

CITY OF CAPITOLA - PROPOSED SALARY SCHEDULE FOR APPROVAL 6-27-2024

Position	Bargaining Unit	Hourly						Monthly						Annual					
		Step A	Step B	Step C	Step D	Step E	Step F	Step A	Step B	Step C	Step D	Step E	Step F	Step A	Step B	Step C	Step D	Step E	Step F
ACCOUNT TECHNICIAN	ACE	\$ 30.46	\$ 31.97	\$ 33.57	\$ 35.25	\$ 37.03	N/A	\$ 5,279.73	\$ 5,541.47	\$ 5,818.80	\$ 6,110.00	\$ 6,418.53	N/A	\$ 63,356.80	\$ 66,497.60	\$ 69,825.60	\$ 73,320.00	\$ 77,022.40	N/A
ACCOUNTANT I	ACE	\$ 36.79	\$ 38.65	\$ 40.57	\$ 42.59	\$ 44.72	N/A	\$ 6,376.93	\$ 6,699.33	\$ 7,032.13	\$ 7,382.27	\$ 7,751.47	N/A	\$ 76,523.20	\$ 80,392.00	\$ 84,385.60	\$ 88,587.20	\$ 93,017.60	N/A
ACCOUNTANT II	ACE	\$ 40.58	\$ 42.60	\$ 44.75	\$ 46.98	\$ 49.31	N/A	\$ 7,033.87	\$ 7,384.00	\$ 7,756.67	\$ 8,143.20	\$ 8,547.07	N/A	\$ 84,406.40	\$ 88,608.00	\$ 93,080.00	\$ 97,718.40	\$ 102,564.80	N/A
ACCOUNTS CLERK	ACE	\$ 27.62	\$ 29.03	\$ 30.46	\$ 31.98	\$ 33.58	N/A	\$ 4,787.47	\$ 5,031.87	\$ 5,279.73	\$ 5,543.20	\$ 5,820.53	N/A	\$ 57,449.60	\$ 60,382.40	\$ 63,356.80	\$ 66,518.40	\$ 69,846.40	N/A
ADMINISTRATIVE RECORDS ANALYST	ACE	\$ 32.51	\$ 34.13	\$ 35.83	\$ 37.62	\$ 39.51	N/A	\$ 5,635.07	\$ 5,915.87	\$ 6,210.53	\$ 6,520.80	\$ 6,848.40	N/A	\$ 67,620.80	\$ 70,990.40	\$ 74,526.40	\$ 78,249.60	\$ 82,180.80	N/A
ASSIST TO CITY MGR	CONFIDENTIAL	\$ 49.96	\$ 52.46	\$ 55.08	\$ 57.84	\$ 60.73	N/A	\$ 8,659.96	\$ 9,092.56	\$ 9,546.71	\$ 10,025.13	\$ 10,526.45	N/A	\$ 103,919.52	\$ 109,110.67	\$ 114,560.52	\$ 120,301.50	\$ 126,317.40	N/A
ASSISTANT PLANNER	ACE	\$ 35.55	\$ 37.29	\$ 39.18	\$ 41.13	\$ 43.18	N/A	\$ 6,162.00	\$ 6,463.60	\$ 6,791.20	\$ 7,129.20	\$ 7,484.53	N/A	\$ 73,944.00	\$ 77,563.20	\$ 81,494.40	\$ 85,540.00	\$ 89,814.40	N/A
ASSOCIATE PLANNER	MID-MANAGEMENT	\$ 40.82	\$ 42.86	\$ 45.00	\$ 47.26	\$ 49.62	N/A	\$ 7,075.29	\$ 7,429.45	\$ 7,800.53	\$ 8,191.14	\$ 8,601.28	N/A	\$ 84,903.50	\$ 89,153.35	\$ 93,606.33	\$ 98,293.70	\$ 103,215.38	N/A
BUILDING INSPECTOR I	ACE	\$ 31.82	\$ 33.43	\$ 35.08	\$ 36.83	\$ 38.69	N/A	\$ 5,515.47	\$ 5,794.53	\$ 6,080.53	\$ 6,383.87	\$ 6,706.27	N/A	\$ 66,185.60	\$ 69,534.40	\$ 72,966.40	\$ 76,606.40	\$ 80,475.20	N/A
BUILDING INSPECTOR II	ACE	\$ 37.13	\$ 38.98	\$ 40.93	\$ 42.98	\$ 45.13	N/A	\$ 6,435.87	\$ 6,756.53	\$ 7,094.53	\$ 7,449.87	\$ 7,822.53	N/A	\$ 77,230.40	\$ 81,078.40	\$ 85,134.40	\$ 89,398.40	\$ 93,870.40	N/A
BUILDING OFFICIAL (CAPITOLA)	MID-MANAGEMENT	\$ 56.13	\$ 58.94	\$ 61.89	\$ 64.98	\$ 68.23	N/A	\$ 9,729.64	\$ 10,217.06	\$ 10,727.84	\$ 11,263.52	\$ 11,827.25	N/A	\$ 116,755.65	\$ 122,604.67	\$ 128,734.04	\$ 135,162.25	\$ 141,926.98	N/A
CITY CLERK	CONFIDENTIAL	\$ 46.14	\$ 48.45	\$ 50.86	\$ 53.41	\$ 56.08	N/A	\$ 7,996.92	\$ 8,397.17	\$ 8,816.29	\$ 9,256.97	\$ 9,720.56	N/A	\$ 95,963.04	\$ 100,766.05	\$ 105,795.45	\$ 111,083.52	\$ 116,646.69	N/A
CIVIL ENGINEER/PROJECT MANAGER	MID-MANAGEMENT	\$ 46.93	\$ 49.28	\$ 51.75	\$ 54.33	\$ 57.05	N/A	\$ 8,135.15	\$ 8,542.69	\$ 8,969.76	\$ 9,417.66	\$ 9,889.00	N/A	\$ 97,821.83	\$ 102,512.30	\$ 107,637.12	\$ 113,011.94	\$ 118,668.02	N/A
COMMUNITY SERVICE OFFICER	POA	\$ 31.61	\$ 33.20	\$ 34.85	\$ 36.59	\$ 38.43	\$ 40.37	\$ 5,479.07	\$ 5,754.67	\$ 6,040.67	\$ 6,342.27	\$ 6,661.20	\$ 6,997.47	\$ 65,748.80	\$ 69,056.00	\$ 72,488.00	\$ 76,107.20	\$ 79,934.40	\$ 83,969.60
CUSTOMER SERVICE - OFFICE COORDINATOR	ACE	\$ 24.15	\$ 25.37	\$ 26.64	\$ 27.96	\$ 29.39	N/A	\$ 4,186.00	\$ 4,397.47	\$ 4,617.60	\$ 4,846.40	\$ 5,094.27	N/A	\$ 50,232.00	\$ 52,769.60	\$ 55,411.20	\$ 58,156.80	\$ 61,131.20	N/A
DEPUTY CITY CLERK	ACE	\$ 29.93	\$ 31.44	\$ 33.00	\$ 34.65	\$ 36.39	N/A	\$ 5,187.87	\$ 5,449.60	\$ 5,720.00	\$ 6,006.00	\$ 6,307.60	N/A	\$ 62,254.40	\$ 65,395.20	\$ 68,640.00	\$ 72,072.00	\$ 75,691.20	N/A
DEVELOPMENT SERVICES TECHNICIAN	ACE	\$ 29.93	\$ 31.44	\$ 33.00	\$ 34.65	\$ 36.39	N/A	\$ 5,187.87	\$ 5,449.60	\$ 5,720.00	\$ 6,006.00	\$ 6,307.60	N/A	\$ 62,254.40	\$ 65,395.20	\$ 68,640.00	\$ 72,072.00	\$ 75,691.20	N/A
ENVIRONMENTAL PROJECTS MANAGER	MID-MANAGEMENT	\$ 43.27	\$ 45.43	\$ 47.70	\$ 50.09	\$ 52.60	N/A	\$ 7,499.81	\$ 7,875.21	\$ 8,268.56	\$ 8,682.61	\$ 9,117.36	N/A	\$ 89,997.70	\$ 94,502.55	\$ 99,222.72	\$ 104,191.32	\$ 109,408.30	N/A
EQUIPMENT OPERATOR	ACE	\$ 28.80	\$ 30.25	\$ 31.75	\$ 33.36	\$ 35.02	N/A	\$ 4,992.00	\$ 5,243.33	\$ 5,503.33	\$ 5,782.40	\$ 6,070.13	N/A	\$ 59,904.00	\$ 62,920.00	\$ 66,040.00	\$ 69,388.80	\$ 72,841.60	N/A
HUMAN RESOURCES ANALYST	CONFIDENTIAL	\$ 36.11	\$ 37.90	\$ 39.81	\$ 41.81	\$ 43.91	N/A	\$ 6,259.07	\$ 6,569.33	\$ 6,900.40	\$ 7,247.07	\$ 7,611.07	N/A	\$ 75,108.80	\$ 78,832.00	\$ 82,804.80	\$ 86,964.80	\$ 91,332.80	N/A
INFORMATION SYSTEMS SPECIALIST	CONFIDENTIAL	\$ 35.64	\$ 37.42	\$ 39.29	\$ 41.25	\$ 43.31	N/A	\$ 6,177.60	\$ 6,486.21	\$ 6,809.65	\$ 7,150.60	\$ 7,507.73	N/A	\$ 74,131.19	\$ 77,834.54	\$ 81,715.74	\$ 85,807.22	\$ 90,092.71	N/A
MAINTENANCE WORKER I	ACE	\$ 20.99	\$ 22.06	\$ 23.15	\$ 24.31	\$ 25.53	N/A	\$ 3,638.27	\$ 3,823.73	\$ 4,012.67	\$ 4,213.73	\$ 4,425.20	N/A	\$ 43,659.20	\$ 45,884.80	\$ 48,152.00	\$ 50,564.80	\$ 53,102.40	N/A
MAINTENANCE WORKER II	ACE	\$ 28.13	\$ 29.51	\$ 31.00	\$ 32.57	\$ 34.21	N/A	\$ 4,875.87	\$ 5,115.07	\$ 5,373.33	\$ 5,645.47	\$ 5,929.73	N/A	\$ 58,510.40	\$ 61,380.80	\$ 64,480.00	\$ 67,745.60	\$ 71,156.80	N/A
MAINTENANCE WORKER III	ACE	\$ 31.00	\$ 32.57	\$ 34.21	\$ 35.93	\$ 37.72	N/A	\$ 5,373.33	\$ 5,645.47	\$ 5,929.73	\$ 6,227.87	\$ 6,538.13	N/A	\$ 64,480.00	\$ 67,745.60	\$ 71,156.80	\$ 74,734.40	\$ 78,457.60	N/A
MECHANIC	ACE	\$ 30.11	\$ 31.61	\$ 33.20	\$ 34.84	\$ 36.61	N/A	\$ 5,219.07	\$ 5,479.07	\$ 5,754.67	\$ 6,038.93	\$ 6,345.73	N/A	\$ 62,628.80	\$ 65,748.80	\$ 69,056.00	\$ 72,672.00	\$ 76,448.80	N/A
MUSEUM CURATOR	ACE	\$ 27.28	\$ 28.66	\$ 30.11	\$ 31.60	\$ 33.18	N/A	\$ 4,728.53	\$ 4,967.73	\$ 5,219.07	\$ 5,477.33	\$ 5,751.20	N/A	\$ 56,742.40	\$ 59,612.80	\$ 62,628.80	\$ 65,728.00	\$ 69,014.40	N/A
OPERATIONS MAINTENANCE SUPERVISOR	MID-MANAGEMENT	\$ 40.16	\$ 42.18	\$ 44.28	\$ 46.48	\$ 48.82	N/A	\$ 6,961.07	\$ 7,311.20	\$ 7,675.20	\$ 8,056.53	\$ 8,462.13	N/A	\$ 83,532.80	\$ 87,734.40	\$ 92,102.40	\$ 96,678.40	\$ 101,545.60	N/A
PARKING ENFORCEMENT OFFICER	ACE	\$ 25.74	\$ 26.98	\$ 28.35	\$ 29.78	\$ 31.26	N/A	\$ 4,461.60	\$ 4,676.53	\$ 4,914.00	\$ 5,161.87	\$ 5,418.48	N/A	\$ 53,539.20	\$ 56,118.40	\$ 58,968.00	\$ 61,942.40	\$ 65,020.80	N/A
POLICE CAPTAIN	POLICE CAPTAINS	\$ 60.50	\$ 63.52	\$ 66.70	\$ 70.04	\$ 73.55	\$ 77.23	\$ 10,486.26	\$ 11,010.96	\$ 11,561.24	\$ 12,140.78	\$ 12,748.48	\$ 13,386.80	\$ 125,835.10	\$ 132,131.49	\$ 138,734.82	\$ 145,689.38	\$ 152,981.78	\$ 160,641.58
POLICE OFFICER TRAINEE	POA	\$ 41.64	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,217.60	\$ -	\$ -	\$ -	\$ -	\$ 86,611.20	\$ -	\$ -	\$ -	\$ -	\$ -	
POLICE OFFICER	POA	\$ 43.73	\$ 45.92	\$ 48.17	\$ 50.60	\$ 53.14	\$ 55.81	\$ 7,579.87	\$ 7,959.47	\$ 8,349.47	\$ 8,770.67	\$ 9,210.93	\$ 9,673.73	\$ 90,958.40	\$ 95,513.60	\$ 100,193.60	\$ 105,248.00	\$ 110,531.20	\$ 116,084.80
POLICE RECORDS TECHNICIAN	ACE	\$ 26.87	\$ 28.20	\$ 29.62	\$ 31.11	\$ 32.66	N/A	\$ 4,657.47	\$ 4,888.00	\$ 5,134.13	\$ 5,392.40	\$ 5,661.07	N/A	\$ 55,889.60	\$ 58,656.00	\$ 61,609.60	\$ 64,708.80	\$ 67,932.80	N/A
RECORDS MANAGEMENT CLERK	ACE	\$ 26.91	\$ 28.27	\$ 29.71	\$ 31.18	\$ 32.74	N/A	\$ 4,664.40	\$ 4,900.13	\$ 5,149.73	\$ 5,404.53	\$ 5,674.93	N/A	\$ 55,972.80	\$ 58,801.60	\$ 61,796.80	\$ 64,854.40	\$ 68,099.20	N/A
RECORDS MANAGER	POA	\$ 38.43	\$ 40.37	\$ 42.38	\$ 44.49	\$ 46.75	\$ 49.07	\$ 6,661.20	\$ 6,997.47	\$ 7,345.87	\$ 7,711.60	\$ 8,103.33	\$ 8,505.47	\$ 79,934.40	\$ 83,969.60	\$ 88,150.40	\$ 92,539.20	\$ 97,240.00	\$ 102,065.60
RECREATION & COMMUNITY SERVICES ASSISTANT	ACE	\$ 20.87	\$ 21.91	\$ 23.03	\$ 24.15	\$ 25.37	N/A	\$ 3,617.47	\$ 3,797.73	\$ 3,991.87	\$ 4,186.00	\$ 4,397.47	N/A	\$ 43,409.60	\$ 45,572.80	\$ 47,902.40	\$ 50,232.00	\$ 52,769.60	N/A
RECREATION & COMMUNITY SERVICES COORDINATOR	ACE	\$ 31.02	\$ 32.59	\$ 34.23	\$ 35.95	\$ 37.71	N/A	\$ 5,376.80	\$ 5,648.93	\$ 5,933.20	\$ 6,231.33	\$ 6,536.40	N/A	\$ 64,521.60	\$ 67,787.20	\$ 71,198.40	\$ 74,776.00	\$ 78,436.80	N/A
RECREATION DIVISION MANAGER	CONFIDENTIAL	\$ 46.14	\$ 48.45	\$ 50.86	\$ 53.41	\$ 56.08	N/A	\$ 7,996.92	\$ 8,397.17	\$ 8,816.29	\$ 9,256.97	\$ 9,720.56	N/A	\$ 95,963.04	\$ 100,766.05	\$ 105,795.45	\$ 111,083.52	\$ 116,646.69	N/A
RECREATION FACILITY CUSTODIAN	ACE	\$ 20.16	\$ 21.17	\$ 22.23	\$ 23.35	\$ 24.50	N/A	\$ 3,494.40	\$ 3,669.47	\$ 3,853.20	\$ 4,047.33	\$ 4,246.67	N/A	\$ 41,932.80	\$ 44,033.60	\$ 46,236.40	\$ 48,568.00	\$ 50,960.00	N/A
SENIOR ACCOUNTANT	MID-MANAGEMENT	\$ 46.93	\$ 49.28	\$ 51.75	\$ 54.33	\$ 57.05	N/A	\$ 8,135.15	\$ 8,542.69	\$ 8,969.76	\$ 9,417.66	\$ 9,889.00	N/A	\$ 97,821.83	\$ 102,512.30	\$ 107,637.12	\$ 113,011.94	\$ 118,668.02	N/A
SENIOR MECHANIC	MID-MANAGEMENT	\$ 35.45	\$ 37.23	\$ 39.10	\$ 41.05	\$ 43.10	N/A	\$ 6,144.67	\$ 6,453.20	\$ 6,777.33	\$ 7,115.33	\$ 7,470.67	N/A	\$ 73,736.00	\$ 77,438.40	\$ 81,328.00	\$ 85,384.00	\$ 89,648.00	N/A
SENIOR PLANNER	MID-MANAGEMENT	\$ 46.93	\$ 49.28	\$ 51.75	\$ 54.33	\$ 57.05	N/A	\$ 8,135.15	\$ 8,542.69	\$ 8,969.76	\$ 9,417.66	\$ 9,889.00	N/A	\$ 97,821.82	\$ 102,512.30	\$ 107,637.12	\$ 113,011.94	\$ 118,668.02	N/A
POLICE SERGEANT	POA	\$ 53.54	\$ 56.24	\$ 59.05	\$ 61.99	\$ 65.11	\$ 68.35	\$ 9,280.27	\$ 9,748.27	\$ 10,235.33	\$ 10,744.93	\$ 11,285.73	\$ 11,847.33	\$ 111,363.20	\$ 116,979.20	\$ 122,824.00	\$ 128,939.20	\$ 135,428.80	\$ 142,168.00
CITY MANAGER	MANAGEMENT		RANGE: \$ 116.42	TO	\$ 116.42			RANGE: \$ 20,179.82	TO	\$ 20,179.82				RANGE: \$ 242,157.87	TO	\$ 242,157.87			
CHIEF OF POLICE	MANAGEMENT		RANGE: \$ 77.77	TO	\$ 99.17			RANGE: \$ 13,479.77	TO	\$ 17,190.08				RANGE: \$ 161,757.23	TO	\$ 206,280.92			
DEPARTMENT HEADS	MANAGEMENT		RANGE: \$ 70.12	TO	\$ 85.51			RANGE: \$ 12,154.19	TO	\$ 14,821.66				RANGE: \$ 145,850.32	TO	\$ 177,859.87			