

RESOLUTION NO. 23-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CUPERTINO
APPROVING THE REVISED UNREPRESENTED EMPLOYEES'
COMPENSATION PROGRAMS**

WHEREAS, the City Council desires to revise the classification plan and salary schedule in the Unrepresented Employees' Compensation Programs adopted by City Council Resolution No. .

NOW, THEREFORE, BE IT RESOLVED that

1. The City Council hereby adopts the revised classification plan and salary schedule for unrepresented employees, as shown in Exhibit A.
2. The City Manager is hereby authorized to update the Unrepresented Employees' Compensation Programs to incorporate the revised classification plan and salary schedule.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Cupertino this 21st day of November 2023 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

Kirsten Squarcia, City Clerk

Hung Wei, Mayor,
City of Cupertino

EXHIBIT A
SALARY SCHEDULE

Salary Effective First Full Pay Period of July, 2023

Classification	Step1	Step2	Step3	Step4	Step5
ACCOUNTANT I	\$46.60	\$48.93	\$51.38	\$53.95	\$56.65
ACCOUNTANT II	\$51.37	\$53.94	\$56.64	\$59.47	\$62.44
ACCOUNTING TECHNICIAN	\$46.22	\$48.53	\$50.96	\$53.51	\$56.18
ADMINISTRATIVE ASSISTANT	\$40.65	\$42.68	\$44.82	\$47.06	\$49.41
ASSISTANT CITY ATTORNEY	\$92.83	\$97.48	\$102.35	\$107.47	\$112.84
ASSISTANT CITY MGR	\$126.92	\$133.27	\$139.93	\$146.93	\$154.27
ASSISTANT DIRECTOR COMM DEV	\$90.80	\$95.34	\$100.11	\$105.12	\$110.37
ASSISTANT TO THE CITY MANAGER	\$74.68	\$78.41	\$82.33	\$86.45	\$90.77
ASST DIR PUBLIC WORKS ENG	\$94.47	\$99.19	\$104.15	\$109.36	\$114.82
ASST DIR RECREATION COMM SVCS	\$90.80	\$95.34	\$100.11	\$105.12	\$110.37
BUDGET MANAGER	\$84.91	\$89.15	\$93.61	\$98.29	\$103.20
BUILDING OFFICIAL	\$85.34	\$89.60	\$94.08	\$98.79	\$103.73
BUSINESS SYSTEMS ANALYST	\$65.89	\$69.18	\$72.64	\$76.28	\$80.09
CAPITAL IMPV PROGRAM MGR	\$84.81	\$89.05	\$93.51	\$98.18	\$103.09
CHIEF TECHNOLOGY OFFICER	\$112.10	\$117.71	\$123.60	\$129.78	\$136.26
CITY CLERK	\$75.73	\$79.51	\$83.49	\$87.66	\$92.05
CITY ENGINEER	\$94.47	\$99.19	\$104.15	\$109.36	\$114.82
COMMUNICATIONS AND MARKETING COORDINATOR	\$61.81	\$64.90	\$68.14	\$71.55	\$75.13
COMMUNITY RELATIONS COORDINATOR	\$46.86	\$49.21	\$51.67	\$54.25	\$56.96
DEPARTMENT HEAD	\$112.10	\$117.71	\$123.60	\$129.78	\$136.26
DEPUTY BUILDING OFFICIAL	\$73.82	\$77.51	\$81.39	\$85.46	\$89.73
DEPUTY CITY ATTORNEY	\$66.80	\$70.14	\$73.64	\$77.33	\$81.19
DEPUTY CITY CLERK	\$54.04	\$56.74	\$59.58	\$62.55	\$65.68
DEPUTY CITY MANAGER	\$90.80	\$95.34	\$100.11	\$105.12	\$110.37
DIRECTOR OF ADMIN SERVICES	\$112.10	\$117.71	\$123.60	\$129.78	\$136.26
DIRECTOR OF COMM DEVELOPMENT	\$112.10	\$117.71	\$123.60	\$129.78	\$136.26
DIRECTOR OF PARKS AND RECREATION	\$112.10	\$117.71	\$123.60	\$129.78	\$136.26
DIRECTOR OF PUBLIC WORKS	\$115.38	\$121.15	\$127.21	\$133.57	\$140.25
ECONOMIC DEVELOPMENT MANAGER	\$81.52	\$85.59	\$89.87	\$94.37	\$99.08
EMERGENCY SERVICES COORDINATOR	\$66.26	\$69.57	\$73.05	\$76.71	\$80.54
ENVIRONMENTAL PROGRAMS MANAGER	\$84.81	\$89.05	\$93.51	\$98.18	\$103.09
EXEC ASST TO CITY MANAGER	\$47.77	\$50.15	\$52.66	\$55.30	\$58.06
EXEC ASST TO THE CITY ATTNY	\$46.59	\$48.93	\$51.38	\$53.94	\$56.64

FINANCE MANAGER	\$84.91	\$89.15	\$93.61	\$98.29	\$103.20
GIS COORDINATOR	\$48.71	\$51.15	\$53.71	\$56.39	\$59.21
GIS PROGRAM MANAGER	\$83.91	\$88.11	\$92.52	\$97.14	\$102.00
HUMAN RESOURCE ANALYST I	\$56.06	\$58.86	\$61.80	\$64.90	\$68.14
HUMAN RESOURCES ANALYST II	\$61.81	\$64.90	\$68.14	\$71.55	\$75.12
HUMAN RESOURCES ASSISTANT	\$33.76	\$35.45	\$37.22	\$39.08	\$41.03
HUMAN RESOURCES MANAGER	\$84.91	\$89.15	\$93.61	\$98.29	\$103.20
HUMAN RESOURCES TECHNICIAN	\$46.22	\$48.53	\$50.96	\$53.51	\$56.18
I.T. ASSISTANT	\$45.46	\$47.73	\$50.12	\$52.62	\$55.25
INNOVATION AND TECHNOLOGY MGR	\$83.91	\$88.11	\$92.52	\$97.14	\$102.00
LEGAL SERVICES MANAGER	\$48.12	\$50.53	\$53.05	\$55.71	\$58.49
MANAGEMENT ANALYST	\$56.54	\$59.37	\$62.34	\$65.45	\$68.72
NETWORK SPECIALIST	\$58.16	\$61.06	\$64.12	\$67.32	\$70.69
PARK RESTORATION IMPV MGR	\$79.33	\$83.29	\$87.46	\$91.83	\$96.42
PERMIT CENTER MANAGER	\$73.82	\$77.51	\$81.39	\$85.46	\$89.73
PLANNING MANAGER	\$85.34	\$89.60	\$94.08	\$98.79	\$103.73
PUBLIC AFFAIRS MANAGER	\$72.94	\$76.58	\$80.41	\$84.43	\$88.66
PUBLIC INFORMATION OFFICER	\$72.86	\$76.50	\$80.33	\$84.34	\$88.56
PUBLIC WORKS PROJECT MANAGER	\$69.73	\$73.22	\$76.88	\$80.72	\$84.76
PUBLIC WORKS SUPERVISOR	\$58.78	\$61.71	\$64.80	\$68.04	\$71.44
PURCHASING MANAGER	\$84.91	\$89.15	\$93.61	\$98.29	\$103.20
RECREATION MANAGER	\$60.01	\$63.01	\$66.16	\$69.46	\$72.94
RECREATION SUPERVISOR	\$54.43	\$57.15	\$60.01	\$63.01	\$66.16
SENIOR ACCOUNTANT	\$59.48	\$62.45	\$65.57	\$68.85	\$72.30
SENIOR ASSISTANT CITY ATTORNEY	\$102.13	\$107.24	\$112.60	\$118.23	\$124.14
SENIOR CIVIL ENGINEER	\$79.66	\$83.64	\$87.82	\$92.22	\$96.83
SENIOR MANAGEMENT ANALYST	\$61.81	\$64.90	\$68.14	\$71.55	\$75.13
SENIOR PUBLIC WORKS PROJECT MGR	\$73.21	\$76.88	\$80.72	\$84.76	\$88.99
SERVICE CENTER SUPERINTENDENT	\$75.15	\$78.91	\$82.86	\$87.00	\$91.35
SPECIAL PROJECT EXECUTIVE	\$112.10	\$117.71	\$123.60	\$129.78	\$136.26
TRANSPORTATION MANAGER	\$84.81	\$89.05	\$93.51	\$98.18	\$103.09
WEB SPECIALIST	\$51.42	\$53.99	\$56.69	\$59.53	\$62.50