

# FY 2020/21

## SARATOGA EMPLOYEE ASSOCIATION

POSITION TITLE (FLSA Classification)	STEP RANGES						
	Monthly / Annually / Hourly	1	2	3	4	5	6
Accountant II (FLSA Exempt)	8,770.67 105,248.00 50.60	9,209.20 110,510.40 53.13	9,670.27 116,043.20 55.79	10,153.87 121,846.40 58.58	10,661.73 127,940.80 61.51	11,195.60 134,347.20 64.59	11,755.47 141,065.60 67.82
Accounting Technician (FLSA Non-Exempt)	6,422.00 77,064.00 37.05	6,742.67 80,912.00 38.90	7,080.67 84,968.00 40.85	7,434.27 89,211.20 42.89	7,805.20 93,662.40 45.03	8,195.20 98,342.40 47.28	8,604.27 103,251.20 49.64
Accounting Technician - Senior (FLSA Non-Exempt)	7,065.07 84,780.80 40.76	7,418.67 89,024.00 42.80	7,789.60 93,475.20 44.94	8,179.60 98,155.20 47.19	8,588.67 103,064.00 49.55	9,018.53 108,222.40 52.03	9,469.20 113,630.40 54.63
Administrative Assistant (FLSA Non-Exempt)	6,120.40 73,444.80 35.31	6,427.20 77,126.40 37.08	6,747.87 80,974.40 38.93	7,085.87 85,030.40 40.88	7,439.47 89,273.60 42.92	7,812.13 93,745.60 45.07	8,202.13 98,425.60 47.32
Administrative Technician (FLSA Non-Exempt)	6,422.00 77,064.00 37.05	6,742.67 80,912.00 38.90	7,080.67 84,968.00 40.85	7,434.27 89,211.20 42.89	7,805.20 93,662.40 45.03	8,195.20 98,342.40 47.28	8,604.27 103,251.20 49.64
Administrative - Analyst I (FLSA Non-Exempt)	8,030.53 96,366.40 46.33	8,432.67 101,192.00 48.65	8,853.87 106,246.40 51.08	9,295.87 111,550.40 53.63	9,760.40 117,124.80 56.31	10,249.20 122,990.40 59.13	10,762.27 129,147.20 62.09
Administrative - Analyst II (FLSA Exempt)	8,701.33 104,416.00 50.20	9,136.40 109,636.80 52.71	9,594.00 115,128.00 55.35	10,074.13 120,889.60 58.12	10,578.53 126,942.40 61.03	11,107.20 133,286.40 64.08	11,661.87 139,942.40 67.28
Arborist (FLSA Exempt)	8,827.87 105,934.40 50.93	9,269.87 111,238.40 53.48	9,732.67 116,792.00 56.15	10,219.73 122,636.80 58.96	10,731.07 128,772.80 61.91	11,268.40 135,220.80 65.01	11,831.73 141,980.80 68.26
Arborist - Senior (FLSA Exempt)	9,841.87 118,102.40 56.78	10,334.13 124,009.60 59.62	10,850.67 130,208.00 62.60	11,393.20 136,718.40 65.73	11,963.47 143,561.60 69.02	12,561.47 150,737.60 72.47	13,188.93 158,267.20 76.09
Building Inspector (FLSA Non-Exempt)	8,300.93 99,611.20 47.89	8,715.20 104,582.40 50.28	9,150.27 109,803.20 52.79	9,607.87 115,294.40 55.43	10,088.00 121,056.00 58.20	10,592.40 127,108.80 61.11	11,122.80 133,473.60 64.17
Code Compliance Officer (FLSA Non-Exempt)	7,361.47 88,337.60 42.47	7,728.93 92,747.20 44.59	8,115.47 97,385.60 46.82	8,521.07 102,252.80 49.16	8,947.47 107,369.60 51.62	9,394.67 112,736.00 54.20	9,864.40 118,372.80 56.91
Development Services Assistant (FLSA Non-Exempt)	6,120.40 73,444.80 35.31	6,427.20 77,126.40 37.08	6,747.87 80,974.40 38.93	7,085.87 85,030.40 40.88	7,439.47 89,273.60 42.92	7,812.13 93,745.60 45.07	8,202.13 98,425.60 47.32
Engineer - Assistant (FLSA Non-Exempt)	8,528.00 102,336.00 49.20	8,954.40 107,452.80 51.66	9,401.60 112,819.20 54.24	9,871.33 118,456.00 56.95	10,365.33 124,384.00 59.80	10,883.60 130,603.20 62.79	11,427.87 137,134.40 65.93
Engineer - Associate Civil (FLSA Exempt)	9,744.80 116,937.60 56.22	10,231.87 122,782.40 59.03	10,743.20 128,918.40 61.98	11,280.53 135,366.40 65.08	11,843.87 142,126.40 68.33	12,436.67 149,240.00 71.75	13,058.93 156,707.20 75.34
Engineer - Senior Civil (FLSA Exempt)	11,469.47 137,633.60 66.17	12,043.20 144,518.40 69.48	12,644.67 151,736.00 72.95	13,277.33 159,328.00 76.60	13,941.20 167,294.40 80.43	14,638.00 175,656.00 84.45	15,369.47 184,433.60 88.67
Environmental Programs Manager (FLSA Exempt)	9,573.20 114,878.40 55.23	10,051.60 120,619.20 57.99	10,554.27 126,651.20 60.89	11,081.20 132,974.40 63.93	11,635.87 139,630.40 67.13	12,218.27 146,619.20 70.49	12,828.40 153,940.80 74.01
Executive Assistant (FLSA Non-Exempt)	7,153.47 85,841.60 41.27	7,510.53 90,126.40 43.33	7,886.67 94,640.00 45.50	8,281.87 99,382.40 47.78	8,696.13 104,353.60 50.17	9,131.20 109,574.40 52.68	9,587.07 115,044.80 55.31

POSITION TITLE (FLSA Classification)	STEP RANGES						
	1	2	3	4	5	6	7
Facility Administrator (FLSA Non-Exempt)	6,422.00 77,064.00 37.05	6,742.67 80,912.00 38.90	7,080.67 84,968.00 40.85	7,434.27 89,211.20 42.89	7,805.20 93,662.40 45.03	8,195.20 98,342.40 47.28	8,604.27 103,251.20 49.64
Facility Maintenance - Worker III (FLSA Non-Exempt)	6,219.20 74,630.40 35.88	6,529.47 78,353.60 37.67	6,855.33 82,264.00 39.55	7,198.53 86,382.40 41.53	7,559.07 90,708.80 43.61	7,936.93 95,243.20 45.79	8,333.87 100,006.40 48.08
Facility Maintenance - Lead Worker (FLSA Non-Exempt)	6,898.67 82,784.00 39.80	7,243.60 86,923.20 41.79	7,605.87 91,270.40 43.88	7,985.47 95,825.60 46.07	8,384.13 100,609.60 48.37	8,803.60 105,643.20 50.79	9,243.87 110,926.40 53.33
Facility Maintenance - Manager (FLSA Exempt)	9,568.00 114,816.00 55.20	10,046.40 120,556.80 57.96	10,549.07 126,588.80 60.86	11,076.00 132,912.00 63.90	11,630.67 139,568.00 67.10	12,213.07 146,556.80 70.46	12,823.20 153,878.40 73.98
IT Analyst (FLSA Non-Exempt)	8,626.80 103,521.60 49.77	9,058.40 108,700.80 52.26	9,510.80 114,129.60 54.87	9,985.73 119,828.80 57.61	10,484.93 125,819.20 60.49	11,008.40 132,100.80 63.51	11,559.60 138,715.20 66.69
IT Manager (FLSA Exempt)	11,992.93 143,915.20 69.19	12,592.67 151,112.00 72.65	13,221.87 158,662.40 76.28	13,882.27 166,587.20 80.09	14,575.60 174,907.20 84.09	15,303.60 183,643.20 88.29	16,068.00 192,816.00 92.70
Permit Technician (FLSA Non-Exempt)	6,422.00 77,064.00 37.05	6,742.67 80,912.00 38.90	7,080.67 84,968.00 40.85	7,434.27 89,211.20 42.89	7,805.20 93,662.40 45.03	8,195.20 98,342.40 47.28	8,604.27 103,251.20 49.64
Planner - Assistant (FLSA Exempt)	7,784.40 93,412.80 44.91	8,174.40 98,092.80 47.16	8,583.47 103,001.60 49.52	9,013.33 108,160.00 52.00	9,464.00 113,568.00 54.60	9,937.20 119,246.40 57.33	10,434.67 125,216.00 60.20
Planner - Associate (FLSA Exempt)	8,827.87 105,934.40 50.93	9,269.87 111,238.40 53.48	9,732.67 116,792.00 56.15	10,219.73 122,636.80 58.96	10,731.07 128,772.80 61.91	11,268.40 135,220.80 65.01	11,831.73 141,980.80 68.26
Planner - Senior (FLSA Exempt)	9,841.87 118,102.40 56.78	10,334.13 124,009.60 59.62	10,850.67 130,208.00 62.60	11,393.20 136,718.40 65.73	11,963.47 143,561.60 69.02	12,561.47 150,737.60 72.47	13,188.93 158,267.20 76.09
Public Works Inspector (FLSA Non-Exempt)	8,018.40 96,220.80 46.26	8,418.80 101,025.60 48.57	8,840.00 106,080.00 51.00	9,282.00 111,384.00 53.55	9,746.53 116,958.40 56.23	10,233.60 122,803.20 59.04	10,744.93 128,939.20 61.99

### CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD

POSITION TITLE (FLSA Classification)	STEP RANGES						
	1	2	3	4	5	6	7
Park Maintenance Worker I Street Maintenance Worker I (FLSA Non-Exempt)	5,118.53 61,422.40 29.53	5,375.07 64,500.80 31.01	5,643.73 67,724.80 32.56	5,926.27 71,115.20 34.19	6,222.67 74,672.00 35.90	6,534.67 78,416.00 37.70	6,862.27 82,347.20 39.59
Park Maintenance Worker II Street Maintenance Worker II (FLSA Non-Exempt)	5,654.13 67,849.60 32.62	5,936.67 71,240.00 34.25	6,233.07 74,796.80 35.96	6,545.07 78,540.80 37.76	6,872.67 82,472.00 39.65	7,215.87 86,590.40 41.63	7,576.40 90,916.80 43.71
Park Maintenance Worker III Street Maintenance Worker III (FLSA Non-Exempt)	6,219.20 74,630.40 35.88	6,529.47 78,353.60 37.67	6,855.33 82,264.00 39.55	7,198.53 86,382.40 41.53	7,559.07 90,708.80 43.61	7,936.93 95,243.20 45.79	8,333.87 100,006.40 48.08
Park Maintenance - Lead Worker Street Maintenance - Lead Worker (FLSA Non-Exempt)	6,898.67 82,784.00 39.80	7,243.60 86,923.20 41.79	7,605.87 91,270.40 43.88	7,985.47 95,825.60 46.07	8,384.13 100,609.60 48.37	8,803.60 105,643.20 50.79	9,243.87 110,926.40 53.33

## UNREPRESENTED

POSITION TITLE (FLSA Classification)	STEP RANGES						
	1	2	3	4	5	6	7
Administrative Services Director (FLSA Exempt)	16,010.80 192,129.60 92.37	16,811.60 201,739.20 96.99	17,652.27 211,827.20 101.84	18,534.53 222,414.40 106.93	19,461.87 233,542.40 112.28	20,434.27 245,211.20 117.89	21,455.20 257,462.40 123.78
Assistant City Manager (FLSA Exempt)	16,685.07 200,220.80 96.26	17,518.80 210,225.60 101.07	18,394.13 220,729.60 106.12	19,314.53 231,774.40 111.43	20,280.00 243,360.00 117.00	21,294.00 255,528.00 122.85	22,358.27 268,299.20 128.99
Building Official (FLSA Exempt)	12,369.07 148,428.80 71.36	12,987.87 155,854.40 74.93	13,637.87 163,654.40 78.68	14,319.07 171,828.80 82.61	15,034.93 180,419.20 86.74	15,787.20 189,446.40 91.08	16,575.87 198,910.40 95.63
City Clerk (FLSA Exempt)	10,734.53 128,814.40 61.93	11,271.87 135,262.40 65.03	11,835.20 142,022.40 68.28	12,426.27 149,115.20 71.69	13,046.80 156,561.60 75.27	13,698.53 164,382.40 79.03	14,383.20 172,598.40 82.98
Community Development Director (FLSA Exempt)	15,854.80 190,257.60 91.47	16,646.93 199,763.20 96.04	17,478.93 209,747.20 100.84	18,352.53 220,230.40 105.88	19,269.47 231,233.60 111.17	20,233.20 242,798.40 116.73	21,245.47 254,945.60 122.57
Finance Manager (FLSA Exempt)	11,989.47 143,873.60 69.17	12,589.20 151,070.40 72.63	13,218.40 158,620.80 76.26	13,878.80 166,545.60 80.07	14,572.13 174,865.60 84.07	15,300.13 183,601.60 88.27	16,064.53 192,774.40 92.68
Human Resources Manager (FLSA Exempt)	12,954.93 155,459.20 74.74	13,603.20 163,238.40 78.48	14,282.67 171,392.00 82.40	14,996.80 179,961.60 86.52	15,747.33 188,968.00 90.85	16,534.27 198,411.20 95.39	17,361.07 208,332.80 100.16
Human Resources Technician (FLSA Non-Exempt)	6,773.87 81,286.40 39.08	7,111.87 85,342.40 41.03	7,467.20 89,606.40 43.08	7,839.87 94,078.40 45.23	8,231.60 98,779.20 47.49	8,642.40 103,708.80 49.86	9,074.00 108,888.00 52.35
Public Information Officer (FLSA Exempt)	9,535.07 114,420.80 55.01	10,011.73 120,140.80 57.76	10,512.67 126,152.00 60.65	11,037.87 132,454.40 63.68	11,589.07 139,068.80 66.86	12,168.00 146,016.00 70.20	12,776.40 153,316.80 73.71
Public Works Director (FLSA Exempt)	16,409.47 196,913.60 94.67	17,229.33 206,752.00 99.40	18,090.80 217,089.60 104.37	18,995.60 227,947.20 109.59	19,945.47 239,345.60 115.07	20,942.13 251,305.60 120.82	21,989.07 263,868.80 126.86
Public Works Manager - Parks Public Works Manager - Streets (FLSA Exempt)	10,152.13 121,825.60 58.57	10,660.00 127,920.00 61.50	11,193.87 134,326.40 64.58	11,753.73 141,044.80 67.81	12,341.33 148,096.00 71.20	12,958.40 155,500.80 74.76	13,606.67 163,280.00 78.50

## CONTRACT

City Manager (FLSA Exempt)	21,337.77 256,053.20 123.10	
-------------------------------	-----------------------------------	--

## TEMPORARY, NON-BENEFITTED, UNREPRESENTED EMPLOYEES

	1	2	3	4	5
Certified Arborist Hourly Rate	44.91	47.16	49.52	52.00	54.60
Facility Attendent Hourly Rate	17.84	18.73	19.67	20.65	21.68
Maintenance Worker I Hourly Rate	29.53	31.01	32.56	34.19	35.90