

CITY OF MILPITAS - HUMAN RESOURCES
MEA Job Classifications/Salary Table Effective 07/13/2025

				Step A			Step B			Step C			Step D			Step E		
Classification	Union Code	Occ Code	Pay Grade	Hourly	BiWeekly	Annual	Hourly2	BiWeekly3	Annual4	Hourly5	BiWeekly6	Annual7	Hourly8	BiWeekly9	Annual10	Hourly11	BiWeekly12	Annual13
Assistant Water Operator	20	7212	221	47.55	3,566.14	92,719.64	49.93	3,744.46	97,355.96	52.42	3,931.67	102,223.42	55.04	4,128.24	107,334.24	57.80	4,334.68	112,701.68
Assistant Water Operator - 40	20	8611	226	47.83	3,826.17	99,480.42	50.22	4,017.68	104,459.68	52.73	4,218.74	109,687.24	55.38	4,430.52	115,193.52	58.15	4,651.95	120,950.70
Cross Connection Specialist	20	8626	239	49.43	3,954.49	102,816.74	52.03	4,162.61	108,227.86	54.77	4,381.70	113,924.20	57.65	4,612.31	119,920.06	60.69	4,855.06	126,231.56
Equip Maint Worker I - 40	20	8612	227	43.50	3,479.61	90,469.86	45.65	3,651.83	94,947.58	47.93	3,834.76	99,703.76	50.34	4,027.27	104,709.02	52.85	4,228.37	109,937.62
Equip Maint Worker II - 40	20	8613	228	47.83	3,826.17	99,480.42	50.22	4,017.68	104,459.68	52.73	4,218.74	109,687.24	55.38	4,430.52	115,193.52	58.15	4,651.95	120,950.70
Equip Maint Worker III - 40	20	8614	229	53.88	4,310.74	112,079.24	56.59	4,526.81	117,697.06	59.42	4,753.59	123,593.34	62.39	4,991.05	129,767.30	65.52	5,241.35	136,275.10
Equipment Maint. Worker I	20	7202	200	43.23	3,241.94	84,290.44	45.39	3,404.04	88,505.04	47.66	3,574.29	92,931.54	50.04	3,752.98	97,577.48	52.54	3,940.63	102,456.38
Equipment Maint. Worker II	20	7203	201	47.55	3,566.14	92,719.64	49.93	3,744.46	97,355.96	52.42	3,931.67	102,223.42	55.04	4,128.24	107,334.24	57.80	4,334.68	112,701.68
Equipment Maint. Worker III	20	7204	202	53.57	4,018.08	104,470.08	56.25	4,218.91	109,691.66	59.07	4,429.90	115,177.40	62.02	4,651.39	120,936.14	65.12	4,883.97	126,983.22
Fleet Maint Worker I -40	20	8615	230	41.52	3,321.69	86,363.94	43.60	3,488.16	90,692.16	45.78	3,662.30	95,219.80	48.06	3,845.18	99,974.68	50.47	4,037.94	104,986.44
Fleet Maint Worker II - 40	20	8616	231	45.67	3,653.53	94,991.78	47.96	3,836.42	99,746.92	50.35	4,028.06	104,729.56	52.87	4,229.59	109,969.34	55.51	4,440.97	115,465.22
Fleet Maint Worker III -40	20	8617	232	52.53	4,202.20	109,257.20	55.16	4,412.50	114,725.00	57.91	4,632.63	120,448.38	60.80	4,863.69	126,455.94	63.85	5,107.91	132,805.66
Fleet Maintenance Worker I	20	7207	213	41.52	3,114.09	80,966.34	43.60	3,269.77	85,014.02	45.78	3,433.28	89,265.28	48.07	3,604.88	93,726.88	50.47	3,785.15	98,413.90
Fleet Maintenance Worker II	20	7208	214	45.67	3,425.51	89,063.26	47.96	3,596.75	93,515.50	50.35	3,776.62	98,192.12	52.87	3,965.47	103,102.22	55.52	4,163.66	108,255.16
Fleet Maintenance Worker III	20	7209	215	52.52	3,939.30	102,421.80	55.15	4,136.24	107,542.24	57.91	4,343.03	112,918.78	60.80	4,560.16	118,564.16	63.84	4,788.25	124,494.50
Maint Worker III - 40	20	8619	234	44.72	3,577.96	93,026.96	46.96	3,757.13	97,685.38	49.31	3,944.87	102,566.62	51.78	4,142.28	107,699.28	54.37	4,349.34	113,082.84
Maintenance Assistant	20	8625	238	27.27	2,181.76	56,725.76	28.56	2,285.14	59,413.64	29.90	2,392.08	62,194.08	31.32	2,505.27	65,137.02	32.79	2,622.92	68,195.92
Maintenance Custodian I	20	8101	203	31.86	2,389.34	62,122.84	33.45	2,508.81	65,229.06	35.12	2,634.28	68,491.28	36.88	2,765.99	71,915.74	38.72	2,904.29	75,511.54
Maintenance Custodian I - 40	20	8107	222	31.86	2,548.65	66,264.90	33.45	2,676.05	69,577.30	35.12	2,809.87	73,056.62	36.88	2,950.38	76,709.88	38.72	3,097.88	80,544.88
Maintenance Custodian II	20	8102	204	35.04	2,628.34	68,336.84	36.80	2,759.72	71,752.72	38.64	2,897.73	75,340.98	40.57	3,042.53	79,105.78	42.60	3,194.70	83,062.20
Maintenance Custodian II - 40	20	8108	223	35.04	2,803.56	72,892.56	36.80	2,943.67	76,535.42	38.64	3,090.90	80,363.40	40.57	3,245.39	84,380.14	42.60	3,407.71	88,600.46
Maintenance Custodian III	20	8103	205	40.30	3,022.52	78,585.52	42.32	3,173.64	82,514.64	44.43	3,332.32	86,640.32	46.65	3,498.95	90,972.70	48.99	3,673.94	95,522.44
Maintenance Custodian III - 40	20	8618	233	40.30	3,224.24	83,830.24	42.32	3,385.21	88,015.46	44.44	3,554.96	92,428.96	46.65	3,732.37	97,041.62	48.98	3,918.55	101,882.30
Maintenance Worker I	20	8202	206	35.04	2,628.34	68,336.84	36.80	2,759.72	71,752.72	38.64	2,897.73	75,340.98	40.57	3,042.61	79,107.86	42.60	3,194.70	83,062.20
Maintenance Worker I-40	20	8203	207	35.36	2,829.11	73,556.86	37.12	2,969.65	77,210.90	38.98	3,118.79	81,088.54	40.93	3,274.35	85,133.10	42.98	3,438.50	89,401.00
Maintenance Worker II	20	8204	208	38.55	2,891.14	75,169.64	40.48	3,035.68	78,927.68	42.50	3,187.43	82,873.18	44.62	3,346.83	87,017.58	46.86	3,514.17	91,368.42
Maintenance Worker II-40	20	8205	209	38.89	3,111.27	80,893.02	40.84	3,266.84	84,937.84	42.89	3,430.99	89,205.74	45.02	3,601.56	93,640.56	47.27	3,781.80	98,326.80
Maintenance Worker III	20	8206	210	44.33	3,324.76	86,443.76	46.55	3,491.01	90,766.26	48.87	3,665.56	95,304.56	51.32	3,848.84	100,069.84	53.88	4,041.31	105,074.06
SCADA Technician	20	8627	240	50.39	4,031.01	104,806.26	53.04	4,243.18	110,322.68	55.83	4,466.51	116,129.26	58.77	4,701.58	122,241.08	61.86	4,949.04	128,675.04
Senior Public Works Lead	20	8609	225	59.29	4,743.18	123,322.68	62.25	4,980.34	129,488.84	65.37	5,229.36	135,963.36	68.64	5,490.81	142,761.06	72.07	5,765.51	149,903.26
Senior SCADA Technician	20	8628	241	55.43	4,434.12	115,287.12	58.34	4,667.50	121,355.00	61.41	4,913.15	127,741.90	64.65	5,171.74	134,465.24	68.05	5,443.94	141,542.44
Water Meter Technician I	20	8104	216	35.04	2,628.23	68,333.98	36.80	2,759.72	71,752.72	38.64	2,897.71	75,340.46	40.57	3,042.53	79,105.78	42.60	3,194.69	83,061.94
Water Meter Technician I -40	20	8620	235	35.05	2,803.66	72,895.16	36.80	2,943.85	76,540.10	38.63	3,090.61	80,355.86	40.56	3,245.02	84,370.52	42.60	3,408.22	88,613.72
Water Meter Technician II	20	8105	217	38.55	2,891.14	75,169.64	40.48	3,035.66	78,927.16	42.50	3,187.41	82,872.66	44.62	3,346.80	87,016.80	46.86	3,514.17	91,368.42
Water Meter Technician II -40	20	8621	236	38.55	3,084.02	80,184.52	40.48	3,238.46	84,199.96	42.49	3,399.45	88,385.70	44.63	3,570.30	92,827.80	46.86	3,748.82	97,469.32
Water Systems Operator	20	7211	219	53.57	4,018.07	104,469.82	56.25	4,218.55	109,682.30	59.07	4,429.89	115,177.14	62.02	4,651.39	120,936.14	65.12	4,883.97	126,983.22
Water Systems Operator - 40	20	8622	237	53.88	4,310.74	112,079.24	56.59	4,526.81	117,697.06	59.42	4,753.59	123,593.34	62.39	4,991.05	129,767.30	65.52	5,241.35	136,275.10

Union Code	Union Description
10	IAFF - International Association of Firefighters
20	MEA - Milpitas Employee Association
40	MPOA - Milpitas Police Officers Association
50	Pro-Tech - Milpitas Professional and Technical Group
60	Unrep - Unrepresented
70	Temps - Temporary
80	Mid-Con - UPEC Mid-Mgmt-Confidential Unit