CITY OF CAMPBELL

POSITION CLASSIFICATION - ALL GROUPS

FY 26-27 SALARY SCHEDULE

Effective: 7/6/2026

CLASS CD	JOB TITLE	STEP RANGES							
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
3180	**ACCOUNTANT**	CME10	CMEA	Hourly	56.73	59.51	62.52	65.64	68.92
				Bi-Weekly	4,538.40	4,760.80	5,001.60	5,251.20	5,513.60
				Monthly	9,833.20	10,315.07	10,836.80	11,377.60	11,946.13
				Annual	117,998.40	123,780.80	130,041.60	136,531.20	143,353.60
3355	**ACCT CLERK II**	CME28	CMEA	Hourly	46.92	49.23	51.68	54.29	56.94
				Bi-Weekly	3,753.60	3,938.40	4,134.40	4,343.20	4,555.20
				Monthly	8,132.80	8,533.20	8,957.87	9,410.27	9,869.60
				Annual	97,593.60	102,398.40	107,494.40	112,923.20	118,435.20
3417	**ACCT CLK I**	CME38	CMEA	Hourly	39.77	41.80	43.88	46.11	48.38
				Bi-Weekly	3,181.60	3,344.00	3,510.40	3,688.80	3,870.40
				Monthly	6,893.47	7,245.33	7,605.87	7,992.40	8,385.87
				Annual	82,721.60	86,944.00	91,270.40	95,908.80	100,630.40
3151	**ADMIN ANALYST I**	CME07	CMEA	Hourly	61.87	65.00	68.23	71.60	75.26
				Bi-Weekly	4,949.60	5,200.00	5,458.40	5,728.00	6,020.80
				Monthly	10,724.13	11,266.67	11,826.53	12,410.67	13,045.07
				Annual	128,689.60	135,200.00	141,918.40	148,928.00	156,540.80
1195	**ADMN ANALYST II**	MGR18	MGMT	Hourly	62.17	65.27	68.54	71.96	75.59
				Bi-Weekly	4,973.60	5,221.60	5,483.20	5,756.80	6,047.20
				Monthly	10,776.13	11,313.47	11,880.27	12,473.07	13,102.27
				Annual	129,313.60	135,761.60	142,563.20	149,676.80	157,227.20
4388	**ARBORIST**	MIL18	CARP	Hourly	48.88	51.33	53.88	56.57	59.39
				Bi-Weekly	3,910.40	4,106.40	4,310.40	4,525.60	4,751.20
				Monthly	8,472.53	8,897.20	9,339.20	9,805.47	10,294.27
				Annual	101,670.40	106,766.40	112,070.40	117,665.60	123,531.20
1020	**ASSISTANT CITY MANAGER**	UNC07	UNCL	Hourly	122.22	-	-	-	159.84
				Bi-Weekly	9,777.60	-	-	-	12,787.20
				Monthly	21,184.80	-	-	-	27,705.60
				Annual	254,217.60	-	-	-	332,467.20
3125	**ASSIST ENGR**	CME03	CMEA	Hourly	64.87	68.12	71.53	75.09	78.90
				Bi-Weekly	5,189.60	5,449.60	5,722.40	6,007.20	6,312.00
				Monthly	11,244.13	11,807.47	12,398.53	13,015.60	13,676.00
				Annual	134,929.60	141,689.60	148,782.40	156,187.20	164,112.00
3126	**ASSISTANT ENGINEER (PPT)**	CME43	CMEA	Hourly	64.87	68.12	71.53	75.09	78.90
				Bi-Weekly	5,189.60	5,449.60	5,722.40	6,007.20	6,312.00
				Monthly	11,244.13	11,807.47	12,398.53	13,015.60	13,676.00
				Annual	134,929.60	141,689.60	148,782.40	156,187.20	164,112.00
1104	**ASSISTANT FINANCE DIRECTOR**	MGR27	MGMT	Hourly	90.89	95.67	100.69	105.99	111.57
				Bi-Weekly	7,271.20	7,653.60	8,055.20	8,479.20	8,925.60
				Monthly	15,754.27	16,582.80	17,452.93	18,371.60	19,338.80
				Annual	189,051.20	198,993.60	209,435.20	220,459.20	232,065.60
3124	**ASSOC CIVIL ENGR**	CME02	CMEA	Hourly	73.21	76.88	80.76	84.77	89.02
				Bi-Weekly	5,856.80	6,150.40	6,460.80	6,781.60	7,121.60
				Monthly	12,689.73	13,325.87	13,998.40	14,693.47	15,430.13
				Annual	152,276.80	159,910.40	167,980.80	176,321.60	185,161.60
3190	**ASSOCIATE PLANNER**	CME14	CMEA	Hourly	66.49	69.80	73.26	76.95	80.79
				Bi-Weekly	5,319.20	5,584.00	5,860.80	6,156.00	6,463.20
				Monthly	11,524.93	12,098.67	12,698.40	13,338.00	14,003.60
				Annual	138,299.20	145,184.00	152,380.80	160,056.00	168,043.20
3290	**ASSISTANT PLANNER**	CME23	CMEA	Hourly	56.89	59.73	62.72	65.87	69.13
				Bi-Weekly	4,551.20	4,778.40	5,017.60	5,269.60	5,530.40
				Monthly	9,860.93	10,353.20	10,871.47	11,417.47	11,982.53
				Annual	118,331.20	124,238.40	130,457.60	137,009.60	143,790.40
1068	**ASST PUBLIC WKS DIR - CITY ENGINEER**	MGR02	MGMT	Hourly	105.51	110.81	116.33	122.14	128.25
				Bi-Weekly	8,440.80	8,864.80	9,306.40	9,771.20	10,260.00
				Monthly	18,288.40	19,207.07	20,163.87	21,170.93	22,230.00
				Annual	219,460.80	230,484.80	241,966.40	254,051.20	266,760.00

CITY OF CAMPBELL

POSITION CLASSIFICATION - ALL GROUPS

FY 26-27 SALARY SCHEDULE

Effective: 7/6/2026

CLASS CD	JOB TITLE	STEP RANGES								
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
1167	**ASST TO CM**	MGR14	MGMT	Hourly	75.93	79.76	83.75	87.92	92.30
				Bi-Weekly	6,074.40	6,380.80	6,700.00	7,033.60	7,384.00
				Monthly	13,161.20	13,825.07	14,516.67	15,239.47	15,998.67
				Annual	157,934.40	165,900.80	174,200.00	182,873.60	191,984.00
3150	**BLDG INSPECTOR**	CME06	CMEA	Hourly	62.89	66.02	69.33	72.80	76.47
				Bi-Weekly	5,031.20	5,281.60	5,546.40	5,824.00	6,117.60
				Monthly	10,900.93	11,443.47	12,017.20	12,618.67	13,254.80
				Annual	130,811.20	137,321.60	144,206.40	151,424.00	159,057.60
3305	**BLDG MNT LEAD WKR**	CME24	CMEA	Hourly	52.53	55.15	57.88	60.82	63.88
				Bi-Weekly	4,202.40	4,412.00	4,630.40	4,865.60	5,110.40
				Monthly	9,105.20	9,559.33	10,032.53	10,542.13	11,072.53
				Annual	109,262.40	114,712.00	120,390.40	126,505.60	132,870.40
3338	**BLDG MNT WKR**	CME25	CMEA	Hourly	47.75	50.19	52.66	55.29	58.12
				Bi-Weekly	3,820.00	4,015.20	4,212.80	4,423.20	4,649.60
				Monthly	8,276.67	8,699.60	9,127.73	9,583.60	10,074.13
				Annual	99,320.00	104,395.20	109,532.80	115,003.20	120,889.60
1080	**BLDG OFFICIAL**	MGR04	MGMT	Hourly	85.22	89.52	93.99	98.66	103.61
				Bi-Weekly	6,817.60	7,161.60	7,519.20	7,892.80	8,288.80
				Monthly	14,771.47	15,516.80	16,291.60	17,101.07	17,959.07
				Annual	177,257.60	186,201.60	195,499.20	205,212.80	215,508.80
1241	**BUILDING MNT SUPERVISOR**	MGR23	MGMT	Hourly	65.32	68.58	72.01	75.62	79.42
				Bi-Weekly	5,225.60	5,486.40	5,760.80	6,049.60	6,353.60
				Monthly	11,322.13	11,887.20	12,481.73	13,107.47	13,766.13
				Annual	135,865.60	142,646.40	149,780.80	157,289.60	165,193.60
7425	**CITY ATTORNEY**		ATTY	Hourly	212.50	-	-	-	-
				Bi-Weekly	-	-	-	-	-
				Monthly	21,250.00	-	-	-	-
				Annual	255,000.00	-	-	-	-
1160	**CITY CLERK**	MGR13	MGMT	Hourly	80.04	84.01	88.25	92.63	97.27
				Bi-Weekly	6,403.20	6,720.80	7,060.00	7,410.40	7,781.60
				Monthly	13,873.60	14,561.73	15,296.67	16,055.87	16,860.13
				Annual	166,483.20	174,740.80	183,560.00	192,670.40	202,321.60
1005	**CITY MANAGER**	UNC01	CMGR	Hourly	192.20	-	-	-	-
				Bi-Weekly	15,376.00	-	-	-	-
				Monthly	33,314.67	-	-	-	-
				Annual	399,776.00	-	-	-	-
3187	**CODE ENF OFCR**	CME13	CMEA	Hourly	58.87	61.81	64.87	68.14	71.53
				Bi-Weekly	4,709.60	4,944.80	5,189.60	5,451.20	5,722.40
				Monthly	10,204.13	10,713.73	11,244.13	11,810.93	12,398.53
				Annual	122,449.60	128,564.80	134,929.60	141,731.20	148,782.40
3153	**COMM & PUBLIC ENGAGEMENT COORD**	CME53	CMEA	Hourly	60.57	63.61	66.78	70.13	73.63
				Bi-Weekly	4,845.60	5,088.80	5,342.40	5,610.40	5,890.40
				Monthly	10,498.80	11,025.73	11,575.20	12,155.87	12,762.53
				Annual	125,985.60	132,308.80	138,902.40	145,870.40	153,150.40
1170	**COMM CTR MGR**	MGR15	MGMT	Hourly	75.93	79.76	83.75	87.92	92.30
				Bi-Weekly	6,074.40	6,380.80	6,700.00	7,033.60	7,384.00
				Monthly	13,161.20	13,825.07	14,516.67	15,239.47	15,998.67
				Annual	157,934.40	165,900.80	174,200.00	182,873.60	191,984.00
5362	**COMM SERV OFFICER**	CPC07	CPCEA	Hourly	52.27	54.93	57.64	60.57	63.60
				Bi-Weekly	4,181.60	4,394.40	4,611.20	4,845.60	5,088.00
				Monthly	9,060.13	9,521.20	9,990.93	10,498.80	11,024.00
				Annual	108,721.60	114,254.40	119,891.20	125,985.60	132,288.00
5185	**COMM SPVSR**	CPC01	CPCEA	Hourly	63.98	67.21	70.56	74.08	77.86
				Bi-Weekly	5,118.40	5,376.80	5,644.80	5,926.40	6,228.80
				Monthly	11,089.87	11,649.73	12,230.40	12,840.53	13,495.73
				Annual	133,078.40	139,796.80	146,764.80	154,086.40	161,948.80

CITY OF CAMPBELL

POSITION CLASSIFICATION - ALL GROUPS

FY 26-27 SALARY SCHEDULE

Effective: 7/6/2026

CLASS CD	JOB TITLE	STEP RANGES								
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
1030	**COMM. DEV. DIRECTOR**	UNC05	UNCL	Hourly	113.36	-	-	-	148.26
				Bi-Weekly	9,068.80	-	-	-	11,860.80
				Monthly	19,649.07	-	-	-	25,698.40
				Annual	235,788.80	-	-	-	308,380.80
5363	**COMMUNITY SVCS OFCR (PPT)**	CPC08	CPCEA	Hourly	52.27	54.93	57.64	60.57	63.60
				Bi-Weekly	4,181.60	4,394.40	4,611.20	4,845.60	5,088.00
				Monthly	9,060.13	9,521.20	9,990.93	10,498.80	11,024.00
				Annual	108,721.60	114,254.40	119,891.20	125,985.60	132,288.00
7420	**COUNCILMEMBER**		CMBR	Hourly		-	-	-	-
				Bi-Weekly	588.46	-	-	-	-
				Monthly	1,275.00	-	-	-	-
				Annual	15,300.00	-	-	-	-
5290	**CRIME ANALYST**	CPC09	CPCEA	Hourly	47.89	50.29	52.80	55.43	58.21
				Bi-Weekly	3,831.20	4,023.20	4,224.00	4,434.40	4,656.80
				Monthly	8,300.93	8,716.93	9,152.00	9,607.87	10,089.73
				Annual	99,611.20	104,603.20	109,824.00	115,294.40	121,076.80
1168	**DEPUTY CITY MANAGER**	MGR24	MGMT	Hourly	85.16	89.39	93.88	98.58	103.51
				Bi-Weekly	6,812.80	7,151.20	7,510.40	7,886.40	8,280.80
				Monthly	14,761.07	15,494.27	16,272.53	17,087.20	17,941.73
				Annual	177,132.80	185,931.20	195,270.40	205,046.40	215,300.80
3345	**DPTY CITY CLERK**	CME26	CMEA	Hourly	47.23	49.59	52.07	54.63	57.38
				Bi-Weekly	3,778.40	3,967.20	4,165.60	4,370.40	4,590.40
				Monthly	8,186.53	8,595.60	9,025.47	9,469.20	9,945.87
				Annual	98,238.40	103,147.20	108,305.60	113,630.40	119,350.40
1174	**ECONOMIC DEVELOPMENT MANAGER**	MGR29	MGMT	Hourly	82.89	87.03	91.38	95.95	100.74
				Bi-Weekly	6,631.20	6,962.40	7,310.40	7,676.00	8,059.20
				Monthly	14,367.60	15,085.20	15,839.20	16,631.33	17,461.60
				Annual	172,411.20	181,022.40	190,070.40	199,576.00	209,539.20
3194	**ECONOMIC DEVELOPMENT SPECIALIST**	CME54	CMEA	Hourly	46.57	48.91	51.36	53.91	56.61
				Bi-Weekly	3,725.60	3,912.80	4,108.80	4,312.80	4,528.80
				Monthly	8,072.13	8,477.73	8,902.40	9,344.40	9,812.40
				Annual	96,865.60	101,732.80	106,828.80	112,132.80	117,748.80
3917	**EMERGENCY SERVICES COORDINATOR**	CME43	CMEA	Hourly	65.68	69.15	72.79	76.61	80.64
				Bi-Weekly	5,254.40	5,532.00	5,823.20	6,128.80	6,451.20
				Monthly	11,384.53	11,986.00	12,616.93	13,279.07	13,977.60
				Annual	136,614.40	143,832.00	151,403.20	159,348.80	167,731.20
3372	**ENGR AIDE I**	CME33	CMEA	Hourly	43.67	45.85	48.16	50.57	53.11
				Bi-Weekly	3,493.60	3,668.00	3,852.80	4,045.60	4,248.80
				Monthly	7,569.47	7,947.33	8,347.73	8,765.47	9,205.73
				Annual	90,833.60	95,368.00	100,172.80	105,185.60	110,468.80
3287	**ENGR AIDE II**	CME22	CMEA	Hourly	49.59	52.05	54.67	57.39	60.26
				Bi-Weekly	3,967.20	4,164.00	4,373.60	4,591.20	4,820.80
				Monthly	8,595.60	9,022.00	9,476.13	9,947.60	10,445.07
				Annual	103,147.20	108,264.00	113,713.60	119,371.20	125,340.80
3225	**ENGR TECH I**	CME18	CMEA	Hourly	51.89	54.45	57.16	60.05	63.05
				Bi-Weekly	4,151.20	4,356.00	4,572.80	4,804.00	5,044.00
				Monthly	8,994.27	9,438.00	9,907.73	10,408.67	10,928.67
				Annual	107,931.20	113,256.00	118,892.80	124,904.00	131,144.00
3130	**ENGR TECH II**	CME04	CMEA	Hourly	58.78	61.74	64.83	68.07	71.46
				Bi-Weekly	4,702.40	4,939.20	5,186.40	5,445.60	5,716.80
				Monthly	10,188.53	10,701.60	11,237.20	11,798.80	12,386.40
				Annual	122,262.40	128,419.20	134,846.40	141,585.60	148,636.80
3195	**ENVIRONMENTAL PRGMS SPECIALIST**	CME55	CMEA	Hourly	45.91	48.21	50.60	53.14	55.80
				Bi-Weekly	3,672.80	3,856.80	4,048.00	4,251.20	4,464.00
				Monthly	7,957.73	8,356.40	8,770.67	9,210.93	9,672.00
				Annual	95,492.80	100,276.80	105,248.00	110,531.20	116,064.00

CITY OF CAMPBELL

POSITION CLASSIFICATION - ALL GROUPS

FY 26-27 SALARY SCHEDULE

Effective: 7/6/2026

CLASS CD	JOB TITLE	STEP RANGES								
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
3197	**ENVIRONMENTAL PRGMS COORD**	CME07	CMEA	Hourly	61.87	65.00	68.23	71.60	75.26
				Bi-Weekly	4,949.60	5,200.00	5,458.40	5,728.00	6,020.80
				Monthly	10,724.13	11,266.67	11,826.53	12,410.67	13,045.07
				Annual	128,689.60	135,200.00	141,918.40	148,928.00	156,540.80
4235	**EQUIP MNT SPVSR**	MIL04	CARP	Hourly	57.59	60.47	63.44	66.66	69.96
				Bi-Weekly	4,607.20	4,837.60	5,075.20	5,332.80	5,596.80
				Monthly	9,982.27	10,481.47	10,996.27	11,554.40	12,126.40
				Annual	119,787.20	125,777.60	131,955.20	138,652.80	145,516.80
2320	**EXEC ASST TO CM (CONF)**	CON02	CONF	Hourly	58.70	61.57	64.69	67.93	71.32
				Bi-Weekly	4,696.00	4,925.60	5,175.20	5,434.40	5,705.60
				Monthly	10,174.67	10,672.13	11,212.93	11,774.53	12,362.13
				Annual	122,096.00	128,065.60	134,555.20	141,294.40	148,345.60
3351	**EXEC ASST TO POLICE CHIEF**	CME57	CMEA	Hourly	54.86	57.54	60.46	63.48	66.66
				Bi-Weekly	4,388.80	4,603.20	4,836.80	5,078.40	5,332.80
				Monthly	9,509.07	9,973.60	10,479.73	11,003.20	11,554.40
				Annual	114,108.80	119,683.20	125,756.80	132,038.40	138,652.80
3350	**EXECUTIVE ASST**	CME27	CMEA	Hourly	47.23	49.59	52.07	54.63	57.38
				Bi-Weekly	3,778.40	3,967.20	4,165.60	4,370.40	4,590.40
				Monthly	8,186.53	8,595.60	9,025.47	9,469.20	9,945.87
				Annual	98,238.40	103,147.20	108,305.60	113,630.40	119,350.40
1025	**FINANCE DIRECTOR**	UNC06	UNCL	Hourly	112.76	-	-	-	147.47
				Bi-Weekly	9,020.80	-	-	-	11,797.60
				Monthly	19,545.07	-	-	-	25,561.47
				Annual	234,540.80	-	-	-	306,737.60
1105	**FINANCE MGR**	MGR09	MGMT	Hourly	86.28	90.58	95.14	99.89	104.89
				Bi-Weekly	6,902.40	7,246.40	7,611.20	7,991.20	8,391.20
				Monthly	14,955.20	15,700.53	16,490.93	17,314.27	18,180.93
				Annual	179,462.40	188,406.40	197,891.20	207,771.20	218,171.20
1173	**HOUSING MANAGER**	MGR28	MGMT	Hourly	75.67	79.65	83.84	88.26	92.90
				Bi-Weekly	6,053.60	6,372.00	6,707.20	7,060.80	7,432.00
				Monthly	13,116.13	13,806.00	14,532.27	15,298.40	16,102.67
				Annual	157,393.60	165,672.00	174,387.20	183,580.80	193,232.00
2932	**HR ANALYST**	CON06	CONF	Hourly	61.70	64.82	68.06	71.44	75.04
				Bi-Weekly	4,936.00	5,185.60	5,444.80	5,715.20	6,003.20
				Monthly	10,694.67	11,235.47	11,797.07	12,382.93	13,006.93
				Annual	128,336.00	134,825.60	141,564.80	148,595.20	156,083.20
2931	**HR REPRESENTATIVE (CONF)**	CON04	CONF	Hourly	49.48	51.94	54.55	57.28	60.11
				Bi-Weekly	3,958.40	4,155.20	4,364.00	4,582.40	4,808.80
				Monthly	8,576.53	9,002.93	9,455.33	9,928.53	10,419.07
				Annual	102,918.40	108,035.20	113,464.00	119,142.40	125,028.80
1140	**HUMAN RESOURCES MANAGER**	MGR12	MGMT	Hourly	101.11	106.16	111.48	117.07	122.94
				Bi-Weekly	8,088.80	8,492.80	8,918.40	9,365.60	9,835.20
				Monthly	17,525.73	18,401.07	19,323.20	20,292.13	21,309.60
				Annual	210,308.80	220,812.80	231,878.40	243,505.60	255,715.20
3181	**IT ADMINISTRATOR**	CME11	CMEA	Hourly	71.97	75.57	79.34	83.31	87.48
				Bi-Weekly	5,757.60	6,045.60	6,347.20	6,664.80	6,998.40
				Monthly	12,474.80	13,098.80	13,752.27	14,440.40	15,163.20
				Annual	149,697.60	157,185.60	165,027.20	173,284.80	181,958.40
1106	**IT MANAGER**	MGR10	MGMT	Hourly	88.29	92.69	97.37	102.21	107.30
				Bi-Weekly	7,063.20	7,415.20	7,789.60	8,176.80	8,584.00
				Monthly	15,303.60	16,066.27	16,877.47	17,716.40	18,598.67
				Annual	183,643.20	192,795.20	202,529.60	212,596.80	223,184.00
3182	**IT TECHNICIAN**	CME12	CMEA	Hourly	60.56	63.61	66.78	70.14	73.62
				Bi-Weekly	4,844.80	5,088.80	5,342.40	5,611.20	5,889.60
				Monthly	10,497.07	11,025.73	11,575.20	12,157.60	12,760.80
				Annual	125,964.80	132,308.80	138,902.40	145,891.20	153,129.60

CITY OF CAMPBELL

POSITION CLASSIFICATION - ALL GROUPS

FY 26-27 SALARY SCHEDULE

Effective: 7/6/2026

CLASS CD	JOB TITLE	STEP RANGES							
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
3262	**JUNIOR ENGR**	CME21	CMEA	Hourly	57.24	60.07	63.06	66.22	69.52
				Bi-Weekly	4,579.20	4,805.60	5,044.80	5,297.60	5,561.60
				Monthly	9,921.60	10,412.13	10,930.40	11,478.13	12,050.13
				Annual	119,059.20	124,945.60	131,164.80	137,737.60	144,601.60
4250	**LEAD MECHANIC**		CARP	Hourly	51.51	54.08	56.79	59.63	62.61
				Bi-Weekly	4,120.80	4,326.40	4,543.20	4,770.40	5,008.80
				Monthly	8,928.40	9,373.87	9,843.60	10,335.87	10,852.40
				Annual	107,140.80	112,486.40	118,123.20	124,030.40	130,228.80
4212	**LGT/TRF SIG ASSIST**	MIL03	CARP	Hourly	49.18	51.72	54.28	56.97	59.81
				Bi-Weekly	3,934.40	4,137.60	4,342.40	4,557.60	4,784.80
				Monthly	8,524.53	8,964.80	9,408.53	9,874.80	10,367.07
				Annual	102,294.40	107,577.60	112,902.40	118,497.60	124,404.80
4210	**LGT/TRF SIG SPVSR**	MIL01	CARP	Hourly	70.72	74.25	77.95	81.88	85.98
				Bi-Weekly	5,657.60	5,940.00	6,236.00	6,550.40	6,878.40
				Monthly	12,258.13	12,870.00	13,511.33	14,192.53	14,903.20
				Annual	147,097.60	154,440.00	162,136.00	170,310.40	178,838.40
4211	**LGT/TRF SIG TECH**	MIL02	CARP	Hourly	59.16	62.09	65.19	68.45	71.90
				Bi-Weekly	4,732.80	4,967.20	5,215.20	5,476.00	5,752.00
				Monthly	10,254.40	10,762.27	11,299.60	11,864.67	12,462.67
				Annual	123,052.80	129,147.20	135,595.20	142,376.00	149,552.00
4386	**MAINTENANCE WORKER I**	MIL15	CARP	Hourly	36.60	38.39	40.31	42.36	44.49
				Bi-Weekly	2,928.00	3,071.20	3,224.80	3,388.80	3,559.20
				Monthly	6,344.00	6,654.27	6,987.07	7,342.40	7,711.60
				Annual	76,128.00	79,851.20	83,844.80	88,108.80	92,539.20
4387	**MAINTENANCE WORKER II**	MIL16	CARP	Hourly	40.41	42.41	44.56	46.78	49.12
				Bi-Weekly	3,232.80	3,392.80	3,564.80	3,742.40	3,929.60
				Monthly	7,004.40	7,351.07	7,723.73	8,108.53	8,514.13
				Annual	84,052.80	88,212.80	92,684.80	97,302.40	102,169.60
4332	**MECHANIC I**	MIL10	CARP	Hourly	40.03	42.10	44.15	46.37	48.68
				Bi-Weekly	3,202.40	3,368.00	3,532.00	3,709.60	3,894.40
				Monthly	6,938.53	7,297.33	7,652.67	8,037.47	8,437.87
				Annual	83,262.40	87,568.00	91,832.00	96,449.60	101,254.40
4270	**MECHANIC II**	MIL05	CARP	Hourly	46.83	49.15	51.64	54.24	56.93
				Bi-Weekly	3,746.40	3,932.00	4,131.20	4,339.20	4,554.40
				Monthly	8,117.20	8,519.33	8,950.93	9,401.60	9,867.87
				Annual	97,406.40	102,232.00	107,411.20	112,819.20	118,414.40
3369	**MUSEUM COLLECTIONS SPECIALIST**	CME48	CMEA	Hourly	33.82	36.16	38.58	41.21	44.00
				Bi-Weekly	2,705.60	2,892.80	3,086.40	3,296.80	3,520.00
				Monthly	5,862.13	6,267.73	6,687.20	7,143.07	7,626.67
				Annual	70,345.60	75,212.80	80,246.40	85,716.80	91,520.00
3366	**MUSEUM ED COORDINATOR**	CME30	CMEA	Hourly	44.26	46.49	48.78	51.19	53.79
				Bi-Weekly	3,540.80	3,719.20	3,902.40	4,095.20	4,303.20
				Monthly	7,671.73	8,058.27	8,455.20	8,872.93	9,323.60
				Annual	92,060.80	96,699.20	101,462.40	106,475.20	111,883.20
3915	**NTR STE MGR (PPT)***	CME41	CMEA	Hourly	28.11	29.56	31.02	32.57	34.20
				Bi-Weekly	2,248.80	2,364.80	2,481.60	2,605.60	2,736.00
				Monthly	4,872.40	5,123.73	5,376.80	5,645.47	5,928.00
				Annual	58,468.80	61,484.80	64,521.60	67,745.60	71,136.00
3400	**OFFICE ASST**	CME35	CMEA	Hourly	38.81	40.75	42.86	44.94	47.24
				Bi-Weekly	3,104.80	3,260.00	3,428.80	3,595.20	3,779.20
				Monthly	6,727.07	7,063.33	7,429.07	7,789.60	8,188.27
				Annual	80,724.80	84,760.00	89,148.80	93,475.20	98,259.20
3910	**OFFICE ASST (PPT)***	CME40	CMEA	Hourly	38.81	40.75	42.86	44.94	47.24
				Bi-Weekly	3,104.80	3,260.00	3,428.80	3,595.20	3,779.20
				Monthly	6,727.07	7,063.33	7,429.07	7,789.60	8,188.27
				Annual	80,724.80	84,760.00	89,148.80	93,475.20	98,259.20

CITY OF CAMPBELL

POSITION CLASSIFICATION - ALL GROUPS

FY 26-27 SALARY SCHEDULE

Effective: 7/6/2026

CLASS CD	JOB TITLE	STEP RANGES								
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
2375	**OFFICE SPEC (CONF)**	CON03	CONF	Hourly	41.67	43.78	45.99	48.25	50.68
				Bi-Weekly	3,333.60	3,502.40	3,679.20	3,860.00	4,054.40
				Monthly	7,222.80	7,588.53	7,971.60	8,363.33	8,784.53
				Annual	86,673.60	91,062.40	95,659.20	100,360.00	105,414.40
3401	**OFFICE SPECIALIST**	CME36	CMEA	Hourly	44.48	46.71	49.06	51.51	54.06
				Bi-Weekly	3,558.40	3,736.80	3,924.80	4,120.80	4,324.80
				Monthly	7,709.87	8,096.40	8,503.73	8,928.40	9,370.40
				Annual	92,518.40	97,156.80	102,044.80	107,140.80	112,444.80
3403	**OFFICE SPECIALIST (PPT)**	CME45	CMEA	Hourly	44.48	46.71	49.06	51.51	54.06
				Bi-Weekly	3,558.40	3,736.80	3,924.80	4,120.80	4,324.80
				Monthly	7,709.87	8,096.40	8,503.73	8,928.40	9,370.40
				Annual	92,518.40	97,156.80	102,044.80	107,140.80	112,444.80
4300	**PARK MNT LEAD WKR**	MIL08	CARP	Hourly	44.44	46.67	48.97	51.44	54.02
				Bi-Weekly	3,555.20	3,733.60	3,917.60	4,115.20	4,321.60
				Monthly	7,702.93	8,089.47	8,488.13	8,916.27	9,363.47
				Annual	92,435.20	97,073.60	101,857.60	106,995.20	112,361.60
1265	**PARK MNT SPVSR**	MGR20	MGMT	Hourly	68.65	72.12	75.71	79.51	83.49
				Bi-Weekly	5,492.00	5,769.60	6,056.80	6,360.80	6,679.20
				Monthly	11,899.33	12,500.80	13,123.07	13,781.73	14,471.60
				Annual	142,792.00	150,009.60	157,476.80	165,380.80	173,659.20
2315	**PAYROLL/ACCOUNTING TECH (CONF)**	CON01	CONF	Hourly	49.65	52.11	54.76	57.50	60.35
				Bi-Weekly	3,972.00	4,168.80	4,380.80	4,600.00	4,828.00
				Monthly	8,606.00	9,032.40	9,491.73	9,966.67	10,460.67
				Annual	103,272.00	108,388.80	113,900.80	119,600.00	125,528.00
3402	**PERMIT TECH**	CME37	CMEA	Hourly	45.53	47.81	50.22	52.72	55.35
				Bi-Weekly	3,642.40	3,824.80	4,017.60	4,217.60	4,428.00
				Monthly	7,891.87	8,287.07	8,704.80	9,138.13	9,594.00
				Annual	94,702.40	99,444.80	104,457.60	109,657.60	115,128.00
3405	**PLAN CHECK EXAMINER**	CME56	CMEA	Hourly	61.33	64.57	67.97	71.54	75.31
				Bi-Weekly	4,906.40	5,165.60	5,437.60	5,723.20	6,024.80
				Monthly	10,630.53	11,192.13	11,781.47	12,400.27	13,053.73
				Annual	127,566.40	134,305.60	141,377.60	148,803.20	156,644.80
1172	**PLANNING MANAGER**	MGR16	MGMT	Hourly	78.48	82.40	86.53	90.86	95.38
				Bi-Weekly	6,278.40	6,592.00	6,922.40	7,268.80	7,630.40
				Monthly	13,603.20	14,282.67	14,998.53	15,749.07	16,532.53
				Annual	163,238.40	171,392.00	179,982.40	188,988.80	198,390.40
3404	**PLANNING TECHNICIAN**	CME52	CMEA	Hourly	46.55	48.87	51.33	53.89	56.57
				Bi-Weekly	3,724.00	3,909.60	4,106.40	4,311.20	4,525.60
				Monthly	8,068.67	8,470.80	8,897.20	9,340.93	9,805.47
				Annual	96,824.00	101,649.60	106,766.40	112,091.20	117,665.60
6165	**POLICE AGENT**	CPO02	CPOA	Hourly	72.81	76.41	80.26	84.26	88.49
				Bi-Weekly	5,824.80	6,112.80	6,420.80	6,740.80	7,079.20
				Monthly	12,620.40	13,244.40	13,911.73	14,605.07	15,338.27
				Annual	151,444.80	158,932.80	166,940.80	175,260.80	184,059.20
1045	**POLICE CAPTAIN**	MGR01	MGMT	Hourly	116.59	122.46	128.54	135.04	141.74
				Bi-Weekly	9,327.20	9,796.80	10,283.20	10,803.20	11,339.20
				Monthly	20,208.93	21,226.40	22,280.27	23,406.93	24,568.27
				Annual	242,507.20	254,716.80	267,363.20	280,883.20	294,819.20
1010	**POLICE CHIEF**	UNC02	UNCL - F	Hourly	136.49	-	-	-	165.92
				Bi-Weekly	10,919.20	-	-	-	13,273.60
				Monthly	23,658.27	-	-	-	28,759.47
				Annual	283,899.20	-	-	-	345,113.60
1075	**POLICE LT**	MGR03	MGMT	Hourly	84.54	88.74	93.21	97.86	102.76
				Bi-Weekly	6,763.20	7,099.20	7,456.80	7,828.80	8,220.80
				Monthly	14,653.60	15,381.60	16,156.40	16,962.40	17,811.73
				Annual	175,843.20	184,579.20	193,876.80	203,548.80	213,740.80

CITY OF CAMPBELL

POSITION CLASSIFICATION - ALL GROUPS

FY 26-27 SALARY SCHEDULE

Effective: 7/6/2026

CLASS CD	JOB TITLE	STEP RANGES								
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
6215	**POLICE OFCR**	CPO04	CPOA	Hourly	67.78	71.14	74.69	78.44	82.35
				Bi-Weekly	5,422.40	5,691.20	5,975.20	6,275.20	6,588.00
				Monthly	11,748.53	12,330.93	12,946.27	13,596.27	14,274.00
				Annual	140,982.40	147,971.20	155,355.20	163,155.20	171,288.00
6214	**POLICE OFCR TRN**	CPO03	CPOA	Hourly	61.02	-	-	-	-
				Bi-Weekly	4,881.60	-	-	-	-
				Monthly	10,576.80	-	-	-	-
				Annual	126,921.60	-	-	-	-
5360	**POLICE RCDS SPEC**	CPC05	CPCEA	Hourly	41.93	44.02	46.26	48.57	50.96
				Bi-Weekly	3,354.40	3,521.60	3,700.80	3,885.60	4,076.80
				Monthly	7,267.87	7,630.13	8,018.40	8,418.80	8,833.07
				Annual	87,214.40	91,561.60	96,220.80	101,025.60	105,996.80
5292	**POLICE RCDS SPVSR**	CPC04	CPCEA	Hourly	53.41	56.03	58.85	61.77	64.84
				Bi-Weekly	4,272.80	4,482.40	4,708.00	4,941.60	5,187.20
				Monthly	9,257.73	9,711.87	10,200.67	10,706.80	11,238.93
				Annual	111,092.80	116,542.40	122,408.00	128,481.60	134,867.20
6120	**POLICE SGT**	CPO01	CPOA	Hourly	80.96	85.06	89.27	93.71	98.42
				Bi-Weekly	6,476.80	6,804.80	7,141.60	7,496.80	7,873.60
				Monthly	14,033.07	14,743.73	15,473.47	16,243.07	17,059.47
				Annual	168,396.80	176,924.80	185,681.60	194,916.80	204,713.60
1175	**PRINCIPAL PLANNER**	MGR30	MGMT	Hourly	81.01	85.03	89.37	93.77	98.55
				Bi-Weekly	6,480.80	6,802.40	7,149.60	7,501.60	7,884.00
				Monthly	14,041.73	14,738.53	15,490.80	16,253.47	17,082.00
				Annual	168,500.80	176,862.40	185,889.60	195,041.60	204,984.00
5361	**PROPERTY/EVIDENCE SPEC**	CPC06	CPCEA	Hourly	45.91	48.23	50.64	53.16	55.84
				Bi-Weekly	3,672.80	3,858.40	4,051.20	4,252.80	4,467.20
				Monthly	7,957.73	8,359.87	8,777.60	9,214.40	9,678.93
				Annual	95,492.80	100,318.40	105,331.20	110,572.80	116,147.20
5275	**PS DISPATCHER**	CPC02	CPCEA	Hourly	55.35	58.13	61.00	64.09	67.28
				Bi-Weekly	4,428.00	4,650.40	4,880.00	5,127.20	5,382.40
				Monthly	9,594.00	10,075.87	10,573.33	11,108.93	11,661.87
				Annual	115,128.00	120,910.40	126,880.00	133,307.20	139,942.40
5276	**PS DISPATCHER (PPT)**	CPC03	CPCEA	Hourly	55.35	58.13	61.00	64.09	67.28
				Bi-Weekly	4,428.00	4,650.40	4,880.00	5,127.20	5,382.40
				Monthly	9,594.00	10,075.87	10,573.33	11,108.93	11,661.87
				Annual	115,128.00	120,910.40	126,880.00	133,307.20	139,942.40
3120	**PUBLIC SAFETY SYS SPEC**	CME01	CMEA	Hourly	60.56	63.61	66.78	70.14	73.62
				Bi-Weekly	4,844.80	5,088.80	5,342.40	5,611.20	5,889.60
				Monthly	10,497.07	11,025.73	11,575.20	12,157.60	12,760.80
				Annual	125,964.80	132,308.80	138,902.40	145,891.20	153,129.60
1095	**PUBLIC WKS SUPT**	MGR08	MGMT	Hourly	87.57	91.96	96.55	101.38	106.44
				Bi-Weekly	7,005.60	7,356.80	7,724.00	8,110.40	8,515.20
				Monthly	15,178.80	15,939.73	16,735.33	17,572.53	18,449.60
				Annual	182,145.60	191,276.80	200,824.00	210,870.40	221,395.20
1015	**PUBLIC WORK DIRECTOR**	UNC03	UNCL	Hourly	116.06	-	-	-	152.47
				Bi-Weekly	9,284.80	-	-	-	12,197.60
				Monthly	20,117.07	-	-	-	26,428.13
				Annual	241,404.80	-	-	-	317,137.60
3155	**PUBLIC WORKS INSP**	CME08	CMEA	Hourly	62.89	66.02	69.33	72.80	76.47
				Bi-Weekly	5,031.20	5,281.60	5,546.40	5,824.00	6,117.60
				Monthly	10,900.93	11,443.47	12,017.20	12,618.67	13,254.80
				Annual	130,811.20	137,321.60	144,206.40	151,424.00	159,057.60
3365	**REC PROG COORD**	CME29	CMEA	Hourly	49.26	51.77	54.29	57.01	59.87
				Bi-Weekly	3,940.80	4,141.60	4,343.20	4,560.80	4,789.60
				Monthly	8,538.40	8,973.47	9,410.27	9,881.73	10,377.47
				Annual	102,460.80	107,681.60	112,923.20	118,580.80	124,529.60

CITY OF CAMPBELL

POSITION CLASSIFICATION - ALL GROUPS

FY 26-27 SALARY SCHEDULE

Effective: 7/6/2026

CLASS CD	JOB TITLE	STEP RANGES								
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
1035	**REC/COMM. SVCS DIRECTOR**	UNC04	UNCL	Hourly	117.15	-	-	-	153.20
				Bi-Weekly	9,372.00	-	-	-	12,256.00
				Monthly	20,306.00	-	-	-	26,554.67
				Annual	243,672.00	-	-	-	318,656.00
1171	**RECREATION SERVICE MGR**	MGR22	MGMT	Hourly	81.16	85.26	89.52	93.97	98.68
				Bi-Weekly	6,492.80	6,820.80	7,161.60	7,517.60	7,894.40
				Monthly	14,067.73	14,778.40	15,516.80	16,288.13	17,104.53
				Annual	168,812.80	177,340.80	186,201.60	195,457.60	205,254.40
3362	**RECREATION SPECIALIST FACILITIES**	CME47	CMEA	Hourly	33.82	36.16	38.58	41.21	44.00
				Bi-Weekly	2,705.60	2,892.80	3,086.40	3,296.80	3,520.00
				Monthly	5,862.13	6,267.73	6,687.20	7,143.07	7,626.67
				Annual	70,345.60	75,212.80	80,246.40	85,716.80	91,520.00
3364	**RECREATION SPECIALIST**	CME47	CMEA	Hourly	33.82	36.16	38.58	41.21	44.00
				Bi-Weekly	2,705.60	2,892.80	3,086.40	3,296.80	3,520.00
				Monthly	5,862.13	6,267.73	6,687.20	7,143.07	7,626.67
				Annual	70,345.60	75,212.80	80,246.40	85,716.80	91,520.00
3363	**RECREATION SPECIALIST (PPT)**	CME51	CMEA	Hourly	33.82	36.16	38.58	41.21	44.00
				Bi-Weekly	2,705.60	2,892.80	3,086.40	3,296.80	3,520.00
				Monthly	5,862.13	6,267.73	6,687.20	7,143.07	7,626.67
				Annual	70,345.60	75,212.80	80,246.40	85,716.80	91,520.00
3255	**RECREATION SPVSR**	CME20	CMEA	Hourly	60.74	63.77	66.97	70.36	73.87
				Bi-Weekly	4,859.20	5,101.60	5,357.60	5,628.80	5,909.60
				Monthly	10,528.27	11,053.47	11,608.13	12,195.73	12,804.13
				Annual	126,339.20	132,641.60	139,297.60	146,348.80	153,649.60
3192	**SENIOR PLANNER**	CME16	CMEA	Hourly	75.37	79.10	83.13	87.23	91.67
				Bi-Weekly	6,029.60	6,328.00	6,650.40	6,978.40	7,333.60
				Monthly	13,064.13	13,710.67	14,409.20	15,119.87	15,889.47
				Annual	156,769.60	164,528.00	172,910.40	181,438.40	190,673.60
3178	**SOCIAL MEDIA SPECIALIST (PPT)**	CME50	CMEA	Hourly	41.94	44.06	46.27	48.57	51.01
				Bi-Weekly	3,355.20	3,524.80	3,701.60	3,885.60	4,080.80
				Monthly	7,269.60	7,637.07	8,020.13	8,418.80	8,841.73
				Annual	87,235.20	91,644.80	96,241.60	101,025.60	106,100.80
3179	**SR ACCOUNTANT**	CME49	CMEA	Hourly	62.52	65.67	68.93	72.37	76.02
				Bi-Weekly	5,001.60	5,253.60	5,514.40	5,789.60	6,081.60
				Monthly	10,836.80	11,382.80	11,947.87	12,544.13	13,176.80
				Annual	130,041.60	136,593.60	143,374.40	150,529.60	158,121.60
3145	**SR BLDG INSP**	CME05	CMEA	Hourly	68.31	71.81	75.38	79.16	83.12
				Bi-Weekly	5,464.80	5,744.80	6,030.40	6,332.80	6,649.60
				Monthly	11,840.40	12,447.07	13,065.87	13,721.07	14,407.47
				Annual	142,084.80	149,364.80	156,790.40	164,652.80	172,889.60
1091	**SR CIVIL ENGR**	MGR06	MGMT	Hourly	83.56	87.76	92.16	96.72	101.58
				Bi-Weekly	6,684.80	7,020.80	7,372.80	7,737.60	8,126.40
				Monthly	14,483.73	15,211.73	15,974.40	16,764.80	17,607.20
				Annual	173,804.80	182,540.80	191,692.80	201,177.60	211,286.40
3191	**SR ENGR TECH**	CME15	CMEA	Hourly	67.79	71.20	74.75	78.51	82.41
				Bi-Weekly	5,423.20	5,696.00	5,980.00	6,280.80	6,592.80
				Monthly	11,750.27	12,341.33	12,956.67	13,608.40	14,284.40
				Annual	141,003.20	148,096.00	155,480.00	163,300.80	171,412.80
3184	**SR IT ADMINISTRATOR**	CME46	CMEA	Hourly	81.30	85.36	89.62	94.11	98.81
				Bi-Weekly	6,504.00	6,828.80	7,169.60	7,528.80	7,904.80
				Monthly	14,092.00	14,795.73	15,534.13	16,312.40	17,127.07
				Annual	169,104.00	177,548.80	186,409.60	195,748.80	205,524.80
3367	**SR MUSEUM SPECIALIST**	CME31	CMEA	Hourly	50.90	53.47	56.12	58.91	61.94
				Bi-Weekly	4,072.00	4,277.60	4,489.60	4,712.80	4,955.20
				Monthly	8,822.67	9,268.13	9,727.47	10,211.07	10,736.27
				Annual	105,872.00	111,217.60	116,729.60	122,532.80	128,835.20

CITY OF CAMPBELL

POSITION CLASSIFICATION - ALL GROUPS

FY 26-27 SALARY SCHEDULE

Effective: 7/6/2026

CLASS CD	JOB TITLE	STEP RANGES								
		Range			Step 1	Step 2	Step 3	Step 4	Step 5
3370	**SR OFFICE ASST**	CME32	CMEA	Hourly	42.90	45.02	47.29	49.64	52.18
				Bi-Weekly	3,432.00	3,601.60	3,783.20	3,971.20	4,174.40
				Monthly	7,436.00	7,803.47	8,196.93	8,604.27	9,044.53
				Annual	89,232.00	93,641.60	98,363.20	103,251.20	108,534.40
3160	**SR PUBLIC WORKS INSP**	CME09	CMEA	Hourly	67.17	70.55	74.08	77.80	81.69
				Bi-Weekly	5,373.60	5,644.00	5,926.40	6,224.00	6,535.20
				Monthly	11,642.80	12,228.67	12,840.53	13,485.33	14,159.60
				Annual	139,713.60	146,744.00	154,086.40	161,824.00	169,915.20
1267	**SR PUBLIC WORKS PROJECT MGR**	MGR26	MGMT	Hourly	83.56	87.76	92.16	96.72	101.58
				Bi-Weekly	6,684.80	7,020.80	7,372.80	7,737.60	8,126.40
				Monthly	14,483.73	15,211.73	15,974.40	16,764.80	17,607.20
				Annual	173,804.80	182,540.80	191,692.80	201,177.60	211,286.40
3250	**SR SVCS SPVSR**	CME19	CMEA	Hourly	60.74	63.77	66.97	70.36	73.87
				Bi-Weekly	4,859.20	5,101.60	5,357.60	5,628.80	5,909.60
				Monthly	10,528.27	11,053.47	11,608.13	12,195.73	12,804.13
				Annual	126,339.20	132,641.60	139,297.60	146,348.80	153,649.60
4296	**STR MNT FIELD SPVSR**	MIL07	CARP	Hourly	58.01	60.89	63.94	67.13	70.53
				Bi-Weekly	4,640.80	4,871.20	5,115.20	5,370.40	5,642.40
				Monthly	10,055.07	10,554.27	11,082.93	11,635.87	12,225.20
				Annual	120,660.80	126,651.20	132,995.20	139,630.40	146,702.40
4295	**STR MNT LEAD WKR**	MIL06	CARP	Hourly	44.44	46.67	48.97	51.44	54.02
				Bi-Weekly	3,555.20	3,733.60	3,917.60	4,115.20	4,321.60
				Monthly	7,702.93	8,089.47	8,488.13	8,916.27	9,363.47
				Annual	92,435.20	97,073.60	101,857.60	106,995.20	112,361.60
1266	**STREET AND FLEET MNT SUPERVISOR**	MGR25	MGMT	Hourly	66.85	70.19	73.69	77.38	81.25
				Bi-Weekly	5,348.00	5,615.20	5,895.20	6,190.40	6,500.00
				Monthly	11,587.33	12,166.27	12,772.93	13,412.53	14,083.33
				Annual	139,048.00	145,995.20	153,275.20	160,950.40	169,000.00
1046	**SUPPORT SERVICE MANAGER**	MGR21	MGMT	Hourly	91.12	95.70	100.53	105.54	110.83
				Bi-Weekly	7,289.60	7,656.00	8,042.40	8,443.20	8,866.40
				Monthly	15,794.13	16,588.00	17,425.20	18,293.60	19,210.53
				Annual	189,529.60	199,056.00	209,102.40	219,523.20	230,526.40
1090	**TRAFFIC ENGR**	MGR05	MGMT	Hourly	86.22	90.56	95.07	99.82	104.84
				Bi-Weekly	6,897.60	7,244.80	7,605.60	7,985.60	8,387.20
				Monthly	14,944.80	15,697.07	16,478.80	17,302.13	18,172.27
				Annual	179,337.60	188,364.80	197,745.60	207,625.60	218,067.20
3196	**UNHOUSED SPECIALIST**	CME42	CMEA	Hourly	44.82	47.18	49.66	52.28	55.03
				Bi-Weekly	3,585.60	3,774.40	3,972.80	4,182.40	4,402.40
				Monthly	7,768.80	8,177.87	8,607.73	9,061.87	9,538.53
				Annual	93,225.60	98,134.40	103,292.80	108,742.40	114,462.40
3395	**UTILITY WRKR**	CME34	CMEA	Hourly	43.26	45.45	47.69	50.06	52.61
				Bi-Weekly	3,460.80	3,636.00	3,815.20	4,004.80	4,208.80
				Monthly	7,498.40	7,878.00	8,266.27	8,677.07	9,119.07
				Annual	89,980.80	94,536.00	99,195.20	104,124.80	109,428.80

Update	Revision Effective Date	Council Approval Date	Notes
FY27 Budget	7/6/2026	6/16/2026	Budget adoption updates
COLA	7/6/2026	7/7/2026	CMEA 3% COLA
COLA	7/6/2026	8/17/2026	CARP 3% COLA and CPOA 3.69% COLA
COLA	7/6/2026	9/15/2026	CPCEA 3% COLA
COLA	7/6/2026	10/6/2026	3% COLA for CONF, MGMT, UNCL, and CM. Market adjustments.