

CITY OF CAPITOLA - SALARY SCHEDULE PROPOSED JUNE 26, 2025 - EFFECTIVE JULY 1, 2025 THRU JUNE 30, 2026																			
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	\$ 31.37	\$ 32.93	\$ 34.58	\$ 36.31	\$ 38.14	N/A	\$ 5,437.47	\$ 5,707.87	\$ 5,993.87	\$ 6,293.73	\$ 6,610.93	N/A	\$ 65,249.60	\$ 68,494.40	\$ 71,926.40	\$ 75,524.80	\$ 79,331.20	N/A
ACCOUNTANT I	ACE	\$ 37.89	\$ 39.81	\$ 41.79	\$ 43.87	\$ 46.06	N/A	\$ 5,567.60	\$ 6,900.40	\$ 7,243.60	\$ 7,604.13	\$ 7,983.73	N/A	\$ 78,911.20	\$ 82,804.80	\$ 86,923.20	\$ 91,249.60	\$ 95,804.80	N/A
ACCOUNTANT II	ACE	\$ 41.80	\$ 43.88	\$ 46.09	\$ 48.39	\$ 50.79	N/A	\$ 7,245.33	\$ 7,605.87	\$ 7,988.93	\$ 8,387.60	\$ 8,803.60	N/A	\$ 86,944.00	\$ 91,270.40	\$ 95,867.20	\$ 100,651.20	\$ 105,643.20	N/A
ACCOUNTS CLERK	ACE	\$ 28.45	\$ 29.90	\$ 31.37	\$ 32.94	\$ 34.59	N/A	\$ 4,931.33	\$ 5,182.67	\$ 5,437.47	\$ 5,709.60	\$ 5,995.60	N/A	\$ 59,176.00	\$ 62,192.00	\$ 65,249.60	\$ 68,515.20	\$ 71,947.20	N/A
ADMINISTRATIVE RECORDS ANALYST	ACE	\$ 33.49	\$ 35.15	\$ 36.90	\$ 38.75	\$ 40.70	N/A	\$ 5,804.93	\$ 6,092.67	\$ 6,396.00	\$ 6,716.67	\$ 7,054.67	N/A	\$ 69,659.20	\$ 73,112.00	\$ 76,752.00	\$ 80,600.00	\$ 84,656.00	N/A
ASSIST TO CITY MGR	CONFIDENTIAL	\$ 57.92	\$ 60.81	\$ 63.85	\$ 67.05	\$ 70.40	N/A	\$ 10,039.19	\$ 10,540.68	\$ 11,067.17	\$ 11,621.78	\$ 12,202.95	N/A	\$ 120,470.26	\$ 126,488.18	\$ 132,806.01	\$ 139,461.32	\$ 146,435.34	N/A
ASSISTANT PLANNER	ACE	\$ 36.62	\$ 38.41	\$ 40.36	\$ 42.36	\$ 44.48	N/A	\$ 6,347.47	\$ 6,657.73	\$ 6,995.73	\$ 7,342.40	\$ 7,709.87	N/A	\$ 76,169.60	\$ 79,892.80	\$ 83,948.80	\$ 88,108.80	\$ 92,518.40	N/A
ASSOCIATE PLANNER	MID-MANAGEMENT	\$ 43.47	\$ 45.65	\$ 47.93	\$ 50.33	\$ 52.85	N/A	\$ 7,535.33	\$ 7,912.51	\$ 8,307.72	\$ 8,723.73	\$ 9,160.54	N/A	\$ 90,423.93	\$ 94,950.10	\$ 99,692.62	\$ 104,684.76	\$ 109,926.44	N/A
BUILDING INSPECTOR I	ACE	\$ 32.77	\$ 34.43	\$ 36.13	\$ 37.93	\$ 39.85	N/A	\$ 5,680.13	\$ 5,967.87	\$ 6,262.53	\$ 6,574.53	\$ 6,907.33	N/A	\$ 68,161.60	\$ 71,614.40	\$ 75,150.40	\$ 78,894.40	\$ 82,888.00	N/A
BUILDING INSPECTOR II	ACE	\$ 38.24	\$ 40.15	\$ 42.16	\$ 44.27	\$ 46.48	N/A	\$ 6,628.27	\$ 6,959.33	\$ 7,307.73	\$ 7,673.47	\$ 8,056.53	N/A	\$ 79,539.20	\$ 83,512.00	\$ 87,692.80	\$ 92,081.60	\$ 96,678.40	N/A
BUILDING OFFICIAL	MID-MANAGEMENT	\$ 60.02	\$ 63.03	\$ 66.18	\$ 69.48	\$ 72.96	N/A	\$ 10,403.35	\$ 10,924.52	\$ 11,470.66	\$ 12,043.44	\$ 12,646.20	N/A	\$ 124,840.16	\$ 131,094.19	\$ 137,647.97	\$ 144,521.29	\$ 151,754.43	N/A
CITY CLERK	CONFIDENTIAL	\$ 54.44	\$ 57.16	\$ 60.02	\$ 63.02	\$ 66.17	N/A	\$ 9,436.11	\$ 9,908.39	\$ 10,402.94	\$ 10,922.93	\$ 11,469.95	N/A	\$ 113,233.32	\$ 118,900.72	\$ 124,835.25	\$ 131,075.12	\$ 137,639.36	N/A
CIVIL ENGINEER/PROJECT MANAGER	MID-MANAGEMENT	\$ 51.42	\$ 54.00	\$ 56.70	\$ 59.53	\$ 62.51	N/A	\$ 8,912.96	\$ 9,359.47	\$ 9,827.37	\$ 10,318.09	\$ 10,834.50	N/A	\$ 106,955.55	\$ 112,313.60	\$ 117,928.41	\$ 123,817.12	\$ 130,013.99	N/A
COMMUNITY SERVICE OFFICER	POA	\$ 31.93	\$ 33.53	\$ 35.20	\$ 36.96	\$ 38.81	\$ 40.77	\$ 5,534.53	\$ 5,811.87	\$ 6,101.33	\$ 6,406.40	\$ 6,727.07	\$ 7,066.80	\$ 66,414.40	\$ 69,742.40	\$ 73,216.00	\$ 76,876.80	\$ 80,724.80	\$ 84,801.60
CUSTOMER SERVICE - OFFICE COORDINATOR	ACE	\$ 24.87	\$ 26.13	\$ 27.44	\$ 28.80	\$ 30.27	N/A	\$ 4,310.80	\$ 4,529.20	\$ 4,756.27	\$ 4,992.00	\$ 5,246.80	N/A	\$ 51,729.60	\$ 54,350.40	\$ 57,075.20	\$ 59,904.00	\$ 62,961.60	N/A
DEPUTY CITY CLERK	ACE	\$ 36.05	\$ 37.87	\$ 39.75	\$ 41.74	\$ 43.84	N/A	\$ 6,248.67	\$ 6,564.13	\$ 6,890.00	\$ 7,234.93	\$ 7,598.93	N/A	\$ 74,984.00	\$ 78,769.60	\$ 82,680.00	\$ 86,819.20	\$ 91,187.20	N/A
DEVELOPMENT SERVICES TECHNICIAN	ACE	\$ 32.31	\$ 33.94	\$ 35.62	\$ 37.40	\$ 39.28	N/A	\$ 5,600.40	\$ 5,882.93	\$ 6,174.13	\$ 6,482.67	\$ 6,808.53	N/A	\$ 67,204.80	\$ 70,595.20	\$ 74,089.60	\$ 77,792.00	\$ 81,702.40	N/A
ENVIRONMENTAL PROJECTS MANAGER	MID-MANAGEMENT	\$ 47.41	\$ 49.78	\$ 52.26	\$ 54.88	\$ 57.63	N/A	\$ 8,216.87	\$ 8,628.17	\$ 9,059.13	\$ 9,512.76	\$ 9,989.08	N/A	\$ 98,602.47	\$ 103,538.03	\$ 108,709.51	\$ 114,153.16	\$ 119,868.94	N/A
EQUIPMENT OPERATOR	ACE	\$ 29.66	\$ 31.16	\$ 32.70	\$ 34.36	\$ 36.07	N/A	\$ 5,141.07	\$ 5,401.07	\$ 5,668.00	\$ 5,955.73	\$ 6,252.13	N/A	\$ 61,692.80	\$ 64,812.80	\$ 68,016.00	\$ 71,468.80	\$ 75,025.60	N/A
HUMAN RESOURCES ANALYST	CONFIDENTIAL	\$ 42.58	\$ 44.69	\$ 46.94	\$ 49.30	\$ 51.78	N/A	\$ 7,380.53	\$ 7,746.27	\$ 8,136.27	\$ 8,545.33	\$ 8,975.20	N/A	\$ 88,566.40	\$ 92,955.20	\$ 97,635.20	\$ 102,544.00	\$ 107,702.40	N/A
INFORMATION SYSTEMS SPECIALIST	CONFIDENTIAL	\$ 37.20	\$ 39.06	\$ 41.06	\$ 43.06	\$ 45.22	N/A	\$ 6,448.83	\$ 6,770.99	\$ 7,108.62	\$ 7,464.55	\$ 7,837.35	N/A	\$ 77,385.92	\$ 81,251.87	\$ 85,303.47	\$ 89,574.59	\$ 94,048.23	N/A
MAINTENANCE WORKER I	ACE	\$ 22.05	\$ 23.18	\$ 24.32	\$ 25.54	\$ 26.82	N/A	\$ 3,822.00	\$ 4,017.87	\$ 4,215.47	\$ 4,426.93	\$ 4,648.80	N/A	\$ 45,864.00	\$ 48,214.40	\$ 50,585.60	\$ 53,123.20	\$ 55,785.60	N/A
MAINTENANCE WORKER II	ACE	\$ 29.55	\$ 31.00	\$ 32.57	\$ 34.22	\$ 35.94	N/A	\$ 5,122.00	\$ 5,373.33	\$ 5,645.47	\$ 5,931.47	\$ 6,229.60	N/A	\$ 61,464.00	\$ 64,480.00	\$ 67,745.60	\$ 71,177.60	\$ 74,755.20	N/A
MAINTENANCE WORKER III	ACE	\$ 32.57	\$ 34.22	\$ 35.94	\$ 37.75	\$ 39.62	N/A	\$ 5,645.47	\$ 5,931.47	\$ 6,229.60	\$ 6,543.33	\$ 6,867.47	N/A	\$ 67,745.60	\$ 71,177.60	\$ 74,755.20	\$ 78,520.00	\$ 82,408.60	N/A
MECHANIC	ACE	\$ 33.22	\$ 34.88	\$ 36.63	\$ 38.44	\$ 40.39	N/A	\$ 5,758.13	\$ 6,045.87	\$ 6,349.20	\$ 6,662.93	\$ 7,000.93	N/A	\$ 69,097.60	\$ 72,550.40	\$ 76,190.40	\$ 79,955.20	\$ 84,011.20	N/A
MUSEUM CURATOR	ACE	\$ 29.44	\$ 30.93	\$ 32.50	\$ 34.10	\$ 35.80	N/A	\$ 5,102.93	\$ 5,361.20	\$ 5,633.33	\$ 5,910.67	\$ 6,205.33	N/A	\$ 61,235.20	\$ 64,334.40	\$ 67,600.00	\$ 70,928.00	\$ 74,464.00	N/A
OPERATIONS MAINTENANCE SUPERVISOR	MID-MANAGEMENT	\$ 43.31	\$ 45.50	\$ 47.76	\$ 50.13	\$ 52.65	N/A	\$ 7,507.07	\$ 7,886.67	\$ 8,278.40	\$ 8,689.20	\$ 9,126.00	N/A	\$ 90,084.80	\$ 94,640.00	\$ 99,340.80	\$ 104,270.40	\$ 109,512.00	N/A
PARKING ENFORCEMENT OFFICER	ACE	\$ 26.51	\$ 27.79	\$ 29.20	\$ 30.67	\$ 32.20	N/A	\$ 4,595.07	\$ 4,816.93	\$ 5,061.33	\$ 5,316.13	\$ 5,581.33	N/A	\$ 55,140.80	\$ 57,803.20	\$ 60,736.00	\$ 63,793.60	\$ 66,976.00	N/A
POLICE CAPTAIN	POLICE CAPTAINS	\$ 69.32	\$ 72.78	\$ 76.42	\$ 80.25	\$ 84.27	\$ 88.49	\$ 12,014.86	\$ 12,616.05	\$ 13,246.54	\$ 13,910.57	\$ 14,606.85	\$ 15,338.22	\$ 144,178.33	\$ 151,392.55	\$ 158,958.47	\$ 166,926.81	\$ 175,282.24	\$ 184,058.63
POLICE OFFICER TRAINEE	POA	\$ 42.89	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,434.27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 89,211.20	\$ -	\$ -	\$ -	\$ -	\$ -
POLICE OFFICER	POA	\$ 47.74	\$ 50.14	\$ 52.59	\$ 55.25	\$ 58.02	\$ 60.93	\$ 8,274.93	\$ 8,690.93	\$ 9,115.60	\$ 9,576.67	\$ 10,056.80	\$ 10,561.20	\$ 99,299.20	\$ 104,291.20	\$ 109,387.20	\$ 114,920.00	\$ 120,681.60	\$ 126,734.40
POLICE RECORDS TECHNICIAN	ACE	\$ 28.99	\$ 30.44	\$ 31.96	\$ 33.57	\$ 35.25	N/A	\$ 5,024.93	\$ 5,276.27	\$ 5,539.73	\$ 5,818.80	\$ 6,110.00	N/A	\$ 60,299.20	\$ 63,315.20	\$ 66,476.80	\$ 69,825.60	\$ 73,320.00	N/A
POLICE SERGEANT	POA	\$ 56.80	\$ 59.67	\$ 62.64	\$ 65.77	\$ 69.07	\$ 72.51	\$ 9,845.33	\$ 10,342.80	\$ 10,857.60	\$ 11,400.13	\$ 11,972.13	\$ 12,568.40	\$ 118,144.00	\$ 124,113.60	\$ 130,291.20	\$ 136,801.60	\$ 143,665.60	\$ 150,820.80
RECORDS MANAGEMENT CLERK	ACE	\$ 27.72	\$ 29.12	\$ 30.60	\$ 32.12	\$ 33.72	N/A	\$ 4,804.80	\$ 5,047.47	\$ 5,304.00	\$ 5,567.47	\$ 5,844.80	N/A	\$ 57,657.60	\$ 60,569.60	\$ 63,648.00	\$ 66,809.60	\$ 70,137.60	N/A
RECORDS MANAGER	POA	\$ 39.58	\$ 41.58	\$ 43.65	\$ 45.82	\$ 48.15	\$ 50.54	\$ 6,860.53	\$ 7,207.20	\$ 7,566.00	\$ 7,942.13	\$ 8,346.00	\$ 8,760.27	\$ 82,326.40	\$ 86,486.40	\$ 90,792.00	\$ 95,305.60	\$ 100,152.00	\$ 105,123.20
RECREATION & COMMUNITY SERVICES ASSISTANT	ACE	\$ 21.50	\$ 22.57	\$ 23.72	\$ 24.87	\$ 26.13	N/A	\$ 3,726.67	\$ 3,912.13	\$ 4,111.47	\$ 4,310.80	\$ 4,529.20	N/A	\$ 44,720.00	\$ 46,945.60	\$ 49,337.60	\$ 51,729.60	\$ 54,350.40	N/A
REMMUNITY SERVICES & RECREATION COORDINATOR	ACE	\$ 31.95	\$ 33.57	\$ 35.26	\$ 37.03	\$ 38.84	N/A	\$ 5,538.00	\$ 5,818.80	\$ 6,111.73	\$ 6,418.53	\$ 6,732.27	N/A	\$ 66,456.00	\$ 69,825.60	\$ 73,340.80	\$ 77,022.40	\$ 80,787.20	N/A
RECREATION FACILITY CUSTODIAN	ACE	\$ 20.76	\$ 21.81	\$ 22.90	\$ 24.05	\$ 25.24	N/A	\$ 3,598.40	\$ 3,780.40	\$ 3,969.33	\$ 4,168.67	\$ 4,374.93	N/A	\$ 43,180.80	\$ 45,364.80	\$ 47,632.00	\$ 50,024.00	\$ 52,499.20	N/A
SENIOR ACCOUNTANT	MID-MANAGEMENT	\$ 48.34	\$ 50.76	\$ 53.30	\$ 55.96	\$ 58.76	N/A	\$ 8,379.21	\$ 8,798.97	\$ 9,238.85	\$ 9,700.19	\$ 10,185.67	N/A	\$ 100,550.48	\$ 105,587.67	\$ 110,866.23	\$ 116,402.30	\$ 122,228.06	N/A
SENIOR MECHANIC	MID-MANAGEMENT	\$ 39.11	\$ 41.08	\$ 43.14	\$ 45.29	\$ 47.54	N/A	\$ 6,779.07	\$ 7,120.53	\$ 7,477.60	\$ 7,850.27	\$ 8,240.27	N/A	\$ 81,348.80	\$ 85,446.40	\$ 89,731.20	\$ 94,203.20	\$ 98,883.20	N/A
SENIOR PLANNER	MID-MANAGEMENT	\$ 49.99	\$ 52.49	\$ 55.11	\$ 57.87	\$ 60.76	N/A	\$ 8,664.10	\$ 9,098.14	\$ 9,552.97	\$ 10,030.00	\$ 10,531.98	N/A	\$ 103,969.19	\$ 109,177.65	\$ 114,635.68	\$ 120,359.98	\$ 126,383.81	N/A
CITY MANAGER	MANAGEMENT		RANGE: \$	124.24	TO	\$ 124.24			RANGE: \$	21,535.56	TO	\$ 21,535.56			RANGE: \$	258,426.76	TO	\$ 258,426.76	
CHIEF OF POLICE	MANAGEMENT		RANGE: \$	83.55	TO	\$ 106.54			RANGE: \$	14,481.18	TO	\$ 18,467.13			RANGE: \$	173,774.17	TO	\$ 221,605.53	
DEPARTMENT HEADS	MANAGEMENT		RANGE: \$	78.54	TO	\$ 95.78			RANGE: \$	13,614.22	TO	\$ 16,602.11			RANGE: \$	163,370.59	TO	\$ 199,225.29	