

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 06-JAN-2008

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates								
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7		
Accountant	Frem Assoc of Mgmt Empl	06/24/07	2540	71,683.62					96,767.74			
				5,973.63					8,063.98			
				2,756.62					3,721.83			
				34.45					46.52			
Accounting Specialist I-Flex	FACE - Local 1021	06/24/07	2550	44,763.82					54,410.70			
				3,730.31					4,534.22			
				1,721.68					2,092.71			
				21.52					26.15			
Accounting Specialist II-Flex	FACE - Local 1021	06/24/07	2545	49,246.76					59,859.78			
				4,103.89					4,988.31			
				1,894.10					2,302.29			
				23.67					28.77			
Accounting Technician	FACE - Local 1021	06/24/07	2542	56,916.21					69,181.99			
				4,743.01					5,765.16			
				2,189.08					2,660.84			
				27.36					33.26			
Administrative Assistant	FACE - Local 1021	06/24/07	8390	52,878.41					64,274.08			
				4,406.53					5,356.17			
				2,033.78					2,472.07			
				25.42					30.90			
Animal Services Officer	FACE - Local 1021	06/24/07	6740	48,274.26	50,689.57	53,232.85	55,888.10	58,687.30				
				4,022.85	4,224.13	4,436.07	4,657.34	4,890.60				
				1,856.70	1,949.59	2,047.41	2,149.54	2,257.20				
				23.20	24.36	25.59	26.86	28.21				
Animal Services Supervisor	FACE - Local 1021	06/24/07	6735	61,077.78	64,131.66	67,338.24	70,705.16	74,255.80				
				5,089.81	5,344.30	5,611.52	5,892.09	6,187.98				
				2,349.14	2,466.60	2,589.93	2,719.42	2,855.99				
				29.36	30.83	32.37	33.99	35.69				
Assistant Chef	FACE - Local 1021	06/24/07	7545	29,927.48	31,431.05	32,998.61	34,646.14	36,389.64				
				2,493.95	2,619.25	2,749.88	2,887.17	3,032.47				
				1,151.05	1,208.88	1,269.17	1,332.54	1,399.60				
				14.38	15.11	15.86	16.65	17.49				
Assistant City Attorney	Unrep Fremont Officials	06/24/07	1320	134,183.20				181,156.25				
				11,181.93				15,096.35				
				5,160.89				6,967.54				
				64.51				87.09				
Assistant Finance Director	Frem Assoc of Mgmt Empl	06/24/07	2511	124,867.15				156,083.95				
				10,405.59				13,006.99				
				4,802.58				6,003.22				
				60.03				75.04				

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7		
Assoc Civil Engineer-Flex	Prof Engr & Tech Assoc	06/24/07	5220	89,662.20	94,141.32	98,842.73	103,800.87	108,982.91				
				7,471.85	7,845.11	8,236.89	8,650.07	9,081.91				
				3,448.54	3,620.82	3,801.64	3,992.34	4,191.65				
				43.10	45.26	47.52	49.90	52.39				
Assoc Landscape Architect	FACE - Local 1021	06/24/07	5030	78,937.54	82,888.42	87,031.24	91,382.00	95,956.70				
				6,578.12	6,907.36	7,252.60	7,615.16	7,996.39				
				3,036.05	3,188.01	3,347.35	3,514.69	3,690.64				
				37.95	39.85	41.84	43.93	46.13				
Assoc Planner-Flex Staff	FACE - Local 1021	06/24/07	4530	77,322.00	81,192.90	85,255.74	89,526.53	93,989.26				
				6,443.49	6,766.07	7,104.64	7,460.54	7,832.43				
				2,973.92	3,122.80	3,279.06	3,443.32	3,614.97				
				37.17	39.03	40.98	43.04	45.18				
Assoc Trans Engr-Flex Staff	Prof Engr & Tech Assoc	06/24/07	5411	89,662.20	94,141.32	98,842.73	103,800.87	108,982.91				
				7,471.85	7,845.11	8,236.89	8,650.07	9,081.91				
				3,448.54	3,620.82	3,801.64	3,992.34	4,191.65				
				43.10	45.26	47.52	49.90	52.39				
Auto Equipment Mechanic	Operating Engineers Loc 3	06/24/07	6030	61,523.63	64,593.11	67,830.31	71,218.47	74,774.36				
				5,126.96	5,382.75	5,652.52	5,934.87	6,231.19				
				2,366.29	2,484.35	2,608.85	2,739.17	2,875.93				
				29.57	31.05	32.61	34.23	35.94				
Auto Parts & Maint Coordinator	FACE - Local 1021	06/24/07	6035	51,793.26	54,384.52	57,103.75	59,966.94	62,958.09				
				4,316.10	4,532.04	4,758.64	4,997.24	5,246.50				
				1,992.04	2,091.71	2,196.29	2,306.42	2,421.46				
				24.90	26.14	27.45	28.83	30.26				
Battalion Chief	Battalion Chief	06/24/07	4020	109,670.38	115,162.90	120,919.98	126,961.87	133,308.91				
				9,139.19	9,596.90	10,076.66	10,580.15	11,109.07				
				3,012.92	3,163.81	3,321.97	3,487.96	3,662.33				
				37.66	39.54	41.52	43.59	45.77				
Battalion Chief 19 yrs - 1.8%	Battalion Chief	06/24/07	4020	111,644.44	117,235.84	123,096.54	129,248.76	135,708.48				
				9,303.70	9,769.65	10,258.04	10,770.73	11,309.04				
				3,067.15	3,220.76	3,381.77	3,550.79	3,728.25				
				38.33	40.25	42.27	44.38	46.60				
Battalion Chief 26 yrs - 5.8%	Battalion Chief	06/24/07	4020	118,119.82	124,035.51	130,236.14	136,743.52	143,579.57				
				9,843.31	10,336.29	10,853.01	11,395.29	11,964.96				
				3,245.05	3,407.56	3,577.91	3,756.69	3,944.49				
				40.56	42.59	44.72	46.95	49.30				
Benefits/Payroll Manager	Frem Assoc of Mgmt Empl	06/24/07	2018	100,205.82				135,279.50				
				8,350.48				11,273.29				
				3,854.07				5,203.05				
				48.17				65.03				

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
Benefits/Payroll Supervisor	FACE - Local 1021	06/24/07	2050	62,618.78					76,113.54		
				5,218.23					6,342.79		
				2,408.41					2,927.44		
				30.10					36.59		
Budget Manager	Frem Assoc of Mgmt Empl	06/24/07	2538	102,534.12					128,167.64		
				8,544.51					10,680.64		
				3,943.62					4,929.52		
				49.29					61.61		
Building & Safety Manager	Frem Assoc of Mgmt Empl	06/24/07	5615	122,708.41					165,651.40		
				10,225.70					13,804.28		
				4,719.55					6,371.20		
				58.99					79.64		
Building Inspector	FACE - Local 1021	06/24/07	5660	70,995.06	74,544.81	78,272.05	82,185.66	86,286.80			
				5,916.25	6,212.06	6,522.67	6,848.80	7,190.56			
				2,730.57	2,867.10	3,010.46	3,160.98	3,318.72			
				34.13	35.83	37.63	39.51	41.48			
Building Inspector Specialist	FACE - Local 1021	06/24/07	5650	74,502.79	78,227.92	82,139.32	86,246.29	90,554.26			
				6,208.56	6,518.99	6,844.94	7,187.19	7,546.18			
				2,865.49	3,008.76	3,159.20	3,317.16	3,482.85			
				35.81	37.60	39.49	41.46	43.53			
Building Maint Coord	Operating Engineers Loc 3	06/24/07	6445	64,282.32	67,496.47	70,871.29	74,414.85	78,139.40			
				5,356.86	5,624.70	5,905.94	6,201.23	6,511.61			
				2,472.39	2,596.01	2,725.81	2,862.10	3,005.36			
				30.90	32.45	34.07	35.77	37.56			
Building Maint Field Supv	Operating Engineers Loc 3	06/24/07	6430	75,253.29	79,017.53	82,970.77	87,113.01	91,475.75			
				6,271.10	6,584.79	6,914.23	7,259.41	7,622.98			
				2,894.35	3,039.13	3,191.18	3,350.50	3,518.29			
				36.17	37.98	39.88	41.88	43.97			
Building Maint Supervisor	Frem Assoc of Mgmt Empl	06/24/07	6420	81,950.82				110,635.39			
				6,829.23				9,219.61			
				3,151.95				4,255.20			
				39.39				53.19			
Building Maint Worker I	Operating Engineers Loc 3	06/24/07	6460	54,344.76	57,061.99	59,913.42	62,915.80	66,052.36			
				4,528.72	4,755.16	4,992.78	5,242.98	5,504.36			
				2,090.18	2,194.69	2,304.36	2,419.83	2,540.47			
				26.12	27.43	28.80	30.24	31.75			
Building Maint Worker II	Operating Engineers Loc 3	06/24/07	6450	59,723.83	62,716.33	65,850.57	69,142.31	72,591.55			
				4,976.98	5,226.36	5,487.54	5,761.85	6,049.29			
				2,297.07	2,412.16	2,532.71	2,659.31	2,791.98			
				28.71	30.15	31.65	33.24	34.89			

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Building Trades Worker III	Operating Engineers Loc 3	06/24/07	6440	62,714.52	65,851.09	69,138.61	72,593.86	76,233.62		
				5,226.21	5,487.59	5,761.55	6,049.49	6,352.80		
				2,412.09	2,532.73	2,659.17	2,792.07	2,932.06		
				30.15	31.65	33.23	34.90	36.65		
Business Manager	Frem Assoc of Mgmt Empl	06/24/07	4017	90,419.46				122,074.97		
				7,534.96				10,172.91		
				3,477.67				4,695.19		
				43.47				58.68		
C.D.B.G. Administrator	Frem Assoc of Mgmt Empl	06/24/07	4584	89,511.67				108,802.00		
				7,459.30				9,066.83		
				3,442.75				4,184.69		
				43.03				52.30		
Case Manager	FACE - Local 1021	06/24/07	7535	60,367.44	63,381.97	66,550.29	69,872.43	73,371.12		
				5,030.62	5,281.83	5,545.85	5,822.70	6,114.26		
				2,321.82	2,437.76	2,559.62	2,687.40	2,821.96		
				29.02	30.47	31.99	33.59	35.27		
Chef/Food Service Manager	FACE - Local 1021	06/24/07	7555	46,210.85	48,530.19	50,945.50	53,504.78	56,176.02		
				3,850.90	4,044.18	4,245.46	4,458.73	4,681.33		
				1,777.34	1,866.54	1,959.44	2,057.87	2,160.61		
				22.21	23.33	24.49	25.72	27.00		
Chief Forensic Specialist	Teamster Local 856	07/08/07	3738	75,178.61	78,937.54	82,888.42	87,031.24	91,382.00		
				6,264.88	6,578.12	6,907.36	7,252.60	7,615.16		
				2,891.48	3,036.05	3,188.01	3,347.35	3,514.69		
				36.14	37.95	39.85	41.84	43.93		
Chief Programmer Analyst	Frem Assoc of Mgmt Empl	06/24/07	1718	92,960.29				125,496.39		
				7,746.69				10,458.03		
				3,575.39				4,826.78		
				44.69				60.33		
Chief of Party	Operating Engineers Loc 3	06/24/07	5460	73,419.79	77,093.36	80,955.75	85,003.54	89,247.03		
				6,118.31	6,424.44	6,746.31	7,083.62	7,437.25		
				2,823.83	2,965.12	3,113.68	3,269.36	3,432.57		
				35.29	37.06	38.92	40.86	42.90		
City Attorney	City Attorney	03/04/07	1310	234,426.40				234,426.40		
				19,535.53				19,535.53		
				9,016.40				9,016.40		
				112.70				112.70		
City Clerk	Unrep Fremont Officials	06/24/07	1030	84,332.32				113,847.90		
				7,027.69				9,487.32		
				3,243.55				4,378.76		
				40.54				54.73		

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City Council Member	Mayor/City Council	11/05/02	9931	16,884.00					16,884.00		
				1,407.00					1,407.00		
				649.38					649.38		
				8.11					8.11		
City Engineer	Frem Assoc of Mgmt Empl	06/24/07	5211	130,049.79					175,566.34		
				10,837.48					14,630.52		
				5,001.91					6,752.55		
				62.52					84.40		
City Manager	City Manager	03/04/07	1001	238,225.30					238,225.30		
				19,852.11					19,852.11		
				9,162.51					9,162.51		
				114.53					114.53		
Clinical Nurse Educator	Frem Assoc of Mgmt Empl	06/24/07	4095	89,383.46					116,917.78		
				7,448.62					9,743.15		
				3,437.82					4,496.83		
				42.97					56.21		
Clinical Supervisor	Frem Assoc of Mgmt Empl	06/24/07	6945	75,544.03					101,983.58		
				6,295.33					8,498.63		
				2,905.31					3,922.44		
				36.31					49.03		
Code Enforce Off I-Flex Staff	FACE - Local 1021	06/24/07	5680	57,695.58	60,574.76	63,613.90	66,796.99	70,124.05			
				4,807.96	5,047.89	5,301.16	5,566.41	5,843.67			
				2,219.06	2,329.79	2,446.68	2,569.11	2,697.07			
				27.73	29.12	30.58	32.11	33.71			
Code Enforce Off II-Flex Staff	FACE - Local 1021	06/24/07	5675	64,781.57	68,028.64	71,419.68	75,002.66	78,745.61			
				5,398.46	5,669.05	5,951.64	6,250.22	6,562.13			
				2,491.59	2,616.48	2,746.91	2,884.71	3,028.67			
				31.14	32.70	34.33	36.05	37.85			
Communications Coordinator	Frem Assoc of Mgmt Empl	06/24/07	1066	79,061.20					106,736.20		
				6,588.43					8,894.67		
				3,040.81					4,105.23		
				38.01					51.31		
Community Dev Special Proj Mgr	Frem Assoc of Mgmt Empl	06/24/07	4506	103,567.68					139,816.32		
				8,630.64					11,651.36		
				3,983.37					5,377.55		
				49.79					67.21		
Community Development Director	Unrep Fremont Officials	06/24/07	4513	159,138.92					198,923.65		
				13,261.57					16,576.97		
				6,120.72					7,650.90		
				76.50					95.63		

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Community Engagement Spec	FACE - Local 1021	06/24/07	4586	60,840.68	63,882.71	67,076.85	70,430.70	73,952.24		
				5,070.05	5,323.56	5,589.73	5,869.22	6,162.68		
				2,340.02	2,457.02	2,579.87	2,708.87	2,844.31		
				29.25	30.71	32.24	33.86	35.55		
Community Preservation Manager	Frem Assoc of Mgmt Empl	06/24/07	5670	90,419.46				122,074.97		
				7,534.96				10,172.91		
				3,477.67				4,695.19		
				43.47				58.68		
Community Service Officer	Teamster Local 856	07/08/07	3745	51,052.47	53,614.64	56,288.21	59,105.02	62,065.03		
				4,254.37	4,467.88	4,690.68	4,925.41	5,172.08		
				1,963.55	2,062.10	2,164.93	2,273.27	2,387.11		
				24.54	25.77	27.06	28.41	29.83		
Computer Specialist	FACE - Local 1021	06/24/07	1730	59,023.20	61,966.37	65,069.49	68,316.56	71,739.59		
				4,918.60	5,163.86	5,422.45	5,693.04	5,978.30		
				2,270.12	2,383.32	2,502.67	2,627.56	2,759.21		
				28.37	29.79	31.28	32.84	34.49		
Construction Inspector	Operating Engineers Loc 3	06/24/07	5445	71,325.52	74,896.09	78,638.32	82,569.38	86,689.27		
				5,943.79	6,241.34	6,553.19	6,880.78	7,224.10		
				2,743.28	2,880.61	3,024.55	3,175.74	3,334.20		
				34.29	36.00	37.80	39.69	41.67		
Construction Materials Insp	Operating Engineers Loc 3	06/24/07	5450	67,909.45	71,308.35	74,878.93	78,621.15	82,549.46		
				5,659.12	5,942.36	6,239.91	6,551.76	6,879.12		
				2,611.90	2,742.62	2,879.95	3,023.89	3,174.97		
				32.64	34.28	35.99	37.79	39.68		
Counselor	FACE - Local 1021	06/24/07	6930	60,367.44	63,381.97	66,550.29	69,872.43	73,371.12		
				5,030.62	5,281.83	5,545.85	5,822.70	6,114.26		
				2,321.82	2,437.76	2,559.62	2,687.40	2,821.96		
				29.02	30.47	31.99	33.59	35.27		
Crime Analyst	FACE - Local 1021	06/24/07	3630	61,077.78	64,131.66	67,338.24	70,705.16	74,255.80		
				5,089.81	5,344.30	5,611.52	5,892.09	6,187.98		
				2,349.14	2,466.60	2,589.93	2,719.42	2,855.99		
				29.36	30.83	32.37	33.99	35.69		
Criminal Intel & Analysis Mgr	Frem Assoc of Mgmt Empl	09/02/07	3650	90,419.46				122,074.97		
				7,534.96				10,172.91		
				3,477.67				4,695.19		
				43.47				58.68		
Deputy City Attorney	Unrep Management Empl	06/24/07	1340	103,570.85				139,815.48		
				8,630.90				11,651.29		
				3,983.49				5,377.51		
				49.79				67.21		

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Deputy City Clerk	FACE - Local 1021	06/24/07	1035	56,737.68				68,964.96			
				4,728.14				5,747.08			
				2,182.21				2,652.49			
				27.27				33.15			
Deputy City Manager	Unrep Fremont Officials	06/24/07	1011	157,563.28				196,954.10			
				13,130.27				16,412.84			
				6,060.12				7,575.15			
				75.75				94.68			
Deputy Director Human Serv	Frem Assoc of Mgmt Empl	06/24/07	7512	103,567.68				139,816.32			
				8,630.64				11,651.36			
				3,983.37				5,377.55			
				49.79				67.21			
Deputy Director Maint Ops	Frem Assoc of Mgmt Empl	06/24/07	6010	107,925.39				145,691.32			
				8,993.78				12,140.94			
				4,150.97				5,603.51			
				51.88				70.04			
Deputy Director Recreation	Frem Assoc of Mgmt Empl	06/24/07	6520	103,567.68				139,816.32			
				8,630.64				11,651.36			
				3,983.37				5,377.55			
				49.79				67.21			
Deputy Fire Chief	FAME Management Safety	06/24/07	4015	137,728.29				172,160.96			
				11,477.36				14,346.74			
				5,297.24				6,621.57			
				66.21				82.76			
Deputy Fire Chief 24 yr 2.3%	FAME Management Safety	06/24/07	4015	130,467.25				176,120.77			
				10,872.26				14,676.73			
				5,017.97				6,773.87			
				62.72				84.67			
Deputy Fire Marshal	FAME Management Safety	06/24/07	4040	110,587.31				149,253.05			
				9,215.61				12,437.75			
				4,253.35				5,740.50			
				53.16				71.75			
Detention Officer	Teamster Local 856	09/30/07	3730	50,653.59	53,180.56	55,837.96	58,642.08	61,560.33			
				4,221.13	4,431.71	4,653.16	4,886.84	5,130.02			
				1,948.21	2,045.40	2,147.61	2,255.46	2,367.70			
				24.35	25.56	26.84	28.19	29.59			
Detention Supervisor	Teamster Local 856	09/30/07	025	55,756.44	58,544.26	61,462.51	64,543.79	67,771.79			
				4,646.37	4,878.68	5,121.87	5,378.65	5,647.64			
				2,144.47	2,251.70	2,363.94	2,482.45	2,606.60			
				26.80	28.14	29.54	31.03	32.58			

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Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates							
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
Dev & Construction Svcs Mgr	Frem Assoc of Mgmt Empl	06/24/07	4507	104,162.66					140,605.02		
				8,680.22					11,717.08		
				4,006.25					5,407.88		
				50.07					67.59		
Development Services Supv	FACE - Local 1021	06/24/07	5645	81,000.95	85,063.80	89,302.59	93,781.32	98,467.98			
				6,750.08	7,088.65	7,441.88	7,815.11	8,205.66			
				3,115.42	3,271.68	3,434.71	3,606.97	3,787.23			
				38.94	40.89	42.93	45.08	47.34			
Development Svcs Tech I-Flex	FACE - Local 1021	06/24/07	5648	48,708.39					59,205.36		
				4,059.03					4,933.78		
				1,873.39					2,277.12		
				23.41					28.46		
Development Svcs Tech II-Flex	FACE - Local 1021	06/24/07	5647	53,585.52					65,133.51		
				4,465.46					5,427.79		
				2,060.98					2,505.13		
				25.76					31.31		
Director of Trans & Operations	Unrep Fremont Officials	06/24/07	4512	152,418.52					189,676.38		
				12,701.54					15,806.36		
				5,862.25					7,295.24		
				73.27					91.19		
Economic Development Coord	Frem Assoc of Mgmt Empl	06/24/07	1065	79,061.20					106,736.20		
				6,588.43					8,894.67		
				3,040.81					4,105.23		
				38.01					51.31		
Economic Development Director	Unrep Fremont Officials	12/09/07	4300	127,967.28					172,755.96		
				10,663.94					14,396.33		
				4,921.81					6,644.46		
				61.52					83.05		
Economic Development Manager	Frem Assoc of Mgmt Empl	06/24/07	4320	92,289.66					124,597.03		
				7,690.80					10,383.08		
				3,549.29					4,792.19		
				44.36					59.90		
Employment Services Manager	Unrep Management Empl	06/24/07	2019	94,939.62					128,178.35		
				7,911.64					10,681.53		
				3,651.52					4,929.93		
				45.64					61.62		
Engineer I Civil-Flex Staff	Prof Engr & Tech Assoc	06/24/07	5230	71,844.91	75,437.15	79,209.01	83,169.46	87,327.08			
				5,987.07	6,286.43	6,600.75	6,930.78	7,277.25			
				2,763.26	2,901.42	3,046.50	3,198.82	3,358.73			
				34.54	36.26	38.08	39.98	41.98			

City of Fremont
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Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates						
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Engineer I Trans-Flex Staff	Prof Engr & Tech Assoc	06/24/07	5413	71,844.91	75,437.15	79,209.01	83,169.46	87,327.08		
				5,987.07	6,286.43	6,600.75	6,930.78	7,277.25		
				2,763.26	2,901.42	3,046.50	3,198.82	3,358.73		
				34.54	36.26	38.08	39.98	41.98		
Engineer II Civil-Flex Staff	Prof Engr & Tech Assoc	06/24/07	5225	79,026.21	82,977.58	87,135.15	91,485.51	96,059.79		
				6,585.51	6,914.79	7,261.26	7,623.79	8,004.98		
				3,039.46	3,191.44	3,351.35	3,518.67	3,694.60		
				37.99	39.89	41.89	43.98	46.18		
Engineer II Trans-Flex Staff	Prof Engr & Tech Assoc	06/24/07	5412	79,026.21	82,977.58	87,135.15	91,485.51	96,059.79		
				6,585.51	6,914.79	7,261.26	7,623.79	8,004.98		
				3,039.46	3,191.44	3,351.35	3,518.67	3,694.60		
				37.99	39.89	41.89	43.98	46.18		
Engineering Specialist	Prof Engr & Tech Assoc	06/24/07	5235	66,742.84	70,085.58	73,588.26	77,266.87	81,137.41		
				5,561.90	5,840.46	6,132.35	6,438.90	6,761.45		
				2,567.03	2,695.59	2,830.31	2,971.80	3,120.66		
				32.08	33.69	35.37	37.14	39.00		
Engineering Technician I	Prof Engr & Tech Assoc	06/24/07	5245	51,052.75	53,611.78	56,298.77	59,097.72	62,056.60		
				4,254.39	4,467.65	4,691.56	4,924.80	5,171.38		
				1,963.56	2,061.99	2,165.33	2,272.98	2,386.79		
				24.54	25.77	27.06	28.41	29.83		
Engineering Technician II	Prof Engr & Tech Assoc	06/24/07	5240	57,674.25	60,553.17	63,576.03	66,758.83	70,101.57		
				4,806.18	5,046.09	5,298.00	5,563.23	5,841.79		
				2,218.24	2,328.96	2,445.23	2,567.64	2,696.21		
				27.72	29.11	30.56	32.09	33.70		
Environmental Services Manager	Frem Assoc of Mgmt Empl	06/24/07	1077	97,591.29				131,751.68		
				8,132.60				10,979.30		
				3,752.89				5,067.37		
				46.91				63.34		
Environmental Specialist I	FACE - Local 1021	06/24/07	4710	60,974.65	64,029.78	67,228.87	70,587.91	74,122.91		
				5,081.22	5,335.81	5,602.40	5,882.32	6,176.90		
				2,345.17	2,462.68	2,585.72	2,714.92	2,850.88		
				29.31	30.78	32.32	33.93	35.63		
Environmental Specialist II	FACE - Local 1021	06/24/07	4712	73,179.18	76,842.14	80,681.04	84,711.90	88,934.69		
				6,098.26	6,403.51	6,723.42	7,059.32	7,411.22		
				2,814.58	2,955.46	3,103.11	3,258.15	3,420.56		
				35.18	36.94	38.78	40.72	42.75		
Executive Assistant	FACE - Local 1021	06/24/07	8395	56,737.68				68,964.96		
				4,728.14				5,747.08		
				2,182.21				2,652.49		
				27.27				33.15		

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Executive Asst (Confidential)	Confidential (Unrep)	06/24/07	8395	56,737.68	59,574.50	62,553.20	65,680.95	68,964.96		
				4,728.14	4,964.54	5,212.76	5,473.41	5,747.08		
				2,182.21	2,291.32	2,405.89	2,526.19	2,652.49		
				27.27	28.64	30.07	31.57	33.15		
Executive Asst to City Manager	Confidential (Unrep)	06/24/07	8510	62,541.85				76,020.05		
				5,211.82				6,335.00		
				2,405.45				2,923.84		
				30.06				36.54		
Fac Desgn/Constr Proj Supv I	Prof Engr & Tech Assoc	06/24/07	5320	71,844.91	75,437.15	79,209.01	83,169.46	87,327.08		
				5,987.07	6,286.43	6,600.75	6,930.78	7,277.25		
				2,763.26	2,901.42	3,046.50	3,198.82	3,358.73		
				34.54	36.26	38.08	39.98	41.98		
Fac Desgn/Constr Proj Supv II	Prof Engr & Tech Assoc	06/24/07	5321	79,026.21	82,977.58	87,135.15	91,485.51	96,059.79		
				6,585.51	6,914.79	7,261.26	7,623.79	8,004.98		
				3,039.46	3,191.44	3,351.35	3,518.67	3,694.60		
				37.99	39.89	41.89	43.98	46.18		
Fac Desgn/Constr Proj Supv III	Prof Engr & Tech Assoc	06/24/07	5322	89,662.20	94,141.32	98,842.73	103,800.87	108,982.91		
				7,471.85	7,845.11	8,236.89	8,650.07	9,081.91		
				3,448.54	3,620.82	3,801.64	3,992.34	4,191.65		
				43.10	45.26	47.52	49.90	52.39		
Family Services Administrator	Frem Assoc of Mgmt Empl	06/24/07	6911	86,524.77				116,807.59		
				7,210.39				9,733.96		
				3,327.39				4,492.59		
				41.59				56.15		
Finance Director	Unrep Fremont Officials	06/24/07	2510	137,058.73				185,029.04		
				11,421.56				15,419.09		
				5,271.48				7,116.50		
				65.89				88.95		
Finance Operations Supervisor	FACE - Local 1021	06/24/07	2553	70,300.00	73,815.00	77,505.74	81,381.04	85,450.09		
				5,858.33	6,151.25	6,458.81	6,781.75	7,120.84		
				2,703.84	2,839.03	2,980.99	3,130.04	3,286.54		
				33.79	35.48	37.26	39.12	41.08		
Fire Captain	IAFF Local 1689	06/24/07	4030	86,792.03	91,138.72	95,694.81	100,476.33	105,499.29		
				7,232.66	7,594.89	7,974.56	8,373.02	8,791.60		
				2,384.39	2,503.81	2,628.97	2,760.33	2,898.33		
				29.80	31.29	32.86	34.50	36.22		
Fire Captain 19 yrs 1.8%	IAFF Local 1689	06/24/07	4030	88,354.32	92,779.24	97,417.31	102,284.95	107,398.40		
				7,362.86	7,731.60	8,118.10	8,523.74	8,949.86		
				2,427.31	2,548.88	2,676.29	2,810.02	2,950.50		
				30.34	31.86	33.45	35.12	36.88		

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Fire Captain 26 yrs 5.8%	IAFF Local 1689	10/14/07	4030	93,478.88	98,160.40	103,067.58	108,217.45	113,627.51		
				7,789.90	8,180.03	8,588.96	9,018.12	9,468.95		
				2,568.10	2,696.71	2,831.52	2,973.00	3,121.63		
				32.10	33.70	35.39	37.16	39.02		
Fire Captain 27 yrs 3%	IAFF Local 1689	06/24/07	4030	96,283.23	101,105.24	106,159.62	111,467.60	117,036.33		
				8,023.60	8,425.43	8,846.63	9,288.96	9,753.02		
				2,645.14	2,777.61	2,916.47	3,062.29	3,215.28		
				33.06	34.72	36.45	38.27	40.19		
Fire Captain 28 yrs 1.4%	IAFF Local 1689	06/24/07	4030	97,631.25	102,520.61	107,645.79	113,024.45	118,674.71		
				8,135.93	8,543.38	8,970.48	9,418.70	9,889.55		
				2,682.17	2,816.50	2,957.30	3,105.06	3,260.29		
				33.52	35.20	36.96	38.81	40.75		
Fire Chief	Unrep Fremont Officials	06/24/07	4010	146,433.36				197,698.16		
				12,202.77				16,474.85		
				5,632.05				7,603.77		
				70.40				95.04		
Fire Engineer	IAFF Local 1689	06/24/07	4050	76,971.14	80,818.94	84,860.12	89,093.90	93,553.50		
				6,414.26	6,734.91	7,071.67	7,424.49	7,796.12		
				2,114.59	2,220.30	2,331.32	2,447.63	2,570.15		
				26.43	27.75	29.14	30.59	32.12		
Fire Engineer 19 yrs 1.8%	IAFF Local 1689	06/24/07	4050	78,356.67	82,273.68	86,387.61	90,697.67	95,237.60		
				6,529.72	6,856.14	7,198.96	7,558.13	7,936.46		
				2,152.65	2,260.26	2,373.28	2,491.69	2,616.41		
				26.90	28.25	29.66	31.14	32.70		
Fire Engineer 26 yrs 5.8%	IAFF Local 1689	06/24/07	4050	82,901.28	87,045.53	91,398.09	95,958.18	100,761.27		
				6,908.44	7,253.79	7,616.50	7,996.51	8,396.77		
				2,277.50	2,391.36	2,510.93	2,636.21	2,768.16		
				28.46	29.89	31.38	32.95	34.60		
Fire Engineer 27 yrs 3%	IAFF Local 1689	06/24/07	4050	85,388.40	89,656.87	94,140.08	98,836.90	103,784.09		
				7,115.70	7,471.40	7,845.00	8,236.40	8,648.67		
				2,345.83	2,463.10	2,586.26	2,715.29	2,851.21		
				29.32	30.78	32.32	33.94	35.64		
Fire Engineer 28 yrs 1.4%	IAFF Local 1689	06/24/07	4050	86,583.74	90,912.07	95,458.10	100,220.57	105,237.13		
				7,215.31	7,576.00	7,954.84	8,351.71	8,769.76		
				2,378.67	2,497.58	2,622.47	2,753.31	2,891.13		
				29.73	31.21	32.78	34.41	36.13		
Fire Marshal	Frem Assoc of Mgmt Empl	06/24/07	4035	121,852.98				164,492.00		
				10,154.42				13,707.67		
				4,686.65				6,326.61		
				58.58				79.08		

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Firefighter	IAFF Local 1689	09/30/07	4060	72,061.09	75,667.06	79,448.09	83,413.17	87,580.81		
				6,005.09	6,305.58	6,620.67	6,951.09	7,298.40		
				1,979.70	2,078.76	2,182.64	2,291.57	2,406.06		
				24.74	25.98	27.28	28.64	30.07		
Firefighter 19 yrs 1.8%	IAFF Local 1689	06/24/07	4060	73,358.23	77,028.95	80,880.50	84,912.38	89,157.26		
				6,113.18	6,419.08	6,740.04	7,076.03	7,429.77		
				2,015.33	2,116.18	2,221.99	2,332.75	2,449.37		
				25.19	26.45	27.77	29.15	30.61		
Firefighter 26 yrs 5.8%	IAFF Local 1689	06/24/07	4060	77,612.95	81,496.69	85,571.54	89,846.69	94,328.38		
				6,467.74	6,791.39	7,130.96	7,487.22	7,860.69		
				2,132.22	2,238.92	2,350.86	2,468.31	2,591.43		
				26.65	27.98	29.38	30.85	32.39		
Firefighter 27 yrs 3%	IAFF Local 1689	06/24/07	4060	79,941.45	83,941.60	88,138.83	92,532.48	97,158.21		
				6,661.78	6,995.13	7,344.90	7,711.04	8,096.51		
				2,196.19	2,306.08	2,421.39	2,542.10	2,669.18		
				27.45	28.82	30.26	31.77	33.36		
Firefighter 28 yrs 1.4%	IAFF Local 1689	06/24/07	4060	81,060.53	85,116.79	89,372.77	93,828.00	98,518.42		
				6,755.04	7,093.06	7,447.73	7,819.00	8,209.87		
				2,226.93	2,338.37	2,455.29	2,577.69	2,706.55		
				27.83	29.22	30.69	32.22	33.83		
Fleet & Bldg Superintendent	Frem Assoc of Mgmt Empl	06/24/07	6410	107,850.97				134,813.71		
				8,987.58				11,234.48		
				4,148.11				5,185.14		
				51.85				64.81		
Fleet Maintenance Supervisor	Frem Assoc of Mgmt Empl	06/24/07	6022	82,632.06				103,290.08		
				6,886.01				8,607.51		
				3,178.15				3,972.69		
				39.72				49.65		
Fleet Mechanic II	Operating Engineers Loc 3	06/24/07	6020	67,675.98	71,059.77	74,612.77	78,343.40	82,251.78		
				5,639.66	5,921.64	6,217.73	6,528.61	6,854.31		
				2,602.92	2,733.06	2,869.72	3,013.20	3,163.53		
				32.53	34.16	35.87	37.66	39.54		
Haz Mat Technician	FACE - Local 1021	06/24/07	4075	74,502.79	78,227.92	82,139.32	86,246.29	90,554.26		
				6,208.56	6,518.99	6,844.94	7,187.19	7,546.18		
				2,865.49	3,008.76	3,159.20	3,317.16	3,482.85		
				35.81	37.60	39.49	41.46	43.53		
Heavy Equipment Mechanic	Operating Engineers Loc 3	06/24/07	6025	61,523.63	64,593.11	67,830.31	71,218.47	74,774.36		
				5,126.96	5,382.75	5,652.52	5,934.87	6,231.19		
				2,366.29	2,484.35	2,608.85	2,739.17	2,875.93		
				29.57	31.05	32.61	34.23	35.94		

City of Fremont
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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6		
Housing Counselor	FACE - Local 1021	06/24/07	4585	57,999.50	60,894.67	63,949.80	67,132.90	70,491.94			
				4,833.29	5,074.55	5,329.15	5,594.41	5,874.32			
				2,230.75	2,342.10	2,459.60	2,582.03	2,711.22			
				27.88	29.27	30.74	32.27	33.89			
Housing Programs Coordinator	FACE - Local 1021	06/24/07	4583	76,275.61	81,042.86	85,810.11	90,577.37	95,344.62			
				6,356.30	6,753.57	7,150.84	7,548.11	7,945.38			
				2,933.67	3,117.03	3,300.38	3,483.74	3,667.10			
				36.67	38.96	41.25	43.54	45.83			
Human Resource Analyst I-Flex	Unrep Management Empl	06/24/07	2030	60,143.95				79,645.13			
				5,012.00				6,637.09			
				2,313.22				3,063.27			
				28.91				38.29			
Human Resource Analyst II-Flex	Unrep Management Empl	06/24/07	2025	73,536.72				99,272.75			
				6,128.06				8,272.73			
				2,828.33				3,818.18			
				35.35				47.72			
Human Resources Director	Unrep Fremont Officials	06/24/07	2010	137,058.73				185,029.04			
				11,421.56				15,419.09			
				5,271.48				7,116.50			
				65.89				88.95			
Human Resources Tech I-Flex	FACE - Local 1021	06/24/07	2045	51,741.05				62,891.50			
				4,311.75				5,240.95			
				1,990.04				2,418.90			
				24.87				30.23			
Human Resources Tech II-Flex	FACE - Local 1021	06/24/07	2040	56,916.21				69,181.99			
				4,743.01				5,765.16			
				2,189.08				2,660.84			
				27.36				33.26			
Human Services Director	Frem Assoc of Mgmt Empl	12/09/07	7510	122,396.16				171,860.40			
				10,199.68				14,321.70			
				4,707.54				6,610.01			
				58.84				82.62			
Info Syst Appl Spec I	FACE - Local 1021	06/24/07	1731	57,137.59	59,998.31	62,997.46	66,150.41	69,457.16			
				4,761.46	4,999.86	5,249.78	5,512.53	5,788.09			
				2,197.59	2,307.62	2,422.97	2,544.24	2,671.42			
				27.46	28.84	30.28	31.80	33.39			
Info Systems Appl Spec II	FACE - Local 1021	06/24/07	1732	72,025.66	75,624.64	79,408.18	83,376.28	87,544.32	91,927.69		
				6,002.13	6,302.05	6,617.34	6,948.02	7,295.36	7,660.64		
				2,770.21	2,908.64	3,054.16	3,206.78	3,367.08	3,535.68		
				34.62	36.35	38.17	40.08	42.08	44.19		

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Info Systems Appl Spec III	FACE - Local 1021	06/24/07	1733	84,037.63	88,236.43	92,650.56	97,280.01	102,140.17		
				7,003.13	7,353.03	7,720.88	8,106.66	8,511.68		
				3,232.21	3,393.70	3,563.48	3,741.53	3,928.46		
				40.40	42.42	44.54	46.76	49.10		
Info Technology Sves Director	Unrep Fremont Officials	06/24/07	1710	128,826.47				173,915.66		
				10,735.54				14,492.96		
				4,954.86				6,689.06		
				61.93				83.61		
Intergovernmental Rel Mgr	Frem Assoc of Mgmt Empl	06/24/07	1042	90,419.46				122,074.97		
				7,534.96				10,172.91		
				3,477.67				4,695.19		
				43.47				58.68		
Labor Rel Analyst I - Flex	Unrep Management Empl	06/24/07	1075	60,143.95				79,645.13		
				5,012.00				6,637.09		
				2,313.22				3,063.27		
				28.91				38.29		
Labor Rel Analyst II-Flex	Unrep Management Empl	06/24/07	1076	73,536.72				99,272.75		
				6,128.06				8,272.73		
				2,828.33				3,818.18		
				35.35				47.72		
Labor Rel Analyst III	Unrep Management Empl	06/24/07	1078	90,419.46				122,074.97		
				7,534.96				10,172.91		
				3,477.67				4,695.19		
				43.47				58.68		
Labor Rel Mgr/Asst to City Mgr	Unrep Fremont Officials	01/06/08	2016	113,751.91				153,551.16		
				9,479.33				12,795.93		
				4,375.07				5,905.81		
				54.68				73.82		
Landscape Arch/Designer I	FACE - Local 1021	06/24/07	5040	60,062.91	63,070.05	66,221.16	69,532.21	73,019.22		
				5,005.24	5,255.84	5,518.43	5,794.35	6,084.93		
				2,310.11	2,425.77	2,546.96	2,674.31	2,808.43		
				28.87	30.32	31.83	33.42	35.10		
Landscape Arch/Designer II	FACE - Local 1021	06/24/07	8529	69,676.17	73,163.18	76,826.14	80,665.05	84,695.90		
				5,806.34	6,096.93	6,402.17	6,722.08	7,057.99		
				2,679.85	2,813.96	2,954.85	3,102.50	3,257.53		
				33.49	35.17	36.93	38.78	40.71		
Law Office Supervisor	Confidential (Unrep)	06/24/07	1352	63,691.90	66,876.54	70,220.38	73,731.40	77,417.98		
				5,307.65	5,573.04	5,851.69	6,144.28	6,451.50		
				2,449.68	2,572.17	2,700.78	2,835.82	2,977.61		
				30.62	32.15	33.75	35.44	37.22		

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7		
Legal Secretary	FACE - Local 1021	06/24/07	1360	54,806.56					66,617.71			
				4,567.21					5,551.47			
				2,107.94					2,562.21			
				26.34					32.02			
Management Analyst I	Frem Assoc of Mgmt Empl	06/24/07	1070	60,143.95					79,645.13			
				5,012.00					6,637.09			
				2,313.22					3,063.27			
				28.91					38.29			
Management Analyst II	Frem Assoc of Mgmt Empl	06/24/07	1060	73,536.72					99,272.75			
				6,128.06					8,272.73			
				2,828.33					3,818.18			
				35.35					47.72			
Management Analyst III	Frem Assoc of Mgmt Empl	06/24/07	1040	90,419.46					122,074.97			
				7,534.96					10,172.91			
				3,477.67					4,695.19			
				43.47					58.68			
Mayor	Mayor/City Council	11/05/02	9930	26,532.00					26,532.00			
				2,211.00					2,211.00			
				1,020.46					1,020.46			
				12.75					12.75			
Mechanic Assistant	Operating Engineers Loc 3	06/24/07	6040	48,759.32	51,191.42	53,757.70	56,441.39	59,259.27				
				4,063.27	4,265.95	4,479.80	4,703.45	4,938.27				
				1,875.35	1,968.90	2,067.60	2,170.82	2,279.20				
				23.44	24.61	25.84	27.13	28.49				
Network Administrator	FACE - Local 1021	06/24/07	1725	64,845.55	68,092.62	71,483.66	75,066.64	78,825.57				
				5,403.79	5,674.38	5,956.97	6,255.55	6,568.79				
				2,494.05	2,618.94	2,749.37	2,887.17	3,031.75				
				31.17	32.73	34.36	36.08	37.89				
Office Specialist I-Flex	FACE - Local 1021	06/24/07	8375	42,632.26				51,819.71				
				3,552.68				4,318.31				
				1,639.70				1,993.06				
				20.49				24.91				
Office Specialist II-Flex	FACE - Local 1021	06/24/07	8380	46,895.37				57,001.68				
				3,907.94				4,750.14				
				1,803.66				2,192.37				
				22.54				27.40				
Paralegal	FACE - Local 1021	06/24/07	1344	63,389.96	66,557.06	69,884.12	73,371.12	77,050.08				
				5,282.49	5,546.42	5,823.67	6,114.26	6,420.84				
				2,438.07	2,559.88	2,687.85	2,821.96	2,963.46				
				30.47	31.99	33.59	35.27	37.04				

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Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates						
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Park Equipment Mechanic	Operating Engineers Loc 3	06/24/07	6230	56,642.67	59,477.32	62,446.15	65,582.72	68,853.47		
				4,720.22	4,956.44	5,203.84	5,465.22	5,737.78		
				2,178.56	2,287.58	2,401.77	2,522.41	2,648.21		
				27.23	28.59	30.02	31.53	33.10		
Park Field Supervisor	Operating Engineers Loc 3	06/24/07	6220	64,781.57	68,028.64	71,419.68	75,002.66	78,745.61		
				5,398.46	5,669.05	5,951.64	6,250.22	6,562.13		
				2,491.59	2,616.48	2,746.91	2,884.71	3,028.67		
				31.14	32.70	34.33	36.05	37.85		
Park Maintenance Supervisor	Frem Assoc of Mgmt Empl	06/24/07	6215	73,589.10				99,355.21		
				6,132.42				8,279.59		
				2,830.35				3,821.35		
				35.37				47.76		
Park Maintenance Worker I	Operating Engineers Loc 3	06/24/07	6260	49,078.01	51,526.88	54,109.94	56,810.40	59,645.05		
				4,089.83	4,293.90	4,509.16	4,734.20	4,970.42		
				1,887.61	1,981.80	2,081.15	2,185.01	2,294.04		
				23.59	24.77	26.01	27.31	28.67		
Park Maintenance Worker II	Operating Engineers Loc 3	06/24/07	6250	53,975.75	56,676.22	59,510.86	62,479.70	65,599.49		
				4,497.97	4,723.02	4,959.23	5,206.64	5,466.62		
				2,075.99	2,179.85	2,288.87	2,403.06	2,523.05		
				25.94	27.24	28.61	30.03	31.53		
Park Planning Manager	Frem Assoc of Mgmt Empl	06/24/07	6212	90,419.46				122,074.97		
				7,534.96				10,172.91		
				3,477.67				4,695.19		
				43.47				58.68		
Park Ranger	FACE - Local 1021	06/24/07	6750	52,255.25	54,320.04	57,020.16	59,879.10	62,881.01		
				4,354.60	4,526.67	4,751.68	4,989.92	5,240.08		
				2,009.81	2,089.23	2,193.08	2,303.04	2,418.50		
				25.12	26.11	27.41	28.78	30.23		
Park Superintendent	Frem Assoc of Mgmt Empl	06/24/07	6210	91,462.14				123,467.29		
				7,621.84				10,288.94		
				3,517.77				4,748.74		
				43.97				59.35		
Parks & Recreation Director	Unrep Fremont Officials	12/09/07	6512	122,396.16				171,860.40		
				10,199.68				14,321.70		
				4,707.54				6,610.01		
				58.84				82.62		
Plan Check Engineer	Prof Engr & Tech Assoc	06/24/07	5630	89,662.20	94,141.32	98,842.73	103,800.87	108,982.91		
				7,471.85	7,845.11	8,236.89	8,650.07	9,081.91		
				3,448.54	3,620.82	3,801.64	3,992.34	4,191.65		
				43.10	45.26	47.52	49.90	52.39		

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Planner I-Flex Staff	FACE - Local 1021	06/24/07	4550	58,879.25	61,822.41	64,909.53	68,156.61	71,563.64		
				4,906.60	5,151.86	5,409.12	5,679.71	5,963.63		
				2,264.58	2,377.78	2,496.52	2,621.40	2,752.44		
				28.30	29.72	31.20	32.76	34.40		
Planner II-Flex Staff	FACE - Local 1021	06/24/07	4540	67,516.79	70,891.83	74,442.82	78,169.76	82,072.65		
				5,626.39	5,907.65	6,203.56	6,514.14	6,839.38		
				2,596.79	2,726.60	2,863.18	3,006.52	3,156.64		
				32.45	34.08	35.78	37.58	39.45		
Planning Director	Frem Assoc of Mgmt Empl	06/24/07	4520	121,075.15				163,457.24		
				10,089.59				13,621.43		
				4,656.73				6,286.81		
				58.20				78.58		
Plans & Permits Manager	Frem Assoc of Mgmt Empl	06/24/07	5620	99,392.82				134,188.02		
				8,282.73				11,182.33		
				3,822.66				5,161.07		
				47.78				64.51		
Police Aide	FACE - Local 1021	06/24/07	9966	24,233.10	25,672.69	27,085.62	28,525.21	29,964.81		
				2,019.42	2,139.39	2,257.13	2,377.10	2,497.06		
				932.04	987.41	1,041.75	1,097.12	1,152.49		
				11.65	12.34	13.02	13.71	14.40		
Police Aide Coordinator	FACE - Local 1021	06/24/07	9967	28,525.21	30,684.60	32,817.33	34,976.71	37,109.44		
				2,377.10	2,557.05	2,734.77	2,914.72	3,092.45		
				1,097.12	1,180.17	1,262.20	1,345.25	1,427.28		
				13.71	14.75	15.77	16.81	17.84		
Police Captain	FAME Management Safety	06/24/07	3525	132,544.76				178,926.03		
				11,045.39				14,910.50		
				5,097.87				6,881.77		
				63.72				86.02		
Police Captain 24 yrs 2.3%	FAME Management Safety	06/24/07	3525	135,593.33				183,041.38		
				11,299.44				15,253.44		
				5,215.12				7,040.05		
				65.18				88.00		
Police Chief	FAME Management Safety	06/24/07	3510	154,839.73				215,567.04		
				12,903.31				17,963.92		
				5,955.37				8,291.04		
				74.44				103.63		
Police Chief 24 years 2.3%	FAME Management Safety	06/24/07	3510	158,401.08				220,525.08		
				13,200.09				18,377.09		
				6,092.34				8,481.73		
				76.15				106.02		

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Police Communication Disp Supv	Teamster Local 856	07/08/07	3710	65,545.65	68,826.82	72,261.44	75,884.39	79,676.29		
				5,462.13	5,735.56	6,021.78	6,323.69	6,639.69		
				2,520.98	2,647.18	2,779.28	2,918.63	3,064.47		
				31.51	33.08	34.74	36.48	38.30		
Police Communication Dispatch	Teamster Local 856	07/08/07	3725	59,552.29	62,536.05	65,658.24	68,949.61	72,394.78		
				4,962.69	5,211.33	5,471.52	5,745.80	6,032.89		
				2,290.47	2,405.23	2,525.31	2,651.90	2,784.41		
				28.63	30.06	31.56	33.14	34.80		
Police Communication Tech	Teamster Local 856	07/08/07	3720	51,760.62	54,348.66	57,066.10	59,919.40	62,915.37		
				4,313.38	4,529.05	4,755.50	4,993.28	5,242.94		
				1,990.79	2,090.33	2,194.85	2,304.59	2,419.82		
				24.88	26.12	27.43	28.80	30.24		
Police Lieutenant	FAME Management Safety	06/24/07	3530	115,072.73				155,350.75		
				9,589.39				12,945.89		
				4,425.87				5,975.02		
				55.32				74.68		
Police Lieutenant 24 yrs 2.3%	FAME Management Safety	06/24/07	3530	117,719.48				158,923.81		
				9,809.95				13,243.64		
				4,527.67				6,112.45		
				56.59				76.40		
Police Officer	Fremont Police Assoc	06/24/07	3550	76,327.26	80,142.81	84,151.56	88,369.61	92,796.94		
				6,360.60	6,678.56	7,012.63	7,364.13	7,733.07		
				2,935.66	3,082.41	3,236.59	3,398.83	3,569.11		
				36.69	38.53	40.45	42.48	44.61		
Police Officer 19 yrs 2.5%	Fremont Police Assoc	06/24/07	3550	78,235.39	82,146.48	86,255.40	90,578.89	95,116.87		
				6,519.61	6,845.53	7,187.95	7,548.24	7,926.40		
				3,009.05	3,159.48	3,317.51	3,483.80	3,658.34		
				37.61	39.49	41.46	43.54	45.72		
Police Officer 24 yrs 2.3%	Fremont Police Assoc	06/24/07	3550	80,034.90	84,035.84	88,239.31	92,662.19	97,304.48		
				6,669.57	7,002.99	7,353.27	7,721.85	8,108.70		
				3,078.26	3,232.14	3,393.81	3,563.93	3,742.48		
				38.47	40.40	42.42	44.54	46.78		
Police Officer 26 yrs 4.6%	Fremont Police Assoc	06/24/07	3550	83,716.41	87,901.44	92,298.38	96,924.73	101,780.49		
				6,976.36	7,325.11	7,691.53	8,077.06	8,481.70		
				3,219.86	3,380.82	3,549.93	3,727.87	3,914.63		
				40.24	42.26	44.37	46.59	48.93		
Police Officer 27 yrs 2.3%	Fremont Police Assoc	06/24/07	3550	85,642.03	89,923.17	94,421.21	99,153.99	104,121.49		
				7,136.83	7,493.59	7,868.43	8,262.83	8,676.79		
				3,293.92	3,458.58	3,631.58	3,813.61	4,004.67		
				41.17	43.23	45.39	47.67	50.05		

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
Police Officer 28 yrs 1.2%	Fremont Police Assoc	06/24/07	3550	86,669.69	91,002.24	95,554.21	100,343.71	105,370.90			
				7,222.47	7,583.51	7,962.84	8,361.97	8,780.91			
				3,333.44	3,500.08	3,675.16	3,859.37	4,052.72			
				41.66	43.75	45.93	48.24	50.65			
Police Property Technician	Teamster Local 856	07/08/07	3740	50,278.61	52,789.28	55,430.38	58,201.90	61,120.14			
				4,189.88	4,399.10	4,619.19	4,850.15	5,093.34			
				1,933.79	2,030.35	2,131.93	2,238.53	2,350.77			
				24.17	25.37	26.64	27.98	29.38			
Police Records Administrator	Frem Assoc of Mgmt Empl	06/24/07	3760	69,024.22				93,181.93			
				5,752.01				7,765.16			
				2,653.67				3,583.92			
				33.17				44.79			
Police Records Assistant	FACE - Local 1021	06/24/07	3770	42,313.60				51,432.40			
				3,526.13				4,286.03			
				1,627.44				1,978.16			
				20.34				24.72			
Police Records Specialist	FACE - Local 1021	06/24/07	3765	48,664.45				59,151.93			
				4,055.37				4,929.32			
				1,871.70				2,275.07			
				23.39				28.43			
Police Records Supervisor	FACE - Local 1021	06/24/07	3762	53,532.03				65,068.46			
				4,461.00				5,422.37			
				2,058.92				2,502.63			
				25.73				31.28			
Police Sergeant	Fremont Police Assoc	06/24/07	3540	91,750.48	96,338.81	101,168.63	106,223.84	111,520.55			
				7,645.87	8,028.23	8,430.72	8,851.98	9,293.37			
				3,528.86	3,705.33	3,891.10	4,085.53	4,289.25			
				44.11	46.31	48.63	51.06	53.61			
Police Sergeant 19 yrs 2.5%	Fremont Police Assoc	06/24/07	3540	94,044.28	98,747.36	103,697.83	108,879.42	114,308.71			
				7,837.02	8,228.94	8,641.48	9,073.28	9,525.72			
				3,617.08	3,797.97	3,988.37	4,187.67	4,396.48			
				45.21	47.47	49.85	52.34	54.95			
Police Sergeant 24 yrs 2.3%	Fremont Police Assoc	06/24/07	3540	96,207.28	101,018.50	106,082.89	111,383.72	116,937.72			
				8,017.27	8,418.20	8,840.23	9,281.97	9,744.80			
				3,700.28	3,885.32	4,080.11	4,283.98	4,497.60			
				46.25	48.56	51.00	53.54	56.22			
Police Sergeant 26 yrs 4.6%	Fremont Police Assoc	06/24/07	3540	100,632.82	105,665.32	110,962.72	116,507.34	122,316.84			
				8,386.06	8,805.44	9,246.89	9,708.94	10,193.07			
				3,870.49	4,064.05	4,267.79	4,481.05	4,704.49			
				48.38	50.80	53.34	56.01	58.80			

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
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Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates								
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7		
Police Sergeant 27 yrs 2.3%	Fremont Police Assoc	06/24/07	3540	102,947.40	108,095.71	113,499.51	119,186.98	125,130.10				
				8,578.95	9,007.97	9,458.29	9,932.24	10,427.50				
				3,959.51	4,157.52	4,365.36	4,584.11	4,812.69				
				49.49	51.96	54.56	57.30	60.15				
Police Sergeant 28 yrs 1.2%	Fremont Police Assoc	06/24/07	3540	104,182.75	109,392.79	114,877.08	120,617.20	126,631.74				
				8,681.89	9,116.06	9,573.09	10,051.43	10,552.64				
				4,007.02	4,207.41	4,418.34	4,639.12	4,870.45				
				50.08	52.59	55.22	57.98	60.88				
Principal Planner	Frem Assoc of Mgmt Empl	06/24/07	4517	103,567.68				139,816.32				
				8,630.64				11,651.36				
				3,983.37				5,377.55				
				49.79				67.21				
Program Coordinator	FACE - Local 1021	06/24/07	7538	60,751.94	63,781.85	66,980.94	70,318.45	73,825.15				
				5,062.66	5,315.15	5,581.74	5,859.87	6,152.09				
				2,336.61	2,453.14	2,576.19	2,704.55	2,839.42				
				29.20	30.66	32.20	33.80	35.49				
Real Prop Asst I-Flex Staff	FACE - Local 1021	06/24/07	5416	58,844.20	61,786.41	64,875.73	68,119.51	71,525.51				
				4,903.68	5,148.86	5,406.31	5,676.62	5,960.45				
				2,263.23	2,376.40	2,495.22	2,619.98	2,750.98				
				28.29	29.70	31.19	32.74	34.38				
Real Prop Asst II-Flex Staff	FACE - Local 1021	06/24/07	5417	68,131.50	71,538.08	75,114.99	78,870.72	82,814.26				
				5,677.62	5,961.50	6,259.58	6,572.56	6,901.18				
				2,620.44	2,751.46	2,889.03	3,033.48	3,185.16				
				32.75	34.39	36.11	37.91	39.81				
Real Property Agent-Flex Staff	FACE - Local 1021	06/24/07	5415	93,381.43	98,052.10	102,946.71	108,097.24	113,503.71				
				7,781.78	8,171.00	8,578.89	9,008.10	9,458.64				
				3,591.59	3,771.23	3,959.48	4,157.58	4,365.52				
				44.89	47.14	49.49	51.96	54.56				
Real Property Manager	Frem Assoc of Mgmt Empl	06/24/07	5420	99,204.09				133,913.51				
				8,267.00				11,159.46				
				3,814.66				5,150.51				
				47.68				64.38				
Rec Facility & Supply Spec	Operating Engineers Loc 3	06/24/07	6580	57,112.32	59,963.74	62,966.12	66,102.68	69,406.98				
				4,759.36	4,996.97	5,247.17	5,508.55	5,783.91				
				2,196.62	2,306.29	2,421.77	2,542.41	2,669.49				
				27.45	28.82	30.27	31.78	33.36				
Rec Facility & Supply Worker	Operating Engineers Loc 3	06/24/07	6579	51,912.66	54,512.49	57,229.73	60,097.92	63,100.30				
				4,326.05	4,542.70	4,769.14	5,008.16	5,258.36				
				1,996.64	2,096.63	2,201.14	2,311.45	2,426.93				
				24.95	26.20	27.51	28.89	30.33				

City of Fremont
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Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates							
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
Recreation Superintendent I	Frem Assoc of Mgmt Empl	06/24/07	6535	79,137.99				99,272.75			
				6,594.83				8,272.73			
				3,043.76				3,818.18			
				38.04				47.72			
Recreation Superintendent II	Frem Assoc of Mgmt Empl	06/24/07	6540	93,446.05				116,807.59			
				7,787.17				9,733.96			
				3,594.07				4,492.59			
				44.92				56.15			
Recreation Supervisor I	FACE - Local 1021	06/24/07	6570	56,507.00	59,321.58	62,305.35	65,412.16	68,688.15	71,128.64	73,655.96	
				4,708.91	4,943.46	5,192.11	5,451.01	5,724.01	5,927.38	6,137.99	
				2,173.34	2,281.59	2,396.35	2,515.85	2,641.85	2,735.71	2,832.92	
				27.16	28.51	29.95	31.44	33.02	34.19	35.41	
Recreation Supervisor II	FACE - Local 1021	06/24/07	6560	66,827.14	70,168.45	73,676.87	77,362.60	81,223.05			
				5,568.92	5,847.37	6,139.74	6,446.88	6,768.58			
				2,570.27	2,698.78	2,833.72	2,975.48	3,123.96			
				32.12	33.73	35.42	37.19	39.04			
Redev & Housing Project Mgr	Frem Assoc of Mgmt Empl	06/24/07	4590	94,159.81				127,102.02			
				7,846.64				10,591.83			
				3,621.35				4,888.53			
				45.26				61.10			
Redevelopment Agency Director	Unrep Fremont Officials	06/24/07	4595	118,702.29				160,248.10			
				9,891.85				13,354.00			
				4,565.47				6,163.38			
				57.06				77.04			
Revenue Collector/Auditor	FACE - Local 1021	06/24/07	2525	56,943.80	59,790.99	62,782.14	65,917.24	69,212.31			
				4,745.31	4,982.58	5,231.84	5,493.10	5,767.69			
				2,190.14	2,299.65	2,414.69	2,535.27	2,662.01			
				27.37	28.74	30.18	31.69	33.27			
Revenue and Treasury Manager	Frem Assoc of Mgmt Empl	06/24/07	2515	101,039.93				136,401.33			
				8,419.99				11,366.77			
				3,885.57				5,245.58			
				48.56				65.56			
Risk Management Technician	FACE - Local 1021	06/24/07	1090	56,916.21				69,181.99			
				4,743.01				5,765.16			
				2,189.08				2,660.84			
				27.36				33.26			
Risk Manager	Frem Assoc of Mgmt Empl	06/24/07	1080	102,841.46				138,837.68			
				8,570.12				11,569.81			
				3,955.35				5,339.91			
				49.44				66.74			

City of Fremont
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Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates						
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Safety Coordinator	FACE - Local 1021	06/24/07	1085	64,715.55	67,951.35	71,348.91	74,916.35	78,662.17		
				5,392.96	5,662.61	5,945.74	6,243.03	6,555.18		
				2,489.06	2,613.51	2,744.18	2,881.39	3,025.46		
				31.11	32.66	34.30	36.01	37.81		
Senior Accountant	Frem Assoc of Mgmt Empl	06/24/07	2539	84,585.98				114,182.50		
				7,048.83				9,515.20		
				3,253.04				4,391.63		
				40.66				54.89		
Senior Accounting Specialist	FACE - Local 1021	06/24/07	2543	54,169.09				65,842.82		
				4,514.09				5,486.90		
				2,083.42				2,532.41		
				26.04				31.65		
Senior Center Manager	Frem Assoc of Mgmt Empl	06/24/07	7516	70,605.82				95,317.85		
				5,883.81				7,943.15		
				2,715.60				3,666.07		
				33.94				45.82		
Senior Civil Engineer	Frem Assoc of Mgmt Empl	06/24/07	5216	104,162.66				140,605.02		
				8,680.22				11,717.08		
				4,006.25				5,407.88		
				50.07				67.59		
Senior Code Enforcement Off	FACE - Local 1021	06/24/07	5673	74,378.84	78,105.78	82,008.67	86,103.50	90,406.28		
				6,198.23	6,508.81	6,834.05	7,175.29	7,533.85		
				2,860.72	3,004.06	3,154.17	3,311.67	3,477.16		
				35.75	37.55	39.42	41.39	43.46		
Senior Construction Inspector	Operating Engineers Loc 3	06/24/07	5440	74,878.93	78,621.15	82,552.22	86,672.11	91,015.14		
				6,239.91	6,551.76	6,879.35	7,222.67	7,584.59		
				2,879.95	3,023.89	3,175.08	3,333.54	3,500.58		
				35.99	37.79	39.68	41.66	43.75		
Senior Deputy City Attorney	Unrep Management Empl	06/24/07	1325	115,314.50				155,686.19		
				9,609.54				12,973.85		
				4,435.17				5,987.93		
				55.43				74.84		
Senior Deputy City Attorney II	Unrep Management Empl	06/24/07	1323	127,295.72				171,849.07		
				10,607.98				14,320.76		
				4,895.98				6,609.57		
				61.19				82.61		
Senior Development Sves Tech	FACE - Local 1021	06/24/07	5646	56,267.93				68,394.01		
				4,688.99				5,699.50		
				2,164.15				2,630.53		
				27.05				32.88		

City of Fremont
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Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates						
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Senior Engineering Specialist	Prof Engr & Tech Assoc	06/24/07	5233	77,714.70	81,601.23	85,679.70	89,966.08	94,460.39		
				6,476.22	6,800.10	7,139.97	7,497.17	7,871.70		
				2,989.02	3,138.50	3,295.37	3,460.23	3,633.09		
				37.36	39.23	41.19	43.25	45.41		
Senior Executive Assistant	FACE - Local 1021	06/24/07	8400	59,564.22				72,400.69		
				4,963.68				6,033.39		
				2,290.93				2,784.64		
				28.63				34.80		
Senior Landscape Architect	Frem Assoc of Mgmt Empl	06/24/07	5020	102,155.16				137,911.18		
				8,512.93				11,492.59		
				3,929.04				5,304.27		
				49.11				66.30		
Senior Manager	Unrep Management Empl	06/24/07	1025	113,751.91				153,551.16		
				9,479.33				12,795.93		
				4,375.07				5,905.81		
				54.68				73.82		
Senior Office Specialist	FACE - Local 1021	06/24/07	8385	51,587.72				62,705.19		
				4,298.97				5,225.43		
				1,984.14				2,411.73		
				24.80				30.14		
Senior Planner	Frem Assoc of Mgmt Empl	06/24/07	4525	95,292.20				128,646.19		
				7,941.01				10,720.51		
				3,664.82				4,947.05		
				45.81				61.83		
Senior Program Coordinator	FACE - Local 1021	06/24/07	7540	66,827.14	70,168.45	73,676.87	77,362.60	81,223.05		
				5,568.92	5,847.37	6,139.74	6,446.88	6,768.58		
				2,570.27	2,698.78	2,833.72	2,975.48	3,123.96		
				32.12	33.73	35.42	37.19	39.04		
Senior Programmer Analyst	Frem Assoc of Mgmt Empl	06/24/07	1715	88,858.18				119,964.55		
				7,404.85				9,997.05		
				3,417.62				4,614.02		
				42.72				57.67		
Senior Structural Plan Chk Eng	Prof Engr & Tech Assoc	06/24/07	5631	98,618.82	103,544.96	108,727.01	114,180.95	119,874.81		
				8,218.23	8,628.74	9,060.58	9,515.08	9,989.56		
				3,793.03	3,982.49	4,181.80	4,391.57	4,610.56		
				47.41	49.78	52.27	54.89	57.63		
Senior Transportation Engineer	Frem Assoc of Mgmt Empl	06/24/07	5409	104,162.66				140,605.02		
				8,680.22				11,717.08		
				4,006.25				5,407.88		
				50.07				67.59		

City of Fremont
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Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates							
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
Solid Waste Administrator	Frem Assoc of Mgmt Empl	06/24/07	4716	93,446.05					116,807.59		
				7,787.17					9,733.96		
				3,594.07					4,492.59		
				44.92					56.15		
Street Field Supervisor	Operating Engineers Loc 3	06/24/07	6055	64,781.57	68,028.64	71,419.68	75,002.66	78,745.61			
				5,398.46	5,669.05	5,951.64	6,250.22	6,562.13			
				2,491.59	2,616.48	2,746.91	2,884.71	3,028.67			
				31.14	32.70	34.33	36.05	37.85			
Street Maintenance Supervisor	Frem Assoc of Mgmt Empl	06/24/07	6047	73,589.10					99,355.21		
				6,132.42					8,279.59		
				2,830.35					3,821.35		
				35.37					47.76		
Street Maintenance Worker I	Operating Engineers Loc 3	06/24/07	6065	49,078.01	51,526.88	54,109.94	56,810.40	59,645.05			
				4,089.83	4,293.90	4,509.16	4,734.20	4,970.42			
				1,887.61	1,981.80	2,081.15	2,185.01	2,294.04			
				23.59	24.77	26.01	27.31	28.67			
Street Maintenance Worker II	Operating Engineers Loc 3	06/24/07	6060	53,975.75	56,676.22	59,510.86	62,479.70	65,599.49			
				4,497.97	4,723.02	4,959.23	5,206.64	5,466.62			
				2,075.99	2,179.85	2,288.87	2,403.06	2,523.05			
				25.94	27.24	28.61	30.03	31.53			
Supervising Bldg Inspector	Frem Assoc of Mgmt Empl	06/24/07	5641	84,345.78					113,873.66		
				7,028.81					9,489.46		
				3,243.89					4,379.75		
				40.54					54.74		
Supervising Construction Coord	Operating Engineers Loc 3	06/24/07	5430	86,672.11	91,013.83	95,564.19	100,336.36	105,348.92			
				7,222.67	7,584.48	7,963.68	8,361.36	8,779.07			
				3,333.54	3,500.53	3,675.54	3,859.09	4,051.88			
				41.66	43.75	45.94	48.23	50.64			
Survey Instrument Operator	Operating Engineers Loc 3	06/24/07	5465	64,012.72	67,205.53	70,570.20	74,106.44	77,814.35			
				5,334.39	5,600.46	5,880.85	6,175.53	6,484.52			
				2,462.02	2,584.82	2,714.23	2,850.24	2,992.85			
				30.77	32.31	33.92	35.62	37.41			
Systems Analyst/Programmer	Frem Assoc of Mgmt Empl	06/24/07	1720	84,637.46					114,268.28		
				7,053.12					9,522.36		
				3,254.18					4,394.93		
				40.67					54.93		
Telecommunications Tech	FACE - Local 1021	06/24/07	1750	67,666.12	71,049.42	74,601.91	78,332.00	82,248.60			
				5,638.84	5,920.78	6,216.82	6,527.66	6,854.04			
				2,602.54	2,732.67	2,869.30	3,012.76	3,163.40			
				32.53	34.15	35.86	37.65	39.54			

City of Fremont
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Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates							STEP 7
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6		
Tennis Operations Supervisor	FACE - Local 1021	06/24/07	6565	48,970.68	51,416.14	53,984.64	56,676.18	59,521.53			
				4,080.88	4,284.67	4,498.72	4,723.01	4,960.12			
				1,883.48	1,977.54	2,076.33	2,179.85	2,289.28			
				23.54	24.71	25.95	27.24	28.61			
Tiny Tots Specialist	FACE - Local 1021	06/24/07	6575	38,389.07	40,308.53	42,323.96	44,435.35	46,658.72			
				3,199.09	3,359.04	3,526.99	3,702.94	3,888.22			
				1,476.50	1,550.32	1,627.84	1,709.05	1,794.56			
				18.45	19.37	20.34	21.36	22.43			
Traffic Enforcement Proj Mgr	Frem Assoc of Mgmt Empl	06/24/07	1079	58,995.04				79,633.42			
				4,916.25				6,636.12			
				2,269.04				3,062.82			
				28.36				38.28			
Zoning Technician	FACE - Local 1021	06/24/07	4565	53,585.52	56,271.99	59,071.19	62,030.35	65,133.51			
				4,465.46	4,689.33	4,922.60	5,169.19	5,427.79			
				2,060.98	2,164.30	2,271.96	2,385.78	2,505.13			
				25.76	27.05	28.39	29.82	31.31			