

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Accountant	Frem Assoc of Mgmt Empl	06/24/18	2540	85,585.92				115,534.85
				7,132.15				9,627.90
				3,291.76				4,443.64
				41.14				55.54
Accounting Specialist I-Flex	CFEA - Frem Empl Assoc	06/24/18	2550	53,445.30	56,117.56	58,923.43	61,869.61	64,963.08
				4,453.77	4,676.46	4,910.28	5,155.80	5,413.59
				2,055.58	2,158.36	2,266.28	2,379.60	2,498.58
				25.69	26.97	28.32	29.74	31.23
Accounting Specialist II-Flex	CFEA - Frem Empl Assoc	06/24/18	2545	58,797.66	61,737.54	64,824.42	68,065.64	71,468.96
				4,899.80	5,144.79	5,402.03	5,672.13	5,955.74
				2,261.44	2,374.52	2,493.24	2,617.90	2,748.80
				28.26	29.68	31.16	32.72	34.36
Accounting Technician	CFEA - Frem Empl Assoc	06/24/18	2542	67,954.51	71,352.23	74,919.85	78,665.84	82,599.12
				5,662.87	5,946.02	6,243.32	6,555.48	6,883.26
				2,613.63	2,744.31	2,881.53	3,025.60	3,176.88
				32.67	34.30	36.01	37.82	39.71
Administrative Analyst	Confidential (Unrep)	06/24/18	1071	71,808.25				95,091.48
				5,984.02				7,924.29
				2,761.85				3,657.36
				34.52				45.71
Administrative Assistant	CFEA - Frem Empl Assoc	06/24/18	8390	63,133.64	66,290.32	69,604.83	73,085.08	76,739.37
				5,261.13	5,524.19	5,800.40	6,090.42	6,394.94
				2,428.21	2,549.62	2,677.10	2,810.96	2,951.51
				30.35	31.87	33.46	35.13	36.89
Animal Services Manager	Frem Assoc of Mgmt Empl	06/24/18	6712	96,093.44				129,726.14
				8,007.78				10,810.51
				3,695.90				4,989.46
				46.19				62.36
Animal Services Officer	CFEA - Frem Empl Assoc	06/24/18	6740	57,636.56	60,520.30	63,556.82	66,727.02	70,069.10
				4,803.04	5,043.36	5,296.40	5,560.58	5,839.09
				2,216.79	2,327.70	2,444.49	2,566.42	2,694.96
				27.70	29.09	30.55	32.08	33.68
Animal Services Supervisor	CFEA - Frem Empl Assoc	06/24/18	6735	66,292.92	69,607.57	73,087.95	76,742.34	80,579.47
				5,524.41	5,800.63	6,090.66	6,395.19	6,714.95
				2,549.72	2,677.21	2,811.07	2,951.62	3,099.21
				31.87	33.46	35.13	36.89	38.74
Assistant Chef	CFEA - Frem Empl Assoc	06/24/18	7545	35,731.61	37,526.79	39,398.35	41,365.40	43,447.04
				2,977.63	3,127.23	3,283.19	3,447.11	3,620.58
				1,374.29	1,443.33	1,515.32	1,590.97	1,671.04
				17.17	18.04	18.94	19.88	20.88

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Assistant City Attorney	Unrep Fremont Officials	06/24/18	1320	160,214.55				216,289.64
				13,351.21				18,024.13
				6,162.09				8,318.83
				77.02				103.98
Assistant City Clerk	Frem Assoc of Mgmt Empl	06/24/18	1019	83,114.49				101,025.67
				6,926.20				8,418.80
				3,196.71				3,885.60
				39.95				48.57
Assistant City Engineer	Frem Assoc of Mgmt Empl	06/24/18	5212	131,809.58				177,942.94
				10,984.13				14,828.57
				5,069.59				6,843.95
				63.36				85.54
Assistant City Manager	Unrep Fremont Officials	06/24/18	1011	191,752.93				258,867.02
				15,979.41				21,572.25
				7,375.11				9,956.42
				92.18				124.45
Assistant Planning Manager	Frem Assoc of Mgmt Empl	06/24/18	4523	120,054.64				162,073.26
				10,004.55				13,506.10
				4,617.48				6,233.58
				57.71				77.91
Assoc Civil Engineer-Flex	Prof Engr & Tech Assoc	06/24/18	5220	107,051.25	112,399.06	118,012.27	123,931.98	130,119.03
				8,920.93	9,366.58	9,834.35	10,327.66	10,843.25
				4,117.35	4,323.04	4,538.93	4,766.61	5,004.57
				51.46	54.03	56.73	59.58	62.55
Assoc Landscape Architect	CFEA - Frem Empl Assoc	06/24/18	5030	101,790.86	106,880.41	112,224.43	117,835.65	123,727.44
				8,482.57	8,906.70	9,352.03	9,819.63	10,310.62
				3,915.03	4,110.78	4,316.32	4,532.14	4,758.74
				48.93	51.38	53.95	56.65	59.48
Assoc Planner-Flex Staff	CFEA - Frem Empl Assoc	06/24/18	4530	92,317.81	96,939.43	101,790.22	106,889.28	112,217.51
				7,693.15	8,078.28	8,482.51	8,907.43	9,351.46
				3,550.68	3,728.43	3,915.00	4,111.12	4,316.05
				44.38	46.60	48.93	51.38	53.95
Assoc Trans Engr-Flex Staff	Prof Engr & Tech Assoc	06/24/18	5411	107,051.25	112,399.06	118,012.27	123,931.98	130,119.03
				8,920.93	9,366.58	9,834.35	10,327.66	10,843.25
				4,117.35	4,323.04	4,538.93	4,766.61	5,004.57
				51.46	54.03	56.73	59.58	62.55
Asst Recreation Supervisor	CFEA - Frem Empl Assoc	06/24/18	6561	62,912.25	66,057.86	69,360.75	72,828.79	76,470.23
				5,242.68	5,504.82	5,780.06	6,069.06	6,372.51
				2,419.70	2,540.68	2,667.72	2,801.10	2,941.16
				30.24	31.75	33.34	35.01	36.76

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Battalion Chief	Battalion Chief	06/24/18	4020	139,082.48 11,590.20 5,349.32 47.76	146,048.01 12,170.66 5,617.23 50.15	153,349.07 12,779.08 5,898.04 52.66	161,011.28 13,417.60 6,192.74 55.29	169,060.54 14,088.37 6,502.32 58.05
Battalion Chief 19 yrs - 1.8%	Battalion Chief	06/24/18	4020	141,585.95 11,798.82 5,445.61 48.62	148,676.87 12,389.74 5,718.34 51.05	156,109.33 13,009.11 6,004.20 53.60	163,911.52 13,659.29 6,304.28 56.28	172,103.61 14,341.96 6,619.36 59.10
Battalion Chief 19 yrs 2.5%new	Battalion Chief	06/24/18	4020	142,563.68 11,880.30 5,483.21 48.95	149,691.87 12,474.32 5,757.37 51.40	157,176.46 13,098.03 6,045.24 53.97	165,035.29 13,752.94 6,347.51 56.67	173,287.05 14,440.58 6,664.88 59.50
Battalion Chief 24 yrs 2.3%new	Battalion Chief	06/24/18	4020	145,842.65 12,153.55 5,609.33 50.08	153,134.78 12,761.23 5,889.79 52.58	160,791.52 13,399.29 6,184.28 55.21	168,831.10 14,069.25 6,493.50 57.97	177,272.65 14,772.72 6,818.17 60.87
Battalion Chief 26 yrs - 5.8%	Battalion Chief	06/24/18	4020	149,797.94 12,483.16 5,761.45 51.44	157,300.14 13,108.34 6,050.00 54.01	165,163.69 13,763.64 6,352.44 56.71	173,416.26 14,451.35 6,669.85 59.55	182,085.63 15,173.80 7,003.29 62.52
Building Inspector I	CFEA - Frem Empl Assoc	06/24/18	5660	89,841.18 7,486.76 3,455.43 43.19	94,333.24 7,861.10 3,628.20 45.35	99,049.91 8,254.15 3,809.61 47.62	104,002.40 8,666.86 4,000.09 50.00	109,202.52 9,100.21 4,200.09 52.50
Building Inspector II	CFEA - Frem Empl Assoc	06/24/18	5661	94,339.92 7,861.66 3,628.45 45.35	99,056.92 8,254.74 3,809.88 47.62	104,009.77 8,667.48 4,000.37 50.00	109,210.25 9,100.85 4,200.39 52.50	114,670.77 9,555.89 4,410.41 55.13
Building Inspector Specialist	CFEA - Frem Empl Assoc	06/24/18	5650	99,104.57 8,258.71 3,811.71 47.64	104,059.80 8,671.65 4,002.30 50.02	109,262.78 9,105.23 4,202.41 52.53	114,725.92 9,560.49 4,412.53 55.15	120,462.22 10,038.51 4,633.16 57.91
Building Maint Coord	Operating Engineers Loc 3	06/24/18	6446	76,749.21 6,395.76 2,951.89 36.89	80,586.72 6,715.56 3,099.48 38.74	84,616.05 7,051.33 3,254.46 40.68	88,846.85 7,403.90 3,417.18 42.71	93,293.73 7,774.48 3,588.22 44.85
Building Maint Field Supv	Operating Engineers Loc 3	06/24/18	6430	89,847.90 7,487.32 3,455.68 43.19	94,342.17 7,861.84 3,628.54 45.35	99,062.10 8,255.17 3,810.08 47.62	104,007.69 8,667.30 4,000.29 50.00	109,216.53 9,101.38 4,200.63 52.50

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Building Maint Manager	Frem Assoc of Mgmt Empl	06/24/18	6420	102,738.21				138,696.59
				8,561.52				11,558.04
				3,951.46				5,334.48
				49.39				66.68
Building Maint Worker I	Operating Engineers Loc 3	06/24/18	6460	64,884.37	68,128.58	71,533.01	75,117.68	78,862.54
				5,407.02	5,677.38	5,961.08	6,259.80	6,571.87
				2,495.55	2,620.33	2,751.26	2,889.14	3,033.17
				31.19	32.75	34.39	36.11	37.91
Building Maint Worker II	Operating Engineers Loc 3	06/24/18	6450	71,306.66	74,879.51	78,621.61	82,551.75	86,669.94
				5,942.22	6,239.95	6,551.80	6,879.31	7,222.49
				2,742.56	2,879.98	3,023.90	3,175.06	3,333.45
				34.28	35.99	37.79	39.68	41.66
Building Official	Frem Assoc of Mgmt Empl	06/24/18	5621	132,034.58				178,199.14
				11,002.87				14,849.92
				5,078.25				6,853.81
				63.47				85.67
Business Manager	Frem Assoc of Mgmt Empl	06/24/18	4017	107,955.38				145,750.16
				8,996.28				12,145.85
				4,152.13				5,605.77
				51.90				70.07
Business Systems Manager	Frem Assoc of Mgmt Empl	06/24/18	1718	122,412.25				153,015.31
				10,201.02				12,751.27
				4,708.16				5,885.20
				58.85				73.56
Buyer	CFEA - Frem Empl Assoc	06/24/18	2544	69,948.17	73,445.58	77,117.87	80,973.76	85,022.43
				5,829.01	6,120.46	6,426.48	6,747.81	7,085.20
				2,690.31	2,824.83	2,966.07	3,114.37	3,270.09
				33.62	35.31	37.07	38.92	40.87
C.D.B.G. Administrator	Frem Assoc of Mgmt Empl	06/24/18	4584	101,997.93				137,697.21
				8,499.82				11,474.76
				3,922.99				5,296.04
				49.03				66.20
Case Manager	CFEA - Frem Empl Assoc	06/24/18	7535	72,075.09	75,674.25	79,457.04	83,423.47	87,600.70
				6,006.25	6,306.18	6,621.42	6,951.95	7,300.05
				2,772.11	2,910.54	3,056.04	3,208.59	3,369.25
				34.65	36.38	38.20	40.10	42.11
Chef/Food Service Manager	CFEA - Frem Empl Assoc	06/24/18	7555	55,172.97	57,942.12	60,825.86	63,881.48	67,070.78
				4,597.74	4,828.50	5,068.82	5,323.45	5,589.23
				2,122.03	2,228.54	2,339.45	2,456.98	2,579.64
				26.52	27.85	29.24	30.71	32.24

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Chief Forensic Specialist	Teamster Local 856	06/24/18	3738	101,858.54	106,939.54	112,277.15	117,895.69	123,805.97
				8,488.21	8,911.62	9,356.43	9,824.64	10,317.16
				3,917.63	4,113.05	4,318.35	4,534.44	4,761.76
				48.97	51.41	53.97	56.68	59.52
Chief Tech Officer/IT Sves Dir	Unrep Fremont Officials	06/24/18	1710	163,639.86				220,913.52
				13,636.65				18,409.45
				6,293.84				8,496.67
				78.67				106.20
Chief of Party	Operating Engineers Loc 3	06/24/18	5460	87,658.81	92,044.83	96,656.29	101,489.11	106,555.58
				7,304.90	7,670.40	8,054.69	8,457.42	8,879.63
				3,371.49	3,540.18	3,717.54	3,903.42	4,098.29
				42.14	44.25	46.46	48.79	51.22
City Attorney	City Attorney	06/25/17	1310	291,031.45				291,031.45
				24,252.62				24,252.62
				11,193.51				11,193.51
				139.91				139.91
City Clerk	Unrep Fremont Officials	06/24/18	1030	113,551.45				153,294.30
				9,462.62				12,774.52
				4,367.36				5,895.93
				54.59				73.69
City Council Member	Mayor/City Council	12/11/18	9931	26,975.16				26,975.16
				2,247.93				2,247.93
				1,037.50				1,037.50
				12.96				12.96
City Engineer	Frem Assoc of Mgmt Empl	06/24/18	5211	155,271.61				209,615.63
				12,939.30				17,467.97
				5,971.98				8,062.13
				74.64				100.77
City Land Surveyor	Frem Assoc of Mgmt Empl	06/24/18	5463	108,603.72				146,614.40
				9,050.31				12,217.86
				4,177.06				5,639.01
				52.21				70.48
City Manager	City Manager	09/10/18	1001	299,000.00				299,000.00
				24,916.67				24,916.67
				11,500.00				11,500.00
				143.75				143.75
Client Systems Specialist I	CFEA - Frem Empl Assoc	06/24/18	1738	70,470.15	73,984.11	77,689.04	81,565.86	85,652.75
				5,872.51	6,165.34	6,474.08	6,797.15	7,137.73
				2,710.39	2,845.54	2,988.04	3,137.14	3,294.33
				33.87	35.56	37.35	39.21	41.17

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Client Systems Specialist II	CFEA - Frem Empl Assoc	06/24/18	1739	74,425.52	78,146.79	82,054.13	86,156.84	90,464.68
				6,202.12	6,512.23	6,837.84	7,179.73	7,538.72
				2,862.52	3,005.64	3,155.92	3,313.72	3,479.41
				35.78	37.57	39.44	41.42	43.49
Clinical Nurse Educator	Frem Assoc of Mgmt Empl	06/24/18	4095	106,718.46				139,592.79
				8,893.20				11,632.73
				4,104.55				5,368.95
				51.30				67.11
Clinical Supervisor	Frem Assoc of Mgmt Empl	06/24/18	6945	90,195.03				121,762.25
				7,516.25				10,146.85
				3,469.03				4,683.16
				43.35				58.53
Code Enforce Off I-Flex Staff	CFEA - Frem Empl Assoc	06/24/18	5680	68,885.05	72,322.62	75,951.16	79,751.59	83,723.89
				5,740.42	6,026.88	6,329.26	6,645.96	6,976.98
				2,649.42	2,781.63	2,921.19	3,067.36	3,220.14
				33.11	34.77	36.51	38.34	40.25
Code Enforce Off II-Flex Staff	CFEA - Frem Empl Assoc	06/24/18	5675	77,345.29	81,222.10	85,270.79	89,548.66	94,017.52
				6,445.44	6,768.50	7,105.90	7,462.38	7,834.79
				2,974.81	3,123.92	3,279.64	3,444.17	3,616.05
				37.18	39.04	40.99	43.05	45.20
Communications Manager	Frem Assoc of Mgmt Empl	06/24/18	1061	101,477.27				136,994.32
				8,456.44				11,416.19
				3,902.97				5,269.01
				48.78				65.86
Community Development Director	Unrep Fremont Officials	06/24/18	4513	178,955.16				241,589.48
				14,912.93				20,132.45
				6,882.89				9,291.90
				86.03				116.14
Community Development Tech	CFEA - Frem Empl Assoc	06/24/18	4602	72,252.87	75,865.51	79,658.78	83,641.72	87,823.45
				6,021.07	6,322.12	6,638.23	6,970.14	7,318.62
				2,778.95	2,917.90	3,063.79	3,216.98	3,377.82
				34.73	36.47	38.29	40.21	42.22
Community Preservation Manager	Frem Assoc of Mgmt Empl	06/24/18	5670	107,955.38				145,750.16
				8,996.28				12,145.85
				4,152.13				5,605.77
				51.90				70.07
Community Service Officer	Teamster Local 856	06/24/18	3745	62,147.19	65,266.18	68,520.77	71,949.72	75,553.01
				5,178.93	5,438.84	5,710.06	5,995.81	6,296.08
				2,390.27	2,510.23	2,635.41	2,767.29	2,905.88
				29.87	31.37	32.94	34.59	36.32

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Community Services Director	Unrep Fremont Officials	06/24/18	6512	163,639.86				220,913.52
				13,636.65				18,409.45
				6,293.84				8,496.67
				78.67				106.20
Construction Inspector	Operating Engineers Loc 3	06/24/18	5445	85,158.37	89,421.41	93,889.42	98,582.87	103,501.77
				7,096.53	7,451.78	7,824.11	8,215.23	8,625.14
				3,275.32	3,439.28	3,611.13	3,791.64	3,980.83
				40.94	42.99	45.13	47.39	49.76
Construction Materials Insp	Operating Engineers Loc 3	06/24/18	5450	81,079.79	85,137.88	89,400.93	93,868.92	98,559.08
				6,756.65	7,094.82	7,450.07	7,822.41	8,213.25
				3,118.45	3,274.53	3,438.49	3,610.34	3,790.73
				38.98	40.93	42.98	45.12	47.38
Counselor	CFEA - Frem Empl Assoc	06/24/18	6930	72,075.09	75,674.25	79,457.04	83,423.47	87,600.70
				6,006.25	6,306.18	6,621.42	6,951.95	7,300.05
				2,772.11	2,910.54	3,056.04	3,208.59	3,369.25
				34.65	36.38	38.20	40.10	42.11
Crime & Intelligence Analyst	CFEA - Frem Empl Assoc	06/24/18	3630	88,501.37	92,926.43	97,572.75	102,451.39	107,573.97
				7,375.11	7,743.87	8,131.06	8,537.61	8,964.49
				3,403.89	3,574.09	3,752.79	3,940.43	4,137.46
				42.54	44.67	46.90	49.25	51.71
Criminal Intel & Analysis Mgr	Frem Assoc of Mgmt Empl	06/24/18	3650	107,955.38				145,750.15
				8,996.28				12,145.84
				4,152.13				5,605.77
				51.90				70.07
Crisis Intervention Specialist	CFEA - Frem Empl Assoc	09/04/18	6935	83,770.85	87,959.40	92,357.37	96,975.23	101,824.00
				6,980.90	7,329.95	7,696.44	8,081.27	8,485.33
				3,221.95	3,383.05	3,552.20	3,729.81	3,916.30
				40.27	42.28	44.40	46.62	48.95
Dep Dir Community Dev	Frem Assoc of Mgmt Empl	06/24/18	4514	136,061.50				183,683.03
				11,338.46				15,306.92
				5,233.13				7,064.73
				65.41				88.30
Dep Dir Community Services	Frem Assoc of Mgmt Empl	06/27/18	6520	131,809.79				177,942.94
				10,984.15				14,828.58
				5,069.60				6,843.95
				63.37				85.54
Dep Dir Econ Dev/ Asst to CM	Unrep Fremont Officials	06/24/18	4320	118,458.11				159,918.45
				9,871.51				13,326.53
				4,556.08				6,150.70
				56.95				76.88

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Dep Dir Finance	Unrep Management Empl	06/24/18	2512	131,809.79				177,942.94
				10,984.15				14,828.58
				5,069.60				6,843.95
				63.37				85.54
Dep Dir Human Services	Frem Assoc of Mgmt Empl	06/24/18	7512	123,653.56				166,932.26
				10,304.46				13,911.02
				4,755.90				6,420.47
				59.44				80.25
Dep Dir Maint & Bus Ops	Frem Assoc of Mgmt Empl	06/24/18	6010	136,060.91				183,683.03
				11,338.41				15,306.91
				5,233.11				7,064.73
				65.41				88.30
Deputy City Attorney	Unrep Management Empl	06/24/18	1340	123,657.35				166,931.25
				10,304.77				13,910.93
				4,756.05				6,420.43
				59.45				80.25
Deputy City Clerk	Confidential (Unrep)	06/24/18	1035	75,683.80	79,465.12	83,437.42	87,600.70	91,993.15
				6,306.98	6,622.09	6,953.11	7,300.05	7,666.09
				2,910.91	3,056.35	3,209.13	3,369.25	3,538.19
				36.38	38.20	40.11	42.11	44.22
Deputy City Manager	Unrep Fremont Officials	06/24/18	1016	182,582.29				246,486.42
				15,215.19				20,540.53
				7,022.39				9,480.24
				87.77				118.50
Deputy Fire Chief	FAME Management Safety	01/20/19	4015	171,369.56				221,503.36
				14,280.79				18,458.61
				6,591.13				8,519.36
				82.38				106.49
Deputy Fire Chief 24 yr 2.3%	FAME Management Safety	01/20/19	4015	175,311.12				226,598.01
				14,609.26				18,883.17
				6,742.73				8,715.30
				84.28				108.94
Deputy Fire Marshal	FAME Management Safety	06/24/18	4040	137,599.12				185,709.33
				11,466.59				15,475.77
				5,292.27				7,142.66
				66.15				89.28
Deputy Fire Marshal 24 yr 2.3%	FAME Management Safety	06/24/18	4040	140,763.93				189,980.65
				11,730.32				15,831.72
				5,413.99				7,306.94
				67.67				91.33

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Detention Officer	Teamster Local 856	06/24/18	3730	62,483.28	65,600.40	68,878.42	72,337.41	75,937.20
				5,206.94	5,466.70	5,739.87	6,028.11	6,328.10
				2,403.20	2,523.09	2,649.17	2,782.20	2,920.66
				30.04	31.53	33.11	34.77	36.50
Detention Supervisor	Teamster Local 856	06/24/18	3715	70,795.69	74,335.47	78,040.86	81,953.26	86,051.95
				5,899.64	6,194.62	6,503.40	6,829.43	7,170.99
				2,722.91	2,859.05	3,001.57	3,152.04	3,309.69
				34.03	35.73	37.51	39.40	41.37
Development Services Supv	CFEA - Frem Empl Assoc	06/24/18	5645	81,783.50	85,872.67	90,166.31	94,674.62	99,408.35
				6,815.29	7,156.05	7,513.85	7,889.55	8,284.02
				3,145.51	3,302.79	3,467.93	3,641.33	3,823.39
				39.31	41.28	43.34	45.51	47.79
Division Chief	FAME Management Safety	06/24/18	4019	144,503.13				195,079.27
				12,041.92				16,256.60
				5,557.81				7,503.04
				69.47				93.78
Division Chief 24 yr 2.3%	FAME Management Safety	06/24/18	4019	147,826.71				199,566.09
				12,318.89				16,630.50
				5,685.64				7,675.61
				71.07				95.94
Economic Development Coord	Frem Assoc of Mgmt Empl	06/24/18	1065	94,394.31				127,436.59
				7,866.18				10,619.71
				3,630.55				4,901.40
				45.38				61.26
Economic Development Director	Unrep Fremont Officials	07/11/18	4300	160,214.55				216,289.64
				13,351.21				18,024.13
				6,162.09				8,318.83
				77.02				103.98
Economic Development Manager	Frem Assoc of Mgmt Empl	06/24/18	4330	110,193.59				148,761.35
				9,182.80				12,396.78
				4,238.21				5,721.59
				52.97				71.51
Economic Development Spec	CFEA - Frem Empl Assoc	06/24/18	1067	73,252.79	76,915.43	80,761.20	84,799.26	89,039.20
				6,104.39	6,409.61	6,730.10	7,066.60	7,419.93
				2,817.41	2,958.28	3,106.20	3,261.51	3,424.58
				35.21	36.97	38.82	40.76	42.80
Emergency Services Manager	Frem Assoc of Mgmt Empl	06/24/18	1084	103,449.53				139,656.87
				8,620.79				11,638.07
				3,978.82				5,371.41
				49.73				67.14

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Engineer I Civil-Flex Staff	Prof Engr & Tech Assoc	06/24/18	5230	85,778.49	90,067.42	94,570.78	99,299.33	104,263.27
				7,148.20	7,505.61	7,880.89	8,274.94	8,688.60
				3,299.17	3,464.13	3,637.33	3,819.20	4,010.12
				41.23	43.30	45.46	47.74	50.12
Engineer I Trans-Flex Staff	Prof Engr & Tech Assoc	06/24/18	5413	85,778.49	90,067.42	94,570.78	99,299.33	104,263.27
				7,148.20	7,505.61	7,880.89	8,274.94	8,688.60
				3,299.17	3,464.13	3,637.33	3,819.20	4,010.12
				41.23	43.30	45.46	47.74	50.12
Engineer II Civil-Flex Staff	Prof Engr & Tech Assoc	06/24/18	5225	94,352.53	99,070.23	104,034.12	109,228.18	114,689.60
				7,862.71	8,255.85	8,669.50	9,102.34	9,557.46
				3,628.94	3,810.39	4,001.31	4,201.08	4,411.13
				45.36	47.62	50.01	52.51	55.13
Engineer II Trans-Flex Staff	Prof Engr & Tech Assoc	06/24/18	5412	94,352.53	99,070.23	104,034.12	109,228.18	114,689.60
				7,862.71	8,255.85	8,669.50	9,102.34	9,557.46
				3,628.94	3,810.39	4,001.31	4,201.08	4,411.13
				45.36	47.62	50.01	52.51	55.13
Engineering Specialist	Prof Engr & Tech Assoc	06/24/18	5235	79,686.93	83,677.95	87,859.94	92,251.99	96,873.18
				6,640.57	6,973.16	7,321.66	7,687.66	8,072.76
				3,064.88	3,218.38	3,379.22	3,548.15	3,725.89
				38.31	40.22	42.24	44.35	46.57
Engineering Technician I	Prof Engr & Tech Assoc	06/24/18	5245	60,953.91	64,009.24	67,217.34	70,559.12	74,091.84
				5,079.49	5,334.10	5,601.44	5,879.92	6,174.32
				2,344.38	2,461.89	2,585.28	2,713.81	2,849.68
				29.30	30.77	32.31	33.92	35.62
Engineering Technician II	Prof Engr & Tech Assoc	06/24/18	5240	68,859.58	72,296.84	75,905.95	79,706.02	83,697.05
				5,738.30	6,024.73	6,325.49	6,642.16	6,974.75
				2,648.44	2,780.64	2,919.45	3,065.61	3,219.11
				33.10	34.75	36.49	38.32	40.23
Environmental Services Manager	Frem Assoc of Mgmt Empl	06/24/18	1077	116,518.12				157,303.56
				9,709.84				13,108.62
				4,481.46				6,050.13
				56.00				75.62
Environmental Specialist I	CFEA - Frem Empl Assoc	06/24/18	4710	72,800.06	76,447.70	80,267.22	84,277.72	88,498.29
				6,066.67	6,370.64	6,688.93	7,023.14	7,374.85
				2,800.00	2,940.29	3,087.20	3,241.45	3,403.78
				35.00	36.75	38.59	40.51	42.54
Environmental Specialist II	CFEA - Frem Empl Assoc	06/24/18	4712	87,371.53	91,744.88	96,328.31	101,140.90	106,182.67
				7,280.96	7,645.40	8,027.36	8,428.41	8,848.55
				3,360.44	3,528.64	3,704.93	3,890.03	4,083.94
				42.00	44.10	46.31	48.62	51.04

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Equipment Support Coordinator	CFEA - Frem Empl Assoc	06/24/18	6032	66,172.94	69,481.58	72,955.66	76,603.44	80,433.62
				5,514.41	5,790.13	6,079.63	6,383.62	6,702.80
				2,545.11	2,672.36	2,805.98	2,946.28	3,093.60
				31.81	33.40	35.07	36.82	38.67
Executive Assistant	CFEA - Frem Empl Assoc	06/24/18	8395	67,741.36	71,128.36	74,684.75	78,419.09	82,339.99
				5,645.11	5,927.36	6,223.73	6,534.92	6,861.66
				2,605.43	2,735.70	2,872.49	3,016.11	3,166.92
				32.56	34.19	35.90	37.70	39.58
Executive Asst (Confidential)	Confidential (Unrep)	06/24/18	8396	71,129.00	74,685.45	78,419.72	82,340.71	86,457.31
				5,927.41	6,223.78	6,534.97	6,861.72	7,204.77
				2,735.73	2,872.51	3,016.14	3,166.95	3,325.28
				34.19	35.90	37.70	39.58	41.56
Executive Asst to City Manager	Confidential (Unrep)	06/24/18	8510	83,649.07				101,675.45
				6,970.76				8,472.95
				3,217.27				3,910.59
				40.21				48.88
Fac Desgn/Constr Proj Supv I	Prof Engr & Tech Assoc	06/24/18	5320	85,778.49	90,067.42	94,570.78	99,299.33	104,263.27
				7,148.20	7,505.61	7,880.89	8,274.94	8,688.60
				3,299.17	3,464.13	3,637.33	3,819.20	4,010.12
				41.23	43.30	45.46	47.74	50.12
Fac Desgn/Constr Proj Supv II	Prof Engr & Tech Assoc	06/24/18	5321	94,352.53	99,070.23	104,034.12	109,228.18	114,689.60
				7,862.71	8,255.85	8,669.50	9,102.34	9,557.46
				3,628.94	3,810.39	4,001.31	4,201.08	4,411.13
				45.36	47.62	50.01	52.51	55.13
Fac Desgn/Constr Proj Supv III	Prof Engr & Tech Assoc	06/24/18	5322	107,051.26	112,399.06	118,012.27	123,931.98	130,119.03
				8,920.93	9,366.58	9,834.35	10,327.66	10,843.25
				4,117.35	4,323.04	4,538.93	4,766.61	5,004.57
				51.46	54.03	56.73	59.58	62.55
Facilities & Real Property Mgr	Frem Assoc of Mgmt Empl	06/24/18	5420	118,443.70				159,884.66
				9,870.30				13,323.72
				4,555.52				6,149.41
				56.93				76.86
Family Services Administrator	Frem Assoc of Mgmt Empl	06/24/18	6911	107,955.38				145,750.16
				8,996.27				12,145.84
				4,152.13				5,605.77
				51.90				70.07
Finance Director	Unrep Fremont Officials	06/24/18	2510	163,639.86				220,913.52
				13,636.65				18,409.45
				6,293.84				8,496.67
				78.67				106.20

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Finance Operations Manager	Unrep Management Empl	06/24/18	2024	120,635.58				162,854.97
				10,052.96				13,571.24
				4,639.83				6,263.65
				57.99				78.29
Fire & Life Safety Plans Exmnr	CFEA - Frem Empl Assoc	06/24/18	5632	94,335.56	99,052.34	104,004.96	109,205.20	114,618.21
				7,861.29	8,254.36	8,667.08	9,100.43	9,551.51
				3,628.29	3,809.70	4,000.19	4,200.20	4,408.39
				45.35	47.62	50.00	52.50	55.10
Fire Captain	IAFF Local 1689	06/24/18	4030	110,068.45	115,580.88	121,358.85	127,422.71	133,792.75
				9,172.37	9,631.74	10,113.23	10,618.55	11,149.39
				4,233.40	4,445.41	4,667.64	4,900.87	5,145.87
				37.79	39.69	41.67	43.75	45.94
Fire Captain 19 yrs 1.8%	IAFF Local 1689	06/24/18	4030	112,049.75	117,661.35	123,543.29	129,716.39	136,201.17
				9,337.47	9,805.11	10,295.27	10,809.69	11,350.09
				4,309.60	4,525.43	4,751.66	4,989.09	5,238.50
				38.47	40.40	42.42	44.54	46.77
Fire Captain 19 yrs 2.5% new	IAFF Local 1689	06/24/18	4030	112,823.41	118,464.59	124,387.82	130,607.21	137,137.57
				9,401.95	9,872.04	10,365.65	10,883.93	11,428.13
				4,339.36	4,556.33	4,784.14	5,023.35	5,274.52
				38.74	40.68	42.71	44.85	47.09
Fire Captain 24 yrs 2.3% new	IAFF Local 1689	06/24/18	4030	115,418.35	121,189.27	127,248.73	133,611.17	140,291.73
				9,618.19	10,099.10	10,604.06	11,134.26	11,690.97
				4,439.16	4,661.12	4,894.18	5,138.89	5,395.83
				39.63	41.61	43.69	45.88	48.17
Fire Captain 26 yrs 5.8%	IAFF Local 1689	06/24/18	4030	118,548.62	124,485.69	130,708.89	137,239.87	144,100.85
				9,879.05	10,373.80	10,892.40	11,436.65	12,008.40
				4,559.56	4,787.91	5,027.26	5,278.45	5,542.34
				40.71	42.74	44.88	47.12	49.48
Fire Captain 27 yrs 3%	IAFF Local 1689	06/24/18	4030	122,105.07	128,220.27	134,630.18	141,361.68	148,423.86
				10,175.42	10,685.02	11,219.18	11,780.14	12,368.65
				4,696.34	4,931.54	5,178.08	5,436.98	5,708.61
				41.93	44.03	46.23	48.54	50.96
Fire Captain 28 yrs 1.4%	IAFF Local 1689	06/24/18	4030	123,814.61	130,015.24	136,514.92	143,336.03	150,501.63
				10,317.88	10,834.60	11,376.24	11,944.66	12,541.80
				4,762.10	5,000.58	5,250.57	5,512.92	5,788.52
				42.51	44.64	46.88	49.22	51.68
Fire Chief	Unrep Fremont Officials	06/24/18	4010	190,962.94				257,799.97
				15,913.57				21,483.33
				7,344.72				9,915.38
				91.80				123.94

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Fire Engineer	IAFF Local 1689	06/24/18	4050	97,613.74	102,493.46	107,618.45	112,987.69	118,643.27
				8,134.47	8,541.12	8,968.20	9,415.64	9,886.94
				3,754.37	3,942.05	4,139.17	4,345.68	4,563.20
				33.52	35.19	36.95	38.80	40.74
Fire Engineer 19 yrs 1.8%	IAFF Local 1689	06/24/18	4050	99,370.84	104,338.36	109,555.58	115,021.53	120,779.01
				8,280.90	8,694.86	9,129.63	9,585.12	10,064.91
				3,821.95	4,013.01	4,213.67	4,423.90	4,645.34
				34.12	35.83	37.62	39.49	41.47
Fire Engineer 19 yrs 2.5% new	IAFF Local 1689	06/24/18	4050	100,048.32	105,050.73	110,303.27	115,818.43	121,609.36
				8,337.36	8,754.22	9,191.94	9,651.53	10,134.11
				3,848.01	4,040.41	4,242.43	4,454.55	4,677.28
				34.35	36.07	37.87	39.77	41.76
Fire Engineer 24 yrs 2.3% new	IAFF Local 1689	06/24/18	4050	102,349.43	107,466.90	112,840.25	118,482.26	124,406.37
				8,529.11	8,955.57	9,403.35	9,873.52	10,367.19
				3,936.51	4,133.34	4,340.00	4,557.01	4,784.86
				35.14	36.90	38.75	40.68	42.72
Fire Engineer 26 yrs 5.8%	IAFF Local 1689	06/24/18	4050	105,134.26	110,389.93	115,909.81	121,692.85	127,784.05
				8,761.18	9,199.16	9,659.15	10,141.07	10,648.67
				4,043.62	4,245.76	4,458.06	4,680.49	4,914.77
				36.10	37.90	39.80	41.79	43.88
Fire Engineer 27 yrs 3%	IAFF Local 1689	06/24/18	4050	108,288.40	113,701.61	119,387.15	125,343.60	131,617.57
				9,024.03	9,475.13	9,948.93	10,445.30	10,968.13
				4,164.93	4,373.13	4,591.81	4,820.90	5,062.21
				37.18	39.04	40.99	43.04	45.19
Fire Engineer 28 yrs 1.4%	IAFF Local 1689	06/24/18	4050	109,804.31	115,293.44	121,058.66	127,098.35	133,460.29
				9,150.35	9,607.78	10,088.22	10,591.53	11,121.69
				4,223.24	4,434.36	4,656.10	4,888.39	5,133.08
				37.70	39.59	41.57	43.64	45.83
Fire Marshal	Frem Assoc of Mgmt Empl	06/24/18	4035	145,485.11				196,393.53
				12,123.76				16,366.13
				5,595.58				7,553.59
				69.94				94.41
Fire Prevention Inspector	CFEA - Frem Empl Assoc	06/24/18	5676	79,668.48	83,651.92	87,834.46	92,226.10	96,837.53
				6,639.04	6,970.99	7,319.53	7,685.50	8,069.79
				3,064.17	3,217.38	3,378.24	3,547.15	3,724.52
				38.30	40.21	42.22	44.33	46.55
Firefighter	IAFF Local 1689	06/24/18	4060	91,386.88	95,959.92	100,754.99	105,783.44	111,068.78
				7,615.57	7,996.66	8,396.25	8,815.28	9,255.73
				3,514.88	3,690.76	3,875.19	4,068.59	4,271.87
				31.38	32.95	34.59	36.32	38.14

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Firefighter 19 yrs 1.8%	IAFF Local 1689	06/24/18	4060	93,031.89	97,687.08	102,571.55	107,684.71	113,068.00
				7,752.65	8,140.59	8,547.63	8,973.72	9,422.33
				3,578.14	3,757.19	3,945.05	4,141.71	4,348.76
				31.94	33.54	35.22	36.97	38.82
Firefighter 19 yrs 2.5% new	IAFF Local 1689	06/24/18	4060	93,660.97	98,344.02	103,261.22	108,424.28	113,845.50
				7,805.08	8,195.33	8,605.10	9,035.35	9,487.12
				3,602.34	3,782.46	3,971.58	4,170.16	4,378.67
				32.16	33.77	35.46	37.23	39.09
Firefighter 24 yrs 2.3% new	IAFF Local 1689	06/24/18	4060	95,815.17	100,605.93	105,636.23	110,918.04	116,463.94
				7,984.59	8,383.82	8,803.02	9,243.17	9,705.32
				3,685.19	3,869.45	4,062.93	4,266.07	4,479.38
				32.90	34.54	36.27	38.08	39.99
Firefighter 26 yrs 5.8%	IAFF Local 1689	06/24/18	4060	98,427.68	103,352.98	108,520.66	113,942.35	119,625.96
				8,202.30	8,612.74	9,043.38	9,495.19	9,968.83
				3,785.68	3,975.11	4,173.87	4,382.39	4,600.99
				33.80	35.49	37.26	39.12	41.08
Firefighter 27 yrs 3%	IAFF Local 1689	06/24/18	4060	101,380.64	106,453.58	111,776.45	117,348.40	123,214.71
				8,448.38	8,871.13	9,314.70	9,779.03	10,267.89
				3,899.25	4,094.36	4,299.09	4,513.40	4,739.02
				34.81	36.55	38.38	40.29	42.31
Firefighter 28 yrs 1.4%	IAFF Local 1689	06/24/18	4060	102,799.86	107,943.94	113,341.33	118,991.40	124,939.74
				8,566.65	8,995.32	9,445.11	9,915.95	10,411.64
				3,953.84	4,151.69	4,359.28	4,576.59	4,805.37
				35.30	37.06	38.92	40.86	42.90
Fleet Maintenance Manager	Frem Assoc of Mgmt Empl	06/24/18	6022	92,263.22				124,555.34
				7,688.60				10,379.60
				3,548.58				4,790.59
				44.35				59.88
Fleet Mechanic I - Hvy Equipmt	Operating Engineers Loc 3	06/24/18	6025	73,455.51	77,120.28	80,985.31	85,030.56	89,276.09
				6,121.29	6,426.68	6,748.77	7,085.88	7,439.67
				2,825.21	2,966.16	3,114.81	3,270.40	3,433.69
				35.31	37.07	38.93	40.88	42.92
Fleet Mechanic I - Light Equip	Operating Engineers Loc 3	06/24/18	6030	73,455.51	77,120.28	80,985.31	85,030.56	89,276.09
				6,121.29	6,426.68	6,748.77	7,085.88	7,439.67
				2,825.21	2,966.16	3,114.81	3,270.40	3,433.69
				35.31	37.07	38.93	40.88	42.92
Fleet Mechanic II	Operating Engineers Loc 3	06/24/18	6020	80,801.04	84,841.09	89,083.15	93,537.30	98,203.67
				6,733.42	7,070.09	7,423.59	7,794.77	8,183.64
				3,107.73	3,263.11	3,426.27	3,597.58	3,777.06
				38.84	40.78	42.82	44.96	47.21

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Fleet Supervisor	Operating Engineers Loc 3	06/24/18	6021	89,847.90	94,342.17	99,062.10	104,007.68	109,216.53
				7,487.32	7,861.84	8,255.17	8,667.30	9,101.37
				3,455.68	3,628.54	3,810.08	4,000.29	4,200.63
				43.19	45.35	47.62	50.00	52.50
Forensic Specialist I	Teamster Local 856	06/24/18	3735	79,675.53	83,659.42	87,842.19	92,234.28	96,846.17
				6,639.62	6,971.62	7,320.18	7,686.19	8,070.51
				3,064.44	3,217.67	3,378.54	3,547.47	3,724.85
				38.30	40.22	42.23	44.34	46.56
Forensics Specialist II	Teamster Local 856	06/24/18	3736	88,577.54	93,006.41	97,656.74	102,539.57	107,711.19
				7,381.46	7,750.53	8,138.06	8,544.96	8,975.93
				3,406.82	3,577.16	3,756.02	3,943.82	4,142.73
				42.58	44.71	46.95	49.29	51.78
GIS Manager	Frem Assoc of Mgmt Empl	06/24/18	1716	122,412.25				153,015.31
				10,201.02				12,751.27
				4,708.16				5,885.20
				58.85				73.56
Geographic Info Sys Spec I	CFEA - Frem Empl Assoc	06/24/18	1736	70,470.15	73,984.11	77,689.04	81,565.86	85,652.75
				5,872.51	6,165.34	6,474.08	6,797.15	7,137.73
				2,710.39	2,845.54	2,988.04	3,137.14	3,294.33
				33.87	35.56	37.35	39.21	41.17
Geographic Info Sys Spec II	CFEA - Frem Empl Assoc	06/24/18	1737	100,335.86	105,348.98	110,619.19	116,146.48	121,949.21
				8,361.32	8,779.08	9,218.26	9,678.87	10,162.43
				3,859.07	4,051.88	4,254.58	4,467.17	4,690.35
				48.23	50.64	53.18	55.83	58.62
Haz Mat Inspector	CFEA - Frem Empl Assoc	06/24/18	4075	92,435.39	97,057.16	101,910.02	107,005.52	112,355.79
				7,702.94	8,088.09	8,492.50	8,917.12	9,362.98
				3,555.20	3,732.96	3,919.61	4,115.59	4,321.37
				44.44	46.66	48.99	51.44	54.01
Homeless Services Manager	Frem Assoc of Mgmt Empl	06/24/18	5668	107,955.38				145,750.16
				8,996.28				12,145.85
				4,152.13				5,605.77
				51.90				70.07
Housing Manager	Frem Assoc of Mgmt Empl	01/11/19	4590	112,409.77				151,753.18
				9,367.47				12,646.09
				4,323.45				5,836.66
				54.04				72.95
Human Resource Analyst I-Flex	Unrep Management Empl	06/24/18	2030	71,808.25				95,091.48
				5,984.02				7,924.28
				2,761.85				3,657.36
				34.52				45.71

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Human Resource Analyst II-Flex	Unrep Management Empl	06/24/18	2025	87,798.41				118,525.68
				7,316.53				9,877.14
				3,376.86				4,558.68
				42.21				56.98
Human Resources Analyst III-Fl	Unrep Management Empl	06/24/18	2026	107,955.37				145,750.15
				8,996.27				12,145.84
				4,152.12				5,605.77
				51.90				70.07
Human Resources Director	Unrep Fremont Officials	06/24/18	2010	163,639.86				220,913.52
				13,636.65				18,409.45
				6,293.84				8,496.67
				78.67				106.20
Human Resources Manager	Unrep Management Empl	06/24/18	2022	120,635.58				162,854.97
				10,052.96				13,571.24
				4,639.83				6,263.65
				57.99				78.29
Human Resources Tech I-Flex	CFEA - Frem Empl Assoc	06/24/18	2045	61,775.69	64,864.47	68,107.70	71,513.08	75,088.66
				5,147.97	5,405.37	5,675.64	5,959.42	6,257.38
				2,375.98	2,494.78	2,619.52	2,750.50	2,888.02
				29.69	31.18	32.74	34.38	36.10
Human Resources Tech II-Flex	CFEA - Frem Empl Assoc	06/24/18	2040	67,954.51	71,352.23	74,919.85	78,665.84	82,599.12
				5,662.87	5,946.02	6,243.32	6,555.48	6,883.26
				2,613.63	2,744.31	2,881.53	3,025.60	3,176.88
				32.67	34.30	36.01	37.82	39.71
Human Services Dev Offcr	Frem Assoc of Mgmt Empl	06/24/18	7520	103,305.36				139,461.22
				8,608.77				11,621.76
				3,973.28				5,363.89
				49.66				67.04
Human Services Director	Unrep Fremont Officials	06/24/18	7510	160,214.55				216,289.64
				13,351.21				18,024.13
				6,162.09				8,318.83
				77.02				103.98
Human Services Specialist I	CFEA - Frem Empl Assoc	06/24/18	7542	56,159.66	58,967.64	61,916.02	65,011.81	68,262.41
				4,679.97	4,913.97	5,159.66	5,417.65	5,688.53
				2,159.98	2,267.98	2,381.38	2,500.45	2,625.47
				26.99	28.34	29.76	31.25	32.81
Human Services Specialist II	CFEA - Frem Empl Assoc	06/24/18	7541	61,775.68	64,864.46	68,107.70	71,513.08	75,088.65
				5,147.97	5,405.37	5,675.64	5,959.42	6,257.38
				2,375.98	2,494.78	2,619.52	2,750.50	2,888.02
				29.69	31.18	32.74	34.38	36.10

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Info Systems Appl Spec III	CFEA - Frem Empl Assoc	06/24/18	1733	100,335.87	105,348.98	110,619.19	116,146.47	121,949.21
				8,361.32	8,779.08	9,218.26	9,678.87	10,162.43
				3,859.07	4,051.88	4,254.58	4,467.17	4,690.35
				48.23	50.64	53.18	55.83	58.62
Information Technology Manager	Frem Assoc of Mgmt Empl	10/14/18	1711	122,412.25				153,015.31
				10,201.02				12,751.28
				4,708.16				5,885.20
				58.85				73.56
Infrastructure Sves Manager	Frem Assoc of Mgmt Empl	06/24/18	1734	122,412.25				153,015.31
				10,201.02				12,751.27
				4,708.16				5,885.20
				58.85				73.56
Land Use Initiatives Manager	Frem Assoc of Mgmt Empl	06/24/18	1050	118,443.70				159,884.60
				9,870.31				13,323.71
				4,555.52				6,149.40
				56.94				76.86
Landscape Arch/Designer I	CFEA - Frem Empl Assoc	06/24/18	5040	74,536.08	78,262.89	82,176.03	86,284.84	90,599.08
				6,211.34	6,521.90	6,848.00	7,190.40	7,549.92
				2,866.77	3,010.11	3,160.61	3,318.64	3,484.58
				35.83	37.62	39.50	41.48	43.55
Landscape Arch/Designer II	CFEA - Frem Empl Assoc	06/24/18	8529	86,455.32	90,778.09	95,316.99	100,082.84	105,086.99
				7,204.61	7,564.84	7,943.08	8,340.23	8,757.24
				3,325.20	3,491.46	3,666.03	3,849.34	4,041.80
				41.56	43.64	45.82	48.11	50.52
Law Office Supervisor	Confidential (Unrep)	06/24/18	1352	83,649.07	87,831.52	92,223.09	96,834.25	101,675.45
				6,970.75	7,319.29	7,685.25	8,069.52	8,472.95
				3,217.27	3,378.13	3,547.04	3,724.39	3,910.59
				40.21	42.22	44.33	46.55	48.88
Management Analyst I	Frem Assoc of Mgmt Empl	06/24/18	1070	71,808.25				95,091.48
				5,984.02				7,924.28
				2,761.85				3,657.36
				34.52				45.71
Management Analyst II	Frem Assoc of Mgmt Empl	06/24/18	1060	87,798.41				118,525.68
				7,316.53				9,877.14
				3,376.86				4,558.68
				42.21				56.98
Mayor	Mayor/City Council	12/11/18	9930	47,925.36				47,925.36
				3,993.78				3,993.78
				1,843.28				1,843.28
				23.04				23.04

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Mechanic Assistant	Operating Engineers Loc 3	06/24/18	6040	58,215.70	61,119.47	64,183.46	67,387.62	70,752.00
				4,851.31	5,093.28	5,348.62	5,615.63	5,896.00
				2,239.06	2,350.74	2,468.59	2,591.83	2,721.23
				27.98	29.38	30.85	32.39	34.01
Network Engineer	Frem Assoc of Mgmt Empl	06/24/18	1724	101,052.01				136,429.44
				8,421.00				11,369.11
				3,886.61				5,247.28
				48.58				65.59
Office Specialist I-Flex	CFEA - Frem Empl Assoc	06/24/18	8375	50,900.34	53,445.37	56,117.63	58,923.52	61,869.61
				4,241.69	4,453.78	4,676.46	4,910.29	5,155.80
				1,957.70	2,055.59	2,158.37	2,266.28	2,379.60
				24.47	25.69	26.97	28.32	29.74
Office Specialist II-Flex	CFEA - Frem Empl Assoc	06/24/18	8380	55,990.24	58,789.75	61,729.24	64,815.70	68,056.57
				4,665.85	4,899.14	5,144.10	5,401.31	5,671.38
				2,153.47	2,261.14	2,374.20	2,492.91	2,617.56
				26.91	28.26	29.67	31.16	32.71
Paralegal	CFEA - Frem Empl Assoc	06/24/18	1344	75,683.80	79,465.12	83,437.42	87,600.70	91,993.15
				6,306.98	6,622.09	6,953.11	7,300.05	7,666.09
				2,910.91	3,056.35	3,209.13	3,369.25	3,538.19
				36.38	38.20	40.11	42.11	44.22
Park Field Supervisor	Operating Engineers Loc 3	06/24/18	6220	77,345.29	81,222.10	85,270.79	89,548.66	94,017.52
				6,445.44	6,768.50	7,105.90	7,462.38	7,834.79
				2,974.81	3,123.92	3,279.64	3,444.17	3,616.05
				37.18	39.04	40.99	43.05	45.20
Park Maintenance Worker I	Operating Engineers Loc 3	06/24/18	6260	58,596.19	61,519.99	64,604.01	67,828.19	71,212.59
				4,883.01	5,126.66	5,383.66	5,652.35	5,934.38
				2,253.69	2,366.15	2,484.76	2,608.77	2,738.94
				28.17	29.57	31.05	32.60	34.23
Park Maintenance Worker II	Operating Engineers Loc 3	06/24/18	6250	64,443.79	67,667.99	71,052.39	74,597.00	78,321.84
				5,370.31	5,639.00	5,921.03	6,216.41	6,526.82
				2,478.60	2,602.61	2,732.78	2,869.11	3,012.37
				30.98	32.53	34.15	35.86	37.65
Park Ranger/Naturalist	CFEA - Frem Empl Assoc	06/24/18	6750	62,389.62	64,854.86	68,078.64	71,492.03	75,076.14
				5,199.13	5,404.57	5,673.22	5,957.66	6,256.34
				2,399.60	2,494.41	2,618.40	2,749.69	2,887.54
				29.99	31.18	32.73	34.37	36.09
Park Superintendent	Frem Assoc of Mgmt Empl	06/24/18	6210	109,200.28				147,412.51
				9,100.02				12,284.37
				4,200.01				5,669.71
				52.50				70.87

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Parks Planning and Design Mgr	Frem Assoc of Mgmt Empl	06/24/18	5020	121,967.11				164,657.65
				10,163.92				13,721.46
				4,691.04				6,332.98
				58.63				79.16
Parks/Urban Landscape Manager	Frem Assoc of Mgmt Empl	06/24/18	6215	92,263.22				124,555.34
				7,688.60				10,379.60
				3,548.58				4,790.59
				44.35				59.88
Permit Center Manager	Frem Assoc of Mgmt Empl	06/24/18	5627	106,752.42				144,115.76
				8,896.03				12,009.64
				4,105.86				5,542.91
				51.32				69.28
Plan Check Manager	Frem Assoc of Mgmt Empl	06/24/18	5626	106,752.42				144,115.76
				8,896.03				12,009.64
				4,105.86				5,542.91
				51.32				69.28
Plan Check Professional	Prof Engr & Tech Assoc	06/24/18	5630	109,810.66	115,301.19	121,066.25	127,119.57	133,475.54
				9,150.88	9,608.43	10,088.85	10,593.29	11,122.96
				4,223.48	4,434.66	4,656.39	4,889.21	5,133.67
				52.79	55.43	58.20	61.11	64.17
Planner I-Flex Staff	CFEA - Frem Empl Assoc	06/24/18	4550	70,298.27	73,812.23	77,498.07	81,374.88	85,442.67
				5,858.19	6,151.02	6,458.17	6,781.24	7,120.22
				2,703.77	2,838.93	2,980.69	3,129.80	3,286.25
				33.79	35.48	37.25	39.12	41.07
Planner II-Flex Staff	CFEA - Frem Empl Assoc	06/24/18	4540	80,610.98	84,640.57	88,880.24	93,329.98	97,989.80
				6,717.58	7,053.38	7,406.68	7,777.49	8,165.81
				3,100.42	3,255.40	3,418.47	3,589.61	3,768.83
				38.75	40.69	42.73	44.87	47.11
Planning Manager	Frem Assoc of Mgmt Empl	06/24/18	4520	132,034.58				178,199.14
				11,002.87				14,849.92
				5,078.25				6,853.81
				63.47				85.67
Plans Examiner	CFEA - Frem Empl Assoc	06/24/18	4521	96,928.69	101,775.13	106,863.88	112,207.08	117,768.37
				8,077.39	8,481.26	8,905.32	9,350.59	9,814.03
				3,728.02	3,914.42	4,110.14	4,315.65	4,529.55
				46.60	48.93	51.37	53.94	56.61
Police Captain	Fremont Police Mgrs Assoc	06/24/18	3525	164,085.18				221,503.36
				13,673.76				18,458.61
				6,310.96				8,519.36
				78.88				106.49

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Police Captain 24 yrs 2.3%	Fremont Police Mgrs Assoc	06/24/18	3525	167,859.18 13,988.26 6,456.12 80.70				226,598.01 18,883.16 8,715.30 108.94
Police Chief	Unrep Fremont Officials	06/24/18	3510	197,336.82 16,444.73 7,589.87 94.87				274,731.27 22,894.27 10,566.58 132.08
Police Comm Call Taker	Teamster Local 856	06/24/18	3720	68,517.16 5,709.76 2,635.27 32.94	71,937.50 5,994.79 2,766.82 34.58	75,534.38 6,294.53 2,905.16 36.31	79,307.79 6,608.98 3,050.29 38.12	83,279.80 6,939.98 3,203.06 40.03
Police Communication Disp Supv	Teamster Local 856	06/24/18	3710	89,253.09 7,437.75 3,432.81 42.91	93,715.74 7,809.64 3,604.45 45.05	98,401.53 8,200.12 3,784.67 47.30	103,321.61 8,610.13 3,973.90 49.67	108,487.69 9,040.64 4,172.60 52.15
Police Communication Dispatch	Teamster Local 856	06/24/18	3725	78,784.97 6,565.41 3,030.19 37.87	82,724.21 6,893.68 3,181.70 39.77	86,860.42 7,238.36 3,340.78 41.75	91,203.45 7,600.28 3,507.82 43.84	95,763.62 7,980.30 3,683.21 46.04
Police Equipment Room Spec	CFEA - Frem Empl Assoc	06/24/18	3780	55,335.63 4,611.30 2,128.29 26.60	58,102.40 4,841.86 2,234.70 27.93	61,007.52 5,083.96 2,346.44 29.33	64,057.90 5,338.15 2,463.76 30.79	67,260.79 5,605.06 2,586.95 32.33
Police Lieutenant	Fremont Police Mgrs Assoc	06/24/18	3530	142,455.50 11,871.29 5,479.05 68.48				192,318.11 16,026.51 7,396.85 92.46
Police Lieutenant 24 yrs 2.3%	Fremont Police Mgrs Assoc	06/24/18	3530	145,732.08 12,144.33 5,605.08 70.06				196,741.41 16,395.11 7,566.97 94.58
Police Officer	Fremont Police Assoc	06/24/18	3550	99,146.62 8,262.21 3,813.33 47.66	104,102.91 8,675.24 4,003.95 50.04	109,310.15 9,109.18 4,204.23 52.55	114,789.25 9,565.77 4,414.97 55.18	120,540.21 10,045.01 4,636.16 57.95
Police Officer 19 yrs 2.5%	Fremont Police Assoc	06/24/18	3550	101,625.23 8,468.77 3,908.66 48.85	106,705.60 8,892.13 4,104.06 51.30	112,042.96 9,336.91 4,309.34 53.86	117,659.04 9,804.92 4,525.34 56.56	123,553.73 10,296.14 4,752.06 59.40

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Police Officer 24 yrs 2.3%	Fremont Police Assoc	06/24/18	3550	103,962.73	109,159.82	114,619.99	120,365.17	126,395.36
				8,663.56	9,096.65	9,551.66	10,030.43	10,532.94
				3,998.56	4,198.45	4,408.46	4,629.42	4,861.36
				49.98	52.48	55.10	57.86	60.76
Police Officer 26 yrs 4.6%	Fremont Police Assoc	06/24/18	3550	108,744.90	114,181.12	119,892.60	125,902.08	132,209.55
				9,062.07	9,515.09	9,991.04	10,491.84	11,017.46
				4,182.49	4,391.58	4,611.25	4,842.38	5,084.98
				52.28	54.89	57.64	60.52	63.56
Police Officer 27 yrs 2.3%	Fremont Police Assoc	06/24/18	3550	111,246.21	116,807.27	122,650.09	128,797.81	135,250.42
				9,270.51	9,733.94	10,220.84	10,733.15	11,270.86
				4,278.70	4,492.58	4,717.31	4,953.76	5,201.93
				53.48	56.15	58.96	61.92	65.02
Police Officer 28 yrs 1.2%	Fremont Police Assoc	06/24/18	3550	112,581.11	118,208.96	124,121.81	130,343.21	136,873.38
				9,381.75	9,850.74	10,343.48	10,861.93	11,406.11
				4,330.04	4,546.49	4,773.91	5,013.20	5,264.36
				54.12	56.83	59.67	62.66	65.80
Police Officer Trainee	Fremont Police Assoc	06/24/18	3550	90,133.29				90,133.29
				7,511.11				7,511.11
				3,466.66				3,466.66
				43.33				43.33
Police Property & Evidence Sup	Teamster Local 856	06/24/18	3750	70,795.15	74,334.90	78,051.65	81,954.23	86,051.94
				5,899.59	6,194.57	6,504.30	6,829.51	7,170.99
				2,722.89	2,859.03	3,001.98	3,152.08	3,309.69
				34.03	35.73	37.52	39.40	41.37
Police Records Administrator	Frem Assoc of Mgmt Empl	06/24/18	3760	87,798.40				118,525.68
				7,316.53				9,877.14
				3,376.86				4,558.68
				42.21				56.98
Police Records Assistant	CFEA - Frem Empl Assoc	06/24/18	3770	52,002.05	54,602.15	57,332.26	60,198.87	63,208.76
				4,333.50	4,550.18	4,777.68	5,016.57	5,267.39
				2,000.07	2,100.08	2,205.08	2,315.34	2,431.10
				25.00	26.25	27.56	28.94	30.38
Police Records Specialist	CFEA - Frem Empl Assoc	06/24/18	3765	58,102.42	61,007.54	64,057.91	67,260.81	70,623.84
				4,841.86	5,083.96	5,338.16	5,605.06	5,885.32
				2,234.70	2,346.44	2,463.76	2,586.95	2,716.30
				27.93	29.33	30.79	32.33	33.95
Police Records Supervisor	CFEA - Frem Empl Assoc	06/24/18	3762	69,024.62	72,475.85	76,099.65	79,904.63	83,899.86
				5,752.05	6,039.65	6,341.63	6,658.71	6,991.65
				2,654.79	2,787.53	2,926.90	3,073.25	3,226.91
				33.18	34.84	36.58	38.41	40.33

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Police Sergeant	Fremont Police Assoc	06/24/18	3540	119,180.89	125,140.98	131,414.76	137,981.32	144,861.56
				9,931.74	10,428.41	10,951.23	11,498.44	12,071.79
				4,583.88	4,813.11	5,054.41	5,306.97	5,571.59
				57.29	60.16	63.18	66.33	69.64
Police Sergeant 19 yrs 2.5%	Fremont Police Assoc	06/24/18	3540	122,160.47	128,269.61	134,700.11	141,430.83	148,483.30
				10,180.03	10,689.13	11,225.01	11,785.90	12,373.60
				4,698.47	4,933.44	5,180.77	5,439.64	5,710.89
				58.73	61.66	64.75	67.99	71.38
Police Sergeant 24 yrs 2.3%	Fremont Police Assoc	06/24/18	3540	124,970.13	131,219.75	137,798.22	144,683.83	151,898.29
				10,414.17	10,934.98	11,483.18	12,056.98	12,658.19
				4,806.54	5,046.91	5,299.93	5,564.76	5,842.24
				60.08	63.08	66.24	69.55	73.02
Police Sergeant 26 yrs 4.6%	Fremont Police Assoc	06/24/18	3540	130,718.76	137,255.82	144,136.96	151,339.25	158,885.60
				10,893.23	11,437.98	12,011.41	12,611.60	13,240.46
				5,027.64	5,279.07	5,543.72	5,820.74	6,110.98
				62.84	65.98	69.29	72.75	76.38
Police Sergeant 27 yrs 2.3%	Fremont Police Assoc	06/24/18	3540	133,725.32	140,412.81	147,432.17	154,820.01	162,539.93
				11,143.77	11,701.06	12,286.01	12,901.66	13,544.99
				5,143.28	5,400.49	5,670.46	5,954.61	6,251.53
				64.29	67.50	70.88	74.43	78.14
Police Sergeant 28 yrs 1.2%	Fremont Police Assoc	06/24/18	3540	135,330.00	142,097.67	149,221.60	156,677.82	164,490.51
				11,277.50	11,841.47	12,435.13	13,056.48	13,707.54
				5,205.00	5,465.29	5,739.29	6,026.07	6,326.55
				65.06	68.31	71.74	75.32	79.08
Principal Civil Engineer	Frem Assoc of Mgmt Empl	06/24/18	5214	124,363.94				167,873.92
				10,363.66				13,989.49
				4,783.22				6,456.68
				59.79				80.70
Principal Planner	Frem Assoc of Mgmt Empl	06/24/18	4525	113,773.14				153,595.80
				9,481.09				12,799.65
				4,375.89				5,907.53
				54.69				73.83
Principal Trans Engineer	Frem Assoc of Mgmt Empl	06/24/18	5407	124,363.94				167,873.92
				10,363.66				13,989.49
				4,783.22				6,456.68
				59.79				80.70
Program Coordinator	CFEA - Frem Empl Assoc	06/24/18	7538	72,534.16	76,151.69	79,971.21	83,956.00	88,142.78
				6,044.51	6,345.97	6,664.26	6,996.33	7,345.23
				2,789.77	2,928.91	3,075.81	3,229.07	3,390.10
				34.87	36.61	38.44	40.36	42.37

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Property Officer	Teamster Local 856	06/24/18	3740	62,405.27	65,521.48	68,799.58	72,239.56	75,861.66
				5,200.43	5,460.12	5,733.30	6,019.96	6,321.80
				2,400.20	2,520.05	2,646.13	2,778.44	2,917.75
				30.00	31.50	33.07	34.73	36.47
Public Affairs Manager	Frem Assoc of Mgmt Empl	06/24/18	1043	101,477.27				136,994.31
				8,456.44				11,416.19
				3,902.97				5,269.01
				48.78				65.86
Public Affairs Specialist	CFEA - Frem Empl Assoc	06/24/18	4586	72,640.10	76,272.11	80,085.71	84,090.01	88,294.52
				6,053.34	6,356.00	6,673.80	7,007.50	7,357.87
				2,793.85	2,933.54	3,080.21	3,234.23	3,395.94
				34.92	36.66	38.50	40.42	42.44
Public Safety Comm Manager	Frem Assoc of Mgmt Empl	06/24/18	1760	99,861.46				134,812.96
				8,321.79				11,234.41
				3,840.82				5,185.11
				48.01				64.81
Public Works Director	Unrep Fremont Officials	06/24/18	4512	176,137.24				237,785.28
				14,678.10				19,815.44
				6,774.50				9,145.58
				84.68				114.31
Purchasing Services Manager	Frem Assoc of Mgmt Empl	06/24/18	4018	107,955.38				145,750.17
				8,996.28				12,145.85
				4,152.13				5,605.77
				51.90				70.07
Real Prop Asst I-Flex Staff	CFEA - Frem Empl Assoc	06/24/18	5416	70,256.43	73,769.26	77,457.71	81,330.59	85,397.15
				5,854.70	6,147.43	6,454.80	6,777.55	7,116.43
				2,702.17	2,837.27	2,979.14	3,128.09	3,284.50
				33.77	35.46	37.23	39.10	41.05
Real Prop Asst II-Flex Staff	CFEA - Frem Empl Assoc	06/24/18	5417	81,344.91	85,412.16	89,682.77	94,166.89	98,875.24
				6,778.74	7,117.67	7,473.56	7,847.24	8,239.60
				3,128.65	3,285.08	3,449.33	3,621.80	3,802.89
				39.10	41.06	43.11	45.27	47.53
Real Property Agent-Flex Staff	CFEA - Frem Empl Assoc	06/24/18	5415	111,491.80	117,068.30	122,912.17	129,061.60	135,516.59
				9,290.98	9,755.69	10,242.68	10,755.13	11,293.05
				4,288.14	4,502.62	4,727.39	4,963.90	5,212.17
				53.60	56.28	59.09	62.04	65.15
Rec Facility & Supply Spec	Operating Engineers Loc 3	06/24/18	6580	68,175.50	71,584.28	75,163.49	78,921.66	82,867.75
				5,681.29	5,965.35	6,263.62	6,576.80	6,905.64
				2,622.13	2,753.24	2,890.90	3,035.44	3,187.22
				32.77	34.41	36.13	37.94	39.84

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Rec Facility & Supply Worker	Operating Engineers Loc 3	06/24/18	6579	61,980.59	65,084.63	68,328.84	71,753.30	75,337.96
				5,165.04	5,423.71	5,694.07	5,979.44	6,278.16
				2,383.86	2,503.25	2,628.03	2,759.74	2,897.61
				29.79	31.29	32.85	34.49	36.22
Recreation Rev and Sales Mgr	Frem Assoc of Mgmt Empl	06/24/18	6531	87,798.41				118,525.67
				7,316.53				9,877.13
				3,376.86				4,558.67
				42.21				56.98
Recreation Superintendent I	Frem Assoc of Mgmt Empl	06/24/18	6535	94,485.99				118,525.68
				7,873.82				9,877.14
				3,634.07				4,558.68
				45.42				56.98
Recreation Superintendent II	Frem Assoc of Mgmt Empl	06/24/18	6540	111,568.95				139,461.22
				9,297.41				11,621.76
				4,291.11				5,363.89
				53.63				67.04
Recreation Supervisor I	CFEA - Frem Empl Assoc	06/24/18	6570	72,349.09	75,966.55	79,764.87	83,753.11	87,940.78
				6,029.09	6,330.54	6,647.07	6,979.42	7,328.40
				2,782.65	2,921.79	3,067.87	3,221.27	3,382.33
				34.78	36.52	38.34	40.26	42.27
Recreation Supervisor II	CFEA - Frem Empl Assoc	06/24/18	6560	82,128.41	86,234.77	90,546.51	95,076.18	99,820.52
				6,844.03	7,186.23	7,545.54	7,923.01	8,318.37
				3,158.78	3,316.72	3,482.55	3,656.77	3,839.25
				39.48	41.45	43.53	45.70	47.99
Revenue Collector	CFEA - Frem Empl Assoc	06/24/18	2525	67,987.46	71,386.84	74,958.09	78,701.22	82,635.32
				5,665.62	5,948.90	6,246.50	6,558.43	6,886.27
				2,614.90	2,745.64	2,883.00	3,026.97	3,178.28
				32.68	34.32	36.03	37.83	39.72
Revenue Operations Supervisor	CFEA - Frem Empl Assoc	06/24/18	2553	83,933.96	88,130.66	92,537.18	97,164.06	102,022.26
				6,994.49	7,344.22	7,711.43	8,097.00	8,501.85
				3,228.22	3,389.64	3,559.12	3,737.07	3,923.93
				40.35	42.37	44.48	46.71	49.04
Risk Management Technician	CFEA - Frem Empl Assoc	06/24/18	1090	67,954.51	71,352.23	74,919.85	78,665.84	82,599.12
				5,662.87	5,946.02	6,243.32	6,555.48	6,883.26
				2,613.63	2,744.31	2,881.53	3,025.60	3,176.88
				32.67	34.30	36.01	37.82	39.71
Risk Manager	Frem Assoc of Mgmt Empl	06/24/18	1080	122,786.50				165,763.82
				10,232.21				13,813.65
				4,722.55				6,375.53
				59.03				79.69

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Safety Coordinator	CFEA - Frem Empl Assoc	06/24/18	1085	77,266.47	81,129.82	85,186.30	89,445.61	93,917.90
				6,438.87	6,760.81	7,098.85	7,453.80	7,826.49
				2,971.78	3,120.37	3,276.39	3,440.21	3,612.22
				37.14	39.00	40.95	43.00	45.15
Senior Accountant	Frem Assoc of Mgmt Empl	06/24/18	2539	100,990.56				136,327.02
				8,415.88				11,360.58
				3,884.25				5,243.34
				48.54				65.54
Senior Accounting Specialist	CFEA - Frem Empl Assoc	06/24/18	2543	64,674.63	67,908.36	71,303.79	74,868.97	78,612.35
				5,389.55	5,659.03	5,941.98	6,239.08	6,551.03
				2,487.48	2,611.86	2,742.45	2,879.57	3,023.55
				31.09	32.64	34.28	35.99	37.79
Senior Building Inspector	CFEA - Frem Empl Assoc	06/24/18	5651	106,728.00	112,064.39	117,667.61	123,551.00	129,728.54
				8,894.00	9,338.70	9,805.63	10,295.91	10,810.71
				4,104.92	4,310.16	4,525.67	4,751.96	4,989.55
				51.31	53.87	56.57	59.39	62.36
Senior Center Manager	Frem Assoc of Mgmt Empl	06/24/18	7516	84,299.09				113,803.77
				7,024.92				9,483.64
				3,242.27				4,377.06
				40.52				54.71
Senior Civil Engineer	Frem Assoc of Mgmt Empl	06/24/18	5216	108,603.72				146,614.40
				9,050.30				12,217.87
				4,177.06				5,639.01
				52.21				70.48
Senior Client Sys Spec	CFEA - Frem Empl Assoc	06/24/18	1740	90,296.63	94,811.46	99,552.04	104,529.64	109,756.12
				7,524.72	7,900.95	8,296.00	8,710.80	9,146.34
				3,472.94	3,646.59	3,828.92	4,020.37	4,221.38
				43.41	45.58	47.86	50.25	52.76
Senior Code Enforcement Off	CFEA - Frem Empl Assoc	06/24/18	5673	88,803.85	93,253.59	97,913.41	102,802.39	107,939.65
				7,400.32	7,771.13	8,159.45	8,566.86	8,994.97
				3,415.53	3,586.67	3,765.90	3,953.93	4,151.52
				42.69	44.83	47.07	49.42	51.89
Senior Community Dev Tech	CFEA - Frem Empl Assoc	06/24/18	4601	77,239.86	81,101.85	85,156.94	89,414.79	93,884.99
				6,436.65	6,758.48	7,096.41	7,451.23	7,823.74
				2,970.76	3,119.30	3,275.26	3,439.03	3,610.96
				37.13	38.99	40.94	42.98	45.13
Senior Community Service Off	Teamster Local 856	06/24/18	3743	65,245.29	68,522.77	71,940.72	75,545.95	79,315.05
				5,437.10	5,710.23	5,995.06	6,295.49	6,609.58
				2,509.43	2,635.49	2,766.95	2,905.61	3,050.57
				31.36	32.94	34.58	36.32	38.13

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Senior Construction Inspector	Operating Engineers Loc 3	06/24/18	5440	89,400.93	93,868.92	98,562.37	103,481.27	108,666.60
				7,450.07	7,822.41	8,213.53	8,623.43	9,055.54
				3,438.49	3,610.34	3,790.86	3,980.04	4,179.48
				42.98	45.12	47.38	49.75	52.24
Senior Deputy City Attorney	Unrep Management Empl	06/24/18	1325	137,678.56				185,879.93
				11,473.21				15,489.99
				5,295.32				7,149.22
				66.19				89.36
Senior Deputy City Attorney II	Unrep Management Empl	06/24/18	1323	151,983.42				205,177.43
				12,665.28				17,098.12
				5,845.51				7,891.43
				73.06				98.64
Senior Engineering Specialist	Prof Engr & Tech Assoc	06/24/18	5233	92,786.67	97,426.96	102,296.40	107,414.08	112,780.00
				7,732.22	8,118.91	8,524.69	8,951.17	9,398.33
				3,568.71	3,747.19	3,934.47	4,131.31	4,337.69
				44.60	46.83	49.18	51.64	54.22
Senior Executive Assistant	CFEA - Frem Empl Assoc	06/24/18	8400	71,116.09	74,671.89	78,405.49	82,325.76	86,442.05
				5,926.34	6,222.65	6,533.79	6,860.48	7,203.50
				2,735.23	2,871.99	3,015.59	3,166.37	3,324.69
				34.19	35.89	37.69	39.57	41.55
Senior Fire Prev Inspector	CFEA - Frem Empl Assoc	06/24/18	5674	91,466.28	96,039.53	100,841.42	105,883.56	111,177.76
				7,622.19	8,003.29	8,403.45	8,823.63	9,264.81
				3,517.93	3,693.82	3,878.51	4,072.44	4,276.06
				43.97	46.17	48.48	50.90	53.45
Senior Haz Mat Inspector	CFEA - Frem Empl Assoc	06/24/18	4076	100,510.74	105,536.28	110,813.09	116,353.75	122,171.43
				8,375.89	8,794.69	9,234.42	9,696.14	10,180.95
				3,865.79	4,059.08	4,262.04	4,475.14	4,698.90
				48.32	50.73	53.27	55.93	58.73
Senior Landscape Architect	Frem Assoc of Mgmt Empl	06/24/18	5025	98,870.78				133,475.55
				8,239.22				11,122.96
				3,802.72				5,133.67
				47.53				64.17
Senior Office Specialist	CFEA - Frem Empl Assoc	06/24/18	8385	61,592.63	64,672.25	67,905.87	71,301.17	74,866.22
				5,132.72	5,389.35	5,658.82	5,941.76	6,238.85
				2,368.94	2,487.39	2,611.76	2,742.35	2,879.47
				29.61	31.09	32.64	34.27	35.99
Senior Planner	Frem Assoc of Mgmt Empl	06/24/18	4526	107,370.70				130,509.09
				8,947.55				10,875.76
				4,129.64				5,019.58
				51.62				62.74

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Senior Program Coordinator	CFEA - Frem Empl Assoc	06/24/18	7540	79,787.59	83,776.90	87,965.74	92,366.29	96,975.43
				6,648.96	6,981.40	7,330.48	7,697.19	8,081.28
				3,068.75	3,222.18	3,383.29	3,552.54	3,729.82
				38.35	40.27	42.29	44.40	46.62
Senior Sys/Analyst Programmer	Frem Assoc of Mgmt Empl	06/24/18	1715	106,091.30				143,230.44
				8,840.94				11,935.87
				4,080.43				5,508.86
				51.00				68.86
Senior Transportation Engineer	Frem Assoc of Mgmt Empl	06/24/18	5409	108,603.72				146,614.40
				9,050.30				12,217.87
				4,177.06				5,639.01
				52.21				70.48
Solid Waste Administrator	Frem Assoc of Mgmt Empl	06/24/18	4716	111,568.95				139,461.22
				9,297.41				11,621.76
				4,291.11				5,363.89
				53.63				67.04
Street Field Supervisor	Operating Engineers Loc 3	06/24/18	6055	77,345.29	81,222.10	85,270.79	89,548.66	94,017.52
				6,445.44	6,768.50	7,105.90	7,462.38	7,834.79
				2,974.81	3,123.92	3,279.64	3,444.17	3,616.05
				37.18	39.04	40.99	43.05	45.20
Street Maintenance Manager	Frem Assoc of Mgmt Empl	06/24/18	6047	92,263.22				124,555.34
				7,688.60				10,379.60
				3,548.58				4,790.59
				44.35				59.88
Street Maintenance Worker I	Operating Engineers Loc 3	06/24/18	6065	58,596.19	61,519.99	64,604.01	67,828.19	71,212.59
				4,883.01	5,126.66	5,383.66	5,652.35	5,934.38
				2,253.69	2,366.15	2,484.76	2,608.77	2,738.94
				28.17	29.57	31.05	32.60	34.23
Street Maintenance Worker II	Operating Engineers Loc 3	06/24/18	6060	64,443.79	67,667.99	71,052.39	74,597.00	78,321.84
				5,370.31	5,639.00	5,921.03	6,216.41	6,526.82
				2,478.60	2,602.61	2,732.78	2,869.11	3,012.37
				30.98	32.53	34.15	35.86	37.65
Supervising Bldg Inspector	Frem Assoc of Mgmt Empl	06/24/18	5641	106,752.42				144,115.77
				8,896.03				12,009.64
				4,105.86				5,542.91
				51.32				69.28
Supervising Construction Coord	Operating Engineers Loc 3	06/24/18	5430	103,481.27	108,665.03	114,097.88	119,795.57	125,780.27
				8,623.43	9,055.41	9,508.15	9,982.96	10,481.69
				3,980.04	4,179.42	4,388.38	4,607.52	4,837.70
				49.75	52.24	54.85	57.59	60.47

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 01-FEB-2019

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Survey Instrument Operator	Operating Engineers Loc 3	06/24/18	5465	76,427.33	80,239.36	84,256.57	88,478.63	92,905.64
				6,368.94	6,686.61	7,021.38	7,373.22	7,742.13
				2,939.51	3,086.12	3,240.63	3,403.02	3,573.29
				36.74	38.57	40.50	42.53	44.66
Systems Analyst/Programmer	Frem Assoc of Mgmt Empl	06/24/18	1720	101,052.02				136,429.44
				8,421.00				11,369.12
				3,886.61				5,247.28
				48.56				65.59
Telecommunications Sys Engr	CFEA - Frem Empl Assoc	06/24/18	1751	90,296.63	94,811.46	99,552.04	104,529.64	109,756.12
				7,524.72	7,900.95	8,296.00	8,710.80	9,146.34
				3,472.94	3,646.59	3,828.92	4,020.37	4,221.38
				43.41	45.58	47.86	50.25	52.76
Tiny Tots Specialist	CFEA - Frem Empl Assoc	06/24/18	6575	49,025.31	51,476.57	54,050.40	56,752.92	59,590.57
				4,085.44	4,289.71	4,504.20	4,729.41	4,965.88
				1,885.58	1,979.86	2,078.86	2,182.80	2,291.94
				23.56	24.74	25.98	27.28	28.64
Traffic Enforcement Proj Spec	Teamster Local 856	06/24/18	1069	69,778.93	73,267.88	76,931.28	80,777.84	84,816.73
				5,814.91	6,105.65	6,410.94	6,731.48	7,068.06
				2,683.80	2,817.99	2,958.89	3,106.84	3,262.18
				33.54	35.22	36.98	38.83	40.77
Veterinary Technician	CFEA - Frem Empl Assoc	06/24/18	6745	49,142.56	51,568.50	54,146.92	56,854.27	59,696.98
				4,095.21	4,297.37	4,512.24	4,737.85	4,974.74
				1,890.09	1,983.40	2,082.57	2,186.70	2,296.03
				23.62	24.79	26.03	27.33	28.70
Waterpark Manager	Frem Assoc of Mgmt Empl	06/24/18	6533	81,335.24				109,802.57
				6,777.94				9,150.21
				3,128.27				4,223.17
				39.10				52.78