

CITY OF MILPITAS - HUMAN RESOURCES
All 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	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual
Accountant	50	2101	500	53.36	4,268.94	110,992.44	56.03	4,482.35	116,541.10	58.82	4,705.56	122,344.56	61.77	4,941.94	128,490.44	64.85	5,188.14	134,891.64
Accounting Technician I	50	6104	513	34.75	2,780.15	72,283.90	36.49	2,919.18	75,898.68	38.31	3,065.15	79,693.90	40.23	3,218.40	83,678.40	42.24	3,379.33	87,862.58
Accounting Technician II	50	6105	514	38.23	3,058.15	79,511.90	40.14	3,211.11	83,488.86	42.15	3,371.65	87,662.90	44.25	3,540.27	92,047.02	46.47	3,717.21	96,647.46
Administrative Analyst I	80	2102	801	43.28	3,462.67	90,029.42	-	-	-	-	-	-	-	-	-	56.98	4,558.39	118,518.14
Administrative Analyst II	80	2103	802	47.80	3,824.11	99,426.86	-	-	-	-	-	-	-	-	-	62.92	5,033.41	130,868.66
Administrative Assistant	80	6111	828	41.29	3,303.48	85,890.48	43.36	3,468.65	90,184.90	45.53	3,642.10	94,694.60	47.80	3,824.18	99,428.68	50.19	4,015.38	104,399.88
Assistant Chief of Police	60	1405	649	116.80	9,344.14	242,947.64	-	-	-	-	-	-	-	-	-	163.52	13,081.79	340,126.54
Assistant City Attorney	60	1113	645	80.82	6,465.24	168,096.24	-	-	-	-	-	-	-	-	-	109.40	8,751.75	227,545.50
Assistant City Manager	60	1104	666	101.41	8,112.63	210,928.38	-	-	-	-	-	-	-	-	-	141.97	11,357.69	295,299.94
Assistant Dir Recr & Comm Svcs	60	1121	659	69.20	5,535.95	143,934.70	-	-	-	-	-	-	-	-	-	96.88	7,750.33	201,508.58
Assistant Engineer	50	2201	502	57.82	4,625.32	120,258.32	60.71	4,856.57	126,270.82	63.74	5,099.39	132,584.14	66.93	5,354.39	139,214.14	70.28	5,622.14	146,175.64
Assistant Finance Director	60	1109	669	72.98	5,838.26	151,794.76	-	-	-	-	-	-	-	-	-	102.17	8,173.76	212,517.76
Assistant Fire Marshal	60	2501	632	93.05	7,443.79	193,538.54	-	-	-	-	-	-	-	-	-	130.27	10,421.31	270,954.06
Assistant Planner	50	2801	503	55.44	4,435.07	115,311.82	58.21	4,656.94	121,080.44	61.11	4,888.95	127,112.70	64.17	5,133.33	133,466.58	67.38	5,390.10	140,142.60
Assistant Pool Manager	70	5609	709	22.66	1,812.80	47,132.80	-	-	-	-	-	-	-	-	-	31.57	2,525.60	65,665.60
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
Associate Civil Engineer	50	2202	504	66.49	5,319.09	138,296.34	69.81	5,585.07	145,211.82	73.30	5,864.34	152,472.84	76.97	6,157.56	160,096.56	80.82	6,465.45	168,101.70
Associate Planner	50	2802	505	63.74	5,099.52	132,587.52	66.94	5,355.19	139,234.94	70.29	5,623.22	146,203.72	73.80	5,903.65	153,494.90	77.48	6,198.73	161,166.98
Budget Manager	80	1115	839	63.09	5,047.51	131,235.26	-	-	-	-	-	-	-	-	-	83.05	6,643.99	172,743.74
Building & Housing Director	60	1802	658	88.20	7,055.63	183,446.38	-	-	-	-	-	-	-	-	-	123.47	9,877.89	256,825.14
Building Inspection Manager	80	3809	848	65.73	5,258.33	136,716.58	-	-	-	-	-	-	-	-	-	79.89	6,391.58	166,181.08
Building Inspector Apprentice	70	8610	770	28.00	2,240.00	58,240.00	-	-	-	-	-	-	-	-	-	35.00	2,800.00	72,800.00
Building Official	60	1804	676	77.58	6,206.24	161,362.24	-	-	-	-	-	-	-	-	-	108.61	8,688.74	225,907.24
Building Permit Technician	50	5801	508	42.33	3,386.76	88,055.76	44.46	3,556.47	92,468.22	46.69	3,734.89	97,107.14	49.01	3,920.93	101,944.18	51.46	4,116.78	107,036.28
Building/NP Inspector	50	3801	507	56.11	4,488.96	116,712.96	58.92	4,713.46	122,549.96	61.86	4,949.08	128,676.08	64.96	5,196.56	135,110.56	68.20	5,456.35	141,865.10
Business Systems Analyst/Dev	80	2119	853	57.70	4,615.99	120,015.74	-	-	-	-	-	-	-	-	-	75.95	6,076.05	157,977.30
Buyer	80	2106	803	42.89	3,431.28	89,213.28	-	-	-	-	-	-	-	-	-	56.46	4,516.63	117,432.38
CIP Manager	60	2211	642	67.02	5,361.33	139,394.58	-	-	-	-	-	-	-	-	-	93.83	7,506.45	195,167.70
Case Manager	50	5612	544	37.93	3,034.56	78,898.56	-	-	-	-	-	-	-	-	-	47.34	3,787.06	98,463.56
Chief Fire Enforcement Officer	60	1505	656	76.62	6,129.71	159,372.46	-	-	-	-	-	-	-	-	-	107.27	8,581.60	223,121.60
Chief of Police	60	1402	650	122.64	9,811.05	255,087.30	-	-	-	-	-	-	-	-	-	171.69	13,735.51	357,123.26
City Attorney	60	1112	644	99.96	7,997.00	207,922.00	-	-	-	-	-	-	-	-	-	124.95	9,996.27	259,903.02
City Clerk	60	1101	605	67.06	5,364.87	139,486.62	-	-	-	-	-	-	-	-	-	93.90	7,511.67	195,303.42
City Engineer	60	1201	606	78.23	6,258.32	162,716.32	-	-	-	-	-	-	-	-	-	109.52	8,761.65	227,802.90
City Manager	60	1102	697	182.21	14,576.92	378,999.92	-	-	-	-	-	-	-	-	-	182.21	14,576.92	378,999.92
Code Enforcement Officer	50	5804	515	49.06	3,925.02	102,050.52	51.52	4,121.33	107,154.58	54.10	4,328.27	112,535.02	56.81	4,544.67	118,161.42	59.65	4,771.74	124,065.24
Communications Dispatch Superv	40	6409	456	61.94	4,954.90	128,827.40	65.03	5,202.64	135,268.64	68.28	5,462.79	142,032.54	71.70	5,735.94	149,134.44	75.28	6,022.74	156,591.24
Communications Dispatcher	40	6408	455	53.63	4,290.14	111,543.64	56.31	4,504.62	117,120.12	59.12	4,729.84	122,975.84	62.08	4,966.29	129,123.54	65.18	5,214.61	135,579.86
Community Service Officer	40	6412	460	46.22	3,697.73	96,140.98	48.53	3,882.63	100,948.38	50.96	4,076.76	105,995.76	53.51	4,280.59	111,295.34	56.18	4,494.64	116,860.64
Councilmember	60	1107	699	20.87	417.40	10,852.40	-	-	-	-	-	-	-	-	-	20.87	417.40	10,852.40
Crime Analyst	80	2105	809	51.81	4,145.13	107,773.38	-	-	-	-	-	-	-	-	-	68.20	5,456.27	141,863.02
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
Customer Services Supervisor	80	2127	847	50.24	4,019.43	104,505.18	-	-	-	-	-	-	-	-	-	66.13	5,290.45	137,551.70
Deputy City Clerk	80	6102	835	49.34	3,947.07	102,623.82	-	-	-	-	-	-	-	-	-	59.97	4,797.68	124,739.68
Deputy Director of IT	60	1123	679	80.31	6,424.82	167,045.32	-	-	-	-	-	-	-	-	-	102.85	8,227.82	213,923.32
Deputy Fire Chief	60	1504	633	117.25	9,379.84	243,875.84	-	-	-	-	-	-	-	-	-	164.15	13,131.77	341,426.02
Deputy Public Works Director	60	1207	654	78.23	6,258.32	162,716.32	-	-	-	-	-	-	-	-	-	109.52	8,761.65	227,802.90
Digital Media Specialist	80	2121	840	44.63	3,570.76	92,839.76	-	-	-	-	-	-	-	-	-	58.75	4,700.21	122,205.46
Dir of Recr & Community Svcs	60	1208	655	86.37	6,909.53	179,647.78	-	-	-	-	-	-	-	-	-	121.15	9,692.19	251,996.94
Econ Dev Dir & Strat Init	60	1206	653	86.37	6,909.53	179,647.78	-	-	-	-	-	-	-	-	-	121.15	9,692.19	251,996.94
Economic Development Coord	80	8623	852	54.45	4,355.63	113,246.38	-	-	-	-	-	-	-	-	-	67.51	5,400.93	140,424.18
Economic Development Spec	80	8606	850	51.85	4,147.86	107,844.36	-	-	-	-	-	-	-	-	-	62.59	5,006.89	130,179.14
Electrical/Building Inspector	50	3802	511	58.92	4,713.45	122,549.70	61.86	4,949.08	128,676.08	64.96	5,196.55	135,110.30	68.20	5,456.35	141,865.10	71.61	5,729.19	148,958.94
Emergency Services Coordinator	80	2502	836	57.28	4,582.72	119,150.72	-	-	-	-	-	-	-	-	-	75.39	6,031.47	156,818.22
Engineering Aide	50	3201	512	45.98	3,678.31	95,636.06	48.28	3,862.23	100,417.98	50.69	4,055.33	105,438.58	53.23	4,258.07	110,709.82	55.89	4,470.97	116,245.22
Engineering Permit Technician	50	2210	540	41.39	3,311.12	86,089.12	43.46	3,476.68	90,393.68	45.63	3,650.50	94,913.00	47.91	3,832.98	99,657.48	50.31	4,024.66	104,641.16
Entry Firefighter/EMT - 40	10	4512	115	58.36	4,668.57	121,382.82	61.28	4,902.01	127,452.26	-	-	-	-	-	-	-	-	-
Entry Firefighter/EMT - 56	10	4510	112	41.68	4,668.57	121,382.82	43.77	4,902.01	127,452.26	-	-	-	-	-	-	-	-	-
Entry Firefighter/Paramedic-40	10	4513	116	65.36	5,228.81	135,949.06	68.63	5,490.25	142,746.50	-	-	-	-	-	-	-	-	-
Entry Firefighter/Paramedic-56	10	4511	113	46.69	5,228.81	135,949.06	49.02	5,490.25	142,746.50	-	-	-	-	-	-	-	-	-
Entry Level Fire Inspector	10	3508	114	50.39	4,031.53	104,819.78	52.91	4,233.11	110,060.86	55.56	4,444.77	115,564.02	58.34	4,667.01	121,342.26	61.25	4,900.36	127,409.36
Envir & Regulatory Comply Spec	80	8624	851	55.34	4,426.88	115,098.88	-	-	-	-	-	-	-	-	-	72.84	5,827.05	151,503.30

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Classification	Union Code	Occ Code	Pay Grade	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual
Environmental Inspector	50	2213	553	58.92	4,713.45	122,549.70	61.86	4,949.11	128,676.86	64.96	5,196.57	135,110.82	68.20	5,456.38	141,865.88	71.61	5,729.19	148,958.94
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
Executive Assistant	80	6117	812	45.42	3,633.30	94,465.80	47.69	3,815.00	99,190.00	50.07	4,005.74	104,149.24	52.58	4,206.02	109,356.52	55.20	4,416.32	114,824.32
FF/Paramedic Trainee - 40	10	4504	107	62.25	4,979.81	129,475.06	62.25	4,979.81	129,475.06	62.25	4,979.81	129,475.06	62.25	4,979.81	129,475.06	62.25	4,979.81	129,475.06
FF/Paramedic Trainee - 56	10	4514	155	44.46	4,979.81	129,475.06	44.46	4,979.81	129,475.06	44.46	4,979.81	129,475.06	44.46	4,979.81	129,475.06	44.46	4,979.81	129,475.06
Finance Director	60	1103	627	88.58	7,086.27	184,243.02	-	-	-	-	-	-	-	-	-	124.00	9,919.98	257,919.48
Finance Manager	60	1116	647	62.51	5,001.18	130,030.68	-	-	-	-	-	-	-	-	-	87.52	7,001.68	182,043.68
Financial Analyst I	80	2125	844	40.41	3,233.17	84,062.42	-	-	-	-	-	-	-	-	-	53.20	4,255.81	110,651.06
Financial Analyst II	80	2126	845	44.63	3,570.76	92,839.76	-	-	-	-	-	-	-	-	-	58.75	4,700.21	122,205.46
Fire Battalion Chief	10	2508	153	62.45	6,993.89	181,841.14	-	-	-	-	-	-	-	-	-	87.42	9,791.45	254,577.70
Fire Battalion Chief - 40	10	2509	154	87.42	6,993.89	181,841.14	-	-	-	-	-	-	-	-	-	122.39	9,791.45	254,577.70
Fire Captain	10	2504	100	54.65	6,120.86	159,142.36	57.38	6,426.90	167,099.40	60.25	6,748.26	175,454.76	63.27	7,085.68	184,227.68	66.43	7,439.97	193,439.22
Fire Captain - 40	10	2507	108	76.51	6,120.86	159,142.36	80.34	6,426.90	167,099.40	84.35	6,748.26	175,454.76	88.57	7,085.68	184,227.68	93.00	7,439.97	193,439.22
Fire Chief	60	1502	630	129.27	10,341.38	268,875.88	-	-	-	-	-	-	-	-	-	180.97	14,477.97	376,427.22
Fire Engineer/EMT	10	4501	102	48.19	5,397.38	140,331.88	50.60	5,667.26	147,348.76	53.13	5,950.62	154,716.12	55.79	6,248.16	162,452.16	58.58	6,560.57	170,574.82
Fire Engineer/EMT - 40	10	4515	156	67.47	5,397.38	140,331.88	70.84	5,667.26	147,348.76	74.38	5,950.62	154,716.12	78.10	6,248.16	162,452.16	82.01	6,560.57	170,574.82
Fire Engineer/Paramedic	10	4505	151	53.97	6,045.08	157,172.08	56.67	6,347.34	165,030.84	59.51	6,664.71	173,282.46	62.48	6,997.96	181,946.96	65.61	7,347.86	191,044.36
Fire Prevention Inspector	10	3501	106	77.26	6,180.56	160,694.56	81.12	6,489.60	168,729.60	85.18	6,814.09	177,166.34	89.43	7,154.79	186,024.54	93.91	7,512.54	195,326.04
Fire Protection Engineer	10	3507	110	77.26	6,180.56	160,694.56	81.12	6,489.60	168,729.60	85.18	6,814.09	177,166.34	89.43	7,154.79	186,024.54	93.91	7,512.54	195,326.04
Firefighter/EMT	10	4502	103	45.96	5,147.11	133,824.86	48.25	5,404.48	140,516.48	50.67	5,674.70	147,542.20	53.20	5,958.45	154,919.70	55.86	6,256.37	162,665.62
Firefighter/EMT - 40	10	4516	157	64.34	5,147.11	133,824.86	67.56	5,404.48	140,516.48	70.93	5,674.70	147,542.20	74.48	5,958.45	154,919.70	78.20	6,256.37	162,665.62
Firefighter/EMT Trainee - 40	10	4509	109	55.58	4,446.26	115,602.76	55.58	4,446.26	115,602.76	55.58	4,446.26	115,602.76	55.58	4,446.26	115,602.76	55.58	4,446.26	115,602.76
Firefighter/Paramedic	10	4503	104	51.47	5,764.76	149,883.76	54.04	6,053.01	157,378.26	56.75	6,355.66	165,247.16	59.58	6,673.45	173,509.70	62.56	7,007.13	182,185.38
Fitness Instructor	70	5620	713	35.00	2,800.00	72,800.00	-	-	-	-	-	-	-	-	-	75.00	6,000.00	156,000.00
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
GIS Technician	50	2212	552	57.82	4,625.32	120,258.32	60.71	4,856.57	126,270.82	63.74	5,099.43	132,585.18	66.93	5,354.37	139,213.62	70.28	5,622.16	146,176.16
Hazardous Materials Inspector	10	3502	105	77.26	6,180.56	160,694.56	81.12	6,489.60	168,729.60	85.18	6,814.09	177,166.34	89.43	7,154.79	186,024.54	93.91	7,512.54	195,326.04
Housing Official	60	1120	673	72.98	5,838.26	151,794.76	-	-	-	-	-	-	-	-	-	102.17	8,173.76	212,517.76
Human Resources Analyst I	80	2124	843	43.28	3,462.67	90,029.42	-	-	-	-	-	-	-	-	-	56.98	4,558.39	118,518.14
Human Resources Analyst II	80	2123	842	47.80	3,824.11	99,426.86	-	-	-	-	-	-	-	-	-	62.92	5,033.41	130,868.66
Human Resources Assistant	80	2108	846	30.83	2,466.62	64,132.12	32.37	2,589.86	67,336.36	33.99	2,719.35	70,703.10	35.69	2,855.34	74,238.84	37.48	2,998.08	77,950.08
Human Resources Director	60	1105	613	88.08	7,046.40	183,206.40	-	-	-	-	-	-	-	-	-	123.31	9,864.99	256,489.74
Human Resources Manager	60	1209	677	67.22	5,377.53	139,815.78	-	-	-	-	-	-	-	-	-	94.11	7,528.53	195,741.78
Human Resources Technician	80	2107	816	37.40	2,991.70	77,784.20	39.27	3,141.93	81,690.18	41.2								

CITY OF MILPITAS - HUMAN RESOURCES
All 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	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual
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
Maintenance Worker/Seasonal	70	8207	760	22.43	1,794.40	46,654.40	-	-	-	-	-	-	-	-	-	31.25	2,500.00	65,000.00
Management Analyst	80	2128	854	57.38	4,590.78	119,360.28	-	-	-	-	-	-	-	-	-	80.36	6,428.51	167,141.26
Marketing Coordinator	50	5614	548	44.67	3,573.53	92,911.78	46.90	3,752.20	97,557.20	49.25	3,939.80	102,434.80	51.71	4,136.79	107,556.54	54.30	4,343.64	112,934.64
Mayor	60	1118	696	26.09	521.88	13,568.88	-	-	-	-	-	-	-	-	-	26.09	521.88	13,568.88
Office Assistant I	50	6108	516	30.22	2,417.61	62,857.86	31.73	2,538.47	66,000.22	33.32	2,665.41	69,300.66	34.98	2,798.64	72,764.64	36.73	2,938.58	76,403.08
Office Assistant II	50	6109	517	33.24	2,659.24	69,140.24	34.90	2,792.16	72,596.16	36.65	2,931.85	76,228.10	38.48	3,078.43	80,039.18	40.40	3,232.29	84,039.54
Office Specialist	50	6110	518	38.23	3,058.11	79,510.86	40.14	3,211.07	83,487.82	42.15	3,371.65	87,662.90	44.25	3,540.27	92,047.02	46.47	3,717.21	96,647.46
PW Division Mgr. - Eng.	60	1127	692	78.83	6,306.41	163,966.66	-	-	-	-	-	-	-	-	-	98.54	7,883.01	204,958.26
PW Division Mgr. - Opr.	60	1126	691	78.83	6,306.41	163,966.66	-	-	-	-	-	-	-	-	-	98.54	7,883.01	204,958.26
PW Division Mgr. - Utl.	60	1128	693	78.83	6,306.41	163,966.66	-	-	-	-	-	-	-	-	-	98.54	7,883.01	204,958.26
Patrol Officer	40	4401	404	58.45	4,675.95	121,574.70	61.37	4,909.75	127,653.50	64.44	5,155.20	134,035.20	67.66	5,412.97	140,737.22	71.04	5,683.59	147,773.34
Patrol Officer Trainee	40	4402	458	57.19	4,575.53	118,963.78	60.05	4,804.22	124,909.72	63.06	5,044.49	131,156.74	66.21	5,296.68	137,713.68	69.52	5,561.46	144,597.96
Payroll Specialist	80	6125	859	39.64	3,171.01	82,446.26	41.62	3,329.57	86,568.82	43.70	3,496.03	90,896.78	45.89	3,670.86	95,442.36	48.18	3,854.33	100,212.58
Plan Check Engineer	50	3807	521	68.04	5,443.28	141,525.28	71.44	5,714.87	148,586.62	75.01	6,001.02	156,026.52	78.76	6,300.57	163,814.82	82.75	6,619.74	172,113.24
Plan Checker	50	3803	522	58.02	4,641.57	120,680.82	60.92	4,873.60	126,713.60	63.97	5,117.69	133,059.94	67.16	5,372.82	139,693.32	70.53	5,642.22	146,697.72
Plan Review Manager	60	1210	678	73.27	5,861.99	152,411.74	-	-	-	-	-	-	-	-	-	95.30	7,624.07	198,225.82
Planning Commissioners	70	1108	698	1.00	20.00	520.00	-	-	-	-	-	-	-	-	-	1.00	20.00	520.00
Planning Director	60	1803	607	88.20	7,055.63	183,446.38	-	-	-	-	-	-	-	-	-	123.47	9,877.89	256,825.14
Planning Manager	60	2803	602	67.22	5,377.53	139,815.78	-	-	-	-	-	-	-	-	-	94.11	7,528.53	195,741.78
Planning Technician	50	2813	554	42.33	3,386.76	88,055.76	44.46	3,556.47	92,468.22	46.69	3,734.89	97,107.14	49.01	3,920.93	101,944.18	51.46	4,116.78	107,036.28
Police Assistant	40	6401	450	54.48	4,358.54	113,322.04	57.21	4,576.41	118,986.66	60.07	4,805.22	124,935.72	63.07	5,045.52	131,183.52	66.22	5,297.80	137,742.80
Police Captain	60	1401	651	111.24	8,898.85	231,370.10	-	-	-	-	-	-	-	-	-	155.73	12,458.34	323,916.84
Police Clerk I	40	6402	451	39.05	3,124.14	81,227.64	41.00	3,280.38	85,289.88	43.05	3,444.37	89,553.62	45.21	3,616.60	94,031.60	47.47	3,797.35	98,731.10
Police Clerk II	40	6403	452	42.96	3,436.49	89,348.74	45.11	3,608.41	93,818.66	47.36	3,788.81	98,509.06	49.73	3,978.28	103,435.28	52.21	4,177.11	108,604.86
Police Clerk Supervisor	40	6404	454	49.62	3,969.23	103,199.98	52.10	4,167.73	108,360.98	54.70	4,376.06	113,777.56	57.44	4,594.89	119,467.14	60.31	4,824.61	125,439.86
Police Evidence Technician	40	8607	459	45.56	3,644.48	94,756.48	47.83	3,826.68	99,493.68	50.23	4,018.04	104,469.04	52.74	4,218.97	109,693.22	55.37	4,429.90	115,177.40
Police Lieutenant	40	2402	400	89.65	7,172.22	186,477.72	94.14	7,530.84	195,801.84	98.84	7,907.41	205,592.66	103.79	8,302.80	215,872.80	108.97	8,717.92	226,665.92
Police Officer	40	4403	403	63.91	5,113.19	132,942.94	67.11	5,368.93	139,592.18	70.47	5,637.36	146,571.36	73.99	5,919.17	153,898.42	77.69	6,215.20	161,595.20
Police Officer Trainee	40	4404	457	62.54	5,003.38	130,087.88	65.67	5,253.60	136,593.60	68.95	5,516.33	143,424.58	72.40	5,792.09	150,594.34	76.02	6,081.71	158,124.46
Police Sergeant	40	4405	401	77.21	6,176.88	160,598.88	81.07	6,485.73	168,628.98	85.13	6,810.01	177,060.26	89.38	7,150.61	185,915.86	93.85	7,508.13	195,211.38
Police Support Services Mgr	60	1404	657	65.19	5,215.27	135,597.02	-	-	-	-	-	-	-	-	-	91.27	7,301.71	189,844.46
Pool Manager	70	5608	708	23.72	1,897.60	49,337.60	-	-	-	-	-	-	-	-	-	33.05	2,644.00	68,744.00
Principal Civil Engineer	80	2204	822	68.48	5,478.50	142,441.00	-	-	-	-	-	-	-	-	-	89.07	7,125.29	185,257.54
Principal Planner	80	2811	823	70.61	5,648.47	146,860.22	-	-	-	-	-	-	-	-	-	85.51	6,841.17	177,870.42
Program Coordinator	50	5606	523	41.66	3,332.62	86,648.12	-	-	-	-	-	-	-	-	-	54.83	4,386.73	114,054.98
Public Information Officer	60	1122	674	64.70	5,175.88	134,572.88	-	-	-	-	-	-	-	-	-	90.58	7,246.26	188,402.76
Public Services Assistant I	50	6601	524	34.75	2,780.15	72,283.90	36.49	2,919.18	75,898.68	38.31	3,065.18	79,694.68	40.23	3,218.42	83,678.92	42.24	3,379.33	87,862.58
Public Services Assistant II	50	6602	525	38.23	3,058.15	79,511.90	40.14	3,211.11	83,488.86	42.15	3,371.64	87,662.64	44.25	3,540.29	92,047.54	46.47	3,717.21	96,647.46
Public Works Director	60	1204	635	90.69	7,255.01	188,630.26	-	-	-	-	-	-	-	-	-	126.96	10,157.05	264,083.30
Public Works Inspector	50	3202	526	56.11	4,488.96	116,712.96	58.92	4,713.46	122,549.96	61.86	4,949.08	128,676.08	64.96	5,196.56	135,110.56	68.20	5,456.35	141,865.10
Public Works Manager	60	1117	648	60.36	4,828.73	125,546.98	-	-	-	-	-	-	-	-	-	84.50	6,760.22	175,765.72
Purchasing Agent	80	1106	826	56.53	4,522.79	117,592.54	-	-	-	-	-	-	-	-	-	72.91	5,833.14	151,661.64
Recreation Administrative Asst	70	5619	712	18.20	1,456.00	37,856.00	-	-	-	-	-	-	-	-	-	25.36	2,028.80	52,748.80
Recreation Attendant	70	5618	711	18.20	1,456.00	37,856.00	-	-	-	-	-	-	-	-				

CITY OF MILPITAS - HUMAN RESOURCES
All 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	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual
Senior Executive Assistant	80	6123	855	47.80	3,824.11	99,426.86	-	-	-	-	-	-	-	-	-	62.92	5,033.41	130,868.66
Senior HR Analyst	80	2122	841	51.81	4,145.16	107,774.16	-	-	-	-	-	-	-	-	-	68.20	5,456.27	141,863.02
Senior Plan Check Engineer	50	3806	534	74.85	5,987.61	155,677.86	78.59	6,287.15	163,465.90	82.52	6,601.23	171,631.98	86.64	6,930.95	180,204.70	90.97	7,277.42	189,212.92
Senior Planner	80	2805	830	64.73	5,178.17	134,632.42	-	-	-	-	-	-	-	-	-	78.68	6,294.27	163,651.02
Senior Public Works Inspector	50	3203	535	64.81	5,184.75	134,803.50	68.05	5,444.02	141,544.52	71.45	5,716.19	148,620.94	75.02	6,001.95	156,050.70	78.78	6,302.08	163,854.08
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
Special Project Associate	70	5105	750	20.00	1,600.00	41,600.00	-	-	-	-	-	-	-	-	-	50.00	4,000.00	104,000.00
Sr Code Enforcement Officer	50	5806	545	57.58	4,606.19	119,760.94	60.44	4,835.59	125,725.34	63.48	5,078.03	132,028.78	66.65	5,332.31	138,640.06	69.98	5,598.37	145,557.62
Sr. City Manager Analyst	60	1125	694	64.90	5,192.31	135,000.06	-	-	-	-	-	-	-	-	-	84.13	6,730.77	175,000.02
Sr. Public Services Assistant	50	5615	549	42.64	3,411.17	88,690.42	44.77	3,581.73	93,124.98	47.01	3,760.81	97,781.06	49.36	3,948.86	102,670.36	51.83	4,146.30	107,803.80
Sr. Special Projects Associate	70	5106	749	50.00	4,000.00	104,000.00	-	-	-	-	-	-	-	-	-	125.00	10,000.00	260,000.00
Staff Assistant	70	5104	745	18.20	1,456.00	37,856.00	-	-	-	-	-	-	-	-	-	28.16	2,252.80	58,572.80
Student Intern	70	5103	740	18.20	1,456.00	37,856.00	-	-	-	-	-	-	-	-	-	30.00	2,400.00	62,400.00
Transporation & Traffic Mgr	60	1202	675	64.70	5,175.88	134,572.88	-	-	-	-	-	-	-	-	-	90.58	7,246.26	188,402.76
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