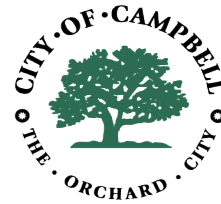


CITY OF CAMPBELL
POSITION CLASSIFICATION - ALL GROUPS
FY 22/23 - SALARY SCHEDULE



Effective: **1/9/2023**

CLASS CD	JOB TITLE	STEP RANGES							
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
3180	ACCOUNTANT	CME10	CMEA	Hourly	49.91	52.37	55.01	57.76	60.64
				Bi-Weekly	3,992.80	4,189.60	4,400.80	4,620.80	4,851.20
				Monthly	8,651.07	9,077.47	9,535.07	10,011.73	10,510.93
				Annual	103,812.80	108,929.60	114,420.80	120,140.80	126,131.20
3355	ACCT CLERK II	CME28	CMEA	Hourly	41.29	43.32	45.47	47.77	50.11
				Bi-Weekly	3,303.20	3,465.60	3,637.60	3,821.60	4,008.80
				Monthly	7,156.93	7,508.80	7,881.47	8,280.13	8,685.73
				Annual	85,883.20	90,105.60	94,577.60	99,361.60	104,228.80
3417	ACCT CLK I	CME38	CMEA	Hourly	35.00	36.78	38.62	40.57	42.57
				Bi-Weekly	2,800.00	2,942.40	3,089.60	3,245.60	3,405.60
				Monthly	6,066.67	6,375.20	6,694.13	7,032.13	7,378.80
				Annual	72,800.00	76,502.40	80,329.60	84,385.60	88,545.60
3151	ADMIN ANALYST I	CME07	CMEA	Hourly	54.44	57.20	60.04	63.00	66.22
				Bi-Weekly	4,355.20	4,576.00	4,803.20	5,040.00	5,297.60
				Monthly	9,436.27	9,914.67	10,406.93	10,920.00	11,478.13
				Annual	113,235.20	118,976.00	124,883.20	131,040.00	137,737.60
1195	ADMN ANALYST II	MGR18	MGMT	Hourly	54.70	57.43	60.32	63.32	66.51
				Bi-Weekly	4,376.00	4,594.40	4,825.60	5,065.60	5,320.80
				Monthly	9,481.33	9,954.53	10,455.47	10,975.47	11,528.40
				Annual	113,776.00	119,454.40	125,465.60	131,705.60	138,340.80
4388	ARBORIST	MIL18	CARP	Hourly	42.96	45.12	47.36	49.72	52.20
				Bi-Weekly	3,436.80	3,609.60	3,788.80	3,977.60	4,176.00
				Monthly	7,446.40	7,820.80	8,209.07	8,618.13	9,048.00
				Annual	89,356.80	93,849.60	98,508.80	103,417.60	108,576.00
1020	ASSISTANT CITY MANAGER	UNC07	UNCL	Hourly	91.29	-	-	-	119.39
				Bi-Weekly	7,303.20	-	-	-	9,551.20
				Monthly	15,823.60	-	-	-	20,694.27
				Annual	189,883.20	-	-	-	248,331.20
3125	ASSIST ENGR	CME03	CMEA	Hourly	57.09	59.94	62.94	66.08	69.42
				Bi-Weekly	4,567.20	4,795.20	5,035.20	5,286.40	5,553.60
				Monthly	9,895.60	10,389.60	10,909.60	11,453.87	12,032.80
				Annual	118,747.20	124,675.20	130,915.20	137,446.40	144,393.60
3126	ASSISTANT ENGINEER (PPT)	CME43	CMEA	Hourly	57.09	59.94	62.94	66.08	69.42
				Bi-Weekly	4,567.20	4,795.20	5,035.20	5,286.40	5,553.60
				Monthly	9,895.60	10,389.60	10,909.60	11,453.87	12,032.80
				Annual	118,747.20	124,675.20	130,915.20	137,446.40	144,393.60
3124	ASSOC CIVIL ENGR	CME02	CMEA	Hourly	64.42	67.65	71.06	74.59	78.34
				Bi-Weekly	5,153.60	5,412.00	5,684.80	5,967.20	6,267.20
				Monthly	11,166.13	11,726.00	12,317.07	12,928.93	13,578.93
				Annual	133,993.60	140,712.00	147,804.80	155,147.20	162,947.20
3190	ASSOCIATE PLANNER	CME14	CMEA	Hourly	58.50	61.41	64.46	67.71	71.09
				Bi-Weekly	4,680.00	4,912.80	5,156.80	5,416.80	5,687.20
				Monthly	10,140.00	10,644.40	11,173.07	11,736.40	12,322.27
				Annual	121,680.00	127,732.80	134,076.80	140,836.80	147,867.20
3290	ASSISTANT PLANNER	CME23	CMEA	Hourly	50.06	52.56	55.19	57.96	60.83
				Bi-Weekly	4,004.80	4,204.80	4,415.20	4,636.80	4,866.40
				Monthly	8,677.07	9,110.40	9,566.27	10,046.40	10,543.87
				Annual	104,124.80	109,324.80	114,795.20	120,556.80	126,526.40
1167	ASST TO CM	MGR14	MGMT	Hourly	66.82	70.18	73.69	77.37	81.22
				Bi-Weekly	5,345.60	5,614.40	5,895.20	6,189.60	6,497.60
				Monthly	11,582.13	12,164.53	12,772.93	13,410.80	14,078.13
				Annual	138,985.60	145,974.40	153,275.20	160,929.60	168,937.60

CITY OF CAMPBELL
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CLASS CD	JOB TITLE	STEP RANGES							
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
3150	BLDG INSPECTOR	CME06	CMEA	Hourly	55.34	58.10	61.01	64.06	67.29
				Bi-Weekly	4,427.20	4,648.00	4,880.80	5,124.80	5,383.20
				Monthly	9,592.27	10,070.67	10,575.07	11,103.73	11,663.60
				Annual	115,107.20	120,848.00	126,900.80	133,244.80	139,963.20
3305	BLDG MNT LEAD WKR	CME24	CMEA	Hourly	46.22	48.53	50.93	53.52	56.21
				Bi-Weekly	3,697.60	3,882.40	4,074.40	4,281.60	4,496.80
				Monthly	8,011.47	8,411.87	8,827.87	9,276.80	9,743.07
				Annual	96,137.60	100,942.40	105,934.40	111,321.60	116,916.80
3338	BLDG MNT WKR	CME25	CMEA	Hourly	42.02	44.16	46.34	48.65	51.13
				Bi-Weekly	3,361.60	3,532.80	3,707.20	3,892.00	4,090.40
				Monthly	7,283.47	7,654.40	8,032.27	8,432.67	8,862.53
				Annual	87,401.60	91,852.80	96,387.20	101,192.00	106,350.40
1080	BLDG OFFICIAL	MGR04	MGMT	Hourly	74.99	78.77	82.70	86.82	91.17
				Bi-Weekly	5,999.20	6,301.60	6,616.00	6,945.60	7,293.60
				Monthly	12,998.27	13,653.47	14,334.67	15,048.80	15,802.80
				Annual	155,979.20	163,841.60	172,016.00	180,585.60	189,633.60
1241	BUILDING MNT SUPERVISOR	MGR23	MGMT	Hourly	57.48	60.35	63.37	66.54	69.88
				Bi-Weekly	4,598.40	4,828.00	5,069.60	5,323.20	5,590.40
				Monthly	9,963.20	10,460.67	10,984.13	11,533.60	12,112.53
				Annual	119,558.40	125,528.00	131,809.60	138,403.20	145,350.40
7425	CITY ATTORNEY		ATTY	Hourly	206.40	-	-	-	-
				Bi-Weekly	-	-	-	-	-
				Monthly	20,640.00	-	-	-	-
				Annual	247,680.00	-	-	-	-
1160	CITY CLERK	MGR13	MGMT	Hourly	67.77	71.12	74.71	78.43	82.36
				Bi-Weekly	5,421.60	5,689.60	5,976.80	6,274.40	6,588.80
				Monthly	11,746.80	12,327.47	12,949.73	13,594.53	14,275.73
				Annual	140,961.60	147,929.60	155,396.80	163,134.40	171,308.80
1068	CITY ENGR	MGR02	MGMT	Hourly	92.84	97.51	102.37	107.48	112.86
				Bi-Weekly	7,427.20	7,800.80	8,189.60	8,598.40	9,028.80
				Monthly	16,092.27	16,901.73	17,744.13	18,629.87	19,562.40
				Annual	193,107.20	202,820.80	212,929.60	223,558.40	234,748.80
1005	CITY MANAGER	UNC01	CMGR	Hourly	146.43	-	-	-	-
				Bi-Weekly	11,714.40	-	-	-	-
				Monthly	25,381.20	-	-	-	-
				Annual	304,574.40	-	-	-	-
3187	CODE ENF OFCR	CME13	CMEA	Hourly	51.80	54.38	57.09	59.96	62.94
				Bi-Weekly	4,144.00	4,350.40	4,567.20	4,796.80	5,035.20
				Monthly	8,978.67	9,425.87	9,895.60	10,393.07	10,909.60
				Annual	107,744.00	113,110.40	118,747.20	124,716.80	130,915.20
3153	COMM & PUBLIC ENGAGEMENT COORD	CME53	CMEA	Hourly	53.30	55.97	58.77	61.70	64.79
				Bi-Weekly	4,264.00	4,477.60	4,701.60	4,936.00	5,183.20
				Monthly	9,238.67	9,701.47	10,186.80	10,694.67	11,230.27
				Annual	110,864.00	116,417.60	122,241.60	128,336.00	134,763.20
1170	COMM CTR MGR	MGR15	MGMT	Hourly	66.82	70.18	73.69	77.37	81.22
				Bi-Weekly	5,345.60	5,614.40	5,895.20	6,189.60	6,497.60
				Monthly	11,582.13	12,164.53	12,772.93	13,410.80	14,078.13
				Annual	138,985.60	145,974.40	153,275.20	160,929.60	168,937.60
5362	COMM SERV OFFICER	CPC07	CPCEA	Hourly	39.03	41.01	43.05	45.23	47.49
				Bi-Weekly	3,122.40	3,280.80	3,444.00	3,618.40	3,799.20
				Monthly	6,765.20	7,108.40	7,462.00	7,839.87	8,231.60
				Annual	81,182.40	85,300.80	89,544.00	94,078.40	98,779.20

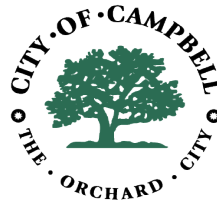
CITY OF CAMPBELL
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		Range			Step 1	Step 2	Step 3	Step 4	Step 5
5185	COMM SPVSR	CPC01	CPCEA	Hourly	55.90	58.72	61.64	64.72	68.03
				Bi-Weekly	4,472.00	4,697.60	4,931.20	5,177.60	5,442.40
				Monthly	9,689.33	10,178.13	10,684.27	11,218.13	11,791.87
				Annual	116,272.00	122,137.60	128,211.20	134,617.60	141,502.40
1030	COMM. DEV. DIRECTOR	UNC05	UNCL	Hourly	91.29	-	-	-	119.39
				Bi-Weekly	7,303.20	-	-	-	9,551.20
				Monthly	15,823.60	-	-	-	20,694.27
				Annual	189,883.20	-	-	-	248,331.20
5363	COMMUNITY SVCS OFCR (PPT)	CPC08	CPCEA	Hourly	39.03	41.01	43.05	45.23	47.49
				Bi-Weekly	3,122.40	3,280.80	3,444.00	3,618.40	3,799.20
				Monthly	6,765.20	7,108.40	7,462.00	7,839.87	8,231.60
				Annual	81,182.40	85,300.80	89,544.00	94,078.40	98,779.20
7420	COUNCILMEMBER		CMBR	Hourly		-	-	-	-
				Bi-Weekly	331.21	-	-	-	-
				Monthly	717.62	-	-	-	-
				Annual	8,611.44	-	-	-	-
1168	DEPUTY CITY MANAGER	MGR24	MGMT	Hourly	74.93	78.66	82.61	86.74	91.09
				Bi-Weekly	5,994.40	6,292.80	6,608.80	6,939.20	7,287.20
				Monthly	12,987.87	13,634.40	14,319.07	15,034.93	15,788.93
				Annual	155,854.40	163,612.80	171,828.80	180,419.20	189,467.20
3345	DPTY CITY CLERK	CME26	CMEA	Hourly	41.56	43.63	45.82	48.07	50.49
				Bi-Weekly	3,324.80	3,490.40	3,665.60	3,845.60	4,039.20
				Monthly	7,203.73	7,562.53	7,942.13	8,332.13	8,751.60
				Annual	86,444.80	90,750.40	95,305.60	99,985.60	105,019.20
3194	ECONOMIC DEVELOPMENT SPECIALIST	CME54	CMEA	Hourly	40.98	43.04	45.19	47.44	49.82
				Bi-Weekly	3,278.40	3,443.20	3,615.20	3,795.20	3,985.60
				Monthly	7,103.20	7,460.27	7,832.93	8,222.93	8,635.47
				Annual	85,238.40	89,523.20	93,995.20	98,675.20	103,625.60
3372	ENGR AIDE I	CME33	CMEA	Hourly	38.42	40.35	42.38	44.50	46.73
				Bi-Weekly	3,073.60	3,228.00	3,390.40	3,560.00	3,738.40
				Monthly	6,659.47	6,994.00	7,345.87	7,713.33	8,099.87
				Annual	79,913.60	83,928.00	88,150.40	92,560.00	97,198.40
3287	ENGR AIDE II	CME22	CMEA	Hourly	43.63	45.80	48.11	50.50	53.03
				Bi-Weekly	3,490.40	3,664.00	3,848.80	4,040.00	4,242.40
				Monthly	7,562.53	7,938.67	8,339.07	8,753.33	9,191.87
				Annual	90,750.40	95,264.00	100,068.80	105,040.00	110,302.40
3225	ENGR TECH I	CME18	CMEA	Hourly	45.66	47.91	50.30	52.84	55.48
				Bi-Weekly	3,652.80	3,832.80	4,024.00	4,227.20	4,438.40
				Monthly	7,914.40	8,304.40	8,718.67	9,158.93	9,616.53
				Annual	94,972.80	99,652.80	104,624.00	109,907.20	115,398.40
3130	ENGR TECH II	CME04	CMEA	Hourly	51.73	54.33	57.05	59.89	62.88
				Bi-Weekly	4,138.40	4,346.40	4,564.00	4,791.20	5,030.40
				Monthly	8,966.53	9,417.20	9,888.67	10,380.93	10,899.20
				Annual	107,598.40	113,006.40	118,664.00	124,571.20	130,790.40
3195	ENVIRONMENTAL PRGMS SPECIALIST	CME55	CMEA	Hourly	40.39	42.42	44.53	46.76	49.11
				Bi-Weekly	3,231.20	3,393.60	3,562.40	3,740.80	3,928.80
				Monthly	7,000.93	7,352.80	7,718.53	8,105.07	8,512.40
				Annual	84,011.20	88,233.60	92,622.40	97,260.80	102,148.80
4235	EQUIP MNT SPVSR	MIL04	CARP	Hourly	50.67	53.21	55.83	58.65	61.56
				Bi-Weekly	4,053.60	4,256.80	4,466.40	4,692.00	4,924.80
				Monthly	8,782.80	9,223.07	9,677.20	10,166.00	10,670.40
				Annual	105,393.60	110,676.80	116,126.40	121,992.00	128,044.80

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CLASS CD	JOB TITLE	STEP RANGES							
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
2321	EXEC ASSIST TO CM (CONF) (PPT)	CON05	CONF	Hourly	47.07	49.38	51.88	54.49	57.20
				Bi-Weekly	3,765.60	3,950.40	4,150.40	4,359.20	4,576.00
				Monthly	8,158.80	8,559.20	8,992.53	9,444.93	9,914.67
				Annual	97,905.60	102,710.40	107,910.40	113,339.20	118,976.00
3152	EXEC ASSISTANT (PPT)	CME46	CMEA	Hourly	41.56	43.63	45.82	48.07	50.49
				Bi-Weekly	3,324.80	3,490.40	3,665.60	3,845.60	4,039.20
				Monthly	7,203.73	7,562.53	7,942.13	8,332.13	8,751.60
				Annual	86,444.80	90,750.40	95,305.60	99,985.60	105,019.20
2320	EXEC ASST TO CM (CONF)	CON02	CONF	Hourly	47.07	49.38	51.88	54.49	57.20
				Bi-Weekly	3,765.60	3,950.40	4,150.40	4,359.20	4,576.00
				Monthly	8,158.80	8,559.20	8,992.53	9,444.93	9,914.67
				Annual	97,905.60	102,710.40	107,910.40	113,339.20	118,976.00
3350	EXECUTIVE ASST	CME27	CMEA	Hourly	41.56	43.63	45.82	48.07	50.49
				Bi-Weekly	3,324.80	3,490.40	3,665.60	3,845.60	4,039.20
				Monthly	7,203.73	7,562.53	7,942.13	8,332.13	8,751.60
				Annual	86,444.80	90,750.40	95,305.60	99,985.60	105,019.20
1025	FINANCE DIRECTOR	UNC06	UNCL	Hourly	91.29	-	-	-	119.39
				Bi-Weekly	7,303.20	-	-	-	9,551.20
				Monthly	15,823.60	-	-	-	20,694.27
				Annual	189,883.20	-	-	-	248,331.20
1105	FINANCE MGR	MGR09	MGMT	Hourly	73.08	76.72	80.59	84.62	88.85
				Bi-Weekly	5,846.40	6,137.60	6,447.20	6,769.60	7,108.00
				Monthly	12,667.20	13,298.13	13,968.93	14,667.47	15,400.67
				Annual	152,006.40	159,577.60	167,627.20	176,009.60	184,808.00
3905	HCD COORDINATOR (PPT)	CME39	CMEA		-	-	-	-	-
2932	HR ANALYST	CON06	CONF	Hourly	54.30	57.04	59.88	62.87	66.03
				Bi-Weekly	4,344.00	4,563.20	4,790.40	5,029.60	5,282.40
				Monthly	9,412.00	9,886.93	10,379.20	10,897.47	11,445.20
				Annual	112,944.00	118,643.20	124,550.40	130,769.60	137,342.40
2931	HR REPRESENTATIVE (CONF) FULL-TIME	CON04	CONF	Hourly	43.54	45.70	48.00	50.40	52.89
				Bi-Weekly	3,483.20	3,656.00	3,840.00	4,032.00	4,231.20
				Monthly	7,546.93	7,921.33	8,320.00	8,736.00	9,167.60
				Annual	90,563.20	95,056.00	99,840.00	104,832.00	110,011.20
2930	HR REPRESENTATIVE (CONF)*	CON04	CONF	Hourly	43.54	45.70	48.00	50.40	52.89
				Bi-Weekly	3,483.20	3,656.00	3,840.00	4,032.00	4,231.20
				Monthly	7,546.93	7,921.33	8,320.00	8,736.00	9,167.60
				Annual	90,563.20	95,056.00	99,840.00	104,832.00	110,011.20
1140	HUMAN RESOURCES MANAGER	MGR12	MGMT	Hourly	88.97	93.42	98.10	103.02	108.17
				Bi-Weekly	7,117.60	7,473.60	7,848.00	8,241.60	8,653.60
				Monthly	15,421.47	16,192.80	17,004.00	17,856.80	18,749.47
				Annual	185,057.60	194,313.60	204,048.00	214,281.60	224,993.60
3181	IT ADMINISTRATOR	CME11	CMEA	Hourly	63.33	66.50	69.82	73.31	76.98
				Bi-Weekly	5,066.40	5,320.00	5,585.60	5,864.80	6,158.40
				Monthly	10,977.20	11,526.67	12,102.13	12,707.07	13,343.20
				Annual	131,726.40	138,320.00	145,225.60	152,484.80	160,118.40
1106	IT MANAGER	MGR10	MGMT	Hourly	77.69	81.57	85.68	89.93	94.41
				Bi-Weekly	6,215.20	6,525.60	6,854.40	7,194.40	7,552.80
				Monthly	13,466.27	14,138.80	14,851.20	15,587.87	16,364.40
				Annual	161,595.20	169,665.60	178,214.40	187,054.40	196,372.80
3182	IT TECHNICIAN	CME12	CMEA	Hourly	53.29	55.97	58.77	61.71	64.78
				Bi-Weekly	4,263.20	4,477.60	4,701.60	4,936.80	5,182.40
				Monthly	9,236.93	9,701.47	10,186.80	10,696.40	11,228.53
				Annual	110,843.20	116,417.60	122,241.60	128,356.80	134,742.40

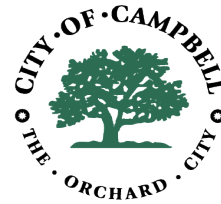
CITY OF CAMPBELL
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CLASS CD	JOB TITLE	STEP RANGES							
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
3183	IT TECHNICIAN (PPT)	CME44	CMEA	Hourly	53.29	55.97	58.77	61.71	64.78
				Bi-Weekly	4,263.20	4,477.60	4,701.60	4,936.80	5,182.40
				Monthly	9,236.93	9,701.47	10,186.80	10,696.40	11,228.53
				Annual	110,843.20	116,417.60	122,241.60	128,356.80	134,742.40
3262	JUNIOR ENGR	CME21	CMEA	Hourly	50.37	52.86	55.49	58.27	61.17
				Bi-Weekly	4,029.60	4,228.80	4,439.20	4,661.60	4,893.60
				Monthly	8,730.80	9,162.40	9,618.27	10,100.13	10,602.80
				Annual	104,769.60	109,948.80	115,419.20	121,201.60	127,233.60
4212	LGT/TRF SIG ASSIST	MIL03	CARP	Hourly	41.04	43.15	45.29	47.54	49.90
				Bi-Weekly	3,283.20	3,452.00	3,623.20	3,803.20	3,992.00
				Monthly	7,113.60	7,479.33	7,850.27	8,240.27	8,649.33
				Annual	85,363.20	89,752.00	94,203.20	98,883.20	103,792.00
4210	LGT/TRF SIG SPVSR	MIL01	CARP	Hourly	59.01	61.96	65.05	68.32	71.73
				Bi-Weekly	4,720.80	4,956.80	5,204.00	5,465.60	5,738.40
				Monthly	10,228.40	10,739.73	11,275.33	11,842.13	12,433.20
				Annual	122,740.80	128,876.80	135,304.00	142,105.60	149,198.40
4211	LGT/TRF SIG TECH	MIL02	CARP	Hourly	49.36	51.81	54.39	57.12	59.99
				Bi-Weekly	3,948.80	4,144.80	4,351.20	4,569.60	4,799.20
				Monthly	8,555.73	8,980.40	9,427.60	9,900.80	10,398.27
				Annual	102,668.80	107,764.80	113,131.20	118,809.60	124,779.20
4386	MAINTENANCE WORKER I	MIL15	CARP	Hourly	32.17	33.75	35.43	37.24	39.11
				Bi-Weekly	2,573.60	2,700.00	2,834.40	2,979.20	3,128.80
				Monthly	5,576.13	5,850.00	6,141.20	6,454.93	6,779.07
				Annual	66,913.60	70,200.00	73,694.40	77,459.20	81,348.80
4387	MAINTENANCE WORKER II	MIL16	CARP	Hourly	35.52	37.29	39.16	41.12	43.17
				Bi-Weekly	2,841.60	2,983.20	3,132.80	3,289.60	3,453.60
				Monthly	6,156.80	6,463.60	6,787.73	7,127.47	7,482.80
				Annual	73,881.60	77,563.20	81,452.80	85,529.60	89,793.60
4332	MECHANIC I	MIL10	CARP	Hourly	35.22	37.04	38.86	40.81	42.84
				Bi-Weekly	2,817.60	2,963.20	3,108.80	3,264.80	3,427.20
				Monthly	6,104.80	6,420.27	6,735.73	7,073.73	7,425.60
				Annual	73,257.60	77,043.20	80,828.80	84,884.80	89,107.20
4333	MECHANIC I (PPT)*	MIL14	CARP	Hourly	35.22	37.04	38.86	40.81	42.84
				Bi-Weekly	2,817.60	2,963.20	3,108.80	3,264.80	3,427.20
				Monthly	6,104.80	6,420.27	6,735.73	7,073.73	7,425.60
				Annual	73,257.60	77,043.20	80,828.80	84,884.80	89,107.20
4270	MECHANIC II	MIL05	CARP	Hourly	41.20	43.25	45.44	47.73	50.10
				Bi-Weekly	3,296.00	3,460.00	3,635.20	3,818.40	4,008.00
				Monthly	7,141.33	7,496.67	7,876.27	8,273.20	8,684.00
				Annual	85,696.00	89,960.00	94,515.20	99,278.40	104,208.00
4334	MECHANIC II (PPT)*	MIL17	CARP	Hourly	41.20	43.25	45.44	47.73	50.10
				Bi-Weekly	3,296.00	3,460.00	3,635.20	3,818.40	4,008.00
				Monthly	7,141.33	7,496.67	7,876.27	8,273.20	8,684.00
				Annual	85,696.00	89,960.00	94,515.20	99,278.40	104,208.00
3369	MUSEUM COLLECTIONS SPECIALIST	CME48	CMEA	Hourly	29.76	31.82	33.95	36.26	38.71
				Bi-Weekly	2,380.80	2,545.60	2,716.00	2,900.80	3,096.80
				Monthly	5,158.40	5,515.47	5,884.67	6,285.07	6,709.73
				Annual	61,900.80	66,185.60	70,616.00	75,420.80	80,516.80
3366	MUSEUM ED COORDINATOR	CME30	CMEA	Hourly	38.94	40.90	42.92	45.04	47.33
				Bi-Weekly	3,115.20	3,272.00	3,433.60	3,603.20	3,786.40
				Monthly	6,749.60	7,089.33	7,439.47	7,806.93	8,203.87
				Annual	80,995.20	85,072.00	89,273.60	93,683.20	98,446.40

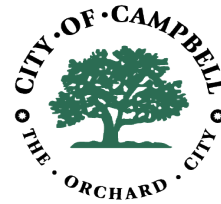
CITY OF CAMPBELL
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CLASS CD	JOB TITLE	STEP RANGES							
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
3915	NTR STE MGR (PPT)*	CME41	CMEA	Hourly	24.74	26.01	27.30	28.66	30.10
				Bi-Weekly	1,979.20	2,080.80	2,184.00	2,292.80	2,408.00
				Monthly	4,288.27	4,508.40	4,732.00	4,967.73	5,217.33
				Annual	51,459.20	54,100.80	56,784.00	59,612.80	62,608.00
3400	OFFICE ASST	CME35	CMEA	Hourly	34.14	35.86	37.71	39.55	41.57
				Bi-Weekly	2,731.20	2,868.80	3,016.80	3,164.00	3,325.60
				Monthly	5,917.60	6,215.73	6,536.40	6,855.33	7,205.47
				Annual	71,011.20	74,588.80	78,436.80	82,264.00	86,465.60
3910	OFFICE ASST (PPT)*	CME40	CMEA	Hourly	34.14	35.86	37.71	39.55	41.57
				Bi-Weekly	2,731.20	2,868.80	3,016.80	3,164.00	3,325.60
				Monthly	5,917.60	6,215.73	6,536.40	6,855.33	7,205.47
				Annual	71,011.20	74,588.80	78,436.80	82,264.00	86,465.60
2375	OFFICE SPEC (CONF)	CON03	CONF	Hourly	36.67	38.53	40.47	42.46	44.60
				Bi-Weekly	2,933.60	3,082.40	3,237.60	3,396.80	3,568.00
				Monthly	6,356.13	6,678.53	7,014.80	7,359.73	7,730.67
				Annual	76,273.60	80,142.40	84,177.60	88,316.80	92,768.00
3401	OFFICE SPECIALIST	CME36	CMEA	Hourly	39.14	41.11	43.16	45.33	47.58
				Bi-Weekly	3,131.20	3,288.80	3,452.80	3,626.40	3,806.40
				Monthly	6,784.27	7,125.73	7,481.07	7,857.20	8,247.20
				Annual	81,411.20	85,508.80	89,772.80	94,286.40	98,966.40
3403	OFFICE SPECIALIST (PPT)	CME45	CMEA	Hourly	39.14	41.11	43.16	45.33	47.58
				Bi-Weekly	3,131.20	3,288.80	3,452.80	3,626.40	3,806.40
				Monthly	6,784.27	7,125.73	7,481.07	7,857.20	8,247.20
				Annual	81,411.20	85,508.80	89,772.80	94,286.40	98,966.40
4300	PARK MNT LEAD WKR	MIL08	CARP	Hourly	39.06	41.02	43.05	45.22	47.48
				Bi-Weekly	3,124.80	3,281.60	3,444.00	3,617.60	3,798.40
				Monthly	6,770.40	7,110.13	7,462.00	7,838.13	8,229.87
				Annual	81,244.80	85,321.60	89,544.00	94,057.60	98,758.40
1265	PARK MNT SPVSR	MGR20	MGMT	Hourly	60.41	63.46	66.62	69.97	73.47
				Bi-Weekly	4,832.80	5,076.80	5,329.60	5,597.60	5,877.60
				Monthly	10,471.07	10,999.73	11,547.47	12,128.13	12,734.80
				Annual	125,652.80	131,996.80	138,569.60	145,537.60	152,817.60
2315	PAYROLL/ACCOUNTING TECH (CONF)	CON01	CONF	Hourly	43.69	45.86	48.19	50.60	53.11
				Bi-Weekly	3,495.20	3,668.80	3,855.20	4,048.00	4,248.80
				Monthly	7,572.93	7,949.07	8,352.93	8,770.67	9,205.73
				Annual	90,875.20	95,388.80	100,235.20	105,248.00	110,468.80
3402	PERMIT TECH	CME37	CMEA	Hourly	40.07	42.08	44.19	46.38	48.70
				Bi-Weekly	3,205.60	3,366.40	3,535.20	3,710.40	3,896.00
				Monthly	6,945.47	7,293.87	7,659.60	8,039.20	8,441.33
				Annual	83,345.60	87,526.40	91,915.20	96,470.40	101,296.00
1172	PLANNING MANAGER	MGR16	MGMT	Hourly	73.26	76.92	80.78	84.82	89.04
				Bi-Weekly	5,860.80	6,153.60	6,462.40	6,785.60	7,123.20
				Monthly	12,698.40	13,332.80	14,001.87	14,702.13	15,433.60
				Annual	152,380.80	159,993.60	168,022.40	176,425.60	185,203.20
3404	PLANNING TECHNICIAN	CME52	CMEA	Hourly	40.96	43.00	45.16	47.42	49.78
				Bi-Weekly	3,276.80	3,440.00	3,612.80	3,793.60	3,982.40
				Monthly	7,099.73	7,453.33	7,827.73	8,219.47	8,628.53
				Annual	85,196.80	89,440.00	93,932.80	98,633.60	103,542.40
6165	POLICE AGENT	CPO02	CPOA	Hourly	64.77	67.97	71.39	74.95	78.71
				Bi-Weekly	5,181.60	5,437.60	5,711.20	5,996.00	6,296.80
				Monthly	11,226.80	11,781.47	12,374.27	12,991.33	13,643.07
				Annual	134,721.60	141,377.60	148,491.20	155,896.00	163,716.80

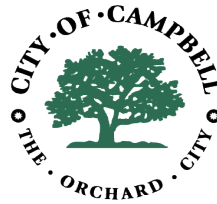
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		Range			Step 1	Step 2	Step 3	Step 4	Step 5
1045	POLICE CAPTAIN	MGR01	MGMT	Hourly	99.55	104.56	109.75	115.30	121.02
				Bi-Weekly	7,964.00	8,364.80	8,780.00	9,224.00	9,681.60
				Monthly	17,255.33	18,123.73	19,023.33	19,985.33	20,976.80
				Annual	207,064.00	217,484.80	228,280.00	239,824.00	251,721.60
1010	POLICE CHIEF	UNC02	UNCL - P	Hourly	91.94	-	-	-	133.12
				Bi-Weekly	7,355.20	-	-	-	10,649.60
				Monthly	15,936.27	-	-	-	23,074.13
				Annual	191,235.20	-	-	-	276,889.60
1075	POLICE LT	MGR03	MGMT	Hourly	74.39	78.09	82.02	86.11	90.42
				Bi-Weekly	5,951.20	6,247.20	6,561.60	6,888.80	7,233.60
				Monthly	12,894.27	13,535.60	14,216.80	14,925.73	15,672.80
				Annual	154,731.20	162,427.20	170,601.60	179,108.80	188,073.60
6215	POLICE OFCR	CPO04	CPOA	Hourly	60.29	63.28	66.44	69.77	73.25
				Bi-Weekly	4,823.20	5,062.40	5,315.20	5,581.60	5,860.00
				Monthly	10,450.27	10,968.53	11,516.27	12,093.47	12,696.67
				Annual	125,403.20	131,622.40	138,195.20	145,121.60	152,360.00
6214	POLICE OFCR TRN	CPO03	CPOA	Hourly	54.27	-	-	-	-
				Bi-Weekly	4,341.60	-	-	-	-
				Monthly	9,406.80	-	-	-	-
				Annual	112,881.60	-	-	-	-
5360	POLICE RCDS SPEC	CPC05	CPCEA	Hourly	36.89	38.73	40.70	42.74	44.84
				Bi-Weekly	2,951.20	3,098.40	3,256.00	3,419.20	3,587.20
				Monthly	6,394.27	6,713.20	7,054.67	7,408.27	7,772.27
				Annual	76,731.20	80,558.40	84,656.00	88,899.20	93,267.20
5292	POLICE RCDS SPVSR	CPC04	CPCEA	Hourly	46.99	49.30	51.78	54.35	57.06
				Bi-Weekly	3,759.20	3,944.00	4,142.40	4,348.00	4,564.80
				Monthly	8,144.93	8,545.33	8,975.20	9,420.67	9,890.40
				Annual	97,739.20	102,544.00	107,702.40	113,048.00	118,684.80
6120	POLICE SGT	CPO01	CPOA	Hourly	72.02	75.66	79.40	83.35	87.54
				Bi-Weekly	5,761.60	6,052.80	6,352.00	6,668.00	7,003.20
				Monthly	12,483.47	13,114.40	13,762.67	14,447.33	15,173.60
				Annual	149,801.60	157,372.80	165,152.00	173,368.00	182,083.20
5361	PROPERTY/EVIDENCE SPEC	CPC06	CPCEA	Hourly	40.39	42.44	44.56	46.78	49.13
				Bi-Weekly	3,231.20	3,395.20	3,564.80	3,742.40	3,930.40
				Monthly	7,000.93	7,356.27	7,723.73	8,108.53	8,515.87
				Annual	84,011.20	88,275.20	92,684.80	97,302.40	102,190.40
5275	PS DISPATCHER	CPC02	CPCEA	Hourly	48.36	50.79	53.30	55.99	58.79
				Bi-Weekly	3,868.80	4,063.20	4,264.00	4,479.20	4,703.20
				Monthly	8,382.40	8,803.60	9,238.67	9,704.93	10,190.27
				Annual	100,588.80	105,643.20	110,864.00	116,459.20	122,283.20
5276	PS DISPATCHER (PPT)	CPC03	CPCEA	Hourly	48.36	50.79	53.30	55.99	58.79
				Bi-Weekly	3,868.80	4,063.20	4,264.00	4,479.20	4,703.20
				Monthly	8,382.40	8,803.60	9,238.67	9,704.93	10,190.27
				Annual	100,588.80	105,643.20	110,864.00	116,459.20	122,283.20
3120	PUBLIC SAFETY SYS SPEC	CME01	CMEA	Hourly	53.29	55.97	58.77	61.71	64.78
				Bi-Weekly	4,263.20	4,477.60	4,701.60	4,936.80	5,182.40
				Monthly	9,236.93	9,701.47	10,186.80	10,696.40	11,228.53
				Annual	110,843.20	116,417.60	122,241.60	128,356.80	134,742.40
1095	PUBLIC WKS SUPT	MGR08	MGMT	Hourly	77.06	80.92	84.96	89.21	93.66
				Bi-Weekly	6,164.80	6,473.60	6,796.80	7,136.80	7,492.80
				Monthly	13,357.07	14,026.13	14,726.40	15,463.07	16,234.40
				Annual	160,284.80	168,313.60	176,716.80	185,556.80	194,812.80

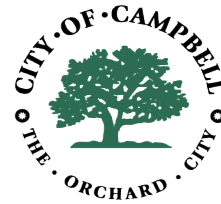
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		Range			Step 1	Step 2	Step 3	Step 4	Step 5
1015	PUBLIC WORK DIRECTOR	UNC03	UNCL	Hourly	91.29	-	-	-	132.18
				Bi-Weekly	7,303.20	-	-	-	10,574.40
				Monthly	15,823.60	-	-	-	22,911.20
				Annual	189,883.20	-	-	-	274,934.40
3155	PUBLIC WORKS INSP	CME08	CMEA	Hourly	55.34	58.10	61.01	64.06	67.29
				Bi-Weekly	4,427.20	4,648.00	4,880.80	5,124.80	5,383.20
				Monthly	9,592.27	10,070.67	10,575.07	11,103.73	11,663.60
				Annual	115,107.20	120,848.00	126,900.80	133,244.80	139,963.20
3365	REC PROG COORD	CME29	CMEA	Hourly	43.35	45.56	47.77	50.16	52.68
				Bi-Weekly	3,468.00	3,644.80	3,821.60	4,012.80	4,214.40
				Monthly	7,514.00	7,897.07	8,280.13	8,694.40	9,131.20
				Annual	90,168.00	94,764.80	99,361.60	104,332.80	109,574.40
1035	REC/COMM. SVCS DIRECTOR	UNC04	UNCL	Hourly	91.29	-	-	-	119.39
				Bi-Weekly	7,303.20	-	-	-	9,551.20
				Monthly	15,823.60	-	-	-	20,694.27
				Annual	189,883.20	-	-	-	248,331.20
1171	RECREATION SERVICE MGR	MGR22	MGMT	Hourly	68.74	72.23	75.83	79.60	83.60
				Bi-Weekly	5,499.20	5,778.40	6,066.40	6,368.00	6,688.00
				Monthly	11,914.93	12,519.87	13,143.87	13,797.33	14,490.67
				Annual	142,979.20	150,238.40	157,726.40	165,568.00	173,888.00
3362	RECREATION SPECIALIST FACILITIES	CME47	CMEA	Hourly	29.76	31.82	33.95	36.26	38.71
				Bi-Weekly	2,380.80	2,545.60	2,716.00	2,900.80	3,096.80
				Monthly	5,158.40	5,515.47	5,884.67	6,285.07	6,709.73
				Annual	61,900.80	66,185.60	70,616.00	75,420.80	80,516.80
3364	RECREATION SPECIALIST	CME47	CMEA	Hourly	29.76	31.82	33.95	36.26	38.71
				Bi-Weekly	2,380.80	2,545.60	2,716.00	2,900.80	3,096.80
				Monthly	5,158.40	5,515.47	5,884.67	6,285.07	6,709.73
				Annual	61,900.80	66,185.60	70,616.00	75,420.80	80,516.80
3363	RECREATION SPECIALIST (PPT)	CME51	CMEA	Hourly	29.76	31.82	33.95	36.26	38.71
				Bi-Weekly	2,380.80	2,545.60	2,716.00	2,900.80	3,096.80
				Monthly	5,158.40	5,515.47	5,884.67	6,285.07	6,709.73
				Annual	61,900.80	66,185.60	70,616.00	75,420.80	80,516.80
3255	RECREATION SPVSR	CME20	CMEA	Hourly	53.44	56.12	58.93	61.91	65.00
				Bi-Weekly	4,275.20	4,489.60	4,714.40	4,952.80	5,200.00
				Monthly	9,262.93	9,727.47	10,214.53	10,731.07	11,266.67
				Annual	111,155.20	116,729.60	122,574.40	128,772.80	135,200.00
3193	REDEVELOPMENT COORDINATOR	CME17	CMEA		-	-	-	-	-
3192	SENIOR PLANNER	CME16	CMEA	Hourly	66.32	69.61	73.15	76.76	80.66
				Bi-Weekly	5,305.60	5,568.80	5,852.00	6,140.80	6,452.80
				Monthly	11,495.47	12,065.73	12,679.33	13,305.07	13,981.07
				Annual	137,945.60	144,788.80	152,152.00	159,660.80	167,772.80
3178	SOCIAL MEDIA SPECIALIST (PPT)	CME50	CMEA	Hourly	36.90	38.77	40.71	42.74	44.88
				Bi-Weekly	2,952.00	3,101.60	3,256.80	3,419.20	3,590.40
				Monthly	6,396.00	6,720.13	7,056.40	7,408.27	7,779.20
				Annual	76,752.00	80,641.60	84,676.80	88,899.20	93,350.40
3179	SR ACCOUNTANT	CME49	CMEA	Hourly	55.01	57.79	60.65	63.68	66.89
				Bi-Weekly	4,400.80	4,623.20	4,852.00	5,094.40	5,351.20
				Monthly	9,535.07	10,016.93	10,512.67	11,037.87	11,594.27
				Annual	114,420.80	120,203.20	126,152.00	132,454.40	139,131.20
3145	SR BLDG INSP	CME05	CMEA	Hourly	60.11	63.19	66.33	69.66	73.14
				Bi-Weekly	4,808.80	5,055.20	5,306.40	5,572.80	5,851.20
				Monthly	10,419.07	10,952.93	11,497.20	12,074.40	12,677.60
				Annual	125,028.80	131,435.20	137,966.40	144,892.80	152,131.20

CITY OF CAMPBELL
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Effective: **1/9/2023**

CLASS CD	JOB TITLE	STEP RANGES							
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
1093	SR CIVIL ENG (PPT)	MGR07	MGMT	Hourly	73.53	77.22	81.10	85.11	89.38
				Bi-Weekly	5,882.40	6,177.60	6,488.00	6,808.80	7,150.40
				Monthly	12,745.20	13,384.80	14,057.33	14,752.40	15,492.53
				Annual	152,942.40	160,617.60	168,688.00	177,028.80	185,910.40
1091	SR CIVIL ENGR	MGR06	MGMT	Hourly	73.53	77.22	81.10	85.11	89.38
				Bi-Weekly	5,882.40	6,177.60	6,488.00	6,808.80	7,150.40
				Monthly	12,745.20	13,384.80	14,057.33	14,752.40	15,492.53
				Annual	152,942.40	160,617.60	168,688.00	177,028.80	185,910.40
3191	SR ENGR TECH	CME15	CMEA	Hourly	59.65	62.65	65.78	69.08	72.52
				Bi-Weekly	4,772.00	5,012.00	5,262.40	5,526.40	5,801.60
				Monthly	10,339.33	10,859.33	11,401.87	11,973.87	12,570.13
				Annual	124,072.00	130,312.00	136,822.40	143,686.40	150,841.60
3367	SR MUSEUM SPECIALIST	CME31	CMEA	Hourly	44.79	47.05	49.38	51.84	54.50
				Bi-Weekly	3,583.20	3,764.00	3,950.40	4,147.20	4,360.00
				Monthly	7,763.60	8,155.33	8,559.20	8,985.60	9,446.67
				Annual	93,163.20	97,864.00	102,710.40	107,827.20	113,360.00
3370	SR OFFICE ASST	CME32	CMEA	Hourly	37.75	39.62	41.62	43.68	45.91
				Bi-Weekly	3,020.00	3,169.60	3,329.60	3,494.40	3,672.80
				Monthly	6,543.33	6,867.47	7,214.13	7,571.20	7,957.73
				Annual	78,520.00	82,409.60	86,569.60	90,854.40	95,492.80
3160	SR PUBLIC WORKS INSP	CME09	CMEA	Hourly	59.11	62.08	65.19	68.45	71.88
				Bi-Weekly	4,728.80	4,966.40	5,215.20	5,476.00	5,750.40
				Monthly	10,245.73	10,760.53	11,299.60	11,864.67	12,459.20
				Annual	122,948.80	129,126.40	135,595.20	142,376.00	149,510.40
1267	SR PUBLIC WORKS PROJECT MGR	MGR26	MGMT	Hourly	73.53	77.22	81.10	85.11	89.38
				Bi-Weekly	5,882.40	6,177.60	6,488.00	6,808.80	7,150.40
				Monthly	12,745.20	13,384.80	14,057.33	14,752.40	15,492.53
				Annual	152,942.40	160,617.60	168,688.00	177,028.80	185,910.40
3250	SR SVCS SPVSR	CME19	CMEA	Hourly	53.44	56.12	58.93	61.91	65.00
				Bi-Weekly	4,275.20	4,489.60	4,714.40	4,952.80	5,200.00
				Monthly	9,262.93	9,727.47	10,214.53	10,731.07	11,266.67
				Annual	111,155.20	116,729.60	122,574.40	128,772.80	135,200.00
4296	STR MNT FIELD SPVSR	MIL07	CARP	Hourly	51.05	53.58	56.26	59.08	62.06
				Bi-Weekly	4,084.00	4,286.40	4,500.80	4,726.40	4,964.80
				Monthly	8,848.67	9,287.20	9,751.73	10,240.53	10,757.07
				Annual	106,184.00	111,446.40	117,020.80	122,886.40	129,084.80
4295	STR MNT LEAD WKR	MIL06	CARP	Hourly	39.06	41.02	43.05	45.22	47.48
				Bi-Weekly	3,124.80	3,281.60	3,444.00	3,617.60	3,798.40
				Monthly	6,770.40	7,110.13	7,462.00	7,838.13	8,229.87
				Annual	81,244.80	85,321.60	89,544.00	94,057.60	98,758.40
1266	STREET MNT SUPERVISOR	MGR25	MGMT	Hourly	58.82	61.76	64.85	68.10	71.50
				Bi-Weekly	4,705.60	4,940.80	5,188.00	5,448.00	5,720.00
				Monthly	10,195.47	10,705.07	11,240.67	11,804.00	12,393.33
				Annual	122,345.60	128,460.80	134,888.00	141,648.00	148,720.00
1046	SUPPORT SERVICE MANAGER	MGR21	MGMT	Hourly	77.80	81.71	85.83	90.11	94.63
				Bi-Weekly	6,224.00	6,536.80	6,866.40	7,208.80	7,570.40
				Monthly	13,485.33	14,163.07	14,877.20	15,619.07	16,402.53
				Annual	161,824.00	169,956.80	178,526.40	187,428.80	196,830.40
1090	TRAFFIC ENGR	MGR05	MGMT	Hourly	75.87	79.68	83.65	87.84	92.25
				Bi-Weekly	6,069.60	6,374.40	6,692.00	7,027.20	7,380.00
				Monthly	13,150.80	13,811.20	14,499.33	15,225.60	15,990.00
				Annual	157,809.60	165,734.40	173,992.00	182,707.20	191,880.00

CITY OF CAMPBELL
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Effective: **1/9/2023**



CLASS CD	JOB TITLE	STEP RANGES							
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
3395	UTILITY WRKR	CME34	CMEA	Hourly	38.07	39.99	41.96	44.06	46.30
				Bi-Weekly	3,045.60	3,199.20	3,356.80	3,524.80	3,704.00
				Monthly	6,598.80	6,931.60	7,273.07	7,637.07	8,025.33
				Annual	79,185.60	83,179.20	87,276.80	91,644.80	96,304.00

Notes:

- 1) Salary increases per MOU's effective July 11, 2022 (CPCEA, CMEA, CARP CONF, MGMT, UNCL, and CM)
- 2) CMGR increase per Resolution
- 3) Police Chief Classification increase per Resolution