

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
1211	Account Clerk I	1/5/2025	MEF	012	9	051	N	24.760000	30.100000	51,500.80	62,608.00	26.000000	31.610000	54,075.84	65,738.40	L5
1213	Account Clerk I (Part-Time)	1/5/2025	MEF	221	9	051	N	24.760000	30.100000			26.000000	31.610000			L5
1215	Account Clerk II	1/5/2025	MEF	019	9	051	N	26.490000	32.210000	55,099.20	66,996.80	27.810000	33.820000	57,854.16	70,346.64	L5
1217	Account Clerk II (Part-Time)	1/5/2025	MEF	230	9	051	N	26.490000	32.210000			27.810000	33.820000			L5
1223	Account Clerk, Principal	1/5/2025	MEF	095	9	052	N	35.480000	43.190000	73,798.40	89,835.20	37.250000	45.350000	77,488.32	94,326.96	5
1219	Account Clerk, Senior	1/5/2025	MEF	064	9	051	N	32.180000	39.180000	66,934.40	81,494.40	33.790000	41.140000	70,281.12	85,569.12	5
1221	Account Clerk, Senior (Part-Time)	1/5/2025	MEF	255	9	051	N	32.180000	39.180000			33.790000	41.140000			5
1231	Accountant I	1/5/2025	MEF	142	9	051	N	40.700000	49.510000	84,656.00	102,980.80	42.740000	51.990000	88,888.80	108,129.84	5
1233	Accountant II	1/5/2025	MEF	177	9	051	N	44.430000	54.000000	92,414.40	112,320.00	46.650000	56.700000	97,035.12	117,936.00	5
1257	Accountant, Principal	1/5/2025	MGT	035	-	991	X	55.595960	84.886493	115,639.60	176,563.91	58.375758	89.130818	121,421.56	185,392.22	5
1235	Accountant, Senior	1/5/2025	CMP	011	-	211	X	52.410000	63.850000	109,012.80	132,808.00	55.030000	67.040000	114,463.44	139,448.40	5
1236	Accountant, Supervising	1/5/2025	CMP	067	-	211	X	57.720000	70.320000	120,057.60	146,265.60	60.610000	73.840000	126,060.48	153,578.88	5
1225	Accounting Technician	1/5/2025	MEF	119	9	052	N	38.800000	47.160000	80,704.00	98,092.80	40.740000	49.520000	84,739.20	102,997.44	5
1227	Accounting Technician (Part-Time)	1/5/2025	MEF	275	9	052	N	38.800000	47.160000			40.740000	49.520000			5
1159	Administrative Assistant	1/5/2025	MEF	C11	9	052	N	36.710000	44.640000	76,356.80	92,851.20	38.550000	46.870000	80,174.64	97,493.76	5
8159	Administrative Assistant (Part-Time)	1/5/2025	MEF	C37	9	052	N	36.710000	44.640000			38.550000	46.870000			5
1646	Administrative Officer	1/5/2025	MGT	032	-	991	X	55.595960	84.886493	115,639.60	176,563.91	58.375758	89.130818	121,421.56	185,392.22	5
3162	Air Conditioning Mechanic	6/23/2024	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	6/23/2024	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	1/5/2025	MNT	026	-	111	N	59.810000	72.900000	124,404.80	151,632.00	62.800000	76.550000	130,625.04	159,213.60	5
3549	Air Services Development Manager	1/5/2025	MGT	171	-	991	X	67.619589	106.314830	140,648.75	221,134.85	71.000568	111.630572	147,681.30	232,191.70	5
3246	Airport Equipment Mechanic	6/23/2024	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	6/23/2024	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	1/5/2025	MNT	016	-	111	N	49.800000	60.710000	103,584.00	126,276.80	52.290000	63.750000	108,763.20	132,590.64	5
3526	Airport Operations Manager I	1/5/2025	CMP	083	-	211	X	69.710000	84.910000	144,996.80	176,612.80	73.200000	89.160000	152,246.64	185,443.44	5
3534	Airport Operations Manager II	1/5/2025	CMP	135	-	211	X	80.610000	98.190000	167,668.80	204,235.20	84.640000	103.100000	176,052.24	214,446.96	5
3511	Airport Operations Specialist	1/5/2025	MEF	052	9	051	N	30.210000	36.700000	62,836.80	76,336.00	31.720000	38.540000	65,978.64	80,152.80	5
3512	Airport Operations Specialist (Part-Time)	1/5/2025	MEF	247	9	051	N	30.210000	36.700000			31.720000	38.540000			5
3514	Airport Operations Specialist I, Senior	1/5/2025	MEF	328	9	052	N	37.770000	45.930000	78,561.60	95,534.40	39.660000	48.230000	82,489.68	100,311.12	5
3516	Airport Operations Specialist II, Senior	1/5/2025	MEF	362	10	052	N	38.910000	47.390000	80,932.80	98,571.20	40.860000	49.760000	84,979.44	103,499.76	5
3518	Airport Operations Specialist III, Senior	1/5/2025	MEF	363	10	052	N	42.870000	52.230000	89,169.60	108,638.40	45.010000	54.840000	93,628.08	114,070.32	5
3515	Airport Operations Specialist, Senior (Part-Time)	1/5/2025	MEF	329	9	052	N	37.770000	45.930000			39.660000	48.230000			5
3525	Airport Operations Superintendent I	1/5/2025	CMP	032	-	211	X	57.840000	70.470000	120,307.20	146,577.60	60.730000	73.990000	126,322.56	153,906.48	5
3532	Airport Operations Superintendent II	1/5/2025	CMP	134	-	211	X	66.890000	81.500000	139,131.20	169,520.00	70.230000	85.580000	146,087.76	177,996.00	5
3524	Airport Operations Supervisor I	1/5/2025	MNT	006	-	111	N	49.810000	60.690000	103,604.80	126,235.20	52.300000	63.720000	108,785.04	132,546.96	5
3527	Airport Operations Supervisor II	1/5/2025	MNT	040	-	111	N	53.520000	65.210000	111,321.60	135,636.80	56.200000	68.470000	116,887.68	142,418.64	5
3528	Airport Operations Supervisor III	1/5/2025	MNT	041	-	111	N	57.650000	70.210000	119,912.00	146,036.80	60.530000	73.720000	125,907.60	153,338.64	5
7121	Amusement Park Supervisor	1/5/2025	MNT	045	-	111	N	44.010000	53.480000	91,540.80	111,238.40	46.210000	56.150000	96,117.84	116,800.32	5
1627	Analyst I	1/5/2025	MEF	C18	9	052	N	41.140000	50.000000	85,571.20	104,000.00	43.200000	52.500000	89,849.76	109,200.00	5
1630	Analyst I (Part-Time)	1/5/2025	MEF	C30	9	052	N	41.140000	50.000000			43.200000	52.500000			5
7664	Analyst I, Independent Police Auditor (Unclassified)	1/5/2025	MGT	152	-	998	X	39.913612	49.906026	83,020.31	103,804.53	41.909293	52.401327	87,171.24	108,994.60	5
1632	Analyst II	1/5/2025	MEF	C22	9	052	N	44.890000	54.560000	93,371.20	113,484.80	47.130000	57.290000	98,039.76	119,159.04	5
1635	Analyst II (Part-Time)	1/5/2025	MEF	C32	9	052	N	44.890000	54.560000			47.130000	57.290000			5
7665	Analyst II, Independent Police Auditor (Unclassified)	1/5/2025	MGT	153	-	998	X	43.543392	54.460776	90,570.26	113,278.41	45.720562	57.183815	95,098.64	118,942.20	5
1654	Analyst, Senior	1/5/2025	CMP	038	-	211	X	52.410000	63.850000	109,012.80	132,808.00	55.030000	67.040000	114,463.44	139,448.40	5
1655	Analyst, Senior (Part-Time)	1/5/2025	CMP	104	-	211	X	52.410000	63.850000			55.030000	67.040000			5
7666	Analyst, Senior, Independent Police Auditor (Unclassified)	1/5/2025	MGT	S54	-	998	X	52.235037	63.650823	108,648.88	132,393.71	54.846789	66.833364	114,081.24	139,013.42	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
3259	Animal Behaviorist	1/5/2025	MEF	348	9	051	N	33.170000	40.370000	68,993.60	83,969.60	34.830000	42.390000	72,443.28	88,168.08	5
3254	Animal Care Attendant I	1/5/2025	MEF	324	9	051	N	25.450000	30.960000	52,936.00	64,396.80	26.720000	32.510000	55,582.80	67,616.64	L5
3257	Animal Care Attendant I (Part-Time)	1/5/2025	MEF	345	9	051	N	25.450000	30.960000			26.720000	32.510000			L5
3261	Animal Care Attendant II	1/5/2025	MEF	398	9	051	N	26.540000	32.270000	55,203.20	67,121.60	27.870000	33.880000	57,963.36	70,477.68	5
3262	Animal Care Attendant II (Part-Time)	1/5/2025	MEF	399	9	051	N	26.540000	32.270000	55,203.20	67,121.60	27.870000	33.880000	57,963.36	70,477.68	5
3253	Animal Health Assistant	1/5/2025	MEF	325	9	051	N	30.250000	36.740000	62,920.00	76,419.20	31.760000	38.580000	66,066.00	80,240.16	5
3260	Animal Health Assistant (Part-Time)	1/5/2025	MEF	346	9	051	N	30.250000	36.740000			31.760000	38.580000			5
3263	Animal Health Technician	1/5/2025	MEF	410	9	051	N	33.280000	40.420000	69,222.40	84,073.60	34.940000	42.440000	72,683.52	88,277.28	5
3264	Animal Health Technician (Part-Time)	1/5/2025	MEF	411	9	051	N	33.280000	40.420000			34.940000	42.440000			5
3252	Animal Services Officer	1/5/2025	MEF	326	9	051	N	31.040000	37.740000	64,563.20	78,499.20	32.590000	39.630000	67,791.36	82,424.16	5
3251	Animal Services Officer, Senior	1/5/2025	MEF	327	9	052	N	34.750000	42.300000	72,280.00	87,984.00	36.490000	44.420000	75,894.00	92,383.20	5
3258	Animal Shelter Coordinator	1/5/2025	MEF	347	9	052	N	31.580000	38.430000	65,686.40	79,934.40	33.160000	40.350000	68,970.72	83,931.12	5
3255	Animal Shelter Veterinarian	1/5/2025	CMP	115	-	211	X	74.540000	90.800000	155,043.20	188,864.00	78.270000	95.340000	162,795.36	198,307.20	5
3256	Animal Shelter Veterinarian (Part-Time)	1/5/2025	CMP	117	-	211	X	65.570000	90.800000			68.850000	95.340000			5
1354	Applications Analyst, Supervising	1/5/2025	CMP	087	-	211	X	67.920000	82.700000	141,273.60	172,016.00	71.320000	86.840000	148,337.28	180,616.80	5
3321	Apprentice Mechanic	6/23/2024	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	1/5/2025	MEF	206	9	052	N	53.520000	65.080000	111,321.60	135,366.40	56.200000	68.330000	116,887.68	142,134.72	5
3418	Arborist	1/5/2025	CMP	061	-	211	X	57.720000	70.320000	120,057.60	146,265.60	60.610000	73.840000	126,060.48	153,578.88	5
3406	Arborist Technician	1/5/2025	MEF	337	9	051	N	39.710000	48.230000	82,596.80	100,318.40	41.700000	50.640000	86,726.64	105,334.32	5
3841	Architect / Landscape Architect I	1/5/2025	AEA	006	-	041	X	46.070000	58.290000	95,825.60	121,243.20	48.370000	61.200000	100,616.88	127,305.36	5
3852	Architect / Landscape Architect II	1/5/2025	AEA	015	-	041	X	52.230000	66.120000	108,638.40	137,529.60	54.840000	69.430000	114,070.32	144,406.08	5
3844	Architect, Senior/Landscape Architect, Senior	1/5/2025	SEA	002	-	043	X	69.400000	87.770000	144,352.00	182,561.60	72.870000	92.160000	151,569.60	191,689.68	5
2328	Arson Investigator	6/23/2024	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)	1/5/2025	MEF	216	9	051	N	23.930000	29.100000			25.130000	30.560000			L5
6311	Arts Programs Coordinator	1/5/2025	MEF	152	9	051	N	42.720000	51.960000	88,857.60	108,076.80	44.860000	54.560000	93,300.48	113,480.64	5
6318	Arts Programs Coordinator (Part-Time)	1/5/2025	MEF	350	9	051	N	42.720000	51.960000			44.860000	54.560000			5
6313	Arts Programs Coordinator, Senior	1/5/2025	CMP	029	-	211	X	52.410000	63.850000	109,012.80	132,808.00	55.030000	67.040000	114,463.44	139,448.40	5
3422	Assistant Arborist	1/5/2025	MNT	052	-	111	N	47.510000	57.870000	98,820.80	120,369.60	49.890000	60.760000	103,761.84	126,388.08	5
2154	Assistant City Attorney (Unclassified)	1/5/2025	MGT	549	-	998	X	117.700891	166.984782	244,817.85	347,328.35	123.585936	175.334021	257,058.62	364,694.72	5
1255	Assistant City Auditor (Unclassified)	1/5/2025	MGT	112	-	998	X	78.175859	103.192136	162,605.79	214,639.64	82.084652	108.351743	170,736.02	225,371.64	5
1613	Assistant City Clerk (Unclassified)	1/5/2025	MGT	049	-	998	X	64.204214	88.871981	133,544.77	184,853.72	67.414425	93.315580	140,222.16	194,096.50	5
1688	Assistant City Manager (Unclassified)	1/5/2025	MGT	532	-	992	X	117.700894	190.362653	244,817.86	395,954.32	123.585939	199.880786	257,058.62	415,751.96	5
7506	Assistant Director & Chief Investment Officer (Unclassified)	1/5/2025	MGT	172	-	997	X	134.476962	180.321380	279,712.08	375,068.47	141.200810	189.337449	293,697.82	393,822.00	5
8048	Assistant Director (Unclassified)	1/5/2025	MGT	509	-	997	X	81.828489	132.188827	170,203.26	274,952.76	85.919913	138.798268	178,713.34	288,700.62	5
5226	Assistant Environmental Inspector	6/23/2024	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	1/5/2025	MEF	106	9	051	N	38.370000	46.630000	79,809.60	96,990.40	40.290000	48.960000	83,800.08	101,839.92	5
2333	Assistant Fire Chief (Unclassified)	1/5/2025	MGT	520	-	997	X	88.340868	136.639075	183,749.01	284,209.28	92.757911	143.471029	192,936.38	298,419.94	5
3641	Assistant Heavy Diesel Equipment Operator-Mechanic	6/23/2024	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)	1/5/2025	MGT	257	-	997	X	76.017307	118.496391	158,116.00	246,472.49	79.818172	124.421211	166,021.70	258,796.20	5
2225	Assistant Police Chief (Unclassified)	1/5/2025	MGT	521	-	997	X	95.258550	148.486129	198,137.78	308,851.15	107.404015	167.418110	223,400.32	348,229.70	75
8522	Assistant Police Communications Manager	1/5/2025	CMP	138	-	211	X	69.090000	86.340000	143,707.20	179,587.20	72.540000	90.660000	150,892.56	188,566.56	5
6145	Assistant Swimming Pool Manager (Part-Time)	1/5/2025	MEF	384	9	051	N	18.830000	22.850000			19.770000	23.990000			L5
1683	Assistant To The City Manager (Unclassified)	1/5/2025	MGT	506	-	997	X	61.327934	95.467525	127,562.10	198,572.45	64.394331	100.240901	133,940.04	208,501.02	5
1682	Assistant To The City Manager (Unclassified) (Part-Time)	1/5/2025	MGT	558	-	997	X	61.327934	95.467525			64.394331	100.240901			5
3548	Assistant To The Director	1/5/2025	CMP	051	-	211	X	54.950000	66.980000	114,296.00	139,318.40	57.700000	70.330000	120,010.80	146,284.32	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
3848	Associate Architect (Part-Time)/Landscape Architect (Part-Time)	1/5/2025	AEA	048	-	041	X	60.150000	76.140000			63.160000	79.950000			5
3843	Associate Architect/Landscape Architect	1/5/2025	AEA	034	-	041	X	60.150000	76.140000	125,112.00	158,371.20	63.160000	79.950000	131,367.60	166,289.76	5
3771	Associate Construction Inspector	1/5/2025	MEF	145	9	051	N	44.390000	53.950000	92,331.20	112,216.00	46.610000	56.650000	96,947.76	117,826.80	5
2199	Associate Deputy City Attorney (Unclassified)	1/5/2025	ALP	001	-	311	X	46.522895	61.295635	96,767.62	127,494.92	48.849040	64.360417	101,605.92	133,869.58	5
3814	Associate Engineer	1/5/2025	AEA	035	-	041	X	60.150000	76.140000	125,112.00	158,371.20	63.160000	79.950000	131,367.60	166,289.76	5
3828	Associate Engineer (Part-Time)	1/5/2025	AEA	047	-	041	X	60.150000	76.140000			63.160000	79.950000			5
3713	Associate Engineering Technician	1/5/2025	MEF	123	9	051	N	38.940000	47.380000	80,995.20	98,550.40	40.890000	49.750000	85,044.96	103,477.92	5
8202	Associate Environmental Services Specialist	1/5/2025	MEF	169	9	051	N	44.460000	54.020000	92,476.80	112,361.60	46.680000	56.720000	97,100.64	117,979.68	5
3855	Associate Structure/Landscape Designer	1/5/2025	AEA	036	-	041	X	60.150000	76.140000	125,112.00	158,371.20	63.160000	79.950000	131,367.60	166,289.76	5
3882	Associate Transportation Specialist	1/5/2025	CMP	044	-	211	X	54.950000	72.720000	114,296.00	151,257.60	57.700000	76.360000	120,010.80	158,820.48	5
8034	Audiovisual Engineer	1/5/2025	MEF	356	9	051	N	49.510000	60.160000	102,980.80	125,132.80	51.990000	63.170000	108,129.84	131,389.44	5
1243	Auditor, Senior	1/5/2025	CMP	042	-	211	X	52.410000	67.130000	109,012.80	139,630.40	55.030000	70.490000	114,463.44	146,611.92	5
1245	Auditor, Supervising	1/5/2025	MGT	082	-	991	X	67.578453	89.034818	140,563.18	185,192.42	70.957376	93.486559	147,591.34	194,452.18	5
1250	Auditor, Supervising (Unclassified)	1/5/2025	MGT	081	-	998	X	67.578453	89.034818	140,563.18	185,192.42	70.957376	93.486559	147,591.34	194,452.18	5
1361	Automation Engineer I	6/23/2024	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	1/5/2025	MEF	200	9	052	N	59.630000	72.630000	124,030.40	151,070.40	62.610000	76.260000	130,231.92	158,623.92	5
1363	Automation Engineer II	6/23/2024	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	1/5/2025	MEF	371	9	052	N	65.560000	79.890000	136,364.80	166,171.20	68.840000	83.880000	143,183.04	174,479.76	5
1364	Automation Engineer III	6/23/2024	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	1/5/2025	CMP	088	-	211	X	72.120000	87.880000	150,009.60	182,790.40	75.730000	92.270000	157,510.08	191,929.92	5
3325	Automotive Equipment Specialist	1/5/2025	MNT	015	-	111	N	49.800000	60.710000	103,584.00	126,276.80	52.290000	63.750000	108,763.20	132,590.64	5
3329	Automotive Equipment Specialist, Senior	1/5/2025	MNT	021	-	111	N	54.870000	66.880000	114,129.60	139,110.40	57.610000	70.220000	119,836.08	146,065.92	5
3543	Aviation Security & Permit Specialist	1/5/2025	MEF	377	9	052	N	33.010000	40.120000	68,660.80	83,449.60	34.660000	42.130000	72,093.84	87,622.08	5
1190	Background Investigator	1/5/2025	MEF	389	9	051	N	51.900000	63.220000	107,952.00	131,497.60	54.500000	66.380000	113,349.60	138,072.48	5
1191	Background Investigator (Part-Time)	1/5/2025	MEF	390	9	051	N	51.900000	63.220000			54.500000	66.380000			5
2314	Battalion Chief	6/23/2024	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	1/5/2025	MEF	176	9	051	N	52.440000	63.710000	109,075.20	132,516.80	55.060000	66.900000	114,528.96	139,142.64	5
1656	Budget Director (Unclassified)	1/5/2025	MGT	510	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
3910	Building Inspection Manager	1/5/2025	CMP	119	-	211	X	73.690000	94.250000	153,275.20	196,040.00	77.370000	98.960000	160,938.96	205,842.00	5
3917	Building Inspector Combination	1/5/2025	INS	012	9	031	N	50.770000	61.750000	105,601.60	128,440.00	53.310000	64.840000	110,881.68	134,862.00	5
3918	Building Inspector Combination (Part-Time)	1/5/2025	INS	012	9	031	N	50.770000	61.750000			53.310000	64.840000			5
3915	Building Inspector Combination Certified I	1/5/2025	INS	004	9	031	N	52.270000	63.510000	108,721.60	132,100.80	54.880000	66.690000	114,157.68	138,705.84	5
3916	Building Inspector Combination Certified I (Part-Time)	1/5/2025	INS	009	9	031	N	52.270000	63.510000			54.880000	66.690000			5
3902	Building Inspector Combination Certified II	1/5/2025	INS	014	9	031	N	53.670000	65.420000	111,633.60	136,073.60	56.350000	68.690000	117,215.28	142,877.28	5
3903	Building Inspector Combination Certified III	1/5/2025	INS	015	9	031	N	55.820000	68.000000	116,105.60	141,440.00	58.610000	71.400000	121,910.88	148,512.00	5
3904	Building Inspector Combination Certified, Senior	1/5/2025	INS	016	9	031	N	63.290000	77.140000	131,643.20	160,451.20	66.450000	81.000000	138,225.36	168,473.76	5
3912	Building Inspector Supervisor Certified I	1/5/2025	INS	006	9	031	N	68.860000	83.890000	143,228.80	174,491.20	72.300000	88.080000	150,390.24	183,215.76	5
3905	Building Inspector Supervisor Certified II	1/5/2025	INS	017	9	031	N	70.780000	86.210000	147,222.40	179,316.80	74.320000	90.520000	154,583.52	188,282.64	5
3226	Building Maintenance Superintendent	1/5/2025	MNT	028	-	111	N	57.660000	70.170000	119,932.80	145,953.60	60.540000	73.680000	125,929.44	153,251.28	5
3228	Building Management Administrator	1/5/2025	MGT	075	-	991	X	67.578453	87.72969	140,563.18	182,567.78	70.957376	92.161617	147,591.34	191,696.18	5
3976	Building Rehabilitation Inspector I	1/5/2025	MEF	155	9	051	N	42.550000	51.710000	88,504.00	107,556.80	44.680000	54.300000	92,929.20	112,934.64	5
3977	Building Rehabilitation Inspector II	1/5/2025	MEF	196	9	051	N	49.220000	59.850000	102,377.60	124,488.00	51.680000	62.840000	107,496.48	130,712.40	5
3978	Building Rehabilitation Supervisor	1/5/2025	CMP	054	-	211	X	56.630000	69.040000	117,790.40	143,603.20	59.460000	72.490000	123,679.92	150,783.36	5
3222	Building Services Supervisor	1/5/2025	MNT	024	-	111	N	54.870000	66.880000	114,129.60	139,110.40	57.610000	70.220000	119,836.08	146,065.92	5
1547	Buyer I	1/5/2025	MEF	062	9	051	N	32.850000	39.940000	68,328.00	83,075.20	34.490000	41.940000	71,744.40	87,228.96	5
1542	Buyer II	1/5/2025	MEF	114	9	051	N	39.540000	48.090000	82,243.20	100,027.20	41.520000	50.490000	86,355.36	105,028.56	5
1544	Buyer III	1/5/2025	MEF	376	9	051	N	45.780000	55.770000	95,222.40	116,001.60	48.070000	58.560000	99,983.52	121,801.68	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
3133	Carpenter	6/23/2024	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	6/23/2024	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	1/5/2025	MEF	173	9	051	N	47.580000	57.820000	98,966.40	120,265.60	49.960000	60.710000	103,914.72	126,278.88	5
5110	Chemist I (Part-Time)	1/5/2025	MEF	173	9	051	N	47.580000	57.820000			49.960000	60.710000			5
5106	Chemist II	1/5/2025	MEF	408	9	051	N	52.440000	63.710000	109,075.20	132,516.80	55.060000	66.900000	114,528.96	139,142.64	5
2138	Chief Deputy City Attorney (Unclassified)	1/5/2025	MGT	S48	-	998	X	96.602704	146.305048	200,933.62	304,314.50	101.432839	153.620300	210,980.38	319,530.12	5
2227	Chief of Police (Unclassified)	1/5/2025	MGT	S22	-	992	X	106.285463	166.125382	221,073.76	345,540.80	119.836860	187.306368	249,260.70	389,597.26	75
3783	Chief of Surveys	1/5/2025	CMP	010	-	211	X	59.140000	72.050000	123,011.20	149,864.00	62.100000	75.650000	129,161.76	157,357.20	5
3658	Chief Plant Operator (Unclassified)	1/5/2025	MGT	271	-	991	X	71.452132	115.348030	148,620.44	239,923.90	75.024739	121.115432	156,051.48	251,919.98	5
2155	Chief Trial Attorney (Unclassified)	1/5/2025	MGT	S50	-	998	X	117.700891	166.984782	244,817.85	347,328.35	123.585936	175.334021	257,058.62	364,694.72	5
2135	City Attorney (Unclassified)	1/5/2025	MGT	137	-	999	X	140.267216	188.879006	291,755.81	392,868.33	147.280577	198.322956	306,343.70	412,511.84	5
1256	City Auditor (Unclassified)	1/5/2025	MGT	136	-	999	X	83.612329	138.280836	173,913.64	287,624.14	87.792945	145.194878	182,609.44	302,005.34	5
1614	City Clerk (Unclassified)	1/5/2025	MGT	126	-	999	X	83.612329	118.532909	173,913.64	246,548.45	87.792945	124.459554	182,609.44	258,875.76	5
1366	City Information Security Officer (Unclassified)	1/5/2025	MGT	259	-	997	X	81.828486	127.550623	170,203.25	265,305.30	85.919910	133.928154	178,713.34	278,570.50	5
6245	City Librarian (Unclassified)	1/5/2025	MGT	S16	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
1689	City Manager (Unclassified)	1/5/2025	MGT	139	-	999	X	165.363571	207.668346	343,956.23	431,950.16	173.631750	218.051763	361,154.04	453,547.64	5
8057	Class Instructor (Part-Time)	1/5/2025	MEF	320	29	051	N	18.700000	37.010000			19.640000	38.860000			L5
3938	Code Enforcement Inspector I	1/5/2025	MEF	103	9	051	N	40.380000	49.040000	83,990.40	102,003.20	42.400000	51.490000	88,189.92	107,103.36	5
3939	Code Enforcement Inspector II	1/5/2025	MEF	158	9	051	N	46.760000	56.830000	97,260.80	118,206.40	49.100000	59.670000	102,123.84	124,116.72	5
3940	Code Enforcement Supervisor	1/5/2025	CMP	019	-	211	X	52.940000	64.560000	110,115.20	134,284.80	55.590000	67.790000	115,620.96	140,999.04	5
8526	Communications Installer	6/23/2024	IBE	001	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)	6/23/2024	IBE	010	9	071	N	37.710000	45.820000			39.600000	48.110000			5
8525	Communications Technician	6/23/2024	IBE	004	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	6/23/2024	IBE	005	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	1/5/2025	MEF	414	9	052	N	33.010000	40.120000	68,660.80	83,449.60	34.660000	42.130000	72,093.84	87,622.08	5
6101	Community Activity Worker	1/5/2025	MEF	005	9	051	N	23.080000	28.100000	48,006.40	58,448.00	24.230000	29.510000	50,406.72	61,370.40	L5
6105	Community Activity Worker (Part-Time)	1/5/2025	MEF	214	9	051	N	23.080000	28.100000			24.230000	29.510000			L5
6124	Community Coordinator	1/5/2025	MEF	135	9	052	N	40.890000	49.740000	85,051.20	103,459.20	42.930000	52.230000	89,303.76	108,632.16	5
6104	Community Programs Administrator	1/5/2025	CMP	039	-	211	X	52.410000	63.850000	109,012.80	132,808.00	55.030000	67.040000	114,463.44	139,448.40	5
6131	Community Service Officer I	1/5/2025	MEF	360	9	051	N	37.290000	45.320000	77,563.20	94,265.60	39.150000	47.590000	81,441.36	98,978.88	5
6132	Community Service Officer II	1/5/2025	MEF	361	9	051	N	41.130000	49.970000	85,550.40	103,937.60	43.190000	52.470000	89,827.92	109,134.48	5
6133	Community Service Officer, Senior	1/5/2025	MEF	373	9	051	N	45.320000	55.180000	94,265.60	114,774.40	47.590000	57.940000	98,978.88	120,513.12	5
6126	Community Service Officer, Supervising	1/5/2025	CMP	148	-	211	X	50.000000	60.930000	104,000.00	126,734.40	52.500000	63.980000	109,200.00	133,071.12	5
6107	Community Services Aide (Part-Time)	1/5/2025	MEF	207	9	051	N	13.540000	16.480000			14.220000	17.300000			M5
6125	Community Services Supervisor	1/5/2025	CMP	037	-	211	X	52.410000	63.850000	109,012.80	132,808.00	55.030000	67.040000	114,463.44	139,448.40	5
3716	Computer-Aided Design and Drafting Technician	1/5/2025	MEF	359	9	051	N	42.720000	51.960000	88,857.60	108,076.80	44.860000	54.560000	93,300.48	113,480.64	5
3182	Concrete Finisher	6/23/2024	OE3	036	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	1/5/2025	MEF	404	9	051	N	34.730000	42.320000	72,238.40	88,025.60	36.470000	44.440000	75,850.32	92,426.88	5
3778	Construction Inspector II	1/5/2025	MEF	405	9	051	N	39.310000	47.870000	81,764.80	99,569.60	41.280000	50.260000	85,853.04	104,548.08	5
3773	Construction Inspector, Principal	1/5/2025	CMP	020	-	211	X	57.930000	70.580000	120,494.40	146,806.40	60.830000	74.110000	126,519.12	154,146.72	5
3772	Construction Inspector, Senior	1/5/2025	MEF	184	9	052	N	48.880000	59.460000	101,670.40	123,676.80	51.320000	62.430000	106,753.92	129,860.64	5
3774	Construction Manager	1/5/2025	CMP	100	-	211	X	66.850000	84.380000	139,048.00	175,510.40	70.190000	88.600000	146,000.40	184,285.92	5
1616	Contract Compliance Assistant	1/5/2025	MEF	091	9	051	N	36.360000	44.190000	75,628.80	91,915.20	38.180000	46.400000	79,410.24	96,510.96	5
1617	Contract Compliance Coordinator	1/5/2025	CMP	120	-	211	X	52.410000	63.850000	109,012.80	132,808.00	55.030000	67.040000	114,463.44	139,448.40	5
1618	Contract Compliance Specialist	1/5/2025	MEF	172	9	051	N	44.960000	54.630000	93,516.80	113,630.40	47.210000	57.360000	98,192.64	119,311.92	5
1619	Contract Compliance Specialist (Part-Time)	1/5/2025	MEF	299	9	051	N	44.070000	53.560000			46.270000	56.240000			5
6165	Cook	1/5/2025	MEF	392	9	051	N	23.880000	29.000000	49,670.40	60,320.00	25.070000	30.450000	52,153.92	63,336.00	L5
6161	Cook (Part-Time)	1/5/2025	MEF	322	9	051	N	23.880000	29.000000			25.070000	30.450000			L5
9998	Council	7/1/2024	UNR	016	1	083	X	81.250000	81.250000	169,000.00	169,000.00	81.250000	81.250000	169,000.00	169,000.00	

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
7662	Council Aide (Unclassified) (Part-Time) - Unit 99	1/5/2025	UNR	R01	-	081	N	22.380000	34.550000			23.500000	36.280000			L5
7648	Council Assistant (Unclassified)	1/5/2025	MGT	R02	-	996	X	29.890733	44.160039	62,172.73	91,852.88	31.385270	46.368041	65,281.32	96,445.44	X5
7653	Council Assistant (Unclassified) (Part-Time)	1/5/2025	MGT	150	-	996	X	29.890733	44.160039			31.385270	46.368041			X5
7649	Council Assistant, Senior (Unclassified)	1/5/2025	MGT	R03	-	996	X	41.511278	65.910710	86,343.46	137,094.28	43.586842	69.206246	90,660.70	143,949.00	5
8898	Council Assistants (Unclassified) (Part-Time)	1/5/2025	MGT	R07	-	996	X	20.251109	72.077142			21.263664	75.680999			X5
7679	Council Chief of Staff (Unclassified)	1/5/2025	MGT	165	-	996	X	44.006044	87.717106	91,532.57	182,451.58	46.206346	92.102961	96,109.00	191,574.24	5
7672	Council Community Relations Aide (Unclassified)	1/5/2025	MGT	158	-	996	X	29.890733	32.391722	62,172.73	67,374.78	31.385270	34.011308	65,281.32	70,743.66	X5
7682	Council Community Relations Aide (Unclassified) (Part-Time)	1/5/2025	MGT	173	-	996	X	29.890733	32.391722			31.385270	34.011308			X5
7676	Council Community Relations Coordinator (Unclassified)	1/5/2025	MGT	162	-	996	X	29.890733	46.644080	62,172.73	97,019.69	31.385270	48.976284	65,281.32	101,870.86	X5
7686	Council Community Relations Coordinator (Unclassified) (Part-Time)	1/5/2025	MGT	175	-	996	X	29.890733	46.644080			31.385270	48.976284			X5
7678	Council Community Relations Director (Unclassified)	1/5/2025	MGT	164	-	996	X	34.983062	55.972895	72,764.77	116,423.62	36.732215	58.771540	76,402.82	122,244.72	5
7688	Council Community Relations Director (Unclassified) (Part-Time)	1/5/2025	MGT	176	-	996	X	34.983062	55.972895			36.732215	58.771540			5
7674	Council Community Relations Representative (Unclassified)	1/5/2025	MGT	160	-	996	X	29.890733	38.870067	62,172.73	80,849.74	31.385270	40.813570	65,281.32	84,892.34	X5
7684	Council Community Relations Representative (Unclassified) (Part-Time)	1/5/2025	MGT	174	-	996	X	29.890733	38.870067			31.385270	40.813570			X5
7675	Council Policy & Legislative Advisor (Unclassified)	1/5/2025	MGT	161	-	996	X	29.152550	46.644083	60,637.30	97,019.69	30.610178	48.976287	63,669.06	101,870.86	X5
7685	Council Policy & Legislative Advisor (Unclassified) (Part-Time)	1/5/2025	MGT	179	-	996	X	29.152550	46.644083			30.610178	48.976287			X5
7671	Council Policy & Legislative Aide (Unclassified)	1/5/2025	MGT	157	-	996	X	29.890733	32.391722	62,172.73	67,374.78	31.385270	34.011308	65,281.32	70,743.66	X5
7673	Council Policy & Legislative Analyst (Unclassified)	1/5/2025	MGT	159	-	996	X	29.890733	38.870067	62,172.73	80,849.74	31.385270	40.813570	65,281.32	84,892.34	X5
7683	Council Policy & Legislative Analyst (Unclassified) (Part-Time)	1/5/2025	MGT	260	-	996	X	29.890733	38.870067			31.385270	40.813570			X5
7677	Council Policy & Legislative Director (Unclassified)	1/5/2025	MGT	163	-	996	X	34.983062	55.972895	72,764.77	116,423.62	36.732215	58.771540	76,402.82	122,244.72	5
7687	Council Policy & Legislative Director (Unclassified) (Part-Time)	1/5/2025	MGT	181	-	996	X	34.983062	55.972895			36.732215	58.771540			5
1187	Crime & Intelligence Analyst	1/5/2025	MEF	063	9	051	N	43.130000	52.450000	89,710.40	109,096.00	45.290000	55.070000	94,195.92	114,550.80	5
1188	Crime & Intelligence Analyst (Part-Time)	1/5/2025	MEF	256	9	051	N	43.130000	52.450000			45.290000	55.070000			5
1186	Crime & Intelligence Analyst, Senior	1/5/2025	MEF	108	9	052	N	49.670000	60.320000	103,313.60	125,465.60	52.150000	63.340000	108,479.28	131,738.88	5
1198	Crime & Intelligence Data Administrator	1/5/2025	MEF	385	9	052	N	50.260000	61.240000	104,540.80	127,379.20	52.770000	64.300000	109,767.84	133,748.16	5
1199	Crime & Intelligence Data Technician	1/5/2025	MEF	391	9	051	N	33.060000	40.190000	68,764.80	83,595.20	34.710000	42.200000	72,203.04	87,774.96	5
1192	Crime & Intelligence Data Technician, Senior	1/5/2025	MEF	415	9	052	N	37.270000	45.410000	77,521.60	94,452.80	39.130000	47.680000	81,397.68	99,175.44	5
2231	Crime Prevention Specialist	1/5/2025	MEF	105	9	051	N	39.530000	48.040000	82,222.40	99,923.20	41.510000	50.440000	86,333.52	104,919.36	5
2232	Crime Prevention Specialist (Part-Time)	1/5/2025	MEF	271	9	051	N	39.530000	48.040000			41.510000	50.440000			5
2234	Crime Prevention Supervisor	1/5/2025	MEF	372	9	052	N	45.460000	55.250000	94,556.80	114,920.00	47.730000	58.010000	99,284.64	120,666.00	5
8541	Crisis Intervention Training Manager	1/5/2025	CMP	139	-	211	X	57.100000	70.320000	118,768.00	146,265.60	59.960000	73.840000	124,706.40	153,578.88	5
3630	Cross Connection Specialist	6/23/2024	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	1/5/2025	MGT	154	-	991	X	65.502606	92.553471	136,245.42	192,511.22	68.777736	97.181145	143,057.72	202,136.74	5
1372	Department Information Technology Manager	1/5/2025	CMP	137	-	211	X	69.560000	85.120000	144,684.80	177,049.60	73.040000	89.380000	151,919.04	185,902.08	5
2219	Deputy Chief of Police (Unclassified)	1/5/2025	MGT	266	-	997	X	123.848615	148.126074	257,605.12	308,102.23	133.446883	159.605845	277,569.50	331,980.22	7
2151	Deputy City Attorney I (Unclassified)	1/5/2025	ALP	006	-	311	X	53.881180	63.064990	112,072.85	131,175.18	56.575239	66.218240	117,676.26	137,733.96	5
2161	Deputy City Attorney I (Unclassified) (Part-Time)	1/5/2025	ALP	014	-	311	X	53.881180	63.064990			56.575239	66.218240			5
2195	Deputy City Attorney I, Senior (Unclassified)	1/5/2025	ALP	010	-	311	X	68.766260	81.944886	143,033.82	170,445.36	72.204573	86.042130	150,185.62	178,967.62	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
2165	Deputy City Attorney I, Senior (Unclassified) (Part-Time)	1/5/2025	ALP	018	-	311	X	68.766260	81.944886			72.204573	86.042130			5
2152	Deputy City Attorney II (Unclassified)	1/5/2025	ALP	007	-	311	X	59.911746	72.248812	124,616.43	150,277.53	62.907333	75.861253	130,847.34	157,791.40	5
2162	Deputy City Attorney II (Unclassified) (Part-Time)	1/5/2025	ALP	015	-	311	X	59.911746	72.248812			62.907333	75.861253			5
2197	Deputy City Attorney II, Senior (Unclassified)	1/5/2025	ALP	011	-	311	X	77.994297	95.123510	162,228.14	197,856.90	81.894012	99.879686	170,339.52	207,749.62	5
2166	Deputy City Attorney II, Senior (Unclassified) (Part-Time)	1/5/2025	ALP	019	-	311	X	77.994297	95.123510			81.894012	99.879686			5
2191	Deputy City Attorney III (Unclassified)	1/5/2025	ALP	008	-	311	X	68.636370	81.432622	142,763.65	169,379.85	72.068189	85.504253	149,901.96	177,848.84	5
2163	Deputy City Attorney III (Unclassified) (Part-Time)	1/5/2025	ALP	016	-	311	X	68.636370	81.432622			72.068189	85.504253			5
2137	Deputy City Attorney III, Senior (Unclassified)	1/5/2025	ALP	012	-	311	X	90.367336	108.302136	187,964.06	225,268.44	94.885703	113.717243	197,362.36	236,531.88	5
2167	Deputy City Attorney III, Senior (Unclassified) (Part-Time)	1/5/2025	ALP	020	-	311	X	90.367336	108.302136			94.885703	113.717243			5
2192	Deputy City Attorney IV (Unclassified)	1/5/2025	ALP	009	-	311	X	77.360992	90.616434	160,910.86	188,482.18	81.229042	95.147256	168,956.32	197,906.28	5
2164	Deputy City Attorney IV (Unclassified) (Part-Time)	1/5/2025	ALP	017	-	311	X	77.360992	90.616434			81.229042	95.147256			5
2193	Deputy City Attorney IV, Senior (Unclassified)	1/5/2025	ALP	013	-	311	X	102.887028	121.481909	214,005.02	252,682.37	108.031379	127.556004	224,705.26	265,316.48	5
2168	Deputy City Attorney IV, Senior (Unclassified) (Part-Time)	1/5/2025	ALP	021	-	311	X	102.887028	121.481909			108.031379	127.556004			5
2171	Deputy City Attorney IV, Senior (Unrepresented) (Unclassified)	1/5/2025	MGT	261	-	998	X	102.887028	121.481909	214,005.02	252,682.37	108.031379	127.556004	224,705.26	265,316.48	5
2196	Deputy City Attorney, Senior	1/5/2025	ALP	005	-	311	X	68.766260	121.481909	143,033.82	252,682.37	72.204573	127.556004	150,185.62	265,316.48	5
2156	Deputy City Attorney, Senior (Unrepresented) (Unclassified)	1/5/2025	MGT	S55	-	998	X	68.629546	121.240393	142,749.46	252,180.02	72.061023	127.302413	149,886.88	264,788.94	5
1686	Deputy City Manager (Unclassified)	1/5/2025	MGT	S19	-	992	X	107.174838	173.056954	222,923.66	359,958.46	112.533580	181.709802	234,069.94	377,956.54	5
1685	Deputy City Manager, Senior (Unclassified)	1/5/2025	MGT	S56	-	992	X	112.438202	175.334019	233,871.46	364,694.76	118.060112	184.100720	245,565.06	382,929.56	5
1640	Deputy Director (Unclassified)	1/5/2025	MGT	S07	-	997	X	71.452130	115.348031	148,620.43	239,923.90	75.024737	121.115433	156,051.48	251,919.98	5
2335	Deputy Fire Chief (Unclassified)	1/5/2025	MGT	S08	-	997	X	80.493198	124.315558	167,425.85	258,576.36	84.517858	130.531336	175,797.18	271,505.00	5
7651	Desktop Publisher/Editor (Part-Time)	1/5/2025	MEF	278	9	051	N	39.180000	47.540000			41.140000	49.920000			5
4222	Development Officer	1/5/2025	CMP	035	-	211	X	52.410000	63.850000	109,012.80	132,808.00	55.030000	67.040000	114,463.44	139,448.40	5
4226	Development Officer, Senior	1/5/2025	CMP	062	-	211	X	62.310000	75.870000	129,604.80	157,809.60	65.430000	79.660000	136,085.04	165,700.08	5
4224	Development Specialist	1/5/2025	MEF	153	9	051	N	42.340000	51.430000	88,067.20	106,974.40	44.460000	54.000000	92,470.56	112,323.12	5
4223	Development Specialist (Part-Time)	1/5/2025	MEF	351	9	051	N	42.340000	51.430000			44.460000	54.000000			5
3731	Digital Media Technician	1/5/2025	MEF	029	9	051	N	27.950000	33.980000	58,136.00	70,678.40	29.350000	35.680000	61,042.80	74,212.32	5
3546	Director, Aviation (Unclassified)	1/5/2025	MGT	S25	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
1701	Director, City Manager's Office (Unclassified)	1/5/2025	MGT	S57	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
1671	Director, Communications (Unclassified)	1/5/2025	MGT	S05	-	992	X	85.250200	137.887684	177,320.42	286,806.38	89.512710	144.782068	186,186.52	301,146.56	5
1999	Director, Economic Development and Cultural Affairs (Unclassified)	1/5/2025	MGT	S17	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
2341	Director, Emergency Management (Unclassified)	1/5/2025	MGT	S03	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
1430	Director, Employee Relations (Unclassified)	1/5/2025	MGT	S13	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
3460	Director, Energy (Unclassified)	1/5/2025	MGT	S59	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
1696	Director, Environmental Services (Unclassified)	1/5/2025	MGT	S30	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
1258	Director, Finance (Unclassified)	1/5/2025	MGT	S15	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
3989	Director, Housing (Unclassified)	1/5/2025	MGT	S18	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
1429	Director, Human Resources (Unclassified)	1/5/2025	MGT	S14	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
1375	Director, Information Technology (Unclassified)	1/5/2025	MGT	S23	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
3996	Director, Parks, Recreation & Neighborhood Services (Unclassified)	1/5/2025	MGT	S28	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
4154	Director, Planning, Building & Code Enforcement (Unclassified)	1/5/2025	MGT	S29	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
3867	Director, Public Works (Unclassified)	1/5/2025	MGT	S26	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
7501	Director, Retirement Services and Chief Executive Officer (Unclassified)	1/5/2025	MGT	S33	-	992	X	117.361712	166.262426	244,112.36	345,825.85	123.229798	174.575547	256,318.14	363,117.04	5
3199	Director, Transportation (Unclassified)	1/5/2025	MGT	S24	-	992	X	93.606691	151.625232	194,701.92	315,380.48	98.287026	159.206494	204,437.22	331,149.52	5
1175	Dispatcher	1/5/2025	MEF	047	9	051	N	29.780000	36.180000	61,942.40	75,254.40	31.270000	37.990000	65,039.52	79,017.12	5
1171	Dispatcher, Senior	1/5/2025	MEF	078	9	052	N	33.360000	40.490000	69,388.80	84,219.20	35.030000	42.510000	72,858.24	88,430.16	5
8074	Division Manager	1/5/2025	MGT	145	-	991	X	63.095043	99.873552	131,237.69	207,736.99	66.249795	104.867230	137,799.48	218,123.62	5
6134	Early Childhood Education Aide (Part-Time)	1/5/2025	MEF	400	9	051	N	24.110000	29.380000			25.320000	30.850000			5
6135	Early Childhood Education Instructor (Part-Time)	1/5/2025	MEF	401	9	051	N	28.380000	34.460000			29.800000	36.180000			5
6136	Early Childhood Education Specialist	1/5/2025	MEF	402	9	051	N	33.010000	40.120000	68,660.80	83,449.60	34.660000	42.130000	72,093.84	87,622.08	5
6137	Early Childhood Education Specialist (Part-Time)	1/5/2025	MEF	403	9	051	N	33.010000	40.120000			34.660000	42.130000			5
1997	Economic Development Manager	1/5/2025	CMP	102	-	211	X	70.160000	85.530000	145,932.80	177,902.40	73.670000	89.810000	153,229.44	186,797.52	5
1992	Economic Development Officer	1/5/2025	CMP	065	-	211	X	57.720000	70.320000	120,057.60	146,265.60	60.610000	73.840000	126,060.48	153,578.88	5
3156	Electrical Maintenance Superintendent	1/5/2025	MNT	032	-	111	N	72.050000	87.770000	149,864.00	182,561.60	75.650000	92.160000	157,357.20	191,689.68	5
3151	Electrician I	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	1/5/2025	MEF	388	9	052	N	41.770000	50.920000	86,881.60	105,913.60	43.860000	53.470000	91,225.68	111,209.28	5
3812	Engineer I	1/5/2025	AEA	003	-	041	X	46.070000	58.290000	95,825.60	121,243.20	48.370000	61.200000	100,616.88	127,305.36	5
3813	Engineer II	1/5/2025	AEA	014	-	041	X	52.230000	66.120000	108,638.40	137,529.60	54.840000	69.430000	114,070.32	144,406.08	5
3815	Engineer, Senior	1/5/2025	SEA	001	-	043	X	69.400000	87.770000	144,352.00	182,561.60	72.870000	92.160000	151,569.60	191,689.68	5
3820	Engineer/Architect, Principal	1/5/2025	MGT	166	-	991	X	81.994872	99.873552	170,549.33	207,736.99	86.094616	104.867230	179,076.82	218,123.62	5
3874	Engineering Geologist	1/5/2025	SEA	003	-	043	X	60.150000	76.140000	125,112.00	158,371.20	63.160000	79.950000	131,367.60	166,289.76	5
3711	Engineering Technician I	1/5/2025	MEF	040	9	051	N	29.100000	35.360000	60,528.00	73,548.80	30.560000	37.130000	63,554.40	77,226.24	5
3712	Engineering Technician II	1/5/2025	MEF	086	9	051	N	34.660000	42.100000	72,092.80	87,568.00	36.390000	44.210000	75,697.44	91,946.40	5
3715	Engineering Technician, Principal	1/5/2025	CMP	007	-	211	X	47.510000	57.870000	98,820.80	120,369.60	49.890000	60.760000	103,761.84	126,388.08	5
3714	Engineering Technician, Senior	1/5/2025	MEF	164	9	052	N	42.720000	51.960000	88,857.60	108,076.80	44.860000	54.560000	93,300.48	113,480.64	5
3811	Engineering Trainee (Part-Time)	1/5/2025	MEF	233	9	051	N	27.010000	32.850000			28.360000	34.490000			15
8558	Enterprise Information Technology Engineer I	1/5/2025	MEF	393	9	052	N	56.230000	68.420000	116,958.40	142,313.60	59.040000	71.840000	122,806.32	149,429.28	5
8559	Enterprise Information Technology Engineer II	1/5/2025	MEF	394	9	052	N	59.570000	72.580000	123,905.60	150,966.40	62.550000	76.210000	130,100.88	158,514.72	5
8561	Enterprise Principal Technology Analyst	1/5/2025	CMP	150	-	211	X	72.130000	87.830000	150,030.40	182,686.40	75.740000	92.220000	157,531.92	191,820.72	5
8560	Enterprise Supervising Technology Analyst	1/5/2025	CMP	149	-	211	X	65.530000	79.840000	136,302.40	166,067.20	68.810000	83.830000	143,117.52	174,370.56	5
1373	Enterprise Technology Manager	1/5/2025	CMP	140	-	211	X	75.510000	92.400000	157,060.80	192,192.00	79.290000	97.020000	164,913.84	201,801.60	5
6363	Entertainment Coordinator	1/5/2025	MEF	313	9	052	N	28.380000	34.460000	59,030.40	71,676.80	29.800000	36.180000	61,981.92	75,260.64	5
6364	Entertainment Coordinator (Part-Time)	1/5/2025	MEF	313	9	052	N	28.380000	34.460000			29.800000	36.180000			5
8205	Environmental Compliance Officer	1/5/2025	CMP	130	-	211	X	61.530000	83.730000	127,982.40	174,158.40	64.610000	87.920000	134,381.52	182,866.32	5
5225	Environmental Inspector I	6/23/2024	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	6/23/2024	OE3	072	9	061	N	48.440000	58.800000	100,755.20	122,470.40	48.440000	58.880000	100,755.20	122,470.40	
5223	Environmental Inspector, Senior	1/5/2025	CMP	050	-	211	X	54.950000	66.980000	114,296.00	139,318.40	57.700000	70.330000	120,010.80	146,284.32	5
5117	Environmental Laboratory Manager	1/5/2025	CMP	097	-	211	X	63.640000	77.560000	132,371.20	161,324.80	66.820000	81.440000	138,989.76	169,391.04	5
5118	Environmental Laboratory Supervisor	1/5/2025	CMP	128	-	211	X	60.650000	73.710000	126,152.00	153,316.80	63.680000	77.400000	132,459.60	160,982.64	5
5213	Environmental Program Manager	1/5/2025	CMP	129	-	211	X	61.530000	77.050000	127,982.40	160,264.00	64.610000	80.900000	134,381.52	168,277.20	5
5214	Environmental Program Manager, Senior	1/5/2025	CMP	154	-	211	X	67.210000	88.640000	139,796.80	184,371.20	70.570000	93.070000	146,786.64	193,589.76	5
8203	Environmental Services Specialist	1/5/2025	MEF	190	9	051	N	49.020000	59.570000	101,961.60	123,905.60	51.470000	62.550000	107,059.68	130,100.88	5
8204	Environmental Services Specialist, Supervising	1/5/2025	CMP	043	-	211	X	57.480000	70.070000	119,558.40	145,745.60	60.350000	73.570000	125,536.32	153,032.88	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
8206	Environmental Sustainability Manager	1/5/2025	MGT	155	-	991	X	68.000937	84.886493	141,441.95	176,563.91	71.400984	89.130818	148,513.82	185,392.22	5
3327	Equipment Maintenance Supervisor I	1/5/2025	MNT	017	-	111	N	49.800000	60.710000	103,584.00	126,276.80	52.290000	63.750000	108,763.20	132,590.64	5
3330	Equipment Maintenance Supervisor II	1/5/2025	MNT	051	-	111	N	54.140000	66.080000	112,611.20	137,446.40	56.850000	69.380000	118,241.76	144,318.72	5
3311	Equipment Mechanic Assistant I	6/23/2024	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	6/23/2024	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	1/5/2025	MEF	343	9	052	N	38.800000	47.160000	80,704.00	98,092.80	40.740000	49.520000	84,739.20	102,997.44	5
6340	Events Coordinator I (Part-Time)	1/5/2025	MEF	344	9	052	N	38.800000	47.160000			40.740000	49.520000			5
6332	Events Coordinator II	1/5/2025	MEF	117	9	052	N	42.720000	51.960000	88,857.60	108,076.80	44.860000	54.560000	93,300.48	113,480.64	5
6333	Events Coordinator II (Part-Time)	1/5/2025	MEF	274	9	052	N	42.720000	51.960000			44.860000	54.560000			5
6336	Events Coordinator, Senior	1/5/2025	CMP	114	-	211	X	52.410000	63.850000	109,012.80	132,808.00	55.030000	67.040000	114,463.44	139,448.40	5
1120	Examination Assistant (Part-Time)	1/5/2025	MEF	226	9	051	N	25.740000	31.290000			27.030000	32.850000			L5
1631	Executive Analyst I (Unclassified)	1/5/2025	MGT	003	-	991	X	39.913612	49.906026	83,020.31	103,804.53	41.909293	52.401327	87,171.24	108,994.60	5
1636	Executive Analyst II (Unclassified)	1/5/2025	MGT	008	-	991	X	43.543392	54.460776	90,570.26	113,278.41	45.720562	57.183815	95,098.64	118,942.20	5
1637	Executive Analyst II (Unclassified) (Part-Time)	1/5/2025	MGT	140	-	991	X	43.543392	54.460776			45.720562	57.183815			5
1650	Executive Analyst, Senior (Unclassified)	1/5/2025	MGT	016	-	991	X	50.438582	77.052325	104,912.25	160,268.84	52.960511	80.904941	110,157.84	168,282.40	5
1651	Executive Analyst, Senior (Unclassified) (Part-Time)	1/5/2025	MGT	180	-	991	X	50.438582	77.052325			52.960511	80.904941			5
8021	Executive Assistant (Unclassified)	1/5/2025	MGT	001	-	991	X	36.914481	48.616683	76,782.12	101,122.70	38.760205	51.047517	80,621.32	106,178.80	5
8024	Executive Assistant (Unclassified) (Part-Time)	1/5/2025	MGT	267	-	991	X	36.914481	48.616683			38.760205	51.047517			5
1162	Executive Assistant to the City Manager (Unclassified)	1/5/2025	MGT	S01	-	992	X	40.290119	62.790358	83,803.45	130,603.95	42.304625	65.929876	87,993.62	137,134.14	5
6118	Exhibit Builder (Part-Time)	6/23/2024	OE3	078	9	061	N	27.920000	33.910000			27.920000	33.910000			L
6119	Exhibit Designer/Builder	6/23/2024	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	
3231	Facility Attendant	1/5/2025	MEF	018	9	051	N	26.290000	31.900000	54,683.20	66,352.00	27.600000	33.500000	57,417.36	69,669.60	L5
3232	Facility Attendant (Part-Time)	1/5/2025	MEF	224	9	051	N	26.290000	31.900000			27.600000	33.500000			L5
3233	Facility Attendant, Senior	1/5/2025	MEF	048	9	051	N	29.890000	36.350000	62,171.20	75,608.00	31.380000	38.170000	65,279.76	79,388.40	5
3238	Facility Repair Worker	6/23/2024	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	6/23/2024	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	1/5/2025	MEF	065	9	051	N	32.180000	39.180000	66,934.40	81,494.40	33.790000	41.140000	70,281.12	85,569.12	5
3235	Facility Sound & Light Technician (Part-Time)	1/5/2025	MEF	257	9	051	N	32.180000	39.180000			33.790000	41.140000			5
6121	Family Park Manager	1/5/2025	CMP	055	-	211	X	57.720000	70.320000	120,057.60	146,265.60	60.610000	73.840000	126,060.48	153,578.88	5
1228	Financial Analyst	1/5/2025	CMP	030	-	211	X	52.410000	63.850000	109,012.80	132,808.00	55.030000	67.040000	114,463.44	139,448.40	5
1226	Financial Analyst, Senior	1/5/2025	CMP	155	-	211	X	57.720000	70.320000	120,057.60	146,265.60	60.610000	73.840000	126,060.48	153,578.88	5
2313	Fire Captain	6/23/2024	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)	1/5/2025	MGT	S27	-	992	X	100.786478	156.448063	209,635.87	325,411.97	105.825802	164.270466	220,117.82	341,682.64	5
2331	Fire Division Chief	1/5/2025	MGT	103	-	997	X	77.396128	115.951382	160,983.95	241,178.88	81.265934	121.748951	169,033.02	253,237.92	5
2312	Fire Engineer	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	1/5/2025	MGT	072	-	991	X	64.369108	80.668098	133,887.75	167,789.64	67.587563	84.701503	140,582.26	176,179.12	5
6163	Food & Beverage Services Supervisor	1/5/2025	MNT	044	-	111	N	44.010000	53.480000	91,540.80	111,238.40	46.210000	56.150000	96,117.84	116,800.32	5
6164	Food Service Coordinator	1/5/2025	MEF	378	9	051	N	27.630000	33.570000	57,470.40	69,825.60	29.010000	35.250000	60,343.92	73,316.88	5
6160	Food Service Coordinator (Part-Time)	1/5/2025	MEF	321	9	051	N	27.630000	33.570000			29.010000	35.250000			L5
3414	Gardener	7/7/2024	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	1/5/2025	MEF	083	9	051	N	35.820000	43.640000	74,505.60	90,771.20	37.610000	45.820000	78,230.88	95,309.76	5
1383	Geographic Information Systems Specialist II	1/5/2025	MEF	146	9	051	N	43.760000	53.320000	91,020.80	110,905.60	45.950000	55.990000	95,571.84	116,450.88	5
1385	Geographic Information Systems Specialist, Senior	1/5/2025	CMP	008	-	211	X	48.120000	58.650000	100,089.60	121,992.00	50.530000	61.580000	105,094.08	128,091.60	5
7114	Gerontology Specialist	1/5/2025	MEF	072	9	052	N	33.010000	40.120000	68,660.80	83,449.60	34.660000	42.130000	72,093.84	87,622.08	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
7115	Gerontology Specialist (Part-Time)	1/5/2025	MEF	261	9	052	N	33.010000	40.120000			34.660000	42.130000			5
7656	Graduate Student Intern (Unclassified) (Part-Time) - AEA	1/5/2025	UNR	R17	-	081	N	18.880000	27.880000			19.820000	29.270000			5
7657	Graduate Student Intern (Unclassified) (Part-Time) - CAMP	1/5/2025	UNR	R18	-	081	N	18.880000	27.880000			19.820000	29.270000			5
7661	Graduate Student Intern (Unclassified) (Part-Time) - MEF	1/5/2025	UNR	R06	-	081	N	18.880000	27.880000			19.820000	29.270000			5
3410	Groundskeeper	6/23/2024	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)	6/23/2024	OE3	079	9	061	N	28.730000	34.950000			28.730000	34.950000			L
3411	Groundswoker	6/23/2024	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	1/5/2025	MEF	175	9	051	N	50.250000	61.040000	104,520.00	126,963.20	52.760000	64.090000	109,746.00	133,311.36	5
2322	Hazardous Materials Inspector II	1/5/2025	MEF	195	9	051	N	55.400000	67.310000	115,232.00	140,004.80	58.170000	70.680000	120,993.60	147,005.04	5
2323	Hazardous Materials Inspector, Senior	1/5/2025	CMP	046	-	211	X	54.950000	66.980000	114,296.00	139,318.40	57.700000	70.330000	120,010.80	146,284.32	5
2461	Hearing Officer (Unclassified) (Part-Time) - Unit 99	1/5/2025	UNR	R11	-	081	N	52.280000	63.690000			54.890000	66.870000			5
3165	Heating, Ventilation, Air Conditioning Controls Technician	6/23/2024	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	6/23/2024	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	6/23/2024	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	1/5/2025	MGT	050	-	991	X	61.327934	76.856123	127,562.10	159,860.74	64.394331	80.698929	133,940.04	167,853.66	5
8023	Independent Police Auditor (Unclassified)	1/5/2025	MGT	131	-	999	X	83.612329	151.532751	173,913.64	315,188.12	87.792945	159.109389	182,609.44	330,947.50	5
3661	Industrial Electrician	6/23/2024	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	6/23/2024	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	6/23/2024	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	1/5/2025	CMP	057	-	211	X	62.770000	76.480000	130,561.60	159,078.40	65.910000	80.300000	137,089.68	167,032.32	5
6143	Instructor Lifeguard (Part-Time)	1/5/2025	MEF	382	9	051	N	16.910000	20.560000			17.760000	21.590000			L5
3762	Instrument Control Supervisor I	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	1/5/2025	MEF	134	9	051	N	41.560000	50.480000	86,444.80	104,998.40	43.640000	53.000000	90,767.04	110,248.32	5
1272	Investigator Collector I	1/5/2025	MEF	089	9	051	N	37.470000	45.500000	77,937.60	94,640.00	39.340000	47.780000	81,834.48	99,372.00	5
1273	Investigator Collector II	1/5/2025	MEF	342	9	051	N	43.400000	52.750000	90,272.00	109,720.00	45.570000	55.390000	94,785.60	115,206.00	5
1274	Investigator Collector, Senior	1/5/2025	CMP	001	-	211	X	50.620000	61.720000	105,289.60	128,377.60	53.150000	64.810000	110,554.08	134,796.48	5
7504	Investment Officer	1/5/2025	MGT	151	-	991	X	65.502606	92.553471	136,245.42	192,511.22	68.777736	97.181145	143,057.72	202,136.74	5
6162	Kitchen Aide (Part-Time)	1/5/2025	MEF	323	9	051	N	17.890000	21.770000			18.780000	22.860000			L5
5111	Laboratory Technician I	1/5/2025	MEF	071	9	051	N	32.850000	39.940000	68,328.00	83,075.20	34.490000	41.940000	71,744.40	87,228.96	5
5112	Laboratory Technician I (Part-Time)	1/5/2025	MEF	259	9	051	N	32.850000	39.940000			34.490000	41.940000			5
5113	Laboratory Technician II	1/5/2025	MEF	129	9	051	N	39.340000	47.820000	81,827.20	99,465.60	41.310000	50.210000	85,918.56	104,438.88	5
5114	Laboratory Technician II (Part-Time)	1/5/2025	MEF	279	9	051	N	39.340000	47.820000			41.310000	50.210000			5
3875	Land Surveyor	1/5/2025	CMP	090	-	211	X	67.370000	84.010000	140,129.60	174,740.80	70.740000	88.210000	147,136.08	183,477.84	5
3447	Landscape Maintenance Manager	1/5/2025	MGT	056	-	991	X	64.369108	80.668098	133,887.75	167,789.64	67.587563	84.701503	140,582.26	176,179.12	5
2241	Latent Fingerprint Examiner I	1/5/2025	MEF	090	9	051	N	40.560000	49.310000	84,364.80	102,564.80	42.590000	51.780000	88,583.04	107,693.04	5
2242	Latent Fingerprint Examiner II	1/5/2025	MEF	138	9	051	N	45.390000	55.190000	94,411.20	114,795.20	47.660000	57.950000	99,131.76	120,534.96	5
2246	Latent Fingerprint Examiner III	1/5/2025	MEF	364	9	052	N	56.390000	68.510000	117,291.20	142,500.80	59.210000	71.940000	123,155.76	149,625.84	5
2247	Latent Fingerprint Examiner, Supervisor	1/5/2025	CMP	156	-	211	X	66.540000	81.170000	138,403.20	168,833.60	69.870000	85.230000	145,323.36	177,275.28	5
1167	Legal Administrative Assistant I	1/5/2025	MEF	C06	9	051	N	32.850000	39.940000	68,328.00	83,075.20	34.490000	41.940000	71,744.40	87,228.96	5
1153	Legal Administrative Assistant I (Part-Time)	1/5/2025	MEF	C25	9	051	N	32.850000	39.940000			34.490000	41.940000			5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
1168	Legal Administrative Assistant II	1/5/2025	MEF	C12	9	051	N	37.430000	45.470000	77,854.40	94,577.60	39.300000	47.740000	81,747.12	99,306.48	5
1154	Legal Administrative Assistant II (Part-Time)	1/5/2025	MEF	C27	9	051	N	37.430000	45.470000			39.300000	47.740000			5
1169	Legal Administrative Assistant III	1/5/2025	MEF	409	9	051	N	41.170000	50.160000	85,633.60	104,332.80	43.230000	52.670000	89,915.28	109,549.44	5
2123	Legal Analyst I	1/5/2025	MEF	C17	9	051	N	41.140000	50.000000	85,571.20	104,000.00	43.200000	52.500000	89,849.76	109,200.00	5
2128	Legal Analyst I (Part-Time)	1/5/2025	MEF	C26	9	051	N	41.140000	50.000000			43.200000	52.500000			5
2120	Legal Analyst II	1/5/2025	MEF	C21	9	051	N	44.890000	54.560000	93,371.20	113,484.80	47.130000	57.290000	98,039.76	119,159.04	5
2118	Legal Analyst II (Part-Time)	1/5/2025	MEF	C28	9	051	N	44.890000	54.560000			47.130000	57.290000			5
2122	Legal Analyst III	1/5/2025	MEF	396	9	051	N	48.810000	59.490000	101,524.80	123,739.20	51.250000	62.460000	106,601.04	129,926.16	5
2125	Legal Analyst III (Part-Time)	1/5/2025	MEF	397	9	051	N	48.810000	59.490000			51.250000	62.460000			5
2127	Legal Analyst, Senior (Unclassified)	1/5/2025	ALP	002	-	311	X	50.539058	66.617755	105,121.24	138,564.93	53.066011	69.948643	110,377.28	145,493.14	5
8013	Legal Services Administrator (Unclassified)	1/5/2025	MGT	S53	-	998	X	75.678896	99.671908	157,412.10	207,317.57	79.462841	104.655503	165,282.78	217,683.44	5
8012	Legal Services Manager (Unclassified)	1/5/2025	ALP	004	-	311	X	58.487131	77.023266	121,653.23	160,208.39	61.411488	80.874429	127,735.92	168,218.70	5
8042	Legislative Secretary	1/5/2025	MEF	102	9	051	N	36.550000	44.450000	76,024.00	92,456.00	38.380000	46.670000	79,825.20	97,078.80	5
8043	Legislative Secretary (Part-Time)	1/5/2025	MEF	341	9	051	N	36.550000	44.450000			38.380000	46.670000			5
6231	Librarian I	1/5/2025	MEF	137	9	051	N	41.280000	50.180000	85,862.40	104,374.40	43.340000	52.690000	90,155.52	109,593.12	5
6232	Librarian I (Part-Time)	1/5/2025	MEF	284	9	051	N	41.280000	50.180000			43.340000	52.690000			5
6233	Librarian II	1/5/2025	MEF	149	9	051	N	45.410000	55.240000	94,452.80	114,899.20	47.680000	58.000000	99,175.44	120,644.16	5
6234	Librarian II (Part-Time)	1/5/2025	MEF	287	9	051	N	45.410000	55.240000			47.680000	58.000000			5
6235	Librarian, Senior	1/5/2025	CMP	111	-	211	X	54.710000	66.650000	113,796.80	138,632.00	57.450000	69.980000	119,486.64	145,563.60	5
6217	Library Aide (Part-Time)	1/5/2025	MEF	340	9	051	N	14.930000	18.190000			15.680000	19.100000			M5
6221	Library Assistant	1/5/2025	MEF	099	9	051	N	37.400000	45.460000	77,792.00	94,556.80	39.270000	47.730000	81,681.60	99,284.64	5
6222	Library Assistant (Part-Time)	1/5/2025	MEF	269	9	051	N	37.400000	45.460000			39.270000	47.730000			5
6213	Library Clerk	1/5/2025	MEF	011	9	051	N	29.320000	35.630000	60,985.60	74,110.40	30.790000	37.410000	64,034.88	77,815.92	5
6214	Library Clerk (Part-Time)	1/5/2025	MEF	219	9	051	N	29.320000	35.630000			30.790000	37.410000			5
6215	Library Clerk, Senior	1/5/2025	MEF	054	9	052	N	32.440000	39.400000	67,475.20	81,952.00	34.060000	41.370000	70,848.96	86,049.60	5
6216	Library Clerk, Senior (Part-Time)	1/5/2025	MEF	251	9	052	N	32.440000	39.400000			34.060000	41.370000			5
6212	Library Page (Part-Time)	1/5/2025	MEF	212	9	051	N	21.390000	26.020000			22.460000	27.320000			L5
6142	Lifeguard (Part-Time)	1/5/2025	MEF	381	9	051	N	14.760000	17.880000			15.500000	18.770000			M5
6238	Literacy Program Specialist	1/5/2025	MEF	124	9	051	N	40.300000	48.900000	83,824.00	101,712.00	42.320000	51.350000	88,015.20	106,797.60	5
6237	Literacy Program Specialist (Part-Time)	1/5/2025	MEF	333	9	051	N	40.300000	48.900000			42.320000	51.350000			5
1119	Mail Processor	1/5/2025	MEF	015	9	051	N	25.380000	30.830000	52,790.40	64,126.40	26.650000	32.370000	55,429.92	67,332.72	L5
3108	Maintenance Assistant	6/23/2024	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)	6/23/2024	OE3	076	11	061	N	26.220000	33.450000			26.220000	33.450000			L
3227	Maintenance Contract Supervisor	1/5/2025	MNT	022	-	111	N	54.870000	66.880000	114,129.60	139,110.40	57.610000	70.220000	119,836.08	146,065.92	5
3119	Maintenance Manager	1/5/2025	MGT	058	-	991	X	64.369108	80.668098	133,887.75	167,789.64	67.587563	84.701503	140,582.26	176,179.12	5
3117	Maintenance Superintendent	1/5/2025	MNT	029	-	111	N	57.660000	70.170000	119,932.80	145,953.60	60.540000	73.680000	125,929.44	153,251.28	5
3116	Maintenance Supervisor	1/5/2025	MNT	012	-	111	N	49.800000	60.710000	103,584.00	126,276.80	52.290000	63.750000	108,763.20	132,590.64	5
3113	Maintenance Worker I	6/23/2024	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)	6/23/2024	OE3	088	9	061	N	32.920000	40.050000			32.920000	40.050000			
3114	Maintenance Worker II	6/23/2024	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	6/23/2024	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)	1/5/2025	MGT	002	-	991	X	38.175796	47.901940	79,405.66	99,636.04	40.084586	50.297037	83,375.76	104,618.02	5
9999	Mayor	7/1/2024	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)	1/5/2025	MGT	263	-	996	X	91.688837	119.195488	190,712.78	247,926.62	96.273279	125.155262	200,248.62	260,322.92	5
8049	Mayor's Executive Officer (Unclassified)	1/5/2025	MGT	R04	-	996	X	61.327934	95.467525	127,562.10	198,572.45	64.394331	100.240901	133,940.04	208,501.02	5
8051	Mayor's Public Information Officer (Unclassified)	1/5/2025	MGT	264	-	996	X	73.885178	119.195488	153,681.17	247,926.62	77.579437	125.155262	161,365.10	260,322.92	5
3323	Mechanic I	6/23/2024	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	6/23/2024	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	

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
3320	Mechanic II	6/23/2024	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	6/23/2024	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	1/5/2025	MNT	046	-	111	N	45.320000	55.180000	94,265.60	114,774.40	47.590000	57.940000	98,978.88	120,513.12	5
1533	Mechanical Parts Worker, Senior	6/23/2024	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	1/5/2025	MEF	335	9	051	N	29.290000	35.610000	60,923.20	74,068.80	30.750000	37.390000	63,969.36	77,772.24	5
5127	Medical Assistant, Senior	1/5/2025	MEF	334	9	051	N	37.440000	45.480000	77,875.20	94,598.40	39.310000	47.750000	81,768.96	99,328.32	5
1111	Messenger Clerk	1/5/2025	MEF	007	9	051	N	24.160000	29.330000	50,252.80	61,006.40	25.370000	30.800000	52,765.44	64,056.72	L5
1113	Messenger Clerk (Part-Time)	1/5/2025	MEF	365	9	051	N	24.160000	29.330000			25.370000	30.800000			L5
5115	Microbiologist I	1/5/2025	MEF	174	9	051	N	47.580000	57.820000	98,966.40	120,265.60	49.960000	60.710000	103,914.72	126,278.88	5
5105	Microbiologist II	1/5/2025	MEF	407	9	051	N	52.440000	63.710000	109,075.20	132,516.80	55.060000	66.900000	114,528.96	139,142.64	5
1328	Network Engineer	1/5/2025	MEF	201	9	052	N	56.230000	68.420000	116,958.40	142,313.60	59.040000	71.840000	122,806.32	149,429.28	5
1329	Network Engineer (Part-Time)	1/5/2025	MEF	305	9	052	N	56.230000	68.420000			59.040000	71.840000			5
1323	Network Technician I	1/5/2025	MEF	374	9	051	N	33.800000	41.190000	70,304.00	85,675.20	35.490000	43.250000	73,819.20	89,958.96	5
1321	Network Technician I (Part-Time)	1/5/2025	MEF	375	9	051	N	33.800000	41.190000			35.490000	43.250000			5
1324	Network Technician II	1/5/2025	MEF	128	9	051	N	39.750000	48.320000	82,680.00	100,505.60	41.740000	50.740000	86,814.00	105,530.88	5
1325	Network Technician II (Part-Time)	1/5/2025	MEF	282	9	051	N	39.750000	48.320000			41.740000	50.740000			5
1326	Network Technician III	1/5/2025	MEF	168	9	051	N	44.050000	53.570000	91,624.00	111,425.60	46.250000	56.250000	96,205.20	116,996.88	5
1327	Network Technician III (Part-Time)	1/5/2025	MEF	297	9	051	N	44.050000	53.570000			46.250000	56.250000			5
5122	Nurse	1/5/2025	MEF	113	9	051	N	46.630000	56.730000	96,990.40	117,998.40	48.960000	59.570000	101,839.92	123,898.32	5
5123	Nurse (Part-Time)	1/5/2025	MEF	273	9	051	N	46.630000	56.730000			48.960000	59.570000			5
5128	Nurse Practitioner	1/5/2025	MEF	338	9	052	N	56.730000	68.910000	117,998.40	143,332.80	59.570000	72.360000	123,898.32	150,499.44	5
5129	Nurse Practitioner (Part-Time)	1/5/2025	MEF	339	9	052	N	56.730000	68.910000			59.570000	72.360000			5
1126	Office Specialist I	1/5/2025	MEF	008	9	051	N	25.010000	30.440000	52,020.80	63,315.20	26.260000	31.960000	54,621.84	66,480.96	L5
1128	Office Specialist I (Part-Time)	1/5/2025	MEF	217	9	051	N	25.010000	30.440000			26.260000	31.960000			L5
1130	Office Specialist II	1/5/2025	MEF	020	9	051	N	26.780000	32.550000	55,702.40	67,704.00	28.120000	34.180000	58,487.52	71,089.20	5
1133	Office Specialist II (Part-Time)	1/5/2025	MEF	229	9	051	N	26.780000	32.550000			28.120000	34.180000			L5
1116	Office Specialist, Principal	1/5/2025	MEF	074	9	052	N	33.010000	40.120000	68,660.80	83,449.60	34.660000	42.130000	72,093.84	87,622.08	5
1121	Office Specialist, Principal (Part-Time)	1/5/2025	MEF	332	9	052	N	33.010000	40.120000			34.660000	42.130000			5
1135	Office Specialist, Senior	1/5/2025	MEF	033	9	051	N	29.650000	36.050000	61,672.00	74,984.00	31.130000	37.850000	64,755.60	78,733.20	5
1137	Office Specialist, Senior (Part-Time)	1/5/2025	MEF	240	9	051	N	29.650000	36.050000			31.130000	37.850000			5
6144	Open Water Lifeguard (Part-Time)	1/5/2025	MEF	383	17	051	N	15.840000	23.430000			16.630000	24.600000			L5
3776	Operations Manager	1/5/2025	CMP	081	-	211	X	63.800000	77.680000	132,704.00	161,574.40	66.990000	81.560000	139,339.20	169,653.12	5
3123	Painter	6/23/2024	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	6/23/2024	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	1/5/2025	MNT	007	-	111	N	46.940000	57.210000	97,635.20	118,996.80	49.290000	60.070000	102,516.96	124,946.64	5
3126	Painter, Senior	6/23/2024	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	7/7/2024	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	7/7/2024	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	1/5/2025	PRA	001	9	121	N	41.050000	49.890000	85,384.00	103,771.20	43.100000	52.380000	89,653.20	108,959.76	5
2428	Park Ranger (Part Time)	1/5/2025	PRA	003	9	121	N	41.050000	49.890000			43.100000	52.380000			5
2427	Park Ranger Assistant	1/5/2025	PRA	005	9	121	N	40.170000	48.960000	83,553.60	101,836.80	40.170000	48.960000	83,553.60	101,836.80	
2424	Park Ranger Assistant (Part-Time)	1/5/2025	PRA	004	9	121	N	40.170000	48.960000			40.170000	48.960000			
2421	Park Ranger Trainee (Part-Time)	6/23/2024	OE3	075	9	061	N	19.200000	23.290000			19.200000	23.290000			L
2426	Park Ranger, Senior	1/5/2025	PRA	002	9	121	N	45.050000	54.900000	93,704.00	114,192.00	47.300000	57.650000	98,389.20	119,901.60	5
2425	Park Ranger, Supervising	1/5/2025	MNT	043	-	111	N	49.690000	60.550000	103,355.20	125,944.00	52.170000	63.580000	108,522.96	132,241.20	5
2451	Parking & Traffic Control Officer	6/23/2024	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)	6/23/2024	OE3	077	9	061	N	31.540000	38.290000			31.540000	38.290000			
2453	Parking & Traffic Control Officer, Senior	6/23/2024	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	1/5/2025	MNT	002	-	111	N	49.840000	60.710000	103,667.20	126,276.80	52.330000	63.750000	108,850.56	132,590.64	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
1691	Parking Manager I	1/5/2025	CMP	086	-	211	X	60.620000	73.830000	126,089.60	153,566.40	63.650000	77.520000	132,394.08	161,244.72	5
1694	Parking Manager II	1/5/2025	CMP	147	-	211	X	70.100000	85.390000	145,808.00	177,611.20	73.610000	89.660000	153,098.40	186,491.76	5
1692	Parking/Ground Transportation Administrator	1/5/2025	CMP	015	-	211	X	52.410000	63.850000	109,012.80	132,808.00	55.030000	67.040000	114,463.44	139,448.40	5
3443	Parks Manager	1/5/2025	CMP	094	-	211	X	63.640000	77.560000	132,371.20	161,324.80	66.820000	81.440000	138,989.76	169,391.04	5
7122	Parks, Recreation, and Facilities Supervisor	1/5/2025	MNT	011	-	111	N	49.800000	60.710000	103,584.00	126,276.80	52.290000	63.750000	108,763.20	132,590.64	5
3954	Permit Specialist	1/5/2025	MEF	060	9	051	N	33.990000	41.390000	70,699.20	86,091.20	35.690000	43.460000	74,234.16	90,395.76	5
3944	Permit Specialist (Part-Time)	1/5/2025	MEF	406	9	051	N	33.990000	41.390000			35.690000	43.460000			5
3950	Permit Specialist, Principal	1/5/2025	MEF	352	9	052	N	41.640000	50.630000	86,611.20	105,310.40	43.720000	53.160000	90,941.76	110,575.92	5
3955	Permit Specialist, Senior	1/5/2025	MEF	097	9	052	N	38.340000	46.690000	79,747.20	97,115.20	40.260000	49.020000	83,734.56	101,970.96	5
1441	Physician	1/5/2025	MGT	146	-	991	X	117.652654	138.352234	244,717.52	287,772.65	123.535287	145.269846	256,953.32	302,161.34	5
1442	Physician (Part-Time)	1/5/2025	MGT	187	-	991	X	117.652654	138.352234			123.535287	145.269846			5
4121	Planner I	1/5/2025	MEF	096	9	051	N	39.850000	48.410000	82,888.00	100,692.80	41.840000	50.830000	87,032.40	105,727.44	5
4122	Planner II	1/5/2025	MEF	150	9	051	N	46.460000	56.440000	96,636.80	117,395.20	48.780000	59.260000	101,468.64	123,264.96	5
4123	Planner II (Part-Time)	1/5/2025	MEF	289	9	051	N	46.460000	56.440000			48.780000	59.260000			5
4125	Planner III	1/5/2025	MEF	366	9	051	N	53.150000	64.760000	110,552.00	134,700.80	55.810000	68.000000	116,079.60	141,435.84	5
4127	Planner IV	1/5/2025	CMP	143	-	211	X	64.050000	78.000000	133,224.00	162,240.00	67.250000	81.900000	139,885.20	170,352.00	5
4126	Planner, Principal	1/5/2025	MGT	148	-	991	X	55.701594	85.047778	115,859.32	176,899.38	58.486674	89.300167	121,652.44	185,744.26	5
4111	Planning Technician	1/5/2025	MEF	058	9	051	N	33.370000	40.520000	69,409.60	84,281.60	35.040000	42.550000	72,880.08	88,495.68	5
4112	Planning Technician (Part-Time)	1/5/2025	MEF	252	9	051	N	33.370000	40.520000			35.040000	42.550000			5
3142	Plumber	6/23/2024	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)	1/5/2025	UNR	029	9	081	N	18.700000	22.770000			19.640000	23.910000			LS
2218	Police Captain	6/23/2024	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
8515	Police Communication Specialist (Full Time)	1/5/2025	PDA	002	9	131	N	40.630000	49.370000	84,510.40	102,689.60	42.660000	51.840000	88,735.92	107,824.08	5
8535	Police Communication Specialist (Part Time)	1/5/2025	PDA	003	9	131	N	40.630000	49.370000			42.660000	51.840000			5
8517	Police Communications Manager	1/5/2025	MGT	265	-	991	X	75.131437	105.271046	156,273.39	218,963.78	78.888009	110.534598	164,087.04	229,911.76	5
1181	Police Data Specialist I	1/5/2025	MEF	021	9	051	N	29.270000	35.590000	60,881.60	74,027.20	30.730000	37.370000	63,925.68	77,728.56	5
1182	Police Data Specialist I (Part-Time)	1/5/2025	MEF	232	9	051	N	29.270000	35.590000			30.730000	37.370000			5
1183	Police Data Specialist II	1/5/2025	MEF	050	9	051	N	33.060000	40.190000	68,764.80	83,595.20	34.710000	42.200000	72,203.04	87,774.96	5
1184	Police Data Specialist II (Part-Time)	1/5/2025	MEF	249	9	051	N	33.060000	40.190000			34.710000	42.200000			5
1185	Police Data Specialist, Senior	1/5/2025	MEF	107	9	052	N	38.370000	46.630000	79,809.60	96,990.40	40.290000	48.960000	83,800.08	101,839.92	5
8026	Police Data Specialist, Supervising	1/5/2025	MEF	183	9	052	N	46.630000	56.730000	96,990.40	117,998.40	48.960000	59.570000	101,839.92	123,898.32	5
7667	Police Forensic Analyst I	1/5/2025	MEF	386	9	051	N	41.140000	50.000000	85,571.20	104,000.00	43.200000	52.500000	89,849.76	109,200.00	5
7668	Police Forensic Analyst II	1/5/2025	MEF	387	9	051	N	44.890000	54.560000	93,371.20	113,484.80	47.130000	57.290000	98,039.76	119,159.04	5
2217	Police Lieutenant	6/23/2024	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	6/23/2024	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	1/5/2025	MEF	036	9	051	N	29.710000	36.160000	61,796.80	75,212.80	31.200000	37.970000	64,886.64	78,973.44	5
1522	Police Property Specialist II	1/5/2025	MEF	046	9	051	N	34.550000	41.970000	71,864.00	87,297.60	36.280000	44.070000	75,457.20	91,662.48	5
1524	Police Property Supervisor	1/5/2025	CMP	016	-	211	X	49.860000	60.780000	103,708.80	126,422.40	52.350000	63.820000	108,894.24	132,743.52	5
8574	Police Radio Dispatcher	1/5/2025	PDA	004	9	131	N	48.410000	58.860000	100,692.80	122,428.80	50.830000	61.800000	105,727.44	128,550.24	5
8575	Police Radio Dispatcher (Part-Time)	1/5/2025	PDA	005	9	131	N	48.410000	58.860000			50.830000	61.800000			5
8571	Police Radio Dispatcher Trainee	1/5/2025	PDA	001	1	131	N	43.600000	43.600000	90,688.00	90,688.00	45.780000	45.780000	95,222.40	95,222.40	5
2214	Police Recruit	6/23/2024	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	6/23/2024	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	1/5/2025	CMP	151	-	211	X	47.850000	58.320000	99,528.00	121,305.60	50.240000	61.240000	104,504.40	127,370.88	5
5251	Power Resources Specialist II	1/5/2025	CMP	152	-	211	X	52.080000	63.450000	108,326.40	131,976.00	54.680000	66.620000	113,742.72	138,574.80	5
5254	Power Resources Specialist, Principal	1/5/2025	MGT	262	-	991	X	80.950142	101.187011	168,376.30	210,468.98	84.997649	106.246362	176,795.06	220,992.46	5
5253	Power Resources Specialist, Senior	1/5/2025	CMP	153	-	211	X	65.030000	79.660000	135,262.40	165,692.80	68.280000	83.640000	142,025.52	173,977.44	5
8073	Program Manager	1/5/2025	CMP	112	-	211	X	59.500000	77.350000	123,760.00	160,888.00	62.480000	81.220000	129,948.00	168,932.40	5
1229	Program Performance Auditor I (Unclassified)	1/5/2025	MGT	004	-	998	X	40.109814	52.835082	83,428.41	109,896.97	42.115305	55.476836	87,599.98	115,391.90	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
1230	Program Performance Auditor II (Unclassified)	1/5/2025	MGT	013	-	998	X	47.565587	62.659322	98,936.42	130,331.39	49.943866	65.792288	103,883.26	136,848.14	5
1249	Program Performance Auditor, Senior (Unclassified)	1/5/2025	MGT	041	-	998	X	58.370852	76.870137	121,411.37	159,889.89	61.289395	80.713644	127,481.90	167,884.34	5
3958	Property Manager I	1/5/2025	MEF	132	9	051	N	40.440000	49.190000	84,115.20	102,315.20	42.460000	51.650000	88,320.96	107,430.96	5
3961	Property Manager I, Senior	1/5/2025	CMP	142	-	211	X	52.410000	63.860000	109,012.80	132,828.80	55.030000	67.050000	114,463.44	139,470.24	5
3959	Property Manager II	1/5/2025	MEF	188	9	051	N	49.190000	59.830000	102,315.20	124,446.40	51.650000	62.820000	107,430.96	130,668.72	5
3960	Property Manager II, Senior	1/5/2025	CMP	059	-	211	X	57.720000	70.320000	120,057.60	146,265.60	60.610000	73.840000	126,060.48	153,578.88	5
3962	Property Manager, Principal	1/5/2025	CMP	141	-	211	X	69.560000	85.120000	144,684.80	177,049.60	73.040000	89.380000	151,919.04	185,902.08	5
1675	Public Information Manager	1/5/2025	MGT	177	-	991	X	69.388840	84.929419	144,328.79	176,653.19	72.858282	89.175890	151,545.42	185,485.82	5
4231	Public Information Representative I	1/5/2025	MEF	121	9	051	N	38.940000	47.380000	80,995.20	98,550.40	40.890000	49.750000	85,044.96	103,477.92	5
4233	Public Information Representative I (Part-Time)	1/5/2025	MEF	277	9	051	N	38.940000	47.380000			40.890000	49.750000			5
4234	Public Information Representative II	1/5/2025	MEF	165	9	051	N	42.980000	52.230000	89,398.40	108,638.40	45.130000	54.840000	93,868.32	114,070.32	5
4235	Public Information Representative II (Part-Time)	1/5/2025	MEF	294	9	051	N	42.980000	52.230000			45.130000	54.840000			5
6338	Public Information Representative, Senior	1/5/2025	CMP	060	-	211	X	57.720000	70.320000	120,057.60	146,265.60	60.610000	73.840000	126,060.48	153,578.88	5
8536	Public Safety Communication Specialist	1/5/2025	MEF	412	9	051	N	40.630000	49.370000	84,510.40	102,689.60	42.660000	51.840000	88,735.92	107,824.08	5
8537	Public Safety Communication Specialist (Part-Time)	1/5/2025	MEF	413	9	051	N	40.630000	49.370000			42.660000	51.840000			5
8513	Public Safety Dispatcher, Senior	1/5/2025	MEF	182	9	052	N	56.010000	68.150000	116,500.80	141,752.00	58.810000	71.560000	122,325.84	148,839.60	5
8533	Public Safety Dispatcher, Senior (Part-Time)	1/5/2025	MEF	301	9	052	N	56.010000	68.150000			58.810000	71.560000			5
8512	Public Safety Dispatcher, Supervising	1/5/2025	MEF	204	9	052	N	64.920000	78.860000	135,033.60	164,028.80	68.170000	82.800000	141,785.28	172,230.24	5
8514	Public Safety Radio Dispatcher	1/5/2025	MEF	133	9	051	N	48.420000	58.860000	100,713.60	122,428.80	50.840000	61.800000	105,749.28	128,550.24	5
8534	Public Safety Radio Dispatcher (Part-Time)	1/5/2025	MEF	283	9	051	N	48.420000	58.860000			50.840000	61.800000			5
8532	Public Safety Radio Dispatcher Trainee	1/5/2025	MEF	355	1	051	N	43.600000	43.600000	90,688.00	90,688.00	45.780000	45.780000	95,222.40	95,222.40	5
6365	Puppeteer (Part-Time)	1/5/2025	MEF	308	9	051	N	17.260000	20.990000			18.120000	22.040000			L5
8528	Radio Communications Supervisor	6/23/2024	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	1/5/2025	MEF	130	9	051	N	39.340000	47.820000	81,827.20	99,465.60	41.310000	50.210000	85,918.56	104,438.88	5
3967	Real Property Agent II	1/5/2025	MEF	189	9	051	N	47.820000	58.140000	99,465.60	120,931.20	50.210000	61.050000	104,438.88	126,977.76	5
3968	Real Property Agent, Supervising	1/5/2025	CMP	069	-	211	X	57.720000	70.320000	120,057.60	146,265.60	60.610000	73.840000	126,060.48	153,578.88	5
1115	Records Specialist	1/5/2025	MEF	395	9	051	N	39.600000	48.240000	82,368.00	100,339.20	41.580000	50.650000	86,486.40	105,356.16	5
6108	Recreation Leader	1/5/2025	MEF	003	9	051	N	19.770000	24.060000	41,121.60	50,044.80	20.760000	25.260000	43,177.68	52,547.04	L5
6109	Recreation Leader (Part-Time)	1/5/2025	MEF	210	9	051	N	19.770000	24.060000			20.760000	25.260000			L5
6112	Recreation Leader Teacher, Senior	1/5/2025	MEF	028	9	051	N	27.820000	33.810000	57,865.60	70,324.80	29.210000	35.500000	60,758.88	73,841.04	5
6113	Recreation Leader Teacher, Senior (Part-Time)	1/5/2025	MEF	239	9	051	N	27.820000	33.810000			29.210000	35.500000			L5
6110	Recreation Leader, Senior	1/5/2025	MEF	032	9	051	N	28.380000	34.460000	59,030.40	71,676.80	29.800000	36.180000	61,981.92	75,260.64	5
6111	Recreation Leader, Senior (Part-Time)	1/5/2025	MEF	241	9	051	N	28.380000	34.460000			29.800000	36.180000			5
6122	Recreation Program Specialist	1/5/2025	MEF	077	9	051	N	33.010000	40.120000	68,660.80	83,449.60	34.660000	42.130000	72,093.84	87,622.08	5
6123	Recreation Program Specialist (Part-Time)	1/5/2025	MEF	263	9	051	N	33.010000	40.120000			34.660000	42.130000			5
6114	Recreation Specialist	1/5/2025	MEF	076	9	052	N	33.010000	40.120000	68,660.80	83,449.60	34.660000	42.130000	72,093.84	87,622.08	5
6115	Recreation Specialist (Part-Time)	1/5/2025	MEF	262	9	052	N	33.010000	40.120000			34.660000	42.130000			5
6129	Recreation Superintendent	1/5/2025	CMP	095	-	211	X	63.640000	77.560000	132,371.20	161,324.80	66.820000	81.440000	138,989.76	169,391.04	5
3423	Regional Park Aide	1/5/2025	MEF	001	9	051	N	17.260000	20.990000	35,900.80	43,659.20	18.120000	22.040000	37,695.84	45,842.16	L5
3421	Regional Park Aide (Part-Time)	1/5/2025	MEF	208	9	051	N	17.260000	20.990000			18.120000	22.040000			L5
3628	Regional Wastewater Facility General Manager (Unclassified)	1/5/2025	MGT	270	-	997	X	81.828488	132.188825	170,203.26	274,952.76	85.919912	138.798266	178,713.34	288,700.62	5
8018	Research Attorney (Unclassified)	1/5/2025	MGT	011	-	998	X	46.430404	61.173776	96,575.24	127,241.45	48.751924	64.232465	101,403.90	133,603.60	5
8019	Research Attorney (Unclassified) (Part-Time)	1/5/2025	MGT	142	-	998	X	46.430404	61.173776			48.751924	64.232465			5
7502	Retirement Investment Analyst I (Unclassified)	1/5/2025	MGT	185	-	991	X	44.768262	54.426013	93,117.99	113,206.11	47.006675	57.147314	97,773.78	118,866.28	5
7503	Retirement Investment Analyst II (Unclassified)	1/5/2025	MGT	186	-	991	X	52.281348	63.692600	108,745.20	132,480.61	54.895415	66.877230	114,182.64	139,104.68	5
7505	Retirement Investment Officer (Unclassified)	1/5/2025	MGT	167	-	991	X	69.471950	98.243158	144,501.66	204,345.77	72.945548	103.155316	151,726.90	214,562.92	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
7507	Retirement Investment Officer, Senior (Unclassified)	1/5/2025	MGT	256	-	991	X	73.408455	114.428996	152,689.59	238,012.31	77.078878	120.150446	160,324.06	249,913.04	5
7508	Retirement Investment Operations Supervisor (Unclassified)	1/5/2025	MGT	258	-	991	X	69.381310	84.930759	144,313.13	176,655.98	72.850376	89.177297	151,528.78	185,488.68	5
6175	Rides & Attractions Safety Coordinator	1/5/2025	MEF	369	9	051	N	29.780000	36.300000	61,942.40	75,504.00	31.270000	38.120000	65,039.52	79,279.20	5
1265	Risk Manager	1/5/2025	MGT	168	-	991	X	65.502606	92.553471	136,245.42	192,511.22	68.777736	97.181145	143,057.72	202,136.74	5
5232	Sanitary Engineer	1/5/2025	AEA	023	-	041	X	52.230000	66.120000	108,638.40	137,529.60	54.840000	69.430000	114,070.32	144,406.08	5
5231	Sanitary Engineer (Part-Time)	1/5/2025	AEA	041	-	041	X	52.230000	66.120000			54.840000	69.430000			5
2441	School Crossing Guard (Part-Time)	1/5/2025	MEF	211	9	051	N	21.240000	25.840000			22.300000	27.130000			L5
2443	School Safety Supervisor	1/5/2025	MEF	030	9	052	N	28.800000	35.010000	59,904.00	72,820.80	30.240000	36.760000	62,899.20	76,461.84	5
1156	Secretary	1/5/2025	MEF	068	9	051	N	33.360000	40.550000	69,388.80	84,344.00	35.030000	42.580000	72,858.24	88,561.20	5
1155	Secretary (Part-Time)	1/5/2025	MEF	258	9	051	N	33.360000	40.550000			35.030000	42.580000			5
1161	Secretary to Mayor	1/5/2025	MEF	C15	9	051	N	38.410000	46.710000	79,892.80	97,156.80	40.330000	49.050000	83,887.44	102,014.64	5
2431	Security Officer	1/5/2025	MEF	039	9	051	N	28.790000	34.990000	59,883.20	72,779.20	30.230000	36.740000	62,877.36	76,418.16	5
2432	Security Officer (Part-Time)	1/5/2025	MEF	243	9	051	N	28.790000	34.990000			30.230000	36.740000			5
2416	Security Officer, Senior	1/5/2025	MEF	092	9	052	N	35.160000	42.720000	73,132.80	88,857.60	36.920000	44.860000	76,789.44	93,300.48	5
6335	Security Services Supervisor	1/5/2025	CMP	002	-	211	X	45.230000	55.120000	94,078.40	114,649.60	47.490000	57.880000	98,782.32	120,382.08	5
8576	Senior Police Dispatcher	1/5/2025	PDA	006	9	131	N	56.000000	68.150000	116,480.00	141,752.00	58.800000	71.560000	122,304.00	148,839.60	5
8577	Senior Police Dispatcher (Part-Time)	1/5/2025	PDA	007	9	131	N	56.000000	68.150000			58.800000	71.560000			5
1139	Senior Supervisor, Administration	1/5/2025	MEF	331	9	052	N	43.010000	52.280000	89,460.80	108,742.40	45.160000	54.890000	93,933.84	114,179.52	5
3405	Senior Tree Maintenance Leadworker	6/23/2024	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	1/5/2025	MEF	357	9	051	N	42.720000	51.960000	88,857.60	108,076.80	44.860000	54.560000	93,300.48	113,480.64	5
1622	Staff Specialist	1/5/2025	MEF	101	9	052	N	36.710000	44.640000	76,356.80	92,851.20	38.550000	46.870000	80,174.64	97,493.76	5
1624	Staff Specialist (Part-Time)	1/5/2025	MEF	270	9	052	N	36.710000	44.640000			38.550000	46.870000			5
3342	Street Sweeper Operator	6/23/2024	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	
3858	Structure/Landscape Designer I	1/5/2025	AEA	045	-	041	X	46.070000	58.290000	95,825.60	121,243.20	48.370000	61.200000	100,616.88	127,305.36	5
3842	Structure/Landscape Designer II	1/5/2025	AEA	016	-	041	X	52.230000	66.120000	108,638.40	137,529.60	54.840000	69.430000	114,070.32	144,406.08	5
1661	Student Intern (Unclassified) (Part-Time) - AEA	1/5/2025	UNR	R14	-	081	N	14.590000	20.840000			15.320000	21.880000			M5
1663	Student Intern (Unclassified) (Part-Time) - CAMP	1/5/2025	UNR	R15	-	081	N	14.590000	20.840000			15.320000	21.880000			M5
1638	Student Intern (Unclassified) (Part-Time) - MEF	1/5/2025	UNR	R05	-	081	N	14.590000	20.840000			15.320000	21.880000			M5
1666	Student Intern (Unclassified) (Part-Time) - OE3	1/5/2025	UNR	R31	-	081	N	14.590000	20.840000			15.320000	21.880000			M5
1665	Student Intern (Unclassified) (Part-Time) - Unit 99	1/5/2025	UNR	R16	-	081	N	14.590000	20.840000			15.320000	21.880000			M5
8578	Supervising Police Dispatcher	1/5/2025	PDA	008	9	131	N	64.910000	78.870000	135,012.80	164,049.60	68.160000	82.810000	141,763.44	172,252.08	5
3237	Supervisor of Facilities	1/5/2025	MNT	008	-	111	N	49.750000	60.650000	103,480.00	126,152.00	52.240000	63.680000	108,654.00	132,459.60	5
3250	Supervisor, Animal Services Operations	1/5/2025	CMP	110	-	211	X	47.510000	57.870000	98,820.80	120,369.60	49.890000	60.760000	103,761.84	126,388.08	5
3229	Supervisor, Trades	1/5/2025	MNT	034	-	111	N	54.870000	66.880000	114,129.60	139,110.40	57.610000	70.220000	119,836.08	146,065.92	5
1212	Supply Clerk	1/5/2025	MEF	035	9	051	N	28.500000	34.680000	59,280.00	72,134.40	29.930000	36.410000	62,244.00	75,741.12	5
3782	Survey Party Chief	1/5/2025	MEF	178	9	052	N	49.120000	59.710000	102,169.60	124,196.80	51.580000	62.700000	107,278.08	130,406.64	5
6141	Swimming Pool Aide (Part-Time)	1/5/2025	MEF	380	9	051	N	11.390000	13.900000			11.960000	14.600000			M5
6146	Swimming Pool Manager (Part-Time)	1/5/2025	MEF	228	9	051	N	26.370000	32.060000			27.690000	33.660000			L5
1338	Systems Applications Programmer I	1/5/2025	MEF	127	9	051	N	39.340000	47.820000	81,827.20	99,465.60	41.310000	50.210000	85,918.56	104,438.88	5
1339	Systems Applications Programmer I (Part-Time)	1/5/2025	MEF	281	9	051	N	39.340000	47.820000			41.310000	50.210000			5
1341	Systems Applications Programmer II	1/5/2025	MEF	171	9	051	N	43.630000	53.060000	90,750.40	110,364.80	45.810000	55.710000	95,287.92	115,883.04	5
1342	Systems Applications Programmer II (Part-Time)	1/5/2025	MEF	296	9	051	N	43.630000	53.060000			45.810000	55.710000			5
1345	Systems Applications Programmer, Senior	1/5/2025	MEF	203	9	052	N	57.190000	69.540000	118,955.20	144,643.20	60.050000	73.020000	124,902.96	151,875.36	5
1346	Systems Applications Programmer, Senior (Part-Time)	1/5/2025	MEF	303	9	052	N	57.190000	69.540000			60.050000	73.020000			5
3152	Temporary Employee (Unclassified) - Electrician (Part-Time)	6/9/2024	UNR	015	1	081	N	87.170000	87.170000			87.170000	87.170000			

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
8602	Temporary Employee (Unclassified) - Family Camp - Stipend Paid - MEF	1/5/2025	UNR	R10	-	081	X	0.000000	163.690000			0.000000	171.870000			5
9989	Temporary Employee (Unclassified) - Management (Part-Time)	1/5/2025	MGT	169	-	994	X	29.890733	150.074513			31.385270	157.578239			X5
9988	Temporary Employee (Unclassified) - Management Benefited	1/5/2025	MGT	R05	-	994	X	29.890733	150.074513	62,172.73	312,154.99	31.385270	157.578239	65,281.32	327,762.76	X5
9987	Temporary Employee (Unclassified) - No Unemployment Insurance (Part-Time)	7/24/2022	UNR	R03	-	087	N	13.900000	202.340000			14.600000	212.460000			M5
9986	Temporary Employee (Unclassified) - Non-Management Benefited - MEF	1/5/2025	UNR	R04	-	084	N	13.900000	62.360000	28,912.00	129,708.80	14.600000	65.480000	30,357.60	136,194.24	M5
9982	Temporary Employee (Unclassified) - OE3 (Part-Time)	7/7/2024	UNR	R08	-	081	N	60.890000	61.140000			60.890000	61.140000			
9971	Temporary Employee (Unclassified) - Retiree Exempt - AEA	1/5/2025	UNR	R19	-	081	X	22.000000	158.320000			22.000000	158.320000			X
9972	Temporary Employee (Unclassified) - Retiree Exempt - ALP	1/5/2025	UNR	R20	-	081	X	22.000000	158.320000			22.000000	158.320000			X
9981	Temporary Employee (Unclassified) - Retiree Exempt - CAMP	1/5/2025	UNR	R12	-	081	X	22.000000	158.320000			22.000000	158.320000			X
9974	Temporary Employee (Unclassified) - Retiree Exempt - Unit 99	1/5/2025	UNR	R22	-	081	X	22.000000	158.320000			22.000000	158.320000			X
9961	Temporary Employee (Unclassified) - Retiree Non-Exempt - ABMEI	1/5/2025	UNR	R23	-	081	N	11.350000	130.690000			11.350000	130.690000			M
9973	Temporary Employee (Unclassified) - Retiree Non-Exempt - AMSP	1/5/2025	UNR	R21	-	081	N	11.350000	130.690000			11.350000	130.690000			M
9962	Temporary Employee (Unclassified) - Retiree Non-Exempt - IAFF	1/5/2025	UNR	R24	-	081	N	11.350000	130.690000			11.350000	130.690000			M
9963	Temporary Employee (Unclassified) - Retiree Non-Exempt - IBEW	1/5/2025	UNR	R25	-	081	N	11.350000	130.690000			11.350000	130.690000			M
9984	Temporary Employee (Unclassified) - Retiree Non-Exempt - MEF	1/5/2025	UNR	R07	-	081	N	11.350000	130.690000			11.350000	130.690000			M
9964	Temporary Employee (Unclassified) - Retiree Non-Exempt - OE3	1/5/2025	UNR	R26	-	081	N	11.350000	130.690000			11.350000	130.690000			M
9966	Temporary Employee (Unclassified) - Retiree Non-Exempt - POA	1/5/2025	UNR	R29	-	081	N	11.350000	130.690000			11.350000	130.690000			M
9965	Temporary Employee (Unclassified) - Retiree Non-Exempt - SJPDA	1/5/2025	UNR	R28	-	081	N	11.350000	130.690000			11.350000	130.690000			M
9985	Temporary Employee (Unclassified) (Part-Time) - MEF	1/5/2025	UNR	R03	-	081	N	13.900000	202.340000			14.600000	212.460000			M5
9952	Temporary Employee (Unclassified) (Part-Time) - POA	1/5/2025	UNR	R30	-	081	N	13.900000	202.340000			14.600000	212.460000			M5
9951	Temporary Employee (Unclassified) (Part-Time) - Unit 99	1/5/2025	UNR	R27	-	081	N	13.900000	202.340000			14.600000	212.460000			M5
7130	Therapeutic Services Manager	1/5/2025	CMP	127	-	211	X	52.160000	67.140000	108,492.80	139,651.20	54.770000	70.500000	113,917.44	146,633.76	5
7112	Therapeutic Specialist	1/5/2025	MEF	073	9	052	N	33.010000	40.120000	68,660.80	83,449.60	34.660000	42.130000	72,093.84	87,622.08	5
7113	Therapeutic Specialist (Part-Time)	1/5/2025	MEF	260	9	051	N	33.010000	40.120000			34.660000	42.130000			5
7116	Therapeutic Treatment Specialist, Senior	1/5/2025	MEF	353	9	052	N	42.340000	51.380000	88,067.20	106,870.40	44.460000	53.950000	92,470.56	112,213.92	5
7117	Therapeutic Treatment Specialist, Senior (Part-Time)	1/5/2025	MEF	354	9	052	N	42.340000	51.380000			44.460000	53.950000			5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
3718	Traffic Signal Technician, Supervising	1/5/2025	CMP	006	-	211	X	47.510000	57.870000	98,820.80	120,369.60	49.890000	60.760000	103,761.84	126,388.08	5
1693	Training Specialist	1/5/2025	MEF	143	9	052	N	40.700000	49.510000	84,656.00	102,980.80	42.740000	51.990000	88,888.80	108,129.84	5
3876	Transportation Specialist	1/5/2025	CMP	133	-	211	X	45.390000	57.040000	94,411.20	118,643.20	47.660000	59.890000	99,131.76	124,575.36	5
3879	Transportation Specialist, Senior	1/5/2025	CMP	101	-	211	X	66.850000	83.990000	139,048.00	174,699.20	70.190000	88.190000	146,000.40	183,434.16	5
8027	Video Unit Supervisor	1/5/2025	CMP	107	-	211	X	45.470000	55.410000	94,577.60	115,252.80	47.740000	58.180000	99,306.48	121,015.44	5
8032	Video/Multimedia Producer	1/5/2025	MEF	336	9	051	N	40.700000	49.510000	84,656.00	102,980.80	42.740000	51.990000	88,888.80	108,129.84	5
8601	Volunteer - Unpaid	7/24/2022	UNR	018	-	086	N	0.000000	0.000000			0.000000	0.000000			
6328	Volunteer Coordinator	1/5/2025	MEF	059	9	051	N	31.900000	38.800000	66,352.00	80,704.00	33.500000	40.740000	69,669.60	84,739.20	5
6329	Volunteer Coordinator (Part-Time)	1/5/2025	MEF	253	9	051	N	31.900000	38.800000			33.500000	40.740000			5
1517	Warehouse Supervisor	1/5/2025	MEF	075	9	052	N	34.490000	41.920000	71,739.20	87,193.60	36.210000	44.020000	75,326.16	91,553.28	5
1511	Warehouse Worker I	1/5/2025	MEF	025	9	051	N	28.100000	34.220000	58,448.00	71,177.60	29.510000	35.930000	61,370.40	74,736.48	5
1512	Warehouse Worker I (Part-Time)	1/5/2025	MEF	236	9	051	N	28.100000	34.220000			29.510000	35.930000			5
1513	Warehouse Worker II	1/5/2025	MEF	038	9	051	N	29.240000	35.540000	60,819.20	73,923.20	30.700000	37.320000	63,860.16	77,619.36	5
1515	Warehouse Worker II (Part-Time)	1/5/2025	MEF	358	9	051	N	29.240000	35.540000			30.700000	37.320000			5
1514	Warehouse Worker, Senior	1/5/2025	MEF	049	9	052	N	31.260000	37.980000	65,020.80	78,998.40	32.820000	39.880000	68,271.84	82,948.32	5
3621	Wastewater Attendant	6/23/2024	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	1/5/2025	MGT	178	-	991	X	60.459031	92.342266	125,754.78	192,071.91	63.481983	96.959379	132,042.56	201,675.50	5
3838	Wastewater Facility Principal Engineer	1/5/2025	MGT	268	-	991	X	81.994872	102.869752	170,549.33	213,969.08	86.094616	108.013240	179,076.82	224,667.56	5
3839	Wastewater Facility Senior Engineer	1/5/2025	SEA	005	-	043	X	73.600000	93.160000	153,088.00	193,772.80	77.280000	97.820000	160,742.40	203,461.44	5
3625	Wastewater Maintenance Superintendent	1/5/2025	MNT	037	-	111	N	62.680000	76.420000	130,374.40	158,953.60	65.810000	80.240000	136,893.12	166,901.28	5
3622	Wastewater Mechanic I	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	1/5/2025	MNT	013	-	111	N	49.800000	60.710000	103,584.00	126,276.80	52.290000	63.750000	108,763.20	132,590.64	5
3674	Wastewater Mechanical Supervisor II	1/5/2025	MNT	042	-	111	N	54.140000	66.080000	112,611.20	137,446.40	56.850000	69.380000	118,241.76	144,318.72	5
3656	Wastewater Operations Foreperson I	1/5/2025	MNT	038	-	111	N	52.720000	64.340000	109,657.60	133,827.20	55.360000	67.560000	115,140.48	140,518.56	5
3657	Wastewater Operations Foreperson II	1/5/2025	MNT	039	-	111	N	56.510000	68.960000	117,540.80	143,436.80	59.340000	72.410000	123,417.84	150,608.64	5
3617	Wastewater Operations Superintendent I	1/5/2025	MNT	020	-	111	N	60.780000	74.190000	126,422.40	154,315.20	63.820000	77.900000	132,743.52	162,030.96	5
3619	Wastewater Operations Superintendent II	1/5/2025	MNT	036	-	111	N	65.050000	79.350000	135,304.00	165,048.00	68.300000	83.320000	142,069.20	173,300.40	5
3612	Wastewater Operator I	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	6/23/2024	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	1/5/2025	MNT	047	-	111	N	50.430000	62.530000	104,894.40	130,062.40	52.950000	65.660000	110,139.12	136,565.52	5
3645	Water Systems Operations Foreperson II	1/5/2025	MNT	048	-	111	N	54.220000	65.670000	112,777.60	136,593.60	56.930000	68.950000	118,416.48	143,423.28	5
3648	Water Systems Operations Manager	1/5/2025	MGT	255	-	991	X	60.462437	92.337152	125,761.87	192,061.28	63.485559	96.954010	132,049.84	201,664.32	5
3646	Water Systems Operations Superintendent I	1/5/2025	MNT	049	-	111	N	57.040000	70.870000	118,643.20	147,409.60	59.890000	74.410000	124,575.36	154,780.08	5
3647	Water Systems Operations Superintendent II	1/5/2025	MNT	050	-	111	N	60.080000	74.410000	124,966.40	154,772.80	63.080000	78.130000	131,214.72	162,511.44	5
3632	Water Systems Operator I	6/23/2024	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	6/23/2024	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	6/23/2024	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	1/5/2025	MEF	072	9	052	N	33.010000	40.120000	68,660.80	83,449.60	34.660000	42.130000	72,093.84	87,622.08	5
8063	Youth Outreach Worker I	1/5/2025	MEF	005	9	051	N	23.080000	28.100000	48,006.40	58,448.00	24.230000	29.510000	50,406.72	61,370.40	L5
8064	Youth Outreach Worker I (Part-Time)	1/5/2025	MEF	005	9	051	N	23.080000	28.100000			24.230000	29.510000			L5
8065	Youth Outreach Worker II	1/5/2025	MEF	032	9	051	N	28.380000	34.460000	59,030.40	71,676.80	29.800000	36.180000	61,981.92	75,260.64	5

City of San Jose Pay Plan
Revision 5 January 2025

Approved and Adopted 17 December 2024

Job Code	Job Description	Effective Date	Salary Plan	Grade	Top Step	Union Code	Fair Labor Standards Act	Pensionable MINIMUM Hourly	Pensionable MAXIMUM Hourly	Approximate Pensionable MIN Annual	Approximate Pensionable MAX Annual	Approximate Total MINIMUM Hourly	Approximate Total MAXIMUM Hourly	Approximate Total MINIMUM Annual	Approximate Total MAXIMUM Annual	Notes
8066	Youth Outreach Worker II (Part-Time)	1/5/2025	MEF	032	9	051	N	28.380000	34.460000			29.800000	36.180000			5
6357	Zoo Curator	1/5/2025	MEF	311	9	052	N	37.810000	45.980000	78,644.80	95,638.40	39.700000	48.280000	82,577.04	100,420.32	5
6171	Zoo Education Specialist	1/5/2025	MEF	367	9	052	N	33.010000	40.120000	68,660.80	83,449.60	34.660000	42.130000	72,093.84	87,622.08	5
6172	Zoo Educator	1/5/2025	MEF	368	9	051	N	28.380000	34.460000	59,030.40	71,676.80	29.800000	36.180000	61,981.92	75,260.64	5
6173	Zoo Educator (Part-Time)	1/5/2025	MEF	370	9	051	N	28.380000	34.460000			29.800000	36.180000			5
6353	Zoo Keeper	1/5/2025	MEF	309	9	051	N	23.580000	28.630000	49,046.40	59,550.40	24.760000	30.060000	51,498.72	62,527.92	L5
6354	Zoo Keeper (Part-Time)	1/5/2025	MEF	309	9	051	N	23.580000	28.630000			24.760000	30.060000			L5
6351	Zoo Keeper Aide	1/5/2025	MEF	308	9	051	N	17.260000	20.990000	35,900.80	43,659.20	18.120000	22.040000	37,695.84	45,842.16	L5
6352	Zoo Keeper Aide (Part-Time)	1/5/2025	MEF	308	9	051	N	17.260000	20.990000			18.120000	22.040000			L5
6355	Zoo Keeper, Senior	1/5/2025	MEF	310	9	051	N	29.230000	35.490000	60,798.40	73,819.20	30.690000	37.260000	63,838.32	77,510.16	5
6358	Zoo Manager	1/5/2025	CMP	108	-	211	X	49.860000	60.780000	103,708.80	126,422.40	52.350000	63.820000	108,894.24	132,743.52	5

Notes Key	Notes Description
L	Employees in specific classifications assigned to MEF, OE#3, and Unit 81/84 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.