

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 11-SEP-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	06/23/19	2540	89,009.36 7,417.44 3,423.43 42.78				120,156.24 10,013.02 4,621.39 57.76
Accounting Specialist I-Flex	CFEA - Frem Empl Assoc	06/23/19	2550	55,583.11 4,631.92 2,137.81 26.72	58,362.26 4,863.52 2,244.70 28.05	61,280.37 5,106.69 2,356.93 29.46	64,344.39 5,362.03 2,474.78 30.93	67,561.61 5,630.13 2,598.52 32.48
Accounting Specialist II-Flex	CFEA - Frem Empl Assoc	06/23/19	2545	61,149.57 5,095.79 2,351.90 29.39	64,207.04 5,350.58 2,469.50 30.86	67,417.39 5,618.11 2,592.97 32.41	70,788.26 5,899.02 2,722.62 34.03	74,327.72 6,193.97 2,858.75 35.73
Accounting Technician	CFEA - Frem Empl Assoc	06/23/19	2542	70,672.69 5,889.39 2,718.18 33.97	74,206.32 6,183.86 2,854.08 35.67	77,916.64 6,493.05 2,996.79 37.45	81,812.47 6,817.70 3,146.63 39.33	85,903.09 7,158.59 3,303.96 41.29
Administrative Analyst	Confidential (Unrep)	06/23/19	1071	74,680.58 6,223.38 2,872.33 35.90				98,895.14 8,241.26 3,803.65 47.54
Administrative Assistant	CFEA - Frem Empl Assoc	06/23/19	8390	65,658.98 5,471.58 2,525.34 31.56	68,941.93 5,745.16 2,651.61 33.14	72,389.03 6,032.41 2,784.19 34.80	76,008.48 6,334.04 2,923.40 36.54	79,808.94 6,650.74 3,069.57 38.36
Animal Services Manager	Frem Assoc of Mgmt Empl	06/23/19	6712	99,937.18 8,328.10 3,843.73 48.04				134,915.19 11,242.93 5,189.04 64.86
Animal Services Officer	CFEA - Frem Empl Assoc	06/23/19	6740	59,942.03 4,995.16 2,305.46 28.81	62,941.11 5,245.09 2,420.81 30.26	66,099.09 5,508.25 2,542.27 31.77	69,396.10 5,783.00 2,669.08 33.36	72,871.87 6,072.65 2,802.76 35.03
Animal Services Supervisor	CFEA - Frem Empl Assoc	06/23/19	6735	68,944.64 5,745.38 2,651.71 33.14	72,391.87 6,032.65 2,784.30 34.80	76,011.47 6,334.29 2,923.51 36.54	79,812.03 6,651.00 3,069.69 38.37	83,802.64 6,983.55 3,223.17 40.28
Assistant Chef	CFEA - Frem Empl Assoc	06/23/19	7545	37,160.88 3,096.73 1,429.26 17.86	39,027.86 3,252.32 1,501.07 18.76	40,974.29 3,414.52 1,575.93 19.69	43,020.02 3,585.00 1,654.61 20.68	45,184.93 3,765.40 1,737.88 21.72

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Assistant City Attorney	Unrep Fremont Officials	06/23/19	1320	166,623.13				224,941.23
				13,885.25				18,745.10
				6,408.58				8,651.58
				80.10				108.14
Assistant City Clerk	Frem Assoc of Mgmt Empl	06/23/19	1019	86,439.07				105,066.69
				7,203.25				8,755.55
				3,324.57				4,041.02
				41.55				50.51
Assistant City Engineer	Frem Assoc of Mgmt Empl	06/23/19	5212	137,081.96				185,060.66
				11,423.49				15,421.72
				5,272.38				7,117.71
				65.90				88.97
Assistant City Manager	Unrep Fremont Officials	06/23/19	1011	199,423.05				269,221.70
				16,618.58				22,435.14
				7,670.11				10,354.68
				95.87				129.43
Assistant Planning Manager	Frem Assoc of Mgmt Empl	06/23/19	4523	124,856.83				168,556.20
				10,404.74				14,046.35
				4,802.18				6,482.93
				60.02				81.03
Assoc Civil Engineer-Flex	Prof Engr & Tech Assoc	06/23/19	5220	111,333.30	116,895.02	122,732.76	128,889.26	135,323.79
				9,277.77	9,741.25	10,227.73	10,740.77	11,276.98
				4,282.05	4,495.96	4,720.49	4,957.27	5,204.76
				53.52	56.19	59.00	61.96	65.05
Assoc Landscape Architect	CFEA - Frem Empl Assoc	06/23/19	5030	107,898.32	113,293.23	118,957.90	124,905.79	131,151.08
				8,991.52	9,441.10	9,913.15	10,408.81	10,929.25
				4,149.93	4,357.43	4,575.30	4,804.06	5,044.27
				51.87	54.46	57.19	60.05	63.05
Assoc Planner-Flex Staff	CFEA - Frem Empl Assoc	06/23/19	4530	96,010.52	100,817.00	105,861.83	111,164.85	116,706.21
				8,000.87	8,401.41	8,821.82	9,263.73	9,725.51
				3,692.71	3,877.57	4,071.60	4,275.57	4,488.70
				46.15	48.46	50.89	53.44	56.10
Assoc Trans Engr-Flex Staff	Prof Engr & Tech Assoc	06/23/19	5411	111,333.30	116,895.02	122,732.76	128,889.26	135,323.79
				9,277.77	9,741.25	10,227.73	10,740.77	11,276.98
				4,282.05	4,495.96	4,720.49	4,957.27	5,204.76
				53.52	56.19	59.00	61.96	65.05
Asst Recreation Supervisor	CFEA - Frem Empl Assoc	06/23/19	6561	65,428.74	68,700.18	72,135.18	75,741.94	79,529.04
				5,452.39	5,725.01	6,011.26	6,311.83	6,627.42
				2,516.49	2,642.31	2,774.43	2,913.15	3,058.80
				31.45	33.02	34.68	36.41	38.23

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Battalion Chief	Battalion Chief	06/23/19	4020	144,645.77	151,889.93	159,483.03	167,451.73	175,822.96
				12,053.81	12,657.49	13,290.25	13,954.31	14,651.91
				5,563.29	5,841.92	6,133.96	6,440.45	6,762.42
				49.67	52.16	54.76	57.50	60.37
Battalion Chief 19 yrs - 1.8%	Battalion Chief	06/23/19	4020	147,249.38	154,623.94	162,353.70	170,467.98	178,987.76
				12,270.78	12,885.33	13,529.47	14,205.66	14,915.64
				5,663.43	5,947.07	6,244.37	6,556.46	6,884.14
				50.56	53.09	55.75	58.53	61.46
Battalion Chief 19 yrs 2.5%new	Battalion Chief	06/23/19	4020	148,266.23	155,679.54	163,463.52	171,636.70	180,218.53
				12,355.51	12,973.29	13,621.96	14,303.05	15,018.21
				5,702.54	5,987.67	6,287.05	6,601.41	6,931.48
				50.91	53.46	56.13	58.94	61.88
Battalion Chief 24 yrs 2.3%new	Battalion Chief	06/23/19	4020	151,676.36	159,260.18	167,223.18	175,584.34	184,363.56
				12,639.69	13,271.68	13,935.26	14,632.02	15,363.63
				5,833.70	6,125.39	6,431.66	6,753.24	7,090.90
				52.08	54.69	57.42	60.29	63.31
Battalion Chief 26 yrs - 5.8%	Battalion Chief	06/23/19	4020	155,789.85	163,592.15	171,770.24	180,352.91	189,369.06
				12,982.48	13,632.67	14,314.18	15,029.40	15,780.75
				5,991.91	6,292.00	6,606.54	6,936.65	7,283.42
				53.49	56.17	58.98	61.93	65.03
Building Inspector I	CFEA - Frem Empl Assoc	06/23/19	5660	93,434.83	98,106.57	103,011.90	108,162.50	113,570.62
				7,786.23	8,175.54	8,584.32	9,013.54	9,464.21
				3,593.64	3,773.32	3,961.99	4,160.09	4,368.10
				44.92	47.16	49.52	52.00	54.60
Building Inspector II	CFEA - Frem Empl Assoc	06/23/19	5661	98,113.52	103,019.20	108,170.16	113,578.66	119,257.60
				8,176.12	8,584.93	9,014.18	9,464.88	9,938.13
				3,773.59	3,962.27	4,160.39	4,368.41	4,586.83
				47.16	49.52	52.00	54.60	57.33
Building Inspector Specialist	CFEA - Frem Empl Assoc	06/23/19	5650	103,068.75	108,222.19	113,633.30	119,314.96	125,280.71
				8,589.06	9,018.51	9,469.44	9,942.91	10,440.06
				3,964.18	4,162.39	4,370.51	4,589.03	4,818.48
				49.55	52.02	54.63	57.36	60.23
Building Maint Coord	Operating Engineers Loc 3	06/23/19	6446	79,819.18	83,810.19	88,000.69	92,400.72	97,025.48
				6,651.60	6,984.18	7,333.39	7,700.06	8,085.45
				3,069.96	3,223.46	3,384.64	3,553.87	3,731.74
				38.37	40.29	42.30	44.42	46.64
Building Maint Field Supv	Operating Engineers Loc 3	06/23/19	6430	93,441.82	98,115.86	103,024.59	108,168.00	113,585.20
				7,786.81	8,176.32	8,585.38	9,013.99	9,465.43
				3,593.91	3,773.68	3,962.48	4,160.30	4,368.66
				44.92	47.17	49.53	52.00	54.60

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Building Maint Manager	Frem Assoc of Mgmt Empl	06/23/19	6420	106,847.74				144,244.45
				8,903.98				12,020.37
				4,109.52				5,547.86
				51.36				69.34
Building Maint Worker I	Operating Engineers Loc 3	06/23/19	6460	67,479.74	70,853.73	74,394.33	78,122.38	82,017.05
				5,623.31	5,904.47	6,199.52	6,510.19	6,834.75
				2,595.37	2,725.14	2,861.32	3,004.70	3,154.50
				32.44	34.06	35.76	37.55	39.43
Building Maint Worker II	Operating Engineers Loc 3	06/23/19	6450	74,158.92	77,874.70	81,766.48	85,853.82	90,136.73
				6,179.91	6,489.55	6,813.87	7,154.48	7,511.39
				2,852.26	2,995.18	3,144.86	3,302.07	3,466.79
				35.65	37.43	39.31	41.27	43.33
Building Official	Frem Assoc of Mgmt Empl	06/23/19	5621	137,315.96				185,327.11
				11,442.99				15,443.92
				5,281.38				7,127.96
				66.01				89.09
Business Manager	Frem Assoc of Mgmt Empl	06/23/19	4017	112,273.60				151,580.17
				9,356.14				12,631.68
				4,318.21				5,830.00
				53.97				72.87
Business Systems Manager	Frem Assoc of Mgmt Empl	06/23/19	1718	127,308.74				159,135.93
				10,609.06				13,261.32
				4,896.49				6,120.61
				61.20				76.50
Buyer	CFEA - Frem Empl Assoc	06/23/19	2544	72,746.10	76,383.40	80,202.58	84,212.71	88,423.33
				6,062.17	6,365.28	6,683.54	7,017.72	7,368.61
				2,797.92	2,937.82	3,084.71	3,238.95	3,400.89
				34.97	36.72	38.55	40.48	42.51
C.D.B.G. Administrator	Frem Assoc of Mgmt Empl	06/23/19	4584	106,077.85				143,205.10
				8,839.82				11,933.75
				4,079.91				5,507.88
				50.99				68.84
Case Manager	CFEA - Frem Empl Assoc	06/23/19	7535	74,958.09	78,701.22	82,635.33	86,760.41	91,104.73
				6,246.50	6,558.43	6,886.27	7,230.03	7,592.06
				2,883.00	3,026.97	3,178.28	3,336.93	3,504.02
				36.03	37.83	39.72	41.71	43.80
Chef/Food Service Manager	CFEA - Frem Empl Assoc	06/23/19	7555	57,379.89	60,259.81	63,258.90	66,436.74	69,753.61
				4,781.65	5,021.64	5,271.57	5,536.39	5,812.80
				2,206.91	2,317.68	2,433.03	2,555.25	2,682.83
				27.58	28.97	30.41	31.94	33.53

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Chief Forensic Specialist	Teamster Local 856	06/23/19	3738	105,932.89	111,217.12	116,768.24	122,611.52	128,758.20
				8,827.74	9,268.09	9,730.68	10,217.62	10,729.85
				4,074.34	4,277.58	4,491.08	4,715.82	4,952.23
				50.92	53.46	56.13	58.94	61.90
Chief of Party	Operating Engineers Loc 3	06/23/19	5460	91,165.16	95,726.62	100,522.54	105,548.67	110,817.81
				7,597.09	7,977.22	8,376.88	8,795.72	9,234.81
				3,506.35	3,681.79	3,866.25	4,059.56	4,262.22
				43.82	46.02	48.32	50.74	53.27
City Attorney	City Attorney	06/23/19	1310	302,672.70				302,672.70
				25,222.72				25,222.72
				11,641.25				11,641.25
				145.51				145.51
City Clerk	Unrep Fremont Officials	06/23/19	1030	118,093.51				159,426.07
				9,841.13				13,285.50
				4,542.05				6,131.77
				56.77				76.64
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	06/23/19	5211	161,482.48				218,000.26
				13,456.87				18,166.68
				6,210.86				8,384.62
				77.63				104.80
City Land Surveyor	Frem Assoc of Mgmt Empl	06/23/19	5463	112,947.87				152,478.98
				9,412.32				12,706.58
				4,344.14				5,864.57
				54.30				73.30
City Manager	City Manager	06/23/19	1001	310,960.00				310,960.00
				25,913.33				25,913.33
				11,960.00				11,960.00
				149.50				149.50
Client Systems Specialist I	CFEA - Frem Empl Assoc	06/23/19	1738	73,288.96	76,943.48	80,796.61	84,828.49	89,078.86
				6,107.41	6,411.95	6,733.05	7,069.04	7,423.23
				2,818.80	2,959.36	3,107.56	3,262.63	3,426.11
				35.23	36.99	38.84	40.78	42.82
Client Systems Specialist II	CFEA - Frem Empl Assoc	06/23/19	1739	77,402.54	81,272.66	85,336.30	89,603.11	94,083.27
				6,450.21	6,772.72	7,111.35	7,466.92	7,840.27
				2,977.02	3,125.87	3,282.16	3,446.27	3,618.58
				37.21	39.07	41.02	43.07	45.23

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Clinical Nurse Educator	Frem Assoc of Mgmt Empl	06/23/19	4095	110,987.20				145,176.50
				9,248.93				12,098.04
				4,268.73				5,583.71
				53.35				69.79
Clinical Supervisor	Frem Assoc of Mgmt Empl	06/23/19	6945	93,802.83				126,632.74
				7,816.90				10,552.72
				3,607.80				4,870.49
				45.09				60.88
Code Enforce Off I-Flex Staff	CFEA - Frem Empl Assoc	06/23/19	5680	71,640.45	75,215.52	78,989.21	82,941.65	87,072.85
				5,970.04	6,267.96	6,582.43	6,911.80	7,256.06
				2,755.40	2,892.90	3,038.04	3,190.06	3,348.95
				34.44	36.16	37.97	39.87	41.86
Code Enforce Off II-Flex Staff	CFEA - Frem Empl Assoc	06/23/19	5675	80,439.10	84,470.99	88,681.62	93,130.60	97,778.22
				6,703.25	7,039.24	7,390.13	7,760.88	8,148.18
				3,093.81	3,248.88	3,410.83	3,581.94	3,760.70
				38.67	40.61	42.63	44.77	47.00
Communications Manager	Frem Assoc of Mgmt Empl	06/23/19	1061	105,536.37				142,474.09
				8,794.70				11,872.84
				4,059.09				5,479.77
				50.73				68.49
Community Development Director	Unrep Fremont Officials	06/23/19	4513	186,113.37				251,253.06
				15,509.45				20,937.75
				7,158.20				9,663.57
				89.47				120.79
Community Development Tech	CFEA - Frem Empl Assoc	06/23/19	4602	75,142.98	78,900.13	82,845.14	86,987.39	91,336.39
				6,261.91	6,575.01	6,903.76	7,248.94	7,611.36
				2,890.11	3,034.62	3,186.35	3,345.66	3,512.93
				36.12	37.93	39.82	41.82	43.91
Community Preservation Manager	Frem Assoc of Mgmt Empl	06/23/19	5670	112,273.59				151,580.16
				9,356.13				12,631.68
				4,318.21				5,830.00
				53.97				72.87
Community Service Officer	Teamster Local 856	06/23/19	3745	64,633.08	67,876.82	71,261.60	74,827.71	78,575.13
				5,386.09	5,656.40	5,938.46	6,235.64	6,547.92
				2,485.88	2,610.64	2,740.83	2,877.98	3,022.12
				31.07	32.63	34.26	35.97	37.77
Community Services Director	Unrep Fremont Officials	06/23/19	6512	170,185.45				229,750.06
				14,182.12				19,145.83
				6,545.59				8,836.54
				81.81				110.45

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Construction Inspector	Operating Engineers Loc 3	06/23/19	5445	88,564.71	92,998.27	97,644.99	102,526.18	107,641.84
				7,380.39	7,749.86	8,137.08	8,543.84	8,970.15
				3,406.33	3,576.85	3,755.57	3,943.31	4,140.07
				42.57	44.71	46.94	49.29	51.75
Construction Materials Insp	Operating Engineers Loc 3	06/23/19	5450	84,322.98	88,543.39	92,976.97	97,623.68	102,501.45
				7,026.91	7,378.61	7,748.08	8,135.30	8,541.78
				3,243.19	3,405.51	3,576.03	3,754.75	3,942.36
				40.53	42.56	44.70	46.93	49.27
Counselor	CFEA - Frem Empl Assoc	06/23/19	6930	74,958.09	78,701.22	82,635.33	86,760.41	91,104.73
				6,246.50	6,558.43	6,886.27	7,230.03	7,592.06
				2,883.00	3,026.97	3,178.28	3,336.93	3,504.02
				36.03	37.83	39.72	41.71	43.80
Crime & Intelligence Analyst	CFEA - Frem Empl Assoc	06/23/19	3630	92,041.42	96,643.49	101,475.66	106,549.45	111,876.93
				7,670.11	8,053.62	8,456.30	8,879.12	9,323.07
				3,540.05	3,717.05	3,902.91	4,098.05	4,302.95
				44.25	46.46	48.78	51.22	53.78
Criminal Intel & Analysis Mgr	Frem Assoc of Mgmt Empl	06/23/19	3650	112,273.60				151,580.16
				9,356.14				12,631.68
				4,318.21				5,830.00
				53.97				72.87
Crisis Intervention Specialist	CFEA - Frem Empl Assoc	06/23/19	6935	87,121.69	91,477.77	96,051.66	100,854.24	105,896.96
				7,260.14	7,623.14	8,004.30	8,404.52	8,824.74
				3,350.83	3,518.37	3,694.29	3,879.00	4,072.96
				41.88	43.97	46.17	48.48	50.91
Dep Dir Community Dev	Frem Assoc of Mgmt Empl	06/23/19	4514	141,503.96				191,030.35
				11,792.00				15,919.19
				5,442.46				7,347.32
				68.03				91.84
Dep Dir Community Services	Frem Assoc of Mgmt Empl	06/23/19	6520	137,082.18				185,060.65
				11,423.51				15,421.72
				5,272.39				7,117.71
				65.90				88.97
Dep Dir Econ Dev/ Asst to CM	Unrep Fremont Officials	06/23/19	4320	123,196.44				166,315.19
				10,266.37				13,859.60
				4,738.32				6,396.73
				59.22				79.95
Dep Dir Finance	Unrep Management Empl	06/23/19	2512	137,082.19				185,060.66
				11,423.52				15,421.72
				5,272.39				7,117.71
				65.90				88.97

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
Dep Dir Human Services	Frem Assoc of Mgmt Empl	06/23/19	7512	128,599.71				173,609.55
				10,716.64				14,467.46
				4,946.14				6,677.29
				61.82				83.46
Dep Dir Maint & Bus Ops	Frem Assoc of Mgmt Empl	06/23/19	6010	141,503.35				191,030.35
				11,791.94				15,919.19
				5,442.43				7,347.32
				68.03				91.84
Deputy City Attorney	Unrep Management Empl	06/23/19	1340	128,603.65				173,608.50
				10,716.96				14,467.37
				4,946.29				6,677.25
				61.82				83.46
Deputy City Clerk	Confidential (Unrep)	06/23/19	1035	78,711.15	82,643.73	86,774.92	91,104.73	95,672.87
				6,559.26	6,886.97	7,231.24	7,592.06	7,972.74
				3,027.35	3,178.60	3,337.49	3,504.02	3,679.72
				37.84	39.73	41.71	43.80	45.99
Deputy City Manager	Unrep Fremont Officials	06/23/19	1016	189,885.58				256,345.88
				15,823.79				21,362.15
				7,303.29				9,859.45
				91.29				123.24
Deputy Fire Chief	FAME Management Safety	06/23/19	4015	178,224.34				230,363.49
				14,852.03				19,196.95
				6,854.78				8,860.13
				85.68				110.75
Deputy Fire Chief 24 yr 2.3%	FAME Management Safety	06/23/19	4015	182,323.56				235,661.93
				15,193.63				19,638.49
				7,012.44				9,063.92
				87.65				113.29
Deputy Fire Marshal	FAME Management Safety	06/23/19	4040	143,103.09				193,137.70
				11,925.26				16,094.80
				5,503.96				7,428.37
				68.79				92.85
Deputy Fire Marshal 24 yr 2.3%	FAME Management Safety	06/23/19	4040	146,394.49				197,579.88
				12,199.54				16,464.99
				5,630.55				7,599.22
				70.38				94.99
Detention Officer	Teamster Local 856	06/23/19	3730	64,982.61	68,224.42	71,633.55	75,230.91	78,974.69
				5,415.21	5,685.36	5,969.46	6,269.24	6,581.22
				2,499.33	2,624.01	2,755.13	2,893.49	3,037.48
				31.24	32.80	34.43	36.16	37.96

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
Detention Supervisor	Teamster Local 856	06/23/19	3715	73,627.51	77,308.89	81,162.49	85,231.39	89,494.03
				6,135.62	6,442.40	6,763.54	7,102.61	7,457.83
				2,831.82	2,973.41	3,121.63	3,278.13	3,442.07
				35.39	37.16	39.02	40.97	43.02
Development Services Supv	CFEA - Frem Empl Assoc	06/23/19	5645	85,054.84	89,307.58	93,772.96	98,461.60	103,384.69
				7,087.90	7,442.29	7,814.41	8,205.13	8,615.39
				3,271.34	3,434.90	3,606.65	3,786.98	3,976.33
				40.89	42.93	45.08	47.33	49.70
Division Chief	FAME Management Safety	06/23/19	4019	150,283.26				202,882.44
				12,523.60				16,906.86
				5,780.12				7,803.17
				72.25				97.53
Division Chief 24 yr 2.3%	FAME Management Safety	06/23/19	4019	153,739.78				207,548.73
				12,811.64				17,295.72
				5,913.06				7,982.64
				73.91				99.78
Economic Development Coord	Frem Assoc of Mgmt Empl	06/23/19	1065	98,170.08				132,534.05
				8,180.83				11,044.49
				3,775.77				5,097.46
				47.19				63.71
Economic Development Director	Unrep Fremont Officials	06/23/19	4300	166,623.13				224,941.23
				13,885.25				18,745.10
				6,408.58				8,651.58
				80.10				108.14
Economic Development Manager	Frem Assoc of Mgmt Empl	06/23/19	4330	114,601.33				154,711.80
				9,550.11				12,892.65
				4,407.74				5,950.45
				55.09				74.38
Economic Development Spec	CFEA - Frem Empl Assoc	06/23/19	1067	76,182.90	79,992.05	83,991.65	88,191.23	92,600.77
				6,348.57	6,666.00	6,999.30	7,349.27	7,716.73
				2,930.11	3,076.61	3,230.44	3,391.97	3,561.56
				36.62	38.45	40.38	42.39	44.51
Emergency Services Manager	Frem Assoc of Mgmt Empl	06/23/19	1084	107,587.51				145,243.15
				8,965.63				12,103.59
				4,137.98				5,586.27
				51.72				69.82
Engineer I Civil-Flex Staff	Prof Engr & Tech Assoc	06/23/19	5230	89,209.63	93,670.11	98,353.61	103,271.30	108,433.80
				7,434.13	7,805.84	8,196.13	8,605.94	9,036.14
				3,431.13	3,602.69	3,782.83	3,971.97	4,170.53
				42.88	45.03	47.28	49.64	52.13

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
Engineer I Trans-Flex Staff	Prof Engr & Tech Assoc	06/23/19	5413	89,209.63	93,670.11	98,353.61	103,271.30	108,433.80
				7,434.13	7,805.84	8,196.13	8,605.94	9,036.14
				3,431.13	3,602.69	3,782.83	3,971.97	4,170.53
				42.88	45.03	47.28	49.64	52.13
Engineer II Civil-Flex Staff	Prof Engr & Tech Assoc	06/23/19	5225	98,126.63	103,033.04	108,195.48	113,597.31	119,277.18
				8,177.22	8,586.08	9,016.28	9,466.44	9,939.76
				3,774.10	3,962.80	4,161.36	4,369.12	4,587.58
				47.17	49.53	52.01	54.61	57.34
Engineer II Trans-Flex Staff	Prof Engr & Tech Assoc	06/23/19	5412	98,126.63	103,033.04	108,195.48	113,597.31	119,277.18
				8,177.22	8,586.08	9,016.28	9,466.44	9,939.76
				3,774.10	3,962.80	4,161.36	4,369.12	4,587.58
				47.17	49.53	52.01	54.61	57.34
Engineering Specialist	Prof Engr & Tech Assoc	06/23/19	5235	82,874.40	87,025.07	91,374.34	95,942.07	100,748.11
				6,906.20	7,252.09	7,614.52	7,995.17	8,395.67
				3,187.47	3,347.11	3,514.39	3,690.07	3,874.92
				39.84	41.83	43.92	46.12	48.43
Engineering Technician I	Prof Engr & Tech Assoc	06/23/19	5245	63,392.06	66,569.61	69,906.04	73,381.48	77,055.52
				5,282.67	5,547.46	5,825.50	6,115.12	6,421.29
				2,438.15	2,560.36	2,688.69	2,822.36	2,963.67
				30.47	32.00	33.60	35.27	37.04
Engineering Technician II	Prof Engr & Tech Assoc	06/23/19	5240	71,613.97	75,188.71	78,942.19	82,894.26	87,044.93
				5,967.83	6,265.72	6,578.51	6,907.85	7,253.74
				2,754.38	2,891.87	3,036.23	3,188.24	3,347.88
				34.42	36.14	37.95	39.85	41.84
Environmental Services Manager	Frem Assoc of Mgmt Empl	06/23/19	1077	121,178.85				163,595.71
				10,098.23				13,632.97
				4,660.72				6,292.14
				58.24				78.65
Environmental Specialist I	CFEA - Frem Empl Assoc	06/23/19	4710	75,712.06	79,505.61	83,477.91	87,648.83	92,038.22
				6,309.33	6,625.46	6,956.49	7,304.07	7,669.85
				2,912.00	3,057.90	3,210.68	3,371.10	3,539.93
				36.40	38.22	40.13	42.13	44.24
Environmental Specialist II	CFEA - Frem Empl Assoc	06/23/19	4712	90,866.39	95,414.68	100,181.44	105,186.54	110,429.98
				7,572.20	7,951.22	8,348.45	8,765.54	9,202.49
				3,494.86	3,669.79	3,853.13	4,045.63	4,247.30
				43.68	45.87	48.16	50.57	53.09
Equipment Support Coordinator	CFEA - Frem Empl Assoc	06/23/19	6032	68,819.85	72,260.85	75,873.89	79,667.58	83,650.96
				5,734.98	6,021.73	6,322.82	6,638.96	6,970.91
				2,646.91	2,779.26	2,918.22	3,064.13	3,217.34
				33.08	34.74	36.47	38.30	40.21

City of Fremont
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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Executive Assistant	CFEA - Frem Empl Assoc	06/23/19	8395	70,451.01	73,973.49	77,672.14	81,555.86	85,633.59
				5,870.91	6,164.45	6,472.67	6,796.32	7,136.13
				2,709.65	2,845.13	2,987.39	3,136.76	3,293.59
				33.87	35.56	37.34	39.20	41.17
Executive Asst (Confidential)	Confidential (Unrep)	06/23/19	8396	73,974.16	77,672.87	81,556.51	85,634.33	89,915.60
				6,164.51	6,472.74	6,796.37	7,136.19	7,492.96
				2,845.16	2,987.41	3,136.78	3,293.62	3,458.29
				35.56	37.34	39.20	41.17	43.22
Executive Asst to City Manager	Confidential (Unrep)	06/23/19	8510	86,995.03				105,742.46
				7,249.59				8,811.87
				3,345.96				4,067.01
				41.82				50.83
Fac Desgn/Constr Proj Supv I	Prof Engr & Tech Assoc	06/23/19	5320	89,209.63	93,670.11	98,353.61	103,271.30	108,433.80
				7,434.13	7,805.84	8,196.13	8,605.94	9,036.14
				3,431.13	3,602.69	3,782.83	3,971.97	4,170.53
				42.88	45.03	47.28	49.64	52.13
Fac Desgn/Constr Proj Supv II	Prof Engr & Tech Assoc	06/23/19	5321	98,126.63	103,033.04	108,195.48	113,597.31	119,277.18
				8,177.22	8,586.08	9,016.28	9,466.44	9,939.76
				3,774.10	3,962.80	4,161.36	4,369.12	4,587.58
				47.17	49.53	52.01	54.61	57.34
Fac Desgn/Constr Proj Supv III	Prof Engr & Tech Assoc	06/23/19	5322	111,333.31	116,895.02	122,732.76	128,889.26	135,323.79
				9,277.77	9,741.25	10,227.73	10,740.77	11,276.98
				4,282.05	4,495.96	4,720.49	4,957.27	5,204.76
				53.52	56.19	59.00	61.96	65.05
Facilities & Real Property Mgr	Frem Assoc of Mgmt Empl	06/23/19	5420	123,181.45				166,280.04
				10,265.12				13,856.67
				4,737.74				6,395.38
				59.20				79.94
Family Services Administrator	Frem Assoc of Mgmt Empl	06/23/19	6911	112,273.59				151,580.16
				9,356.12				12,631.67
				4,318.21				5,830.00
				53.97				72.87
Finance Director	Unrep Fremont Officials	06/23/19	2510	170,185.45				229,750.06
				14,182.12				19,145.83
				6,545.59				8,836.54
				81.81				110.45
Finance Operations Manager	Unrep Management Empl	06/23/19	2024	125,461.00				169,369.17
				10,455.08				14,114.09
				4,825.42				6,514.19
				60.31				81.42

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
Fire & Life Safety Plans Exmnr	CFEA - Frem Empl Assoc	06/23/19	5632	98,108.99	103,014.43	108,165.16	113,573.41	119,202.94
				8,175.74	8,584.53	9,013.76	9,464.45	9,933.58
				3,773.42	3,962.09	4,160.19	4,368.20	4,584.72
				47.16	49.52	52.00	54.60	57.30
Fire Captain	IAFF Local 1689	07/07/19	4030	114,471.19	120,204.11	126,213.21	132,519.62	139,144.46
				9,539.26	10,017.01	10,517.76	11,043.30	11,595.37
				4,402.73	4,623.23	4,854.35	5,096.90	5,351.71
				39.31	41.27	43.34	45.50	47.78
Fire Captain 19 yrs 1.8%	IAFF Local 1689	07/07/19	4030	116,531.74	122,367.80	128,485.02	134,905.04	141,649.21
				9,710.97	10,197.31	10,707.08	11,242.08	11,804.10
				4,481.99	4,706.45	4,941.73	5,188.65	5,448.04
				40.01	42.02	44.12	46.32	48.64
Fire Captain 19 yrs 2.5% new	IAFF Local 1689	07/07/19	4030	117,336.35	123,203.17	129,363.33	135,831.49	142,623.07
				9,778.02	10,266.93	10,780.27	11,319.29	11,885.25
				4,512.93	4,738.58	4,975.51	5,224.28	5,485.50
				40.29	42.30	44.42	46.64	48.97
Fire Captain 24 yrs 2.3% new	IAFF Local 1689	07/07/19	4030	120,035.09	126,036.84	132,338.68	138,955.62	145,903.40
				10,002.92	10,503.07	11,028.22	11,579.63	12,158.61
				4,616.73	4,847.57	5,089.94	5,344.44	5,611.66
				41.22	43.28	45.44	47.71	50.10
Fire Captain 26 yrs 5.8%	IAFF Local 1689	07/07/19	4030	123,290.57	129,465.12	135,937.24	142,729.46	149,864.88
				10,274.21	10,788.76	11,328.10	11,894.12	12,488.74
				4,741.94	4,979.42	5,228.35	5,489.59	5,764.03
				42.33	44.45	46.68	49.01	51.46
Fire Captain 27 yrs 3%	IAFF Local 1689	07/07/19	4030	126,989.27	133,349.08	140,015.38	147,016.15	154,360.82
				10,582.44	11,112.42	11,667.94	12,251.34	12,863.40
				4,884.20	5,128.81	5,385.20	5,654.46	5,936.95
				43.60	45.79	48.08	50.48	53.00
Fire Captain 28 yrs 1.4%	IAFF Local 1689	07/07/19	4030	128,767.20	135,215.85	141,975.52	149,069.47	156,521.70
				10,730.59	11,267.98	11,831.29	12,422.45	13,043.47
				4,952.58	5,200.60	5,460.59	5,733.44	6,020.06
				44.21	46.43	48.75	51.19	53.75
Fire Chief	Unrep Fremont Officials	06/23/19	4010	198,601.46				268,111.97
				16,550.11				22,342.66
				7,638.51				10,311.99
				95.48				128.89
Fire Engineer	IAFF Local 1689	07/07/19	4050	101,518.29	106,593.20	111,923.19	117,507.19	123,389.00
				8,459.85	8,882.76	9,326.93	9,792.26	10,282.41
				3,904.54	4,099.73	4,304.73	4,519.50	4,745.73
				34.86	36.60	38.43	40.35	42.37

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
Fire Engineer 19 yrs 1.8%	IAFF Local 1689	07/07/19	4050	103,345.67	108,511.89	113,937.80	119,622.39	125,610.17
				8,612.13	9,042.65	9,494.81	9,968.53	10,467.51
				3,974.83	4,173.53	4,382.22	4,600.86	4,831.16
				35.48	37.26	39.12	41.07	43.13
Fire Engineer 19 yrs 2.5% new	IAFF Local 1689	07/07/19	4050	104,050.25	109,252.76	114,715.40	120,451.17	126,473.73
				8,670.85	9,104.39	9,559.61	10,037.59	10,539.47
				4,001.93	4,202.02	4,412.13	4,632.73	4,864.37
				35.73	37.51	39.39	41.36	43.43
Fire Engineer 24 yrs 2.3% new	IAFF Local 1689	07/07/19	4050	106,443.41	111,765.58	117,353.86	123,221.55	129,382.63
				8,870.28	9,313.79	9,779.48	10,268.46	10,781.88
				4,093.97	4,298.67	4,513.61	4,739.29	4,976.25
				36.55	38.38	40.30	42.31	44.43
Fire Engineer 26 yrs 5.8%	IAFF Local 1689	07/07/19	4050	109,339.63	114,805.53	120,546.20	126,560.56	132,895.41
				9,111.63	9,567.13	10,045.51	10,546.71	11,074.61
				4,205.37	4,415.59	4,636.39	4,867.71	5,111.36
				37.54	39.42	41.39	43.46	45.63
Fire Engineer 27 yrs 3%	IAFF Local 1689	07/07/19	4050	112,619.93	118,249.68	124,162.64	130,357.35	136,882.28
				9,384.99	9,854.14	10,346.88	10,863.11	11,406.85
				4,331.53	4,548.06	4,775.48	5,013.74	5,264.70
				38.67	40.60	42.63	44.76	47.00
Fire Engineer 28 yrs 1.4%	IAFF Local 1689	07/07/19	4050	114,196.48	119,905.18	125,901.01	132,182.29	138,798.71
				9,516.37	9,992.09	10,491.75	11,015.19	11,566.56
				4,392.17	4,611.73	4,842.34	5,083.93	5,338.41
				39.21	41.17	43.23	45.39	47.66
Fire Marshal	Frem Assoc of Mgmt Empl	06/23/19	4035	151,304.52				204,249.27
				12,608.71				17,020.77
				5,819.40				7,855.74
				72.74				98.19
Fire Prevention Inspector	CFEA - Frem Empl Assoc	06/23/19	5676	84,448.59	88,671.03	93,104.52	97,759.67	102,647.78
				7,037.38	7,389.25	7,758.71	8,146.63	8,553.98
				3,248.02	3,410.42	3,580.94	3,759.98	3,947.99
				40.60	42.63	44.76	46.99	49.34
Firefighter	IAFF Local 1689	07/07/19	4060	95,042.35	99,798.32	104,785.19	110,014.78	115,511.53
				7,920.19	8,316.52	8,732.10	9,167.90	9,625.96
				3,655.47	3,838.39	4,030.19	4,231.33	4,442.75
				32.63	34.27	35.98	37.77	39.66
Firefighter 19 yrs 1.8%	IAFF Local 1689	07/07/19	4060	96,753.17	101,594.56	106,674.41	111,992.10	117,590.72
				8,062.76	8,466.21	8,889.53	9,332.67	9,799.22
				3,721.27	3,907.48	4,102.86	4,307.38	4,522.72
				33.22	34.88	36.63	38.45	40.38

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
Firefighter 19 yrs 2.5% new	IAFF Local 1689	07/07/19	4060	97,407.41	102,277.78	107,391.67	112,761.25	118,399.32
				8,117.28	8,523.14	8,949.30	9,396.77	9,866.61
				3,746.43	3,933.76	4,130.44	4,336.97	4,553.82
				33.45	35.12	36.87	38.72	40.65
Firefighter 24 yrs 2.3% new	IAFF Local 1689	07/07/19	4060	99,647.78	104,630.17	109,861.68	115,354.76	121,122.50
				8,303.98	8,719.18	9,155.14	9,612.89	10,093.54
				3,832.60	4,024.23	4,225.44	4,436.72	4,658.55
				34.21	35.93	37.72	39.61	41.59
Firefighter 26 yrs 5.8%	IAFF Local 1689	07/07/19	4060	102,364.78	107,487.10	112,861.49	118,500.04	124,410.99
				8,530.39	8,957.25	9,405.12	9,875.00	10,367.58
				3,937.10	4,134.11	4,340.82	4,557.69	4,785.03
				35.15	36.91	38.75	40.69	42.72
Firefighter 27 yrs 3%	IAFF Local 1689	07/07/19	4060	105,435.87	110,711.72	116,247.51	122,042.34	128,143.30
				8,786.32	9,225.97	9,687.29	10,170.19	10,678.60
				4,055.22	4,258.14	4,471.05	4,693.93	4,928.58
				36.20	38.01	39.92	41.91	44.00
Firefighter 28 yrs 1.4%	IAFF Local 1689	07/07/19	4060	106,911.86	112,261.70	117,874.98	123,751.05	129,937.33
				8,909.32	9,355.14	9,822.91	10,312.58	10,828.11
				4,111.99	4,317.75	4,533.65	4,759.65	4,997.58
				36.71	38.55	40.47	42.49	44.62
Fleet Maintenance Manager	Frem Assoc of Mgmt Empl	06/23/19	6022	97,799.01				132,028.66
				8,149.92				11,002.39
				3,761.50				5,078.02
				47.01				63.47
Fleet Mechanic I - Hvy Equipmt	Operating Engineers Loc 3	06/23/19	6025	76,393.73	80,205.09	84,224.72	88,431.78	92,847.13
				6,366.14	6,683.75	7,018.72	7,369.31	7,737.26
				2,938.22	3,084.81	3,239.41	3,401.22	3,571.04
				36.72	38.56	40.49	42.51	44.63
Fleet Mechanic I - Light Equip	Operating Engineers Loc 3	06/23/19	6030	76,393.73	80,205.09	84,224.72	88,431.78	92,847.13
				6,366.14	6,683.75	7,018.72	7,369.31	7,737.26
				2,938.22	3,084.81	3,239.41	3,401.22	3,571.04
				36.72	38.56	40.49	42.51	44.63
Fleet Mechanic II	Operating Engineers Loc 3	06/23/19	6020	84,033.08	88,234.73	92,646.47	97,278.79	102,131.82
				7,002.75	7,352.89	7,720.53	8,106.56	8,510.98
				3,232.04	3,393.64	3,563.32	3,741.49	3,928.14
				40.40	42.42	44.54	46.76	49.10
Fleet Supervisor	Operating Engineers Loc 3	06/23/19	6021	93,441.81	98,115.85	103,024.59	108,167.99	113,585.19
				7,786.81	8,176.32	8,585.38	9,014.00	9,465.43
				3,593.91	3,773.68	3,962.48	4,160.30	4,368.66
				44.92	47.17	49.53	52.00	54.60

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
Forensic Specialist I	Teamster Local 856	06/23/19	3735	82,862.55	87,005.80	91,355.87	95,923.66	100,720.02
				6,905.21	7,250.48	7,612.98	7,993.63	8,393.33
				3,187.02	3,346.37	3,513.68	3,689.37	3,873.84
				39.83	41.82	43.92	46.11	48.42
Forensics Specialist II	Teamster Local 856	06/23/19	3736	92,120.64	96,726.67	101,563.01	106,641.16	112,019.64
				7,676.71	8,060.55	8,463.58	8,886.76	9,334.97
				3,543.10	3,720.25	3,906.26	4,101.58	4,308.44
				44.28	46.50	48.82	51.26	53.85
GIS Manager	Frem Assoc of Mgmt Empl	06/23/19	1716	127,308.74				159,135.93
				10,609.06				13,261.32
				4,896.49				6,120.61
				61.20				76.50
Geographic Info Sys Spec I	CFEA - Frem Empl Assoc	06/23/19	1736	73,288.96	76,943.48	80,796.61	84,828.49	89,078.86
				6,107.41	6,411.95	6,733.05	7,069.04	7,423.23
				2,818.80	2,959.36	3,107.56	3,262.63	3,426.11
				35.23	36.99	38.84	40.78	42.82
Geographic Info Sys Spec II	CFEA - Frem Empl Assoc	06/23/19	1737	104,349.30	109,562.94	115,043.96	120,792.34	126,827.18
				8,695.77	9,130.24	9,586.99	10,066.02	10,568.93
				4,013.43	4,213.95	4,424.76	4,645.85	4,877.96
				50.16	52.67	55.30	58.07	60.97
Haz Mat Inspector	CFEA - Frem Empl Assoc	06/23/19	4075	96,132.80	100,939.45	105,986.42	111,285.74	116,850.02
				8,011.06	8,411.62	8,832.20	9,273.81	9,737.50
				3,697.41	3,882.28	4,076.40	4,280.22	4,494.23
				46.21	48.52	50.95	53.50	56.17
Homeless Services Manager	Frem Assoc of Mgmt Empl	06/23/19	5668	112,273.59				151,580.16
				9,356.13				12,631.68
				4,318.21				5,830.00
				53.97				72.87
Housing Manager	Frem Assoc of Mgmt Empl	06/23/19	4590	116,906.16				157,823.31
				9,742.17				13,151.94
				4,496.39				6,070.12
				56.20				75.87
Human Resource Analyst I-Flex	Unrep Management Empl	06/23/19	2030	74,680.58				98,895.14
				6,223.38				8,241.25
				2,872.33				3,803.65
				35.90				47.54
Human Resource Analyst II-Flex	Unrep Management Empl	06/23/19	2025	91,310.35				123,266.70
				7,609.19				10,272.22
				3,511.93				4,741.02
				43.89				59.26

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
Human Resources Analyst III-F1	Unrep Management Empl	06/23/19	2026	112,273.59				151,580.16
				9,356.13				12,631.68
				4,318.21				5,830.00
				53.97				72.87
Human Resources Director	Unrep Fremont Officials	06/23/19	2010	170,185.45				229,750.06
				14,182.12				19,145.83
				6,545.59				8,836.54
				81.81				110.45
Human Resources Manager	Unrep Management Empl	06/23/19	2022	125,461.00				169,369.17
				10,455.08				14,114.09
				4,825.42				6,514.19
				60.31				81.42
Human Resources Tech I-Flex	CFEA - Frem Empl Assoc	06/23/19	2045	64,246.72	67,459.05	70,832.01	74,373.60	78,092.20
				5,353.89	5,621.58	5,902.66	6,197.80	6,507.68
				2,471.02	2,594.57	2,724.30	2,860.52	3,003.54
				30.88	32.43	34.05	35.75	37.54
Human Resources Tech II-Flex	CFEA - Frem Empl Assoc	06/23/19	2040	70,672.69	74,206.32	77,916.64	81,812.47	85,903.09
				5,889.39	6,183.86	6,493.05	6,817.70	7,158.59
				2,718.18	2,854.08	2,996.79	3,146.63	3,303.96
				33.97	35.67	37.45	39.33	41.29
Human Services Dev Offcr	Frem Assoc of Mgmt Empl	06/23/19	7520	107,437.57				145,039.67
				8,953.13				12,086.63
				4,132.21				5,578.44
				51.65				69.73
Human Services Director	Unrep Fremont Officials	06/23/19	7510	166,623.13				224,941.23
				13,885.25				18,745.10
				6,408.58				8,651.58
				80.10				108.14
Human Services Specialist I	CFEA - Frem Empl Assoc	06/23/19	7542	58,406.04	61,326.35	64,392.66	67,612.29	70,992.90
				4,867.17	5,110.52	5,366.05	5,634.35	5,916.07
				2,246.38	2,358.70	2,476.64	2,600.47	2,730.49
				28.07	29.48	30.95	32.50	34.13
Human Services Specialist II	CFEA - Frem Empl Assoc	06/23/19	7541	64,246.71	67,459.04	70,832.00	74,373.60	78,092.20
				5,353.89	5,621.58	5,902.66	6,197.80	6,507.68
				2,471.02	2,594.57	2,724.30	2,860.52	3,003.54
				30.88	32.43	34.05	35.75	37.54
Info Systems Appl Spec III	CFEA - Frem Empl Assoc	06/23/19	1733	104,349.30	109,562.94	115,043.96	120,792.33	126,827.18
				8,695.77	9,130.24	9,586.99	10,066.03	10,568.93
				4,013.43	4,213.95	4,424.76	4,645.85	4,877.96
				50.16	52.67	55.30	58.07	60.97

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
Information Tech Svcs Dir	Unrep Fremont Officials	06/23/19	1710	177,184.80				239,200.00
				14,765.40				19,933.33
				6,814.80				9,200.00
				85.18				115.00
Information Technology Manager	Frem Assoc of Mgmt Empl	06/23/19	1711	127,308.74				159,135.92
				10,609.06				13,261.33
				4,896.49				6,120.61
				61.20				76.50
Infrastructure Svcs Manager	Frem Assoc of Mgmt Empl	06/23/19	1734	129,756.99				162,196.24
				10,813.08				13,516.35
				4,990.65				6,238.31
				62.38				77.97
Land Use Initiatives Manager	Frem Assoc of Mgmt Empl	06/23/19	1050	123,181.45				166,279.98
				10,265.12				13,856.66
				4,737.74				6,395.38
				59.22				79.94
Landscape Arch/Designer I	CFEA - Frem Empl Assoc	06/23/19	5040	77,517.53	81,393.40	85,463.07	89,736.23	94,223.04
				6,459.79	6,782.78	7,121.92	7,478.01	7,851.92
				2,981.44	3,130.51	3,287.04	3,451.39	3,623.96
				37.26	39.13	41.08	43.14	45.29
Landscape Arch/Designer II	CFEA - Frem Empl Assoc	06/23/19	8529	89,913.54	94,409.21	99,129.67	104,086.16	109,290.47
				7,492.79	7,867.43	8,260.80	8,673.84	9,107.53
				3,458.21	3,631.12	3,812.67	4,003.31	4,203.47
				43.22	45.38	47.65	50.04	52.54
Law Office Supervisor	Confidential (Unrep)	06/23/19	1352	86,995.03	91,344.78	95,912.02	100,707.62	105,742.46
				7,249.58	7,612.06	7,992.66	8,392.30	8,811.87
				3,345.96	3,513.26	3,688.92	3,873.37	4,067.01
				41.82	43.91	46.11	48.41	50.83
Management Analyst I	Frem Assoc of Mgmt Empl	06/23/19	1070	74,680.58				98,895.14
				6,223.38				8,241.25
				2,872.33				3,803.65
				35.90				47.54
Management Analyst I (UME)	Unrep Management Empl	06/23/19	1055	74,680.58				98,895.15
				6,223.38				8,241.26
				2,872.33				3,803.65
				35.90				47.54
Management Analyst II	Frem Assoc of Mgmt Empl	06/23/19	1060	91,310.35				123,266.70
				7,609.19				10,272.22
				3,511.93				4,741.02
				43.89				59.26

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
Management Analyst II (UME)	Unrep Management Empl	06/23/19	1056	91,310.34				123,266.70
				7,609.19				10,272.22
				3,511.93				4,741.02
				43.89				59.26
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
Mechanic Assistant	Operating Engineers Loc 3	06/23/19	6040	60,544.32	63,564.25	66,750.79	70,083.13	73,582.08
				5,045.36	5,297.02	5,562.56	5,840.26	6,131.84
				2,328.62	2,444.77	2,567.33	2,695.50	2,830.08
				29.10	30.55	32.09	33.69	35.37
Network Engineer	Frem Assoc of Mgmt Empl	06/23/19	1724	105,094.09				141,886.61
				8,757.84				11,823.88
				4,042.08				5,457.17
				50.52				68.21
Office Specialist I-Flex	CFEA - Frem Empl Assoc	06/23/19	8375	52,936.36	55,583.18	58,362.34	61,280.46	64,344.39
				4,411.36	4,631.93	4,863.52	5,106.70	5,362.03
				2,036.01	2,137.81	2,244.70	2,356.94	2,474.78
				25.45	26.72	28.05	29.46	30.93
Office Specialist II-Flex	CFEA - Frem Empl Assoc	06/23/19	8380	58,229.85	61,141.34	64,198.41	67,408.33	70,778.83
				4,852.48	5,095.11	5,349.86	5,617.36	5,898.23
				2,239.60	2,351.59	2,469.16	2,592.62	2,722.26
				27.99	29.39	30.86	32.40	34.02
Paralegal	CFEA - Frem Empl Assoc	06/23/19	1344	78,711.15	82,643.73	86,774.92	91,104.73	95,672.88
				6,559.26	6,886.98	7,231.24	7,592.06	7,972.74
				3,027.35	3,178.60	3,337.49	3,504.02	3,679.72
				37.84	39.73	41.71	43.80	45.99
Park Field Supervisor	Operating Engineers Loc 3	06/23/19	6220	80,439.10	84,470.99	88,681.62	93,130.60	97,778.22
				6,703.25	7,039.24	7,390.13	7,760.88	8,148.18
				3,093.81	3,248.88	3,410.83	3,581.94	3,760.70
				38.67	40.61	42.63	44.77	47.00
Park Maintenance Worker I	Operating Engineers Loc 3	06/23/19	6260	60,940.04	63,980.79	67,188.17	70,541.32	74,061.10
				5,078.33	5,331.73	5,599.01	5,878.44	6,171.75
				2,343.84	2,460.79	2,584.16	2,713.12	2,848.50
				29.29	30.75	32.30	33.91	35.60
Park Maintenance Worker II	Operating Engineers Loc 3	06/23/19	6250	67,021.55	70,374.71	73,894.48	77,580.88	81,454.71
				5,585.12	5,864.56	6,157.87	6,465.07	6,787.89
				2,577.75	2,706.71	2,842.09	2,983.88	3,132.87
				32.22	33.83	35.52	37.29	39.16

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
Park Ranger/Naturalist	CFEA - Frem Empl Assoc	06/23/19	6750	64,885.20	67,449.05	70,801.79	74,351.72	78,079.19
				5,407.09	5,620.75	5,900.14	6,195.97	6,506.59
				2,495.58	2,594.19	2,723.14	2,859.68	3,003.04
				31.19	32.42	34.03	35.74	37.53
Park Superintendent	Frem Assoc of Mgmt Empl	06/23/19	6210	113,568.30				153,309.01
				9,464.02				12,775.75
				4,368.01				5,896.50
				54.60				73.70
Parks Planning and Design Mgr	Frem Assoc of Mgmt Empl	06/23/19	5020	126,845.79				171,243.95
				10,570.48				14,270.32
				4,878.68				6,586.30
				60.98				82.32
Parks/Urban Landscape Manager	Frem Assoc of Mgmt Empl	06/23/19	6215	95,953.75				129,537.55
				7,996.14				10,794.79
				3,690.52				4,982.21
				46.13				62.27
Permit Center Manager	Frem Assoc of Mgmt Empl	06/23/19	5627	111,022.52				149,880.39
				9,251.88				12,490.03
				4,270.09				5,764.63
				53.37				72.05
Plan Check Manager	Frem Assoc of Mgmt Empl	06/23/19	5626	111,022.52				149,880.39
				9,251.88				12,490.03
				4,270.09				5,764.63
				53.37				72.05
Plan Check Professional	Prof Engr & Tech Assoc	06/23/19	5630	114,203.08	119,913.24	125,908.90	132,204.35	138,814.56
				9,516.92	9,992.77	10,492.40	11,017.03	11,567.88
				4,392.42	4,612.04	4,842.65	5,084.78	5,339.02
				54.90	57.65	60.53	63.55	66.73
Planner I-Flex Staff	CFEA - Frem Empl Assoc	06/23/19	4550	73,110.20	76,764.72	80,597.99	84,629.88	88,860.38
				6,092.51	6,397.06	6,716.49	7,052.49	7,405.03
				2,811.93	2,952.48	3,099.92	3,254.99	3,417.70
				35.14	36.90	38.74	40.68	42.72
Planner II-Flex Staff	CFEA - Frem Empl Assoc	06/23/19	4540	83,835.42	88,026.20	92,435.45	97,063.18	101,909.39
				6,986.28	7,335.51	7,702.95	8,088.59	8,492.45
				3,224.43	3,385.62	3,555.20	3,733.19	3,919.59
				40.30	42.32	44.44	46.66	48.99
Planning Manager	Frem Assoc of Mgmt Empl	06/23/19	4520	137,315.96				185,327.11
				11,442.99				15,443.92
				5,281.38				7,127.96
				66.01				89.09

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
Plans Examiner	CFEA - Frem Empl Assoc	06/23/19	4521	100,805.84	105,846.13	111,138.44	116,695.36	122,479.11
				8,400.48	8,820.51	9,261.53	9,724.61	10,206.59
				3,877.14	4,071.00	4,274.55	4,488.28	4,710.73
				48.46	50.88	53.43	56.10	58.88
Police Captain	Fremont Police Mgrs Assoc	06/23/19	3525	176,391.57				238,116.12
				14,699.29				19,843.01
				6,784.29				9,158.31
				84.80				114.47
Police Captain 24 yrs 2.3%	Fremont Police Mgrs Assoc	06/23/19	3525	180,448.62				243,592.86
				15,037.38				20,299.40
				6,940.33				9,368.95
				86.75				117.11
Police Chief	Unrep Fremont Officials	06/23/19	3510	212,137.08				295,336.11
				17,678.09				24,611.34
				8,159.11				11,359.08
				101.98				141.98
Police Comm Call Taker	Teamster Local 856	06/23/19	3720	71,257.85	74,815.00	78,555.75	82,480.10	86,610.99
				5,938.15	6,234.58	6,546.31	6,873.34	7,217.58
				2,740.68	2,877.50	3,021.37	3,172.31	3,331.19
				34.25	35.96	37.76	39.65	41.63
Police Communication Disp Supv	Teamster Local 856	06/23/19	3710	92,823.21	97,464.37	102,337.59	107,454.47	112,827.20
				7,735.26	8,122.03	8,528.13	8,954.54	9,402.26
				3,570.12	3,748.62	3,936.06	4,132.86	4,339.50
				44.62	46.85	49.20	51.66	54.24
Police Communication Dispatch	Teamster Local 856	06/23/19	3725	81,936.36	86,033.18	90,334.84	94,851.58	99,594.16
				6,828.03	7,169.43	7,527.90	7,904.30	8,299.51
				3,151.39	3,308.96	3,474.41	3,648.13	3,830.54
				39.39	41.36	43.43	45.60	47.88
Police Equipment Room Asst	CFEA - Frem Empl Assoc	08/20/19	3785	54,082.13	56,786.24	59,625.55	62,606.83	65,737.11
				4,506.84	4,732.18	4,968.79	5,217.23	5,478.09
				2,080.08	2,184.08	2,293.29	2,407.95	2,528.35
				26.00	27.30	28.66	30.09	31.60
Police Equipment Room Spec	CFEA - Frem Empl Assoc	08/20/19	3780	60,426.52	63,447.84	66,620.23	69,951.24	73,448.78
				5,035.54	5,287.32	5,551.68	5,829.27	6,120.73
				2,324.09	2,440.30	2,562.31	2,690.43	2,824.95
				29.05	30.50	32.02	33.63	35.31
Police Lieutenant	Fremont Police Mgrs Assoc	06/23/19	3530	153,139.66				206,741.96
				12,761.64				17,228.49
				5,889.98				7,951.61
				73.62				99.39

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
Police Lieutenant 24 yrs 2.3%	Fremont Police Mgrs Assoc	06/23/19	3530	156,661.98				211,497.01
				13,055.16				17,624.75
				6,025.46				8,134.50
				75.31				101.68
Police Officer	Fremont Police Assoc	06/23/19	3550	106,582.62	111,910.63	117,508.41	123,398.44	129,580.73
				8,881.88	9,325.88	9,792.37	10,283.20	10,798.39
				4,099.33	4,304.25	4,519.55	4,746.09	4,983.87
				51.24	53.80	56.49	59.32	62.29
Police Officer 19 yrs 2.5%	Fremont Police Assoc	06/23/19	3550	109,247.13	114,708.52	120,446.19	126,483.47	132,820.26
				9,103.93	9,559.04	10,037.18	10,540.29	11,068.35
				4,201.81	4,411.86	4,632.54	4,864.74	5,108.47
				52.52	55.14	57.90	60.80	63.85
Police Officer 24 yrs 2.3%	Fremont Police Assoc	06/23/19	3550	111,759.94	117,346.81	123,216.49	129,392.56	135,875.01
				9,313.32	9,778.90	10,268.04	10,782.71	11,322.91
				4,298.45	4,513.33	4,739.09	4,976.63	5,225.96
				53.73	56.41	59.23	62.20	65.32
Police Officer 26 yrs 4.6%	Fremont Police Assoc	06/23/19	3550	116,900.76	122,744.70	128,884.54	135,344.73	142,125.27
				9,741.73	10,228.72	10,740.37	11,278.72	11,843.77
				4,496.18	4,720.95	4,957.09	5,205.56	5,466.35
				56.20	59.01	61.96	65.06	68.32
Police Officer 27 yrs 2.3%	Fremont Police Assoc	06/23/19	3550	119,589.68	125,567.81	131,848.85	138,457.65	145,394.21
				9,965.80	10,463.98	10,987.40	11,538.13	12,116.18
				4,599.60	4,829.53	5,071.10	5,325.29	5,592.08
				57.49	60.36	63.38	66.56	69.90
Police Officer 28 yrs 1.2%	Fremont Police Assoc	06/23/19	3550	121,024.69	127,074.63	133,430.94	140,118.95	147,138.88
				10,085.39	10,589.54	11,119.24	11,676.58	12,261.57
				4,654.79	4,887.48	5,131.95	5,389.19	5,659.18
				58.18	61.09	64.14	67.36	70.73
Police Officer Trainee	Fremont Police Assoc	06/23/19	3550	96,893.29				96,893.29
				8,074.44				8,074.44
				3,726.66				3,726.66
				46.58				46.58
Police Property & Evidence Sup	Teamster Local 856	06/23/19	3750	73,626.96	77,308.30	81,173.72	85,232.40	89,494.02
				6,135.58	6,442.35	6,764.47	7,102.70	7,457.83
				2,831.80	2,973.39	3,122.06	3,278.16	3,442.07
				35.39	37.16	39.02	40.97	43.02
Police Records Administrator	Frem Assoc of Mgmt Empl	06/23/19	3760	91,310.33				123,266.70
				7,609.19				10,272.22
				3,511.93				4,741.02
				43.89				59.26

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
Police Records Assistant	CFEA - Frem Empl Assoc	06/23/19	3770	54,082.13	56,786.24	59,625.55	62,606.83	65,737.11
				4,506.84	4,732.18	4,968.79	5,217.23	5,478.09
				2,080.08	2,184.08	2,293.29	2,407.95	2,528.35
				26.00	27.30	28.66	30.09	31.60
Police Records Specialist	CFEA - Frem Empl Assoc	06/23/19	3765	60,426.52	63,447.84	66,620.23	69,951.24	73,448.79
				5,035.54	5,287.32	5,551.68	5,829.27	6,120.73
				2,324.09	2,440.30	2,562.31	2,690.43	2,824.95
				29.05	30.50	32.02	33.63	35.31
Police Records Supervisor	CFEA - Frem Empl Assoc	06/23/19	3762	73,166.10	76,824.40	80,665.62	84,698.91	88,933.85
				6,097.17	6,402.03	6,722.13	7,058.24	7,411.15
				2,814.08	2,954.78	3,102.52	3,257.65	3,420.53
				35.17	36.93	38.78	40.72	42.75
Police Sergeant	Fremont Police Assoc	06/23/19	3540	128,119.46	134,526.56	141,270.87	148,329.92	155,726.18
				10,676.62	11,210.54	11,772.57	12,360.82	12,977.18
				4,927.67	5,174.09	5,433.49	5,704.99	5,989.46
				61.59	64.67	67.91	71.31	74.86
Police Sergeant 19 yrs 2.5%	Fremont Police Assoc	06/23/19	3540	131,322.50	137,889.84	144,802.61	152,038.14	159,619.55
				10,943.54	11,490.82	12,066.88	12,669.84	13,301.62
				5,050.86	5,303.45	5,569.33	5,847.62	6,139.21
				63.13	66.29	69.61	73.09	76.74
Police Sergeant 24 yrs 2.3%	Fremont Police Assoc	06/23/19	3540	134,342.89	141,061.23	148,133.09	155,535.12	163,290.67
				11,195.24	11,755.10	12,344.42	12,961.26	13,607.55
				5,167.03	5,425.43	5,697.42	5,982.12	6,280.41
				64.58	67.81	71.21	74.77	78.50
Police Sergeant 26 yrs 4.6%	Fremont Police Assoc	06/23/19	3540	140,522.66	147,550.01	154,947.24	162,689.69	170,802.02
				11,710.22	12,295.83	12,912.26	13,557.47	14,233.50
				5,404.71	5,675.00	5,959.50	6,257.29	6,569.30
				67.55	70.93	74.49	78.21	82.11
Police Sergeant 27 yrs 2.3%	Fremont Police Assoc	06/23/19	3540	143,754.72	150,943.77	158,489.58	166,431.51	174,730.42
				11,979.55	12,578.64	13,207.46	13,869.29	14,560.87
				5,529.02	5,805.52	6,095.75	6,401.21	6,720.40
				69.11	72.56	76.19	80.01	84.00
Police Sergeant 28 yrs 1.2%	Fremont Police Assoc	06/23/19	3540	145,479.75	152,755.00	160,413.22	168,428.66	176,827.30
				12,123.31	12,729.58	13,367.76	14,035.71	14,735.61
				5,595.37	5,875.19	6,169.73	6,478.02	6,801.05
				69.94	73.43	77.12	80.97	85.01
Principal Civil Engineer	Frem Assoc of Mgmt Empl	06/23/19	5214	129,338.50				174,588.88
				10,778.20				14,549.07
				4,974.55				6,714.95
				62.18				83.93

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
Principal Planner	Frem Assoc of Mgmt Empl	06/23/19	4525	118,324.07				159,739.63
				9,860.33				13,311.63
				4,550.92				6,143.83
				56.88				76.78
Principal Trans Engineer	Frem Assoc of Mgmt Empl	06/23/19	5407	129,338.50				174,588.88
				10,778.20				14,549.07
				4,974.55				6,714.95
				62.18				83.93
Program Coordinator	CFEA - Frem Empl Assoc	06/23/19	7538	75,435.53	79,197.76	83,170.06	87,314.24	91,668.49
				6,286.29	6,599.81	6,930.83	7,276.18	7,639.04
				2,901.36	3,046.06	3,198.84	3,358.24	3,525.71
				36.26	38.07	39.98	41.97	44.07
Property Officer	Teamster Local 856	06/23/19	3740	64,901.48	68,142.34	71,551.56	75,129.15	78,896.12
				5,408.45	5,678.52	5,962.63	6,260.76	6,574.67
				2,496.21	2,620.85	2,751.98	2,889.58	3,034.46
				31.20	32.76	34.39	36.11	37.93
Public Affairs Manager	Frem Assoc of Mgmt Empl	06/23/19	1043	105,536.37				142,474.08
				8,794.70				11,872.83
				4,059.09				5,479.77
				50.73				68.49
Public Affairs Specialist	CFEA - Frem Empl Assoc	06/23/19	4586	75,545.71	79,322.99	83,289.14	87,453.61	91,826.30
				6,295.47	6,610.24	6,940.76	7,287.80	7,652.19
				2,905.60	3,050.88	3,203.42	3,363.60	3,531.78
				36.32	38.13	40.04	42.04	44.14
Public Safety Comm Manager	Frem Assoc of Mgmt Empl	06/23/19	1760	103,855.91				140,205.47
				8,654.66				11,683.78
				3,994.45				5,392.51
				49.93				67.40
Public Works Director	Unrep Fremont Officials	06/23/19	4512	183,182.73				247,296.69
				15,265.22				20,608.05
				7,045.48				9,511.41
				88.06				118.89
Purchasing Services Manager	Frem Assoc of Mgmt Empl	06/23/19	4018	112,273.59				151,580.17
				9,356.13				12,631.68
				4,318.21				5,830.00
				53.97				72.87
Real Prop Asst I-Flex Staff	CFEA - Frem Empl Assoc	06/23/19	5416	73,066.69	76,720.03	80,556.02	84,583.81	88,813.03
				6,088.89	6,393.33	6,713.00	7,048.65	7,401.08
				2,810.25	2,950.77	3,098.30	3,253.22	3,415.88
				35.12	36.88	38.72	40.66	42.69

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
Real Prop Asst II-Flex Staff	CFEA - Frem Empl Assoc	06/23/19	5417	84,598.71	88,828.64	93,270.08	97,933.57	102,830.25
				7,049.89	7,402.38	7,772.50	8,161.13	8,569.18
				3,253.79	3,416.48	3,587.31	3,766.67	3,955.00
				40.67	42.70	44.84	47.08	49.43
Real Property Agent-Flex Staff	CFEA - Frem Empl Assoc	06/23/19	5415	115,951.48	121,751.04	127,828.66	134,224.06	140,937.25
				9,662.62	10,145.91	10,652.38	11,185.33	11,744.77
				4,459.67	4,682.73	4,916.48	5,162.46	5,420.66
				55.74	58.53	61.45	64.53	67.75
Rec Facility & Supply Spec	Operating Engineers Loc 3	06/23/19	6580	70,902.52	74,447.65	78,170.03	82,078.53	86,182.46
				5,908.54	6,203.97	6,514.17	6,839.87	7,181.87
				2,727.02	2,863.37	3,006.53	3,156.86	3,314.71
				34.08	35.79	37.58	39.46	41.43
Rec Facility & Supply Worker	Operating Engineers Loc 3	06/23/19	6579	64,459.81	67,688.01	71,062.00	74,623.43	78,351.48
				5,371.65	5,640.66	5,921.83	6,218.62	6,529.29
				2,479.22	2,603.38	2,733.15	2,870.13	3,013.51
				30.99	32.54	34.16	35.87	37.66
Recreation Superintendent I	Frem Assoc of Mgmt Empl	06/23/19	6535	98,265.43				123,266.70
				8,188.78				10,272.22
				3,779.43				4,741.02
				47.24				59.26
Recreation Superintendent II	Frem Assoc of Mgmt Empl	06/23/19	6540	116,031.71				145,039.67
				9,669.30				12,086.63
				4,462.75				5,578.44
				55.78				69.73
Recreation Supervisor I	CFEA - Frem Empl Assoc	06/23/19	6570	75,243.06	79,005.21	82,955.47	87,103.24	91,458.41
				6,270.25	6,583.76	6,912.95	7,258.60	7,621.53
				2,893.96	3,038.66	3,190.59	3,350.12	3,517.63
				36.17	37.98	39.88	41.87	43.97
Recreation Supervisor II	CFEA - Frem Empl Assoc	06/23/19	6560	85,413.55	89,684.16	94,168.37	98,879.22	103,813.34
				7,117.79	7,473.68	7,847.36	8,239.93	8,651.11
				3,285.13	3,449.39	3,621.86	3,803.04	3,992.82
				41.06	43.11	45.27	47.53	49.91
Revenue Collector	CFEA - Frem Empl Assoc	06/23/19	2525	72,066.71	75,670.05	79,455.57	83,423.29	87,593.44
				6,005.56	6,305.83	6,621.29	6,951.94	7,299.45
				2,771.79	2,910.38	3,055.98	3,208.58	3,368.97
				34.64	36.37	38.19	40.10	42.11
Revenue Operations Supervisor	CFEA - Frem Empl Assoc	06/23/19	2553	87,291.32	91,655.89	96,238.67	101,050.62	106,103.15
				7,274.27	7,637.99	8,019.88	8,420.88	8,841.93
				3,357.35	3,525.22	3,701.48	3,886.56	4,080.89
				41.96	44.06	46.26	48.58	51.01

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
Risk Management Technician	CFEA - Frem Empl Assoc	06/23/19	1090	70,672.69	74,206.32	77,916.64	81,812.47	85,903.09
				5,889.39	6,183.86	6,493.05	6,817.70	7,158.59
				2,718.18	2,854.08	2,996.79	3,146.63	3,303.96
				33.97	35.67	37.45	39.33	41.29
Risk Manager	Frem Assoc of Mgmt Empl	06/23/19	1080	127,697.96				172,394.38
				10,641.49				14,366.20
				4,911.46				6,630.55
				61.39				82.88
Safety Coordinator	CFEA - Frem Empl Assoc	06/23/19	1085	80,357.13	84,375.01	88,593.75	93,023.44	97,674.61
				6,696.43	7,031.25	7,382.81	7,751.95	8,139.55
				3,090.65	3,245.19	3,407.45	3,577.82	3,756.71
				38.63	40.56	42.59	44.72	46.95
Senior Accountant	Frem Assoc of Mgmt Empl	06/23/19	2539	105,030.19				141,780.10
				8,752.51				11,815.00
				4,039.62				5,453.08
				50.49				68.16
Senior Accounting Specialist	CFEA - Frem Empl Assoc	06/23/19	2543	67,261.62	70,624.70	74,155.94	77,863.73	81,756.85
				5,605.13	5,885.39	6,179.66	6,488.64	6,813.07
				2,586.98	2,716.33	2,852.15	2,994.75	3,144.49
				32.33	33.95	35.65	37.43	39.30
Senior Building Inspector	CFEA - Frem Empl Assoc	06/23/19	5651	110,997.12	116,546.97	122,374.32	128,493.04	134,917.69
				9,249.76	9,712.24	10,197.86	10,707.75	11,243.14
				4,269.12	4,482.57	4,706.70	4,942.04	5,189.14
				53.36	56.03	58.83	61.77	64.86
Senior Center Manager	Frem Assoc of Mgmt Empl	06/23/19	7516	87,671.05				118,355.92
				7,305.92				9,862.99
				3,371.96				4,552.15
				42.14				56.90
Senior Civil Engineer	Frem Assoc of Mgmt Empl	06/23/19	5216	112,947.87				152,478.98
				9,412.31				12,706.58
				4,344.14				5,864.57
				54.30				73.30
Senior Client Sys Spec	CFEA - Frem Empl Assoc	06/23/19	1740	93,908.49	98,603.92	103,534.12	108,710.82	114,146.36
				7,825.70	8,216.99	8,627.84	9,059.23	9,512.19
				3,611.86	3,792.45	3,982.08	4,181.18	4,390.24
				45.14	47.40	49.77	52.26	54.87
Senior Code Enforcement Off	CFEA - Frem Empl Assoc	06/23/19	5673	92,356.01	96,983.73	101,829.94	106,914.49	112,257.23
				7,696.33	8,081.98	8,485.82	8,909.54	9,354.76
				3,552.15	3,730.14	3,916.53	4,112.09	4,317.58
				44.40	46.62	48.95	51.40	53.96

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
Senior Community Dev Tech	CFEA - Frem Empl Assoc	06/23/19	4601	80,329.46	84,345.92	88,563.22	92,991.38	97,640.39
				6,694.12	7,028.82	7,380.27	7,749.28	8,136.69
				3,089.59	3,244.07	3,406.27	3,576.59	3,755.39
				38.61	40.55	42.57	44.70	46.94
Senior Community Service Off	Teamster Local 856	06/23/19	3743	67,855.10	71,263.68	74,818.35	78,567.79	82,487.65
				5,654.59	5,938.64	6,234.86	6,547.31	6,873.97
				2,609.81	2,740.91	2,877.62	3,021.83	3,172.60
				32.62	34.26	35.97	37.77	39.65
Senior Construction Inspector	Operating Engineers Loc 3	06/23/19	5440	92,976.97	97,623.68	102,504.87	107,620.52	113,013.26
				7,748.08	8,135.30	8,542.07	8,968.37	9,417.77
				3,576.03	3,754.75	3,942.49	4,139.25	4,346.66
				44.70	46.93	49.28	51.74	54.33
Senior Deputy City Attorney	Unrep Management Empl	06/23/19	1325	143,185.70				193,315.12
				11,932.13				16,109.59
				5,507.14				7,435.19
				68.83				92.93
Senior Deputy City Attorney II	Unrep Management Empl	06/23/19	1323	158,062.75				213,384.53
				13,171.90				17,782.05
				6,079.33				8,207.09
				75.99				102.58
Senior Engineering Specialist	Prof Engr & Tech Assoc	06/23/19	5233	96,498.14	101,324.04	106,388.25	111,710.64	117,291.20
				8,041.51	8,443.67	8,865.68	9,309.22	9,774.26
				3,711.46	3,897.07	4,091.85	4,296.56	4,511.20
				46.39	48.71	51.14	53.70	56.39
Senior Executive Assistant	CFEA - Frem Empl Assoc	06/23/19	8400	73,960.73	77,658.77	81,541.71	85,618.79	89,899.73
				6,163.39	6,471.56	6,795.14	7,134.89	7,491.64
				2,844.64	2,986.87	3,136.21	3,293.03	3,457.68
				35.55	37.33	39.20	41.16	43.22
Senior Fire Prev Inspector	CFEA - Frem Empl Assoc	06/23/19	5674	95,124.93	99,881.11	104,875.08	110,118.91	115,624.87
				7,927.07	8,323.42	8,739.59	9,176.57	9,635.40
				3,658.65	3,841.58	4,033.65	4,235.34	4,447.11
				45.73	48.01	50.42	52.94	55.58
Senior Haz Mat Inspector	CFEA - Frem Empl Assoc	06/23/19	4076	104,531.17	109,757.73	115,245.62	121,007.90	127,058.29
				8,710.93	9,146.47	9,603.80	10,083.99	10,588.19
				4,020.42	4,221.45	4,432.52	4,654.15	4,886.85
				50.25	52.76	55.40	58.17	61.08
Senior Landscape Architect	Frem Assoc of Mgmt Empl	06/23/19	5025	102,825.61				138,814.57
				8,568.79				11,567.88
				3,954.83				5,339.02
				49.43				66.73

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 11-SEP-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 Office Specialist	CFEA - Frem Empl Assoc	06/23/19	8385	64,056.33	67,259.14	70,622.10	74,153.22	77,860.87
				5,338.02	5,604.93	5,885.17	6,179.43	6,488.40
				2,463.70	2,586.89	2,716.23	2,852.04	2,994.64
				30.79	32.33	33.95	35.65	37.43
Senior Planner	Frem Assoc of Mgmt Empl	06/23/19	4526	111,665.53				135,729.46
				9,305.46				11,310.79
				4,294.82				5,220.36
				53.68				65.25
Senior Program Coordinator	CFEA - Frem Empl Assoc	06/23/19	7540	82,979.09	87,127.97	91,484.37	96,060.94	100,854.44
				6,914.92	7,260.66	7,623.69	8,005.07	8,404.53
				3,191.50	3,351.07	3,518.62	3,694.65	3,879.01
				39.89	41.88	43.98	46.18	48.48
Senior Sys/Analyst Programmer	Frem Assoc of Mgmt Empl	06/23/19	1715	110,334.95				148,959.66
				9,194.57				12,413.30
				4,243.65				5,729.21
				53.04				71.61
Senior Transportation Engineer	Frem Assoc of Mgmt Empl	06/23/19	5409	112,947.87				152,478.98
				9,412.31				12,706.58
				4,344.14				5,864.57
				54.30				73.30
Solid Waste Administrator	Frem Assoc of Mgmt Empl	06/23/19	4716	116,031.71				145,039.67
				9,669.31				12,086.63
				4,462.75				5,578.44
				55.78				69.73
Street Field Supervisor	Operating Engineers Loc 3	06/23/19	6055	80,439.10	84,470.99	88,681.62	93,130.60	97,778.22
				6,703.25	7,039.24	7,390.13	7,760.88	8,148.18
				3,093.81	3,248.88	3,410.83	3,581.94	3,760.70
				38.67	40.61	42.63	44.77	47.00
Street Maintenance Manager	Frem Assoc of Mgmt Empl	06/23/19	6047	95,953.75				129,537.55
				7,996.14				10,794.79
				3,690.52				4,982.21
				46.13				62.27
Street Maintenance Worker I	Operating Engineers Loc 3	06/23/19	6065	60,940.04	63,980.79	67,188.17	70,541.32	74,061.10
				5,078.33	5,331.73	5,599.01	5,878.44	6,171.75
				2,343.84	2,460.79	2,584.16	2,713.12	2,848.50
				29.29	30.75	32.30	33.91	35.60
Street Maintenance Worker II	Operating Engineers Loc 3	06/23/19	6060	67,021.55	70,374.71	73,894.48	77,580.88	81,454.71
				5,585.12	5,864.56	6,157.87	6,465.07	6,787.89
				2,577.75	2,706.71	2,842.09	2,983.88	3,132.87
				32.22	33.83	35.52	37.29	39.16

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 11-SEP-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
Supervising Bldg Inspector	Frem Assoc of Mgmt Empl	06/23/19	5641	111,022.52				149,880.40
				9,251.87				12,490.03
				4,270.09				5,764.63
				53.37				72.05
Supervising Construction Coord	Operating Engineers Loc 3	06/23/19	5430	107,620.52	113,011.63	118,661.80	124,587.39	130,811.48
				8,968.37	9,417.63	9,888.48	10,382.28	10,900.95
				4,139.25	4,346.60	4,563.91	4,791.82	5,031.21
				51.74	54.33	57.04	59.89	62.89
Survey Instrument Operator	Operating Engineers Loc 3	06/23/19	5465	79,484.43	83,448.94	87,626.83	92,017.78	96,621.87
				6,623.70	6,954.07	7,302.23	7,668.14	8,051.82
				3,057.09	3,209.57	3,370.26	3,539.14	3,716.22
				38.21	40.11	42.12	44.23	46.45
Systems Analyst/Programmer	Frem Assoc of Mgmt Empl	06/23/19	1720	105,094.11				141,886.62
				8,757.84				11,823.89
				4,042.08				5,457.17
				50.50				68.21
Telecommunications Sys Engr	CFEA - Frem Empl Assoc	06/23/19	1751	93,908.49	98,603.92	103,534.12	108,710.82	114,146.36
				7,825.70	8,216.99	8,627.84	9,059.23	9,512.19
				3,611.86	3,792.45	3,982.08	4,181.18	4,390.24
				45.14	47.40	49.77	52.26	54.87
Tiny Tots Specialist	CFEA - Frem Empl Assoc	06/23/19	6575	50,986.32	53,535.64	56,212.42	59,023.04	61,974.19
				4,248.86	4,461.30	4,684.36	4,918.58	5,164.51
				1,961.01	2,059.06	2,162.01	2,270.11	2,383.62
				24.51	25.73	27.02	28.37	29.79
Traffic Enforcement Proj Spec	Teamster Local 856	06/23/19	1069	72,570.09	76,198.60	80,008.53	84,008.95	88,209.40
				6,047.50	6,349.88	6,667.37	7,000.74	7,350.78
				2,791.15	2,930.71	3,077.25	3,231.11	3,392.66
				34.88	36.63	38.46	40.38	42.40
Veterinary Technician	CFEA - Frem Empl Assoc	06/23/19	6745	51,108.26	53,631.24	56,312.80	59,128.44	62,084.86
				4,259.02	4,469.27	4,692.73	4,927.37	5,173.73
				1,965.70	2,062.74	2,165.87	2,274.17	2,387.87
				24.57	25.78	27.07	28.42	29.84
Waterpark Manager	Frem Assoc of Mgmt Empl	06/23/19	6533	84,588.65				114,194.67
				7,049.05				9,516.21
				3,253.40				4,392.10
				40.66				54.90