

CITY OF CAPITOLA - SALARY SCHEDULE APPROVED DECEMBER 12, 2024 - EFFECTIVE DECEMBER 22, 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	\$ 56.23	\$ 59.04	\$ 61.99	\$ 65.10	\$ 68.35	N/A	\$ 9,746.79	\$ 10,233.67	\$ 10,744.82	\$ 11,283.28	\$ 11,847.52	N/A	\$ 116,961.42	\$ 122,804.06	\$ 128,937.87	\$ 135,399.34	\$ 142,170.23	N/A
ASSISTANT PLANNER	ACE	\$ 35.55	\$ 37.29	\$ 39.18	\$ 41.13	\$ 43.18	N/A	\$ 6,162.00	\$ 6,463.80	\$ 6,791.20	\$ 7,129.20	\$ 7,484.53	N/A	\$ 73,944.00	\$ 77,563.20	\$ 81,494.40	\$ 85,550.40	\$ 89,814.40	N/A
ASSOCIATE PLANNER	MID-MANAGEMENT	\$ 42.21	\$ 44.32	\$ 46.53	\$ 48.86	\$ 51.31	N/A	\$ 7,315.85	\$ 7,682.05	\$ 8,065.75	\$ 8,469.64	\$ 8,893.73	N/A	\$ 87,790.22	\$ 92,184.56	\$ 96,788.95	\$ 101,635.69	\$ 106,724.70	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	MID-MANAGEMENT	\$ 58.27	\$ 61.19	\$ 64.25	\$ 67.46	\$ 70.83	N/A	\$ 10,100.34	\$ 10,606.33	\$ 11,136.57	\$ 11,692.66	\$ 12,277.87	N/A	\$ 121,204.04	\$ 127,275.91	\$ 133,638.81	\$ 140,311.93	\$ 147,334.40	N/A
CITY CLERK	CONFIDENTIAL	\$ 52.85	\$ 55.50	\$ 58.27	\$ 61.18	\$ 64.25	N/A	\$ 9,161.27	\$ 9,619.80	\$ 10,099.94	\$ 10,604.78	\$ 11,135.87	N/A	\$ 109,935.26	\$ 115,437.59	\$ 121,199.27	\$ 127,257.90	\$ 133,630.45	N/A
CIVIL ENGINEER/PROJECT MANAGER	MID-MANAGEMENT	\$ 49.92	\$ 52.42	\$ 55.05	\$ 57.79	\$ 60.69	N/A	\$ 8,653.36	\$ 9,086.86	\$ 9,541.13	\$ 10,017.57	\$ 10,518.93	N/A	\$ 103,940.34	\$ 109,042.33	\$ 114,493.60	\$ 120,210.80	\$ 126,227.17	N/A
COMMUNITY SERVICE OFFICER	POA	\$ 31.81	\$ 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	\$ 4,188.00	\$ 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	\$ 35.00	\$ 36.77	\$ 38.59	\$ 40.52	\$ 42.56	N/A	\$ 6,066.67	\$ 6,373.47	\$ 6,688.93	\$ 7,023.47	\$ 7,377.07	N/A	\$ 72,800.00	\$ 76,481.60	\$ 80,267.20	\$ 84,281.60	\$ 88,524.80	N/A
DEVELOPMENT SERVICES TECHNICIAN	ACE	\$ 31.37	\$ 32.95	\$ 34.58	\$ 36.31	\$ 38.14	N/A	\$ 5,437.47	\$ 5,711.33	\$ 5,993.87	\$ 6,293.73	\$ 6,610.93	N/A	\$ 65,249.60	\$ 68,536.00	\$ 71,926.40	\$ 75,524.80	\$ 79,331.20	N/A
ENVIRONMENTAL PROJECTS MANAGER	MID-MANAGEMENT	\$ 46.02	\$ 48.33	\$ 50.74	\$ 53.28	\$ 55.95	N/A	\$ 7,977.55	\$ 8,376.86	\$ 8,795.27	\$ 9,235.69	\$ 9,698.13	N/A	\$ 95,730.55	\$ 100,522.36	\$ 105,543.21	\$ 110,828.31	\$ 116,377.61	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	\$ 41.34	\$ 43.39	\$ 45.57	\$ 47.86	\$ 50.27	N/A	\$ 7,165.60	\$ 7,520.93	\$ 7,898.80	\$ 8,295.73	\$ 8,713.47	N/A	\$ 85,987.20	\$ 90,251.20	\$ 94,785.60	\$ 99,548.80	\$ 104,561.60	N/A
INFORMATION SYSTEMS SPECIALIST	CONFIDENTIAL	\$ 36.12	\$ 37.93	\$ 39.82	\$ 41.81	\$ 43.90	N/A	\$ 6,261.00	\$ 6,573.78	\$ 6,901.58	\$ 7,247.14	\$ 7,609.08	N/A	\$ 75,131.96	\$ 78,885.31	\$ 82,818.90	\$ 86,965.62	\$ 91,308.96	N/A
MAINTENANCE WORKER I	ACE	\$ 21.41	\$ 22.50	\$ 23.61	\$ 24.80	\$ 26.04	N/A	\$ 3,711.07	\$ 3,900.00	\$ 4,092.40	\$ 4,298.67	\$ 4,513.60	N/A	\$ 44,532.80	\$ 46,800.00	\$ 49,108.80	\$ 51,584.00	\$ 54,163.20	N/A
MAINTENANCE WORKER II	ACE	\$ 28.69	\$ 30.10	\$ 31.62	\$ 33.22	\$ 34.89	N/A	\$ 4,972.93	\$ 5,217.33	\$ 5,480.80	\$ 5,758.13	\$ 6,047.60	N/A	\$ 59,675.20	\$ 62,608.00	\$ 65,769.60	\$ 69,097.60	\$ 72,571.20	N/A
MAINTENANCE WORKER III	ACE	\$ 31.62	\$ 33.22	\$ 34.89	\$ 36.65	\$ 38.47	N/A	\$ 5,480.80	\$ 5,758.13	\$ 6,047.60	\$ 6,352.67	\$ 6,668.13	N/A	\$ 65,769.60	\$ 69,097.60	\$ 72,571.20	\$ 76,232.00	\$ 80,017.60	N/A
MECHANIC	ACE	\$ 32.25	\$ 33.86	\$ 35.56	\$ 37.32	\$ 39.21	N/A	\$ 5,590.00	\$ 5,869.07	\$ 6,163.73	\$ 6,468.80	\$ 6,796.40	N/A	\$ 67,080.00	\$ 70,428.80	\$ 73,964.80	\$ 77,625.60	\$ 81,556.80	N/A
MUSEUM CURATOR	ACE	\$ 28.58	\$ 30.03	\$ 31.55	\$ 33.11	\$ 34.76	N/A	\$ 4,953.87	\$ 5,205.20	\$ 5,468.67	\$ 5,739.07	\$ 6,025.07	N/A	\$ 59,446.40	\$ 62,462.40	\$ 65,624.00	\$ 68,868.80	\$ 72,300.80	N/A
OPERATIONS MAINTENANCE SUPERVISOR	MID-MANAGEMENT	\$ 42.05	\$ 44.17	\$ 46.37	\$ 48.67	\$ 51.12	N/A	\$ 7,288.67	\$ 7,656.13	\$ 8,037.47	\$ 8,436.13	\$ 8,860.80	N/A	\$ 87,464.00	\$ 91,873.60	\$ 96,449.60	\$ 101,233.60	\$ 106,329.60	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	\$ 5,418.40	N/A	\$ 53,539.20	\$ 56,118.40	\$ 58,968.00	\$ 62,042.40	\$ 65,020.80	N/A
POLICE CAPTAIN	POLICE CAPTAINS	\$ 67.30	\$ 70.66	\$ 74.20	\$ 77.92	\$ 81.82	\$ 85.91	\$ 11,664.91	\$ 12,248.59	\$ 12,860.72	\$ 13,505.41	\$ 14,181.41	\$ 14,891.48	\$ 139,978.96	\$ 146,983.06	\$ 154,328.61	\$ 162,064.86	\$ 170,176.93	\$ 178,697.70
POLICE OFFICER TRAINEE	POA	\$ 41.64	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,217.60	\$ -	\$ -	\$ -	\$ -	\$ 86,611.20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
POLICE OFFICER	POA	\$ 46.35	\$ 48.68	\$ 51.06	\$ 53.64	\$ 56.33	\$ 59.16	\$ 8,034.00	\$ 8,437.87	\$ 8,850.40	\$ 9,297.60	\$ 9,763.87	\$ 10,254.40	\$ 96,408.00	\$ 101,254.40	\$ 106,204.80	\$ 111,571.20	\$ 117,166.40	\$ 123,052.80
POLICE RECORDS TECHNICIAN	ACE	\$ 28.15	\$ 29.55	\$ 31.03	\$ 32.59	\$ 34.22	N/A	\$ 4,879.33	\$ 5,122.00	\$ 5,378.53	\$ 5,648.93	\$ 5,931.47	N/A	\$ 58,552.00	\$ 61,464.00	\$ 64,542.40	\$ 67,787.20	\$ 71,177.60	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 SERVICES & RECREATION 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 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	\$ 46,238.40	\$ 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	\$ 97,621.83	\$ 102,512.30	\$ 107,637.12	\$ 113,011.94	\$ 118,668.02	N/A
SENIOR MECHANIC	MID-MANAGEMENT	\$ 37.97	\$ 39.88	\$ 41.88	\$ 43.97	\$ 46.16	N/A	\$ 6,581.47	\$ 6,912.53	\$ 7,259.20	\$ 7,621.47	\$ 8,001.07	N/A	\$ 78,977.60	\$ 82,950.40	\$ 87,110.40	\$ 91,457.60	\$ 96,012.80	N/A
SENIOR PLANNER	MID-MANAGEMENT	\$ 48.53	\$ 50.96	\$ 53.51	\$ 56.18	\$ 58.99	N/A	\$ 8,411.75	\$ 8,833.14	\$ 9,274.73	\$ 9,737.86	\$ 10,225.23	N/A	\$ 100,940.96	\$ 105,997.72	\$ 111,298.78	\$ 116,854.35	\$ 122,702.73	N/A
POLICE SERGEANT	POA	\$ 55.15	\$ 57.93	\$ 60.82	\$ 63.85	\$ 67.06	\$ 70.40	\$ 9,559.33	\$ 10,041.20	\$ 10,542.13	\$ 11,067.33	\$ 11,623.73	\$ 12,202.67	\$ 114,712.00	\$ 120,494.40	\$ 126,505.60	\$ 132,808.00	\$ 139,484.80	\$ 146,432.00
CITY MANAGER	MANAGEMENT	RANGE: \$ 120.62 TO \$ 120.62						RANGE: \$ 20,908.31 TO \$ 20,908.31						RANGE: \$ 250,899.77 TO \$ 250,899.77					
CHIEF OF POLICE	MANAGEMENT	RANGE: \$ 81.11 TO \$ 103.44						RANGE: \$ 14,059.40 TO \$ 17,929.25						RANGE: \$ 168,712.79 TO \$ 215,151.00					
DEPARTMENT HEADS	MANAGEMENT	RANGE: \$ 76.26 TO \$ 92.99						RANGE: \$ 13,217.69 TO \$ 16,118.55						RANGE: \$ 158,612.22 TO \$ 193,422.61					