services Specialist	MEF	190	9	051	N	42.120000	51.200000	87,609.600	106,496.000	5
8204	Environmental Services Specialist, Supervising	CMP	043	-	211	X	47.090000	57.410000	97,947.200	119,412.800	5
8206	Environmental Sustainability Manager	MGT	155	-	991	X	58.443744	72.956120	121,562.988	151,748.730	5
3327	Equipment Maintenance Supervisor I	MNT	017	-	111	N	42.800000	52.180000	89,024.000	108,534.400	5
3330	Equipment Maintenance Supervisor II	MNT	051	-	111	N	46.530000	56.790000	96,782.400	118,123.200	5
3311	Equipment Mechanic Assistant I	OE3	006	9	061	N	24.560000	29.860000	51,084.800	62,108.800	
3312	Equipment Mechanic Assistant II	OE3	016	9	061	N	26.970000	32.750000	56,097.600	68,120.000	
6330	Events Coordinator I	MEF	343	9	052	N	33.350000	40.530000	69,368.000	84,302.400	5
6340	Events Coordinator I (Part-Time)	MEF	344	9	052	N	33.350000	40.530000	69,368.000	84,302.400	5
6332	Events Coordinator II	MEF	117	9	052	N	36.720000	44.660000	76,377.600	92,892.800	5
6333	Events Coordinator II (Part-Time)	MEF	274	9	052	N	36.720000	44.660000	76,377.600	92,892.800	5
6336	Events Coordinator, Senior	CMP	114	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
1120	Examination Assistant (Part-Time)	MEF	226	9	051	N	22.120000	26.890000	46,009.600	55,931.200	L5
1631	Executive Analyst I (Unclassified)	MGT	003	-	991	X	34.303952	42.891983	71,352.220	89,215.325	5
1636	Executive Analyst II (Unclassified)	MGT	008	-	991	X	37.423586	46.806585	77,841.059	97,357.697	5
1637	Executive Analyst II (Unclassified) (Part-Time)	MGT	140	-	991	X	37.423586	46.806585	77,841.059	97,357.697	5
1650	Executive Analyst, Senior (Unclassified)	MGT	016	-	991	X	43.349691	66.223005	90,167.357	137,743.850	5
1651	Executive Analyst, Senior (Unclassified) (Part-Time)	MGT	180	-	991	X	43.349691	66.223005	90,167.357	137,743.850	5
8021	Executive Assistant (Unclassified)	MGT	001	-	991	X	31.726335	41.783851	65,990.777	86,910.410	5
8024	Executive Assistant (Unclassified) (Part-Time)	MGT	267	-	991	X	31.726335	41.783851	65,990.780	86,910.410	5
1162	Executive Assistant to the City Manager (Unclassified)	MGT	501	-	992	X	34.627544	53.965485	72,025.292	112,248.209	5
6118	Exhibit Builder (Part-Time)	OE3	078	9	061	N	24.470000	29.720000	50,897.600	61,817.600	L
6119	Exhibit Designer/Builder	OE3	067	9	061	N	38.500000	46.750000	80,080.000	97,240.000	
3231	Facility Attendant	MEF	018	9	051	N	22.590000	27.420000	46,987.200	57,033.600	L5
3232	Facility Attendant (Part-Time)	MEF	224	9	051	N	22.590000	27.420000	46,987.200	57,033.600	L5
3233	Facility Attendant, Senior	MEF	048	9	051	N	25.680000	31.240000	53,414.400	64,979.200	5
3238	Facility Repair Worker	OE3	039	9	061	N	31.350000	38.110000	65,208.000	79,268.800	
3239	Facility Repair Worker, Senior	OE3	059	9	061	N	35.290000	42.890000	73,403.200	89,211.200	
3236	Facility Sound & Light Technician	MEF	065	9	051	N	27.660000	33.670000	57,532.800	70,033.600	5
3235	Facility Sound & Light Technician (Part-Time)	MEF	257	9	051	N	27.660000	33.670000	57,532.800	70,033.600	5
6121	Family Park Manager	CMP	055	-	211	X	49.610000	60.430000	103,188.800	125,694.400	5
1228	Financial Analyst	CMP	030	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
1226	Financial Analyst, Senior	CMP	155	-	211	X	49.610000	60.430000	103,188.800	125,694.400	5
2313	Fire Captain	FIR	007	5	021	N	66.280000	80.210000	137,862.400	166,836.800	1
2334	Fire Chief (Unclassified)	MGT	527	-	992	X	86.621440	134.460066	180,172.595	279,676.937	5
2331	Fire Division Chief	MGT	103	-	997	X	66.518488	99.654993	138,358.455	207,282.385	5
2312	Fire Engineer	FIR	003	5	021	N	57.810000	69.900000	120,244.800	145,392.000	1
2301	Fire Equipment Technician	OE3	082	9	061	N	34.370000	41.810000	71,489.600	86,964.800	
2326	Fire Prevention Inspector	FIR	004	5	021	N	60.600000	73.310000	126,048.000	152,484.800	1
2311	Firefighter	FIR	002	7	021	N	47.400000	62.970000	98,592.000	130,977.600	1

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
2310	Firefighter Recruit	FIR	001	1	022	N	41.230000	41.230000	85,758.400	85,758.400	1
3316	Fleet Manager	MGT	072	-	991	X	55.322349	69.330598	115,070.486	144,207.644	5
6163	Food & Beverage Services Supervisor	MNT	044	-	111	N	37.820000	45.960000	78,665.600	95,596.800	5
6164	Food Service Coordinator	MEF	378	9	051	N	23.750000	28.850000	49,400.000	60,008.000	5
6160	Food Service Coordinator (Part-Time)	MEF	321	9	051	N	23.750000	28.850000	49,400.000	60,008.000	L5
3414	Gardener	OE3	022	9	061	N	28.040000	34.100000	58,323.200	70,928.000	
1381	Geographic Information Systems Specialist I	MEF	083	9	051	N	30.790000	37.510000	64,043.200	78,020.800	5
1383	Geographic Information Systems Specialist II	MEF	146	9	051	N	37.610000	45.830000	78,228.800	95,326.400	5
1385	Geographic Information Systems Specialist, Senior	CMP	008	-	211	X	41.360000	50.410000	86,028.800	104,852.800	5
7114	Gerontology Specialist	MEF	072	9	052	N	28.360000	34.480000	58,988.800	71,718.400	5
7115	Gerontology Specialist (Part-Time)	MEF	261	9	052	N	28.360000	34.480000	58,988.800	71,718.400	5
7661	Graduate Student Intern (Unclassified) (Part-Time)	UNR	R06	-	081	N	16.220000	23.960000	33,737.600	49,836.800	5
3410	Groundskeeper	OE3	008	9	061	N	25.180000	30.630000	52,374.400	63,710.400	
3409	Groundskeeper (Part-Time)	OE3	079	9	061	N	25.180000	30.630000	52,374.400	63,710.400	L
3411	Groundswoker	OE3	007	9	061	N	25.180000	30.630000	52,374.400	63,710.400	
2321	Hazardous Materials Inspector I	MEF	175	9	051	N	42.510000	51.640000	88,420.800	107,411.200	5
2322	Hazardous Materials Inspector II	MEF	195	9	051	N	46.860000	56.940000	97,468.800	118,435.200	5
2323	Hazardous Materials Inspector, Senior	CMP	046	-	211	X	47.230000	57.570000	98,238.400	119,745.600	5
2461	Hearing Officer (Unclassified) (Part-Time)	UNR	R11	-	081	N	44.930000	54.740000	93,454.400	113,859.200	5
3343	Heavy Equipment Operator	OE3	040	9	061	N	34.660000	42.140000	72,092.800	87,651.200	
3345	Heavy Equipment Operator, Senior	OE3	049	9	061	N	37.320000	45.360000	77,625.600	94,348.800	
3988	Housing Policy & Planning Administrator	MGT	050	-	991	X	52.708598	66.054378	109,633.884	137,393.106	5
8023	Independent Police Auditor (Unclassified)	MGT	131	-	999	X	71.861032	130.235577	149,470.950	270,890.000	5
3661	Industrial Electrician	IBE	013	9	071	N	45.030000	54.870000	93,662.400	114,129.600	5
3663	Industrial Electrician Supervisor	IBE	015	9	071	N	54.870000	66.850000	114,129.600	139,048.000	5
3662	Industrial Electrician, Senior	IBE	014	9	071	N	49.730000	60.540000	103,438.400	125,923.200	5
1355	Information Systems Analyst	CMP	057	-	211	X	53.950000	65.730000	112,216.000	136,718.400	5
6143	Instructor Lifeguard (Part-Time)	MEF	382	9	051	N	14.540000	17.670000	30,243.200	36,753.600	L5
3762	Instrument Control Supervisor I	IBE	008	9	071	N	49.810000	60.510000	103,604.800	125,860.800	5
3766	Instrument Control Supervisor II	IBE	019	9	071	N	52.290000	63.600000	108,763.200	132,288.000	5
3761	Instrument Control Technician I	IBE	003	9	071	N	40.930000	49.810000	85,134.400	103,604.800	5
3764	Instrument Control Technician II	IBE	017	9	071	N	43.000000	52.310000	89,440.000	108,804.800	5
3763	Instrument Control Technician III	IBE	012	9	071	N	45.160000	54.880000	93,932.800	114,150.400	5
3765	Instrument Control Technician IV	IBE	018	9	071	N	47.430000	57.650000	98,654.400	119,912.000	5
3781	Instrument Person	MEF	134	9	051	N	35.720000	43.390000	74,297.600	90,251.200	5
1272	Investigator Collector I	MEF	089	9	051	N	32.200000	39.110000	66,976.000	81,348.800	5
1273	Investigator Collector II	MEF	342	9	051	N	37.300000	45.340000	77,584.000	94,307.200	5
1274	Investigator Collector, Senior	CMP	001	-	211	X	43.500000	53.040000	90,480.000	110,323.200	5
7504	Investment Officer	MGT	151	-	991	X	53.539268	75.649586	111,361.677	157,351.139	5
6162	Kitchen Aide (Part-Time)	MEF	323	9	051	N	15.380000	18.710000	31,990.400	38,916.800	L5
5111	Laboratory Technician I	MEF	071	9	051	N	28.230000	34.330000	58,718.400	71,406.400	5
5112	Laboratory Technician I (Part-Time)	MEF	259	9	051	N	28.230000	34.330000	58,718.400	71,406.400	5
5113	Laboratory Technician II	MEF	129	9	051	N	33.810000	41.100000	70,324.800	85,488.000	5
5114	Laboratory Technician II (Part-Time)	MEF	279	9	051	N	33.810000	41.100000	70,324.800	85,488.000	5
3875	Land Surveyor	CMP	090	-	211	X	57.890000	70.510000	120,411.200	146,660.800	5
3447	Landscape Maintenance Manager	MGT	056	-	991	X	55.322349	69.330598	115,070.486	144,207.644	5
2241	Latent Fingerprint Examiner I	MEF	090	9	051	N	34.860000	42.370000	72,508.800	88,129.600	5
2242	Latent Fingerprint Examiner II	MEF	138	9	051	N	39.000000	47.440000	81,120.000	98,675.200	5



**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
2246	Latent Fingerprint Examiner III	MEF	364	9	052	N	48.460000	58.880000	100,796.800	122,470.400	5
2247	Latent Fingerprint Examiner, Supervisor	CMP	156	-	211	X	57.190000	69.770000	118,955.200	145,121.600	5
1167	Legal Administrative Assistant I	MEF	C06	9	051	N	28.230000	34.330000	58,718.400	71,406.400	5
1153	Legal Administrative Assistant I (Part-Time)	MEF	C25	9	051	N	28.230000	34.330000	58,718.400	71,406.400	5
1168	Legal Administrative Assistant II	MEF	C12	9	051	N	32.160000	39.080000	66,892.800	81,286.400	5
1154	Legal Administrative Assistant II (Part-Time)	MEF	C27	9	051	N	32.160000	39.080000	66,892.800	81,286.400	5
1165	Legal Administrative Assistant Trainee	MEF	C04	9	051	N	25.490000	31.000000	53,019.200	64,480.000	5
2123	Legal Analyst I	MEF	C17	9	051	N	35.350000	42.980000	73,528.000	89,398.400	5
2128	Legal Analyst I (Part-Time)	MEF	C26	9	051	N	35.350000	42.980000	73,528.000	89,398.400	5
2120	Legal Analyst II	MEF	C21	9	051	N	38.580000	46.890000	80,246.400	97,531.200	5
2118	Legal Analyst II (Part-Time)	MEF	C28	9	051	N	38.580000	46.890000	80,246.400	97,531.200	5
2122	Legal Analyst III	MEF	396	9	051	N	41.950000	51.120000	87,256.000	106,329.600	5
2125	Legal Analyst III (Part-Time)	MEF	397	9	051	N	41.950000	51.120000	87,256.000	106,329.600	5
2127	Legal Analyst, Senior (Unclassified)	ALP	002	-	311	X	43.436045	57.254961	90,346.974	119,090.319	5
8013	Legal Services Administrator (Unclassified)	MGT	S53	-	998	X	65.042604	85.663517	135,288.616	178,180.115	5
8012	Legal Services Manager (Unclassified)	ALP	004	-	311	X	50.267055	66.198030	104,555.474	137,691.902	5
8042	Legislative Secretary	MEF	102	9	051	N	31.420000	38.200000	65,353.600	79,456.000	5
8043	Legislative Secretary (Part-Time)	MEF	341	9	051	N	31.420000	38.200000	65,353.600	79,456.000	5
6231	Librarian I	MEF	137	9	051	N	34.820000	42.320000	72,425.600	88,025.600	5
6232	Librarian I (Part-Time)	MEF	284	9	051	N	34.820000	42.320000	72,425.600	88,025.600	5
6233	Librarian II	MEF	149	9	051	N	37.240000	45.310000	77,459.200	94,244.800	5
6234	Librarian II (Part-Time)	MEF	287	9	051	N	37.240000	45.310000	77,459.200	94,244.800	5
6235	Librarian, Senior	CMP	111	-	211	X	47.020000	57.280000	97,801.600	119,142.400	5
6217	Library Aide (Part-Time)	MEF	340	9	051	N	12.830000	15.640000	26,686.400	32,531.200	M5
6221	Library Assistant	MEF	099	9	051	N	31.250000	37.980000	65,000.000	78,998.400	5
6222	Library Assistant (Part-Time)	MEF	269	9	051	N	31.250000	37.980000	65,000.000	78,998.400	5
6213	Library Clerk	MEF	011	9	051	N	22.770000	27.670000	47,361.600	57,553.600	L5
6214	Library Clerk (Part-Time)	MEF	219	9	051	N	22.770000	27.670000	47,361.600	57,553.600	L5
6215	Library Clerk, Senior	MEF	054	9	052	N	26.240000	31.880000	54,579.200	66,310.400	5
6216	Library Clerk, Senior (Part-Time)	MEF	251	9	052	N	26.240000	31.880000	54,579.200	66,310.400	5
6212	Library Page (Part-Time)	MEF	212	9	051	N	18.390000	22.360000	38,251.200	46,508.800	L5
6142	Lifeguard (Part-Time)	MEF	381	9	051	N	12.680000	15.370000	26,374.400	31,969.600	M5
6238	Literacy Program Specialist	MEF	124	9	051	N	33.670000	40.860000	70,033.600	84,988.800	5
6237	Literacy Program Specialist (Part-Time)	MEF	333	9	051	N	33.670000	40.860000	70,033.600	84,988.800	5
1119	Mail Processor	MEF	015	9	051	N	21.810000	26.500000	45,364.800	55,120.000	L5
3108	Maintenance Assistant	OE3	002	11	061	N	22.990000	29.320000	47,819.200	60,985.600	L
3109	Maintenance Assistant (Part-Time)	OE3	076	11	061	N	22.990000	29.320000	47,819.200	60,985.600	L
3227	Maintenance Contract Supervisor	MNT	022	-	111	N	47.160000	57.480000	98,092.800	119,558.400	5
3119	Maintenance Manager	MGT	058	-	991	X	55.322349	69.330598	115,070.486	144,207.644	5
3117	Maintenance Superintendent	MNT	029	-	111	N	49.550000	60.320000	103,064.000	125,465.600	5
3116	Maintenance Supervisor	MNT	012	-	111	N	42.800000	52.180000	89,024.000	108,534.400	5
3113	Maintenance Worker I	OE3	010	9	061	N	28.860000	35.100000	60,028.800	73,008.000	
3112	Maintenance Worker I (Part-Time)	OE3	088	9	061	N	28.860000	35.100000	60,028.800	73,008.000	L
3114	Maintenance Worker II	OE3	023	9	061	N	32.050000	38.980000	66,664.000	81,078.400	
3115	Maintenance Worker, Senior	OE3	044	9	061	N	37.810000	46.000000	78,644.800	95,680.000	
1626	Management Fellow (Unclassified)	MGT	002	-	991	X	32.810379	41.169560	68,245.588	85,632.685	5
9999	Mayor	UNR	014	1	083	X	95.964707	95.964707	199,606.590	199,606.590	
8050	Mayor's Chief Economic Development and Land Use Officer (Unclassified)	MGT	263	-	996	X	78.802428	102.443156	163,909.050	213,081.764	5

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
8049	Mayor's Executive Officer (Unclassified)	MGT	R04	-	996	X	52.708598	82.050039	109,633.884	170,664.081	5
8051	Mayor's Public Information Officer (Unclassified)	MGT	264	-	996	X	63.500985	102.443156	132,082.049	213,081.764	5
3323	Mechanic I	OE3	051	9	061	N	35.280000	42.890000	73,382.400	89,211.200	
3320	Mechanic II	OE3	100	9	061	N	39.060000	47.620000	81,244.800	99,049.600	
3328	Mechanic II, Senior	OE3	101	9	061	N	42.420000	51.690000	88,233.600	107,515.200	
3322	Mechanic, Senior	OE3	063	9	061	N	38.290000	46.560000	79,643.200	96,844.800	
1534	Mechanical Parts Supervisor	MNT	046	-	111	N	38.950000	47.430000	81,016.000	98,654.400	5
1533	Mechanical Parts Worker, Senior	OE3	031	9	061	N	29.710000	36.110000	61,796.800	75,108.800	
5126	Medical Assistant	MEF	335	9	051	N	25.170000	30.600000	52,353.600	63,648.000	5
5127	Medical Assistant, Senior	MEF	334	9	051	N	32.170000	39.090000	66,913.600	81,307.200	5
1111	Messenger Clerk	MEF	007	9	051	N	20.770000	25.210000	43,201.600	52,436.800	L5
1113	Messenger Clerk (Part-Time)	MEF	365	9	051	N	20.770000	25.210000	43,201.600	52,436.800	L5
5115	Microbiologist	MEF	174	9	051	N	37.870000	46.010000	78,769.600	95,700.800	5
1328	Network Engineer	MEF	201	9	052	N	48.330000	58.790000	100,526.400	122,283.200	5
1329	Network Engineer (Part-Time)	MEF	305	9	052	N	48.330000	58.790000	100,526.400	122,283.200	5
1323	Network Technician I	MEF	374	9	051	N	29.050000	35.400000	60,424.000	73,632.000	5
1321	Network Technician I (Part-Time)	MEF	375	9	051	N	29.050000	35.400000	60,424.000	73,632.000	5
1324	Network Technician II	MEF	128	9	051	N	34.170000	41.530000	71,073.600	86,382.400	5
1325	Network Technician II (Part-Time)	MEF	282	9	051	N	34.170000	41.530000	71,073.600	86,382.400	5
1326	Network Technician III	MEF	168	9	051	N	37.860000	46.040000	78,748.800	95,763.200	5
1327	Network Technician III (Part-Time)	MEF	297	9	051	N	37.860000	46.040000	78,748.800	95,763.200	5
5122	Nurse	MEF	113	9	051	N	40.080000	48.760000	83,366.400	101,420.800	5
5123	Nurse (Part-Time)	MEF	273	9	051	N	40.080000	48.760000	83,366.400	101,420.800	5
5128	Nurse Practitioner	MEF	338	9	052	N	48.760000	59.230000	101,420.800	123,198.400	5
5129	Nurse Practitioner (Part-Time)	MEF	339	9	052	N	48.760000	59.230000	101,420.800	123,198.400	5
1126	Office Specialist I	MEF	008	9	051	N	21.490000	26.160000	44,699.200	54,412.800	L5
1128	Office Specialist I (Part-Time)	MEF	217	9	051	N	21.490000	26.160000	44,699.200	54,412.800	L5
1130	Office Specialist II	MEF	020	9	051	N	23.010000	27.980000	47,860.800	58,198.400	5
1133	Office Specialist II (Part-Time)	MEF	229	9	051	N	23.010000	27.980000	47,860.800	58,198.400	L5
1116	Office Specialist, Principal	MEF	074	9	052	N	28.360000	34.480000	58,988.800	71,718.400	5
1121	Office Specialist, Principal (Part-Time)	MEF	332	9	052	N	28.360000	34.480000	58,988.800	71,718.400	5
1135	Office Specialist, Senior	MEF	033	9	051	N	25.480000	30.990000	52,998.400	64,459.200	5
1137	Office Specialist, Senior (Part-Time)	MEF	240	9	051	N	25.480000	30.990000	52,998.400	64,459.200	5
6144	Open Water Lifeguard (Part-Time)	MEF	383	17	051	N	13.620000	20.140000	28,329.600	41,891.200	L5
3776	Operations Manager	CMP	081	-	211	X	49.510000	60.280000	102,980.800	125,382.400	5
3123	Painter	OE3	057	9	061	N	34.910000	42.390000	72,612.800	88,171.200	
3124	Painter - Water Pollution Control Plant	OE3	055	9	061	N	34.910000	42.390000	72,612.800	88,171.200	
3127	Painter Supervisor - Water Pollution Control Plant	MNT	007	-	111	N	40.340000	49.170000	83,907.200	102,273.600	5
3126	Painter, Senior	OE3	068	9	061	N	38.500000	46.750000	80,080.000	97,240.000	
3412	Park Maintenance Repair Worker I	OE3	024	9	061	N	28.040000	34.100000	58,323.200	70,928.000	
3413	Park Maintenance Repair Worker II	OE3	047	9	061	N	33.900000	41.250000	70,512.000	85,800.000	
2423	Park Ranger	PRA	001	9	121	N	33.520000	40.860000	69,721.600	84,988.800	5
2424	Park Ranger (Part-Time)	OE3	080	9	061	N	34.530000	42.090000	71,822.400	87,547.200	
2421	Park Ranger Trainee (Part-Time)	OE3	075	9	061	N	16.820000	20.410000	34,985.600	42,452.800	L
2426	Park Ranger, Senior	PRA	002	9	121	N	36.880000	44.950000	76,710.400	93,496.000	5
2425	Park Ranger, Supervising	MNT	043	-	111	N	40.670000	49.560000	84,593.600	103,084.800	5
2451	Parking & Traffic Control Officer	OE3	004	9	061	N	24.000000	29.140000	49,920.000	60,611.200	L
2452	Parking & Traffic Control Officer (Part-Time)	OE3	077	9	061	N	24.000000	29.140000	49,920.000	60,611.200	L

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
2453	Parking & Traffic Control Officer, Senior	OE3	037	9	061	N	31.060000	37.750000	64,604.800	78,520.000	
2455	Parking & Traffic Control Supervisor	MNT	002	-	111	N	38.790000	47.260000	80,683.200	98,300.800	5
1691	Parking Manager I	CMP	086	-	211	X	52.100000	63.450000	108,368.000	131,976.000	5
1694	Parking Manager II	CMP	147	-	211	X	60.250000	73.390000	125,320.000	152,651.200	5
1692	Parking/Ground Transportation Administrator	CMP	015	-	211	X	45.040000	54.880000	93,683.200	114,150.400	5
7122	Parks Facilities Supervisor	MNT	011	-	111	N	42.800000	52.180000	89,024.000	108,534.400	5
3443	Parks Manager	CMP	094	-	211	X	54.700000	66.660000	113,776.000	138,652.800	5
3954	Permit Specialist	MEF	060	9	051	N	29.220000	35.570000	60,777.600	73,985.600	5
3950	Permit Specialist, Principal	MEF	352	9	052	N	35.790000	43.510000	74,443.200	90,500.800	5
3955	Permit Specialist, Senior	MEF	097	9	052	N	32.950000	40.120000	68,536.000	83,449.600	5
1441	Physician	MGT	146	-	991	X	101.117159	118.907516	210,323.691	247,327.633	5
1442	Physician (Part-Time)	MGT	187	-	991	X	101.117159	118.907516	210,323.691	247,327.633	5
4121	Planner I	MEF	096	9	051	N	34.250000	41.610000	71,240.000	86,548.800	5
4122	Planner II	MEF	150	9	051	N	39.930000	48.510000	83,054.400	100,900.800	5
4123	Planner II (Part-Time)	MEF	289	9	051	N	39.930000	48.510000	83,054.400	100,900.800	5
4125	Planner III	MEF	366	9	051	N	45.680000	55.660000	95,014.400	115,772.800	5
4127	Planner IV	CMP	143	-	211	X	55.050000	67.040000	114,504.000	139,443.200	5
4126	Planner, Principal	MGT	148	-	991	X	47.873012	73.094736	99,575.865	152,037.051	5
4111	Planning Technician	MEF	058	9	051	N	28.680000	34.830000	59,654.400	72,446.400	5
4112	Planning Technician (Part-Time)	MEF	252	9	051	N	28.680000	34.830000	59,654.400	72,446.400	5
3142	Plumber	OE3	065	9	061	N	41.660000	50.600000	86,652.800	105,248.000	
2213	Police Cadet (Unclassified) (Part-Time)	UNR	029	9	081	N	16.070000	19.570000	33,425.600	40,705.600	L5
2218	Police Captain	POA	008	5	012	N	86.910000	105.620000	180,772.800	219,689.600	7
8517	Police Communications Manager	MGT	265	-	991	X	64.572087	90.475724	134,309.941	188,189.506	5
1181	Police Data Specialist I	MEF	021	9	051	N	25.160000	30.580000	52,332.800	63,606.400	5
1182	Police Data Specialist I (Part-Time)	MEF	232	9	051	N	25.160000	30.580000	52,332.800	63,606.400	5
1183	Police Data Specialist II	MEF	050	9	051	N	28.410000	34.540000	59,092.800	71,843.200	5
1184	Police Data Specialist II (Part-Time)	MEF	249	9	051	N	28.410000	34.540000	59,092.800	71,843.200	5
1185	Police Data Specialist, Senior	MEF	107	9	052	N	32.980000	40.080000	68,598.400	83,366.400	5
8026	Police Data Specialist, Supervising	MEF	183	9	052	N	40.080000	48.760000	83,366.400	101,420.800	5
7667	Police Forensic Analyst I	MEF	386	9	051	N	35.350000	42.980000	73,528.000	89,398.400	5
7668	Police Forensic Analyst II	MEF	387	9	051	N	38.580000	46.890000	80,246.400	97,531.200	5
2217	Police Lieutenant	POA	007	5	011	N	75.070000	91.290000	156,145.600	189,883.200	7
2215	Police Officer	POA	004	7	011	N	50.830000	68.090000	105,726.400	141,627.200	7
1521	Police Property Specialist I	MEF	036	9	051	N	24.490000	29.810000	50,939.200	62,004.800	5
1522	Police Property Specialist II	MEF	046	9	051	N	25.600000	31.090000	53,248.000	64,667.200	5
1524	Police Property Supervisor	CMP	016	-	211	X	42.850000	52.240000	89,128.000	108,659.200	5
2214	Police Recruit	POA	001	1	014	N	43.650000	43.650000	90,792.000	90,792.000	7
2216	Police Sergeant	POA	005	5	011	N	64.850000	78.810000	134,888.000	163,924.800	7
5250	Power Resources Specialist I	CMP	151	-	211	X	41.130000	50.120000	85,550.400	104,249.600	5
5251	Power Resources Specialist II	CMP	152	-	211	X	44.760000	54.530000	93,100.800	113,422.400	5
5254	Power Resources Specialist, Principal	MGT	262	-	991	X	66.260002	82.824457	137,820.804	172,274.871	5
5253	Power Resources Specialist, Senior	CMP	153	-	211	X	55.890000	68.470000	116,251.200	142,417.600	5
8073	Program Manager	CMP	112	-	211	X	51.130000	66.470000	106,350.400	138,257.600	5
1229	Program Performance Auditor I (Unclassified)	MGT	004	-	998	X	34.472580	45.409373	71,702.966	94,451.496	5
1230	Program Performance Auditor II (Unclassified)	MGT	013	-	998	X	40.880481	53.852867	85,031.400	112,013.963	5
1249	Program Performance Auditor, Senior (Unclassified)	MGT	041	-	998	X	50.167120	66.066422	104,347.610	137,418.158	5
3958	Property Manager I	MEF	132	9	051	N	34.760000	42.280000	72,300.800	87,942.400	5

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
3961	Property Manager I, Senior	CMP	142	-	211	X	45.040000	54.890000	93,683.200	114,171.200	5
3959	Property Manager II	MEF	188	9	051	N	42.280000	51.430000	87,942.400	106,974.400	5
3960	Property Manager II, Senior	CMP	059	-	211	X	49.610000	60.430000	103,188.800	125,694.400	5
3962	Property Manager, Principal	CMP	141	-	211	X	59.780000	73.160000	124,342.400	152,172.800	5
1675	Public Information Manager	MGT	177	-	991	X	59.636584	72.993012	124,044.095	151,825.465	5
4231	Public Information Representative I	MEF	121	9	051	N	33.460000	40.730000	69,596.800	84,718.400	5
4233	Public Information Representative I (Part-Time)	MEF	277	9	051	N	33.460000	40.730000	69,596.800	84,718.400	5
4234	Public Information Representative II	MEF	165	9	051	N	36.930000	44.890000	76,814.400	93,371.200	5
4235	Public Information Representative II (Part-Time)	MEF	294	9	051	N	36.930000	44.890000	76,814.400	93,371.200	5
6338	Public Information Representative, Senior	CMP	060	-	211	X	49.610000	60.430000	103,188.800	125,694.400	5
8515	Public Safety Communication Specialist	MEF	082	9	051	N	34.760000	42.240000	72,300.800	87,859.200	5
8535	Public Safety Communication Specialist (Part-Time)	MEF	264	9	051	N	34.760000	42.240000	72,300.800	87,859.200	5
8513	Public Safety Dispatcher, Senior	MEF	182	9	052	N	47.920000	58.310000	99,673.600	121,284.800	5
8533	Public Safety Dispatcher, Senior (Part-Time)	MEF	301	9	052	N	47.920000	58.310000	99,673.600	121,284.800	5
8512	Public Safety Dispatcher, Supervising	MEF	204	9	052	N	55.540000	67.470000	115,523.200	140,337.600	5
8514	Public Safety Radio Dispatcher	MEF	133	9	051	N	41.430000	50.360000	86,174.400	104,748.800	5
8534	Public Safety Radio Dispatcher (Part-Time)	MEF	283	9	051	N	41.430000	50.360000	86,174.400	104,748.800	5
8532	Public Safety Radio Dispatcher Trainee	MEF	355	1	051	N	37.300000	37.300000	77,584.000	77,584.000	5
6365	Puppeteer (Part-Time)	MEF	308	9	051	N	14.830000	18.040000	30,846.400	37,523.200	L5
8528	Radio Communications Supervisor	IBE	020	9	071	N	49.650000	60.490000	103,272.000	125,819.200	5
3966	Real Property Agent I	MEF	130	9	051	N	33.810000	41.100000	70,324.800	85,488.000	5
3967	Real Property Agent II	MEF	189	9	051	N	41.100000	49.970000	85,488.000	103,937.600	5
3968	Real Property Agent, Supervising	CMP	069	-	211	X	49.610000	60.430000	103,188.800	125,694.400	5
1115	Records Specialist	MEF	395	9	051	N	34.040000	41.450000	70,803.200	86,216.000	5
6108	Recreation Leader	MEF	003	9	051	N	16.990000	20.670000	35,339.200	42,993.600	L5
6109	Recreation Leader (Part-Time)	MEF	210	9	051	N	16.990000	20.670000	35,339.200	42,993.600	L5
6112	Recreation Leader Teacher, Senior	MEF	028	9	051	N	23.900000	29.060000	49,712.000	60,444.800	5
6113	Recreation Leader Teacher, Senior (Part-Time)	MEF	239	9	051	N	23.900000	29.060000	49,712.000	60,444.800	L5
6110	Recreation Leader, Senior	MEF	032	9	051	N	24.390000	29.620000	50,731.200	61,609.600	5
6111	Recreation Leader, Senior (Part-Time)	MEF	241	9	051	N	24.390000	29.620000	50,731.200	61,609.600	5
6122	Recreation Program Specialist	MEF	077	9	051	N	28.360000	34.480000	58,988.800	71,718.400	5
6123	Recreation Program Specialist (Part-Time)	MEF	263	9	051	N	28.360000	34.480000	58,988.800	71,718.400	5
6114	Recreation Specialist	MEF	076	9	052	N	28.360000	34.480000	58,988.800	71,718.400	5
6115	Recreation Specialist (Part-Time)	MEF	262	9	052	N	28.360000	34.480000	58,988.800	71,718.400	5
6129	Recreation Superintendent	CMP	095	-	211	X	54.700000	66.660000	113,776.000	138,652.800	5
7124	Recreation Supervisor	CMP	121	-	211	X	37.820000	45.960000	78,665.600	95,596.800	5
7132	Recreation Supervisor (Part-Time)	CMP	125	-	211	X	37.820000	45.960000	78,665.600	95,596.800	5
3423	Regional Park Aide	MEF	001	9	051	N	14.830000	18.040000	30,846.400	37,523.200	L5
3421	Regional Park Aide (Part-Time)	MEF	208	9	051	N	14.830000	18.040000	30,846.400	37,523.200	L5
8018	Research Attorney (Unclassified)	MGT	011	-	998	X	39.904841	52.576106	83,002.069	109,358.300	5
8019	Research Attorney (Unclassified) (Part-Time)	MGT	142	-	998	X	39.904841	52.576106	83,002.069	109,358.300	5
7502	Retirement Investment Analyst I (Unclassified)	MGT	185	-	991	X	38.476306	46.776708	80,030.716	97,295.553	5
7503	Retirement Investment Analyst II (Unclassified)	MGT	186	-	991	X	44.933464	54.740922	93,461.605	113,861.118	5
7505	Retirement Investment Officer (Unclassified)	MGT	167	-	991	X	59.708012	84.435570	124,192.665	175,625.986	5
7507	Retirement Investment Officer, Senior (Unclassified)	MGT	256	-	991	X	63.091262	98.346570	131,229.825	204,560.866	5
7508	Retirement Investment Operations Supervisor (Unclassified)	MGT	258	-	991	X	59.630112	72.994164	124,030.633	151,827.861	5
6175	Rides & Attractions Safety Coordinator	MEF	369	9	051	N	25.600000	31.200000	53,248.000	64,896.000	5
1265	Risk Manager	MGT	168	-	991	X	53.539268	75.649586	111,361.677	157,351.139	5

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
5232	Sanitary Engineer	AEA	023	-	041	X	41.590000	52.650000	86,507.200	109,512.000	5
5231	Sanitary Engineer (Part-Time)	AEA	041	-	041	X	41.590000	52.650000	86,507.200	109,512.000	5
2441	School Crossing Guard (Part-Time)	MEF	211	9	051	N	18.260000	22.210000	37,980.800	46,196.800	L5
2443	School Safety Supervisor	MEF	030	9	052	N	24.750000	30.090000	51,480.000	62,587.200	5
1156	Secretary	MEF	068	9	051	N	28.670000	34.850000	59,633.600	72,488.000	5
1155	Secretary (Part-Time)	MEF	258	9	051	N	28.670000	34.850000	59,633.600	72,488.000	5
1161	Secretary to Mayor	MEF	C15	9	051	N	33.010000	40.140000	68,660.800	83,491.200	5
2431	Security Officer	MEF	039	9	051	N	24.740000	30.070000	51,459.200	62,545.600	5
2432	Security Officer (Part-Time)	MEF	243	9	051	N	24.740000	30.070000	51,459.200	62,545.600	5
2416	Security Officer, Senior	MEF	092	9	052	N	30.220000	36.720000	62,857.600	76,377.600	5
6335	Security Services Supervisor	CMP	002	-	211	X	38.870000	47.370000	80,849.600	98,529.600	5
1139	Senior Supervisor, Administration	MEF	331	9	052	N	36.960000	44.930000	76,876.800	93,454.400	5
3405	Senior Tree Maintenance Leadworker	OE3	045	9	061	N	33.900000	41.250000	70,512.000	85,800.000	
3717	Sign Shop Specialist	MEF	357	9	051	N	36.720000	44.660000	76,377.600	92,892.800	5
1622	Staff Specialist	MEF	101	9	052	N	31.550000	38.360000	65,624.000	79,788.800	5
1624	Staff Specialist (Part-Time)	MEF	270	9	052	N	31.550000	38.360000	65,624.000	79,788.800	5
3342	Street Sweeper Operator	OE3	027	9	061	N	28.710000	34.910000	59,716.800	72,612.800	
3858	Structure/Landscape Designer I	AEA	045	-	041	X	39.600000	50.100000	82,368.000	104,208.000	5
3842	Structure/Landscape Designer II	AEA	016	-	041	X	41.590000	52.650000	86,507.200	109,512.000	5
1638	Student Intern (Unclassified) (Part-Time)	UNR	R05	-	081	N	12.540000	17.900000	26,083.200	37,232.000	M5
3237	Supervisor of Facilities	MNT	008	-	111	N	42.770000	52.120000	88,961.600	108,409.600	5
3250	Supervisor, Animal Services Operations	CMP	110	-	211	X	40.830000	49.740000	84,926.400	103,459.200	5
3229	Supervisor, Trades	MNT	034	-	111	N	47.160000	57.480000	98,092.800	119,558.400	5
1212	Supply Clerk	MEF	035	9	051	N	24.490000	29.810000	50,939.200	62,004.800	5
3782	Survey Party Chief	MEF	178	9	052	N	42.210000	51.320000	87,796.800	106,745.600	5
6141	Swimming Pool Aide (Part-Time)	MEF	380	9	051	N	9.800000	11.940000	20,384.000	24,835.200	M5
6146	Swimming Pool Manager (Part-Time)	MEF	228	9	051	N	22.670000	27.550000	47,153.600	57,304.000	L5
1338	Systems Applications Programmer I	MEF	127	9	051	N	33.810000	41.100000	70,324.800	85,488.000	5
1339	Systems Applications Programmer I (Part-Time)	MEF	281	9	051	N	33.810000	41.100000	70,324.800	85,488.000	5
1341	Systems Applications Programmer II	MEF	171	9	051	N	37.500000	45.600000	78,000.000	94,848.000	5
1342	Systems Applications Programmer II (Part-Time)	MEF	296	9	051	N	37.500000	45.600000	78,000.000	94,848.000	5
1345	Systems Applications Programmer, Senior	MEF	203	9	052	N	49.150000	59.760000	102,232.000	124,300.800	5
1346	Systems Applications Programmer, Senior (Part-Time)	MEF	303	9	052	N	49.150000	59.760000	102,232.000	124,300.800	5
3152	Temporary Employee (Unclassified) - Electrician (Part-Time)	UNR	015	1	081	N	75.170000	75.170000	156,353.600	156,353.600	
8603	Temporary Employee (Unclassified) - Family Camp - Hourly Paid	UNR	R13	-	081	X	15.428571	15.428571	32,091.430	32,091.430	
8602	Temporary Employee (Unclassified) - Family Camp - Stipend Paid	UNR	R10	-	081	X	0.000000	140.690000	0.000	292,635.200	5
9989	Temporary Employee (Unclassified) - Management (Part-Time)	MGT	169	-	994	X	25.689739	128.982287	53,434.657	268,283.157	X5
9988	Temporary Employee (Unclassified) - Management Benefited	MGT	R05	-	994	X	25.689739	128.982287	53,434.657	268,283.157	X5
9987	Temporary Employee (Unclassified) - No Unemployment Insurance (Part-Time)	UNR	R03	-	087	N	11.950000	173.890000	24,856.000	361,691.200	M5
9986	Temporary Employee (Unclassified) - Non-Management Benefited	UNR	R04	-	084	N	11.950000	53.600000	24,856.000	111,488.000	M5
9982	Temporary Employee (Unclassified) - OE3 (Part-Time)	UNR	R08	-	081	N	13.670000	53.910000	28,433.600	112,132.800	M
9981	Temporary Employee (Unclassified) - Retiree Exempt	UNR	R12	-	081	X	22.000000	150.000000	45,760.000	312,000.000	X
9984	Temporary Employee (Unclassified) - Retiree Non-Exempt	UNR	R07	-	081	N	11.350000	123.830000	23,608.000	257,566.400	M
9985	Temporary Employee (Unclassified) (Part-Time)	UNR	R03	-	081	N	11.950000	173.890000	24,856.000	361,691.200	M5
7130	Therapeutic Services Manager	CMP	127	-	211	X	44.820000	57.700000	93,225.600	120,016.000	5
7112	Therapeutic Specialist	MEF	073	9	052	N	28.360000	34.480000	58,988.800	71,718.400	5
7113	Therapeutic Specialist (Part-Time)	MEF	260	9	051	N	28.360000	34.480000	58,988.800	71,718.400	5
7116	Therapeutic Treatment Specialist, Senior	MEF	353	9	052	N	36.390000	44.150000	75,691.200	91,832.000	5



**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
7117	Therapeutic Treatment Specialist, Senior (Part-Time)	MEF	354	9	052	N	36.390000	44.150000	75,691.200	91,832.000	5
3718	Traffic Signal Technician, Supervising	CMP	006	-	211	X	40.830000	49.740000	84,926.400	103,459.200	5
1693	Training Specialist	MEF	143	9	052	N	34.990000	42.550000	72,779.200	88,504.000	5
3876	Transportation Specialist	CMP	133	-	211	X	39.000000	49.030000	81,120.000	101,982.400	5
3879	Transportation Specialist, Senior	CMP	101	-	211	X	57.450000	69.970000	119,496.000	145,537.600	5
8027	Video Unit Supervisor	CMP	107	-	211	X	39.080000	47.620000	81,286.400	99,049.600	5
8032	Video/Multimedia Producer	MEF	336	9	051	N	34.990000	42.550000	72,779.200	88,504.000	5
8601	Volunteer - Unpaid	UNR	018	-	086	N	0.000000	0.000000	0.000	0.000	
6328	Volunteer Coordinator	MEF	059	9	051	N	27.420000	33.350000	57,033.600	69,368.000	5
6329	Volunteer Coordinator (Part-Time)	MEF	253	9	051	N	27.420000	33.350000	57,033.600	69,368.000	5
1517	Warehouse Supervisor	MEF	075	9	052	N	29.650000	36.020000	61,672.000	74,921.600	5
1511	Warehouse Worker I	MEF	025	9	051	N	24.150000	29.420000	50,232.000	61,193.600	5
1512	Warehouse Worker I (Part-Time)	MEF	236	9	051	N	24.150000	29.420000	50,232.000	61,193.600	5
1513	Warehouse Worker II	MEF	038	9	051	N	25.130000	30.550000	52,270.400	63,544.000	5
1515	Warehouse Worker II (Part-Time)	MEF	358	9	051	N	25.130000	30.550000	52,270.400	63,544.000	5
1514	Warehouse Worker, Senior	MEF	049	9	052	N	26.870000	32.630000	55,889.600	67,870.400	5
3621	Wastewater Attendant	OE3	015	9	061	N	27.380000	33.280000	56,950.400	69,222.400	
3615	Wastewater Facility Manager	MGF	178	-	991	X	51.961815	79.364020	108,080.575	165,077.162	5
3625	Wastewater Maintenance Superintendent	MNT	037	-	111	N	53.870000	65.670000	112,049.600	136,593.600	5
3622	Wastewater Mechanic I	OE3	053	9	061	N	35.280000	42.890000	73,382.400	89,211.200	
3623	Wastewater Mechanic I, Senior	OE3	061	9	061	N	38.290000	46.560000	79,643.200	96,844.800	
3672	Wastewater Mechanic II	OE3	092	9	061	N	39.060000	47.620000	81,244.800	99,049.600	
3673	Wastewater Mechanic II, Senior	OE3	093	9	061	N	42.420000	51.690000	88,233.600	107,515.200	
3627	Wastewater Mechanic, Apprentice	OE3	087	10	061	N	29.720000	37.160000	61,817.600	77,292.800	
3624	Wastewater Mechanical Supervisor I	MNT	013	-	111	N	42.800000	52.180000	89,024.000	108,534.400	5
3674	Wastewater Mechanical Supervisor II	MNT	042	-	111	N	46.530000	56.790000	96,782.400	118,123.200	5
3656	Wastewater Operations Foreperson I	MNT	038	-	111	N	45.310000	55.290000	94,244.800	115,003.200	5
3657	Wastewater Operations Foreperson II	MNT	039	-	111	N	48.560000	59.260000	101,004.800	123,260.800	5
3617	Wastewater Operations Superintendent I	MNT	020	-	111	N	52.240000	63.760000	108,659.200	132,620.800	5
3619	Wastewater Operations Superintendent II	MNT	036	-	111	N	55.900000	68.190000	116,272.000	141,835.200	5
3612	Wastewater Operator I	OE3	048	10	061	N	37.210000	46.340000	77,396.800	96,387.200	
3652	Wastewater Operator II	OE3	089	10	061	N	39.460000	49.290000	82,076.800	102,523.200	
3653	Wastewater Operator III	OE3	090	10	061	N	41.780000	52.200000	86,902.400	108,576.000	
3611	Wastewater Operator Trainee	OE3	013	9	061	N	26.310000	31.980000	54,724.800	66,518.400	
3631	Water Systems Assistant Operator I	OE3	097	9	061	N	30.510000	37.160000	63,460.800	77,292.800	
3637	Water Systems Assistant Operator II	OE3	098	9	061	N	32.800000	39.970000	68,224.000	83,137.600	
3633	Water Systems Operations Foreperson I	MNT	047	-	111	N	43.340000	53.740000	90,147.200	111,779.200	5
3645	Water Systems Operations Foreperson II	MNT	048	-	111	N	46.600000	56.440000	96,928.000	117,395.200	5
3648	Water Systems Operations Manager	MGF	255	-	991	X	51.964742	79.359626	108,086.663	165,068.022	5
3646	Water Systems Operations Superintendent I	MNT	049	-	111	N	49.030000	60.910000	101,982.400	126,692.800	5
3647	Water Systems Operations Superintendent II	MNT	050	-	111	N	51.640000	63.950000	107,411.200	133,016.000	5
3632	Water Systems Operator I	OE3	030	9	061	N	36.210000	44.150000	75,316.800	91,832.000	
3638	Water Systems Operator II	OE3	095	9	061	N	40.580000	49.460000	84,406.400	102,876.800	
3639	Water Systems Operator III	OE3	096	9	061	N	42.630000	51.940000	88,670.400	108,035.200	
8067	Youth Outreach Specialist	MEF	072	9	052	N	28.360000	34.480000	58,988.800	71,718.400	5
8063	Youth Outreach Worker I	MEF	005	9	051	N	19.840000	24.150000	41,267.200	50,232.000	L5
8064	Youth Outreach Worker I (Part-Time)	MEF	005	9	051	N	19.840000	24.150000	41,267.200	50,232.000	L5
8065	Youth Outreach Worker II	MEF	032	9	051	N	24.390000	29.620000	50,731.200	61,609.600	5

**City of San Jose Pay Plan  
05/29/2022**

Job Code	Description	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Minimum per Hour	Maximum per Hour	Minimum per Annual	Maximum per Annual	Notes
8066	Youth Outreach Worker II (Part-Time)	MEF	032	9	051	N	24.390000	29.620000	50,731.200	61,609.600	5
6357	Zoo Curator	MEF	311	9	052	N	32.500000	39.510000	67,600.000	82,180.800	5
6171	Zoo Education Specialist	MEF	367	9	052	N	28.360000	34.480000	58,988.800	71,718.400	5
6172	Zoo Educator	MEF	368	9	051	N	24.390000	29.620000	50,731.200	61,609.600	5
6173	Zoo Educator (Part-Time)	MEF	370	9	051	N	24.390000	29.620000	50,731.200	61,609.600	5
6353	Zoo Keeper	MEF	309	9	051	N	20.270000	24.610000	42,161.600	51,188.800	L5
6354	Zoo Keeper (Part-Time)	MEF	309	9	051	N	20.270000	24.610000	42,161.600	51,188.800	L5
6351	Zoo Keeper Aide	MEF	308	9	051	N	14.830000	18.040000	30,846.400	37,523.200	L5
6352	Zoo Keeper Aide (Part-Time)	MEF	308	9	051	N	14.830000	18.040000	30,846.400	37,523.200	L5
6355	Zoo Keeper, Senior	MEF	310	9	051	N	25.120000	30.510000	52,249.600	63,460.800	5
6358	Zoo Manager	CMP	108	-	211	X	42.850000	52.240000	89,128.000	108,659.200	5

Notes Key	Notes Description
L	Classification may be eligible for Living Wage Rate Adjustments. If this classification also receives the 5% ongoing non-pensionable compensation increase, it will be part of the Living Wage 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 Jose 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 also receives a 1% ongoing non-pensionable compensation increase in addition to the salary listed. For additional information, please see the San Jose International Association of Fire Fighters Memorandum of Agreement (MOA).
5	Classification also receives a 5% ongoing non-pensionable compensation increase in addition to the salary listed. For additional information, please see the bargaining unit's Memorandum of Agreement (MOA) or the employee unit's Compensation Summary.
7	Classification also receives a combined 7.75% ongoing non-pensionable retention premium pay/crisis intervention training pay in addition to the salary listed. For additional information, please see the San Jose Police Officers' Association's Memorandum of Agreement (MOA). The Deputy Chief of Police (2219), Assistant Police Chief (2225), and Chief of Police (2227) classifications also receive a 7.75% combined ongoing non-pensionable retention premium pay/crisis intervention training pay in addition to the salary listed.