

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 14-JUL-2024

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	07/14/24	2540	106,140.45				143,281.99
				8,845.03				11,940.16
				4,082.32				5,510.84
				51.02				68.88
Accounting Specialist I-Flex	CFEA - Frem Empl Assoc	07/14/24	2550	66,280.86	69,594.90	73,074.64	76,728.37	80,564.79
				5,523.40	5,799.57	6,089.55	6,394.03	6,713.73
				2,549.26	2,676.72	2,810.56	2,951.09	3,098.64
				31.86	33.45	35.13	36.88	38.73
Accounting Specialist II-Flex	CFEA - Frem Empl Assoc	07/14/24	2545	72,918.66	76,564.59	80,392.82	84,412.46	88,633.13
				6,076.55	6,380.38	6,699.40	7,034.37	7,386.09
				2,804.56	2,944.79	3,092.03	3,246.63	3,408.96
				35.05	36.80	38.65	40.58	42.61
Accounting Technician	CFEA - Frem Empl Assoc	07/14/24	2542	84,274.64	88,488.37	92,912.79	97,558.43	102,436.34
				7,022.88	7,374.03	7,742.73	8,129.86	8,536.36
				3,241.33	3,403.39	3,573.56	3,752.24	3,939.85
				40.51	42.54	44.66	46.90	49.24
Administrative Analyst	Confidential (Unrep)	07/14/24	1071	89,053.90				117,928.90
				7,421.16				9,827.41
				3,425.15				4,535.72
				42.81				56.69
Administrative Assistant	CFEA - Frem Empl Assoc	07/14/24	8390	78,295.97	82,210.77	86,321.31	90,637.37	95,169.29
				6,524.66	6,850.89	7,193.44	7,553.11	7,930.77
				3,011.38	3,161.95	3,320.05	3,486.05	3,660.35
				37.64	39.52	41.50	43.57	45.75
Animal Services Manager	Frem Assoc of Mgmt Empl	07/14/24	6712	119,171.49				160,881.50
				9,930.95				13,406.79
				4,583.51				6,187.75
				57.29				77.34
Animal Services Officer	CFEA - Frem Empl Assoc	07/14/24	6740	71,478.71	75,055.01	78,820.79	82,752.36	86,897.08
				5,956.55	6,254.58	6,568.40	6,896.02	7,241.42
				2,749.18	2,886.73	3,031.56	3,182.78	3,342.19
				34.36	36.08	37.89	39.78	41.77
Animal Services Supervisor	CFEA - Frem Empl Assoc	07/14/24	6735	82,214.00	86,324.70	90,640.94	95,172.98	99,931.64
				6,851.16	7,193.72	7,553.41	7,931.08	8,327.63
				3,162.07	3,320.18	3,486.19	3,660.49	3,843.52
				39.52	41.50	43.57	45.75	48.04
Assistant Chef	CFEA - Frem Empl Assoc	07/14/24	7545	57,606.90	60,487.25	63,511.61	66,687.19	70,045.81
				4,800.57	5,040.60	5,292.63	5,557.26	5,837.15
				2,215.65	2,326.43	2,442.75	2,564.89	2,694.06
				27.69	29.08	30.53	32.06	33.67

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Assistant City Attorney	Unrep Fremont Officials	07/14/24	1320	204,204.00				275,184.00
				17,016.99				22,932.00
				7,854.00				10,584.00
				98.17				132.30
Assistant City Clerk	Unrep Management Empl	07/14/24	1019	103,075.49				125,288.24
				8,589.62				10,440.69
				3,964.44				4,818.77
				49.55				60.23
Assistant City Engineer	Frem Assoc of Mgmt Empl	07/14/24	5212	163,465.31				220,678.17
				13,622.11				18,389.84
				6,287.12				8,487.62
				78.58				106.09
Assistant City Manager	Unrep Fremont Officials	07/14/24	1011	255,990.00				363,394.50
				21,332.50				30,282.88
				9,845.76				13,976.71
				123.07				174.70
Assistant Planning Manager	Frem Assoc of Mgmt Empl	07/14/24	4523	148,887.27				200,997.20
				12,407.28				16,749.76
				5,726.43				7,730.66
				71.58				96.63
Assistant to the City Manager	Unrep Fremont Officials	07/14/24	1018	204,204.00				275,184.00
				17,016.99				22,932.00
				7,854.00				10,584.00
				98.17				132.30
Assoc Civil Engineer-Flex	Prof Engr & Tech Assoc	07/14/24	5220	132,760.96	139,393.10	146,354.40	153,695.81	161,368.75
				11,063.41	11,616.09	12,196.20	12,807.98	13,447.39
				5,106.19	5,361.27	5,629.01	5,911.37	6,206.49
				63.82	67.01	70.36	73.89	77.58
Assoc Landscape Architect	CFEA - Frem Empl Assoc	07/14/24	5030	131,139.19	137,696.14	144,580.95	151,810.00	159,400.50
				10,928.26	11,474.67	12,048.41	12,650.83	13,283.37
				5,043.81	5,296.00	5,560.80	5,838.84	6,130.78
				63.04	66.20	69.51	72.98	76.63
Assoc Planner-Flex Staff	CFEA - Frem Empl Assoc	07/14/24	4530	114,489.09	120,220.65	126,236.42	132,560.08	139,167.96
				9,540.75	10,018.38	10,519.70	11,046.67	11,597.33
				4,403.42	4,623.87	4,855.24	5,098.46	5,352.61
				55.04	57.79	60.69	63.73	66.90
Assoc Trans Engr-Flex Staff	Prof Engr & Tech Assoc	07/14/24	5411	132,760.96	139,393.10	146,354.40	153,695.81	161,368.75
				11,063.41	11,616.09	12,196.20	12,807.98	13,447.39
				5,106.19	5,361.27	5,629.01	5,911.37	6,206.49
				63.82	67.01	70.36	73.89	77.58

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Asst Recreation Supervisor	CFEA - Frem Empl Assoc	07/14/24	6561	78,021.42	81,922.49	86,018.61	90,319.54	94,835.52
				6,501.78	6,826.87	7,168.21	7,526.63	7,902.96
				3,000.82	3,150.86	3,308.40	3,473.82	3,647.52
				37.51	39.38	41.35	43.42	45.59
Battalion Chief	Battalion Chief	07/14/24	4020	177,476.20	186,364.57	195,681.09	205,458.45	215,729.71
				14,789.68	15,530.38	16,306.75	17,121.53	17,977.47
				6,826.00	7,167.86	7,526.19	7,902.24	8,297.29
				60.94	63.99	67.19	70.55	74.08
Battalion Chief 19 yrs - 1.8%	Battalion Chief	07/14/24	4020	180,670.76	189,719.12	199,203.32	209,159.30	219,612.82
				15,055.89	15,809.92	16,600.27	17,429.94	18,301.06
				6,948.87	7,296.88	7,661.66	8,044.58	8,446.64
				62.04	65.15	68.40	71.82	75.41
Battalion Chief 19 yrs 2.5%new	Battalion Chief	07/14/24	4020	181,918.40	191,014.32	200,565.03	210,593.29	221,122.95
				15,159.86	15,917.86	16,713.75	17,549.44	18,426.91
				6,996.86	7,346.70	7,714.03	8,099.74	8,504.72
				62.47	65.59	68.87	72.31	75.93
Battalion Chief 24 yrs 2.3%new	Battalion Chief	07/14/24	4020	186,102.52	195,407.65	205,178.03	215,436.93	226,208.78
				15,508.54	16,283.97	17,098.17	17,953.07	18,850.73
				7,157.78	7,515.67	7,891.46	8,286.03	8,700.33
				63.90	67.10	70.45	73.98	77.68
Battalion Chief 26 yrs - 5.8%	Battalion Chief	07/14/24	4020	191,149.66	200,722.85	210,757.14	221,287.82	232,350.38
				15,929.13	16,726.90	17,563.09	18,440.65	19,362.53
				7,351.91	7,720.10	8,106.04	8,511.07	8,936.55
				65.64	68.92	72.37	75.99	79.79
Building Inspector I	CFEA - Frem Empl Assoc	07/14/24	5660	111,417.67	116,988.56	122,837.99	128,979.89	135,428.88
				9,284.80	9,749.04	10,236.49	10,748.32	11,285.74
				4,285.29	4,499.56	4,724.53	4,960.76	5,208.80
				53.56	56.24	59.05	62.00	65.11
Building Inspector II	CFEA - Frem Empl Assoc	07/14/24	5661	116,996.84	122,846.68	128,989.02	135,438.47	142,210.39
				9,749.73	10,237.22	10,749.08	11,286.54	11,850.86
				4,499.87	4,724.87	4,961.11	5,209.17	5,469.63
				56.24	59.06	62.01	65.11	68.37
Building Inspector Specialist	CFEA - Frem Empl Assoc	07/14/24	5650	122,905.77	129,051.06	135,503.62	142,278.80	149,392.74
				10,242.14	10,754.25	11,291.97	11,856.56	12,449.39
				4,727.14	4,963.50	5,211.67	5,472.26	5,745.87
				59.08	62.04	65.14	68.40	71.82
Building Maint Coord	Operating Engineers Loc 3	07/14/24	6446	95,181.50	99,940.63	104,937.66	110,184.54	115,699.40
				7,931.79	8,328.38	8,744.80	9,182.04	9,641.61
				3,660.82	3,843.87	4,036.06	4,237.86	4,449.97
				45.76	48.04	50.45	52.97	55.62

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Building Maint Field Supv	Operating Engineers Loc 3	07/14/24	6430	111,426.00	116,999.63	122,853.11	128,986.44	135,446.26
				9,285.50	9,749.97	10,237.76	10,748.86	11,287.19
				4,285.61	4,499.98	4,725.11	4,961.01	5,209.47
				53.57	56.24	59.06	62.01	65.11
Building Maint Manager	Frem Assoc of Mgmt Empl	07/14/24	6420	127,412.09				172,006.32
				10,617.68				14,333.85
				4,900.46				6,615.62
				61.25				82.69
Building Maint Worker I	Operating Engineers Loc 3	07/14/24	6460	80,467.16	84,490.52	88,712.56	93,158.13	97,802.38
				6,705.59	7,040.87	7,392.71	7,763.17	8,150.19
				3,094.89	3,249.63	3,412.02	3,583.00	3,761.63
				38.68	40.62	42.65	44.78	47.02
Building Maint Worker II	Operating Engineers Loc 3	07/14/24	6450	88,431.85	92,862.77	97,503.58	102,377.59	107,484.81
				7,369.31	7,738.56	8,125.30	8,531.46	8,957.06
				3,401.22	3,571.64	3,750.13	3,937.59	4,134.03
				42.51	44.64	46.87	49.21	51.67
Building Official	Frem Assoc of Mgmt Empl	07/14/24	5621	163,744.34				220,995.90
				13,645.35				18,416.32
				6,297.85				8,499.84
				78.72				106.24
Business Manager	Frem Assoc of Mgmt Empl	07/14/24	4017	133,882.22				180,753.90
				11,156.86				15,062.83
				5,149.31				6,952.07
				64.36				86.90
Business Systems Manager	Frem Assoc of Mgmt Empl	07/14/24	1718	151,811.09				189,763.86
				12,650.92				15,813.65
				5,838.88				7,298.61
				72.98				91.23
Buyer	CFEA - Frem Empl Assoc	07/14/24	2544	86,747.10	91,084.45	95,638.70	100,420.62	105,441.64
				7,228.92	7,590.37	7,969.89	8,368.38	8,786.80
				3,336.42	3,503.24	3,678.41	3,862.33	4,055.44
				41.70	43.79	45.98	48.27	50.69
C.D.B.G. Administrator	Frem Assoc of Mgmt Empl	07/14/24	4584	126,494.01				170,766.93
				10,541.16				14,230.57
				4,865.15				6,567.95
				60.81				82.09
Case Manager	CFEA - Frem Empl Assoc	07/14/24	7535	89,384.83	93,848.37	98,539.65	103,458.66	108,639.11
				7,448.73	7,820.69	8,211.63	8,621.55	9,053.25
				3,437.87	3,609.55	3,789.98	3,979.17	4,178.42
				42.97	45.11	47.37	49.73	52.23

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Chef/Food Service Manager	CFEA - Frem Empl Assoc	07/14/24	7555	78,002.73	81,902.87	85,998.02	90,297.92	94,822.69
				6,500.22	6,825.24	7,166.50	7,524.82	7,901.89
				3,000.10	3,150.11	3,307.61	3,472.99	3,647.02
				37.50	39.37	41.34	43.41	45.58
Chief Forensic Specialist	Teamster Local 856	07/14/24	3738	126,321.15	132,622.41	139,241.92	146,209.82	153,539.52
				10,526.76	11,051.86	11,603.49	12,184.15	12,794.96
				4,858.50	5,100.86	5,355.45	5,623.45	5,905.36
				60.73	63.76	66.94	70.29	73.81
Chief of Party	Operating Engineers Loc 3	07/14/24	5460	108,711.18	114,150.55	119,869.52	125,862.99	132,146.25
				9,059.26	9,512.54	9,989.13	10,488.58	11,012.18
				4,181.19	4,390.40	4,610.36	4,840.88	5,082.54
				52.26	54.88	57.62	60.51	63.53
City Attorney	City Attorney	07/14/24	1310	355,159.35				355,159.35
				29,596.61				29,596.61
				13,659.97				13,659.97
				170.74				170.74
City Clerk	Unrep Fremont Officials	07/14/24	1030	140,822.26				190,109.85
				11,735.19				15,842.48
				5,416.24				7,311.91
				67.70				91.39
City Council Member	Mayor/City Council	12/13/22	9931	29,133.12				29,133.12
				2,427.76				2,427.76
				1,120.50				1,120.50
				14.00				14.00
City Engineer	Frem Assoc of Mgmt Empl	07/14/24	5211	192,562.04				259,957.46
				16,046.83				21,663.12
				7,406.23				9,998.36
				92.57				124.97
City Land Surveyor	Frem Assoc of Mgmt Empl	07/14/24	5463	134,686.27				181,825.69
				11,223.86				15,152.14
				5,180.24				6,993.29
				64.75				87.41
City Manager	City Manager	07/14/24	1001	423,242.16				423,242.16
				35,270.18				35,270.18
				16,278.54				16,278.54
				203.48				203.48
Clinical Nurse Educator	Frem Assoc of Mgmt Empl	07/14/24	4095	132,348.24				173,117.75
				11,029.01				14,426.48
				5,090.31				6,658.37
				63.62				83.22

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Clinical Supervisor	Frem Assoc of Mgmt Empl	07/14/24	6945	111,856.49				151,004.99
				9,321.37				12,583.74
				4,302.17				5,807.88
				53.77				72.59
Code Enforce Off I-Flex Staff	CFEA - Frem Empl Assoc	07/14/24	5680	85,428.66	89,691.80	94,191.79	98,904.93	103,831.23
				7,119.05	7,474.31	7,849.31	8,242.07	8,652.60
				3,285.71	3,449.68	3,622.76	3,804.03	3,993.50
				41.07	43.12	45.28	47.55	49.91
Code Enforce Off II-Flex Staff	CFEA - Frem Empl Assoc	07/14/24	5675	95,920.73	100,728.61	105,749.65	111,054.89	116,597.01
				7,993.39	8,394.05	8,812.47	9,254.57	9,716.41
				3,689.25	3,874.17	4,067.29	4,271.34	4,484.50
				46.11	48.42	50.84	53.39	56.05
Code Enforcement Manager	Frem Assoc of Mgmt Empl	07/14/24	5670	133,882.22				180,753.89
				11,156.85				15,062.82
				5,149.31				6,952.07
				64.36				86.90
Comm Legislative & Affairs Dir	Unrep Fremont Officials	07/14/24	1062	204,204.00				275,184.00
				17,016.99				22,932.00
				7,854.00				10,584.00
				98.17				132.30
Communications Manager	Frem Assoc of Mgmt Empl	07/14/24	1061	125,848.32				169,895.23
				10,487.36				14,157.94
				4,840.32				6,534.43
				60.50				81.68
Community Development Director	Unrep Fremont Officials	07/14/24	4513	234,780.00				316,680.00
				19,565.00				26,390.00
				9,030.00				12,180.00
				112.87				152.25
Community Development Tech	CFEA - Frem Empl Assoc	07/14/24	4602	89,605.30	94,085.56	98,789.84	103,729.33	108,915.35
				7,467.11	7,840.46	8,232.49	8,644.11	9,076.28
				3,446.35	3,618.67	3,799.60	3,989.58	4,189.05
				43.07	45.23	47.49	49.86	52.36
Community Service Officer	Teamster Local 856	07/14/24	3745	77,072.62	80,940.67	84,976.89	89,229.35	93,698.01
				6,422.72	6,745.05	7,081.41	7,435.77	7,808.16
				2,964.33	3,113.10	3,268.34	3,431.89	3,603.76
				37.05	38.91	40.85	42.89	45.04
Community Services Director	Unrep Fremont Officials	07/14/24	6512	234,780.00				316,680.00
				19,565.00				26,390.00
				9,030.00				12,180.00
				112.87				152.25

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Construction Inspector	Operating Engineers Loc 3	07/14/24	5445	105,610.23	110,897.09	116,438.14	122,258.79	128,359.02
				8,800.85	9,241.42	9,703.17	10,188.22	10,696.58
				4,061.93	4,265.27	4,478.39	4,702.26	4,936.88
				50.77	53.31	55.97	58.77	61.71
Construction Materials Insp	Operating Engineers Loc 3	07/14/24	5450	100,552.12	105,584.81	110,871.69	116,412.72	122,229.28
				8,379.34	8,798.73	9,239.30	9,701.06	10,185.77
				3,867.38	4,060.95	4,264.29	4,477.41	4,701.12
				48.34	50.76	53.30	55.96	58.76
Counselor	CFEA - Frem Empl Assoc	07/14/24	6930	89,384.83	93,848.37	98,539.65	103,458.66	108,639.11
				7,448.73	7,820.69	8,211.63	8,621.55	9,053.25
				3,437.87	3,609.55	3,789.98	3,979.17	4,178.42
				42.97	45.11	47.37	49.73	52.23
Crime & Intelligence Analyst	CFEA - Frem Empl Assoc	07/14/24	3630	109,756.08	115,243.88	121,006.08	127,056.38	133,409.21
				9,146.34	9,603.65	10,083.84	10,588.03	11,117.43
				4,221.38	4,432.45	4,654.08	4,886.78	5,131.12
				52.76	55.40	58.17	61.08	64.13
Criminal Intel & Analysis Mgr	Frem Assoc of Mgmt Empl	07/14/24	3650	133,882.22				180,753.89
				11,156.86				15,062.82
				5,149.31				6,952.07
				64.36				86.90
Crisis Intervention Specialist	CFEA - Frem Empl Assoc	07/14/24	6935	103,889.47	109,083.95	114,538.15	120,265.06	126,278.31
				8,657.45	9,090.33	9,544.84	10,022.08	10,523.19
				3,995.74	4,195.53	4,405.31	4,625.57	4,856.85
				49.94	52.44	55.06	57.81	60.71
Dep Dir Community Dev	Frem Assoc of Mgmt Empl	07/14/24	4514	168,738.38				227,796.82
				14,061.53				18,983.06
				6,489.93				8,761.41
				81.12				109.51
Dep Dir Community Services	Frem Assoc of Mgmt Empl	07/14/24	6520	163,465.56				220,678.17
				13,622.13				18,389.85
				6,287.13				8,487.62
				78.58				106.09
Dep Dir Econ Dev/ Asst to CM	Unrep Fremont Officials	07/14/24	4320	146,907.32				198,324.88
				12,242.27				16,527.07
				5,650.28				7,627.88
				70.62				95.34
Dep Dir Finance	Unrep Management Empl	07/14/24	2512	163,465.57				220,678.17
				13,622.13				18,389.85
				6,287.13				8,487.62
				78.58				106.09

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
Dep Dir Human Resources	Unrep Management Empl	07/14/24	2012	168,738.54				227,796.82
				14,061.54				18,983.06
				6,489.94				8,761.41
				81.12				109.51
Dep Dir Human Services	Frem Assoc of Mgmt Empl	07/14/24	7512	153,350.52				220,678.17
				12,779.21				18,389.84
				5,898.09				8,487.62
				73.72				106.09
Dep Dir Maint & Bus Ops	Frem Assoc of Mgmt Empl	07/14/24	6010	168,737.65				227,796.82
				14,061.47				18,983.06
				6,489.90				8,761.41
				81.12				109.51
Deputy City Attorney	Unrep Management Empl	07/14/24	1340	153,355.22				207,021.89
				12,779.59				17,251.82
				5,898.27				7,962.38
				73.72				99.52
Deputy City Manager	Unrep Fremont Officials	07/14/24	1016	234,780.00				316,680.00
				19,565.00				26,390.00
				9,030.00				12,180.00
				112.87				152.25
Deputy Fire Chief	FAME Management Safety	07/14/24	4015	218,676.13				282,649.37
				18,223.01				23,554.10
				8,410.62				10,871.12
				105.13				135.88
Deputy Fire Chief 24 yr 2.3%	FAME Management Safety	07/14/24	4015	223,705.76				289,150.40
				18,642.14				24,095.87
				8,604.06				11,121.16
				107.55				139.01
Deputy Fire Marshal	FAME Management Safety	07/14/24	4040	175,583.37				236,974.40
				14,631.95				19,747.86
				6,753.20				9,114.40
				84.41				113.93
Deputy Fire Marshal 24 yr 2.3%	FAME Management Safety	07/14/24	4040	179,621.83				242,424.82
				14,968.48				20,202.07
				6,908.53				9,324.03
				86.35				116.55
Deputy Information Tech Dir	Unrep Management Empl	07/14/24	1712	163,465.58				220,678.17
				13,622.13				18,389.84
				6,287.13				8,487.62
				78.58				106.09

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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 Officer	Teamster Local 856	07/14/24	3730	77,489.43	81,355.16	85,420.43	89,710.16	94,174.47
				6,457.45	6,779.59	7,118.37	7,475.84	7,847.87
				2,980.36	3,129.04	3,285.40	3,450.39	3,622.09
				37.25	39.11	41.06	43.12	45.27
Detention Supervisor	Teamster Local 856	07/14/24	3715	87,798.16	92,188.07	96,783.35	101,635.36	106,718.40
				7,316.51	7,682.33	8,065.27	8,469.61	8,893.20
				3,376.85	3,545.69	3,722.43	3,909.05	4,104.55
				42.21	44.32	46.53	48.86	51.30
Development Services Supv	CFEA - Frem Empl Assoc	07/14/24	5645	101,424.84	106,496.07	111,820.88	117,411.92	123,282.52
				8,452.07	8,874.67	9,318.40	9,784.32	10,273.54
				3,900.95	4,096.00	4,300.80	4,515.84	4,741.63
				48.76	51.20	53.76	56.44	59.27
Division Chief	FAME Management Safety	07/14/24	4019	184,393.23				248,930.91
				15,366.10				20,744.24
				7,092.04				9,574.26
				88.65				119.67
Division Chief 24 yr 2.3%	FAME Management Safety	07/14/24	4019	188,634.28				254,656.32
				15,719.52				21,221.35
				7,255.16				9,794.47
				90.68				122.43
Economic Development Coord	Frem Assoc of Mgmt Empl	07/14/24	1065	117,064.29				158,042.08
				9,755.35				13,170.16
				4,502.47				6,078.54
				56.28				75.98
Economic Development Director	Unrep Fremont Officials	07/14/24	4300	204,204.00				275,184.00
				17,016.99				22,932.00
				7,854.00				10,584.00
				98.17				132.30
Economic Development Manager	Frem Assoc of Mgmt Empl	07/14/24	4330	136,657.96				184,488.26
				11,388.16				15,374.02
				5,256.07				7,095.70
				65.70				88.69
Economic Development Spec	CFEA - Frem Empl Assoc	07/14/24	1067	90,845.37	95,387.64	100,157.02	105,164.87	110,423.08
				7,570.44	7,948.97	8,346.41	8,763.74	9,201.92
				3,494.05	3,668.75	3,852.19	4,044.80	4,247.04
				43.67	45.85	48.15	50.56	53.08
Emergency Services Manager	Frem Assoc of Mgmt Empl	07/14/24	1084	128,294.24				173,197.22
				10,691.19				14,433.10
				4,934.39				6,661.43
				61.67				83.26

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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 Civil-Flex Staff	Prof Engr & Tech Assoc	07/14/24	5230	106,379.27	111,698.24	117,283.14	123,147.31	129,303.40
				8,864.93	9,308.18	9,773.59	10,262.27	10,775.28
				4,091.51	4,296.08	4,510.89	4,736.43	4,973.20
				51.14	53.70	56.38	59.20	62.16
Engineer I Trans-Flex Staff	Prof Engr & Tech Assoc	07/14/24	5413	106,379.27	111,698.24	117,283.14	123,147.31	129,303.40
				8,864.93	9,308.18	9,773.59	10,262.27	10,775.28
				4,091.51	4,296.08	4,510.89	4,736.43	4,973.20
				51.14	53.70	56.38	59.20	62.16
Engineer II Civil-Flex Staff	Prof Engr & Tech Assoc	07/14/24	5225	117,012.47	122,863.20	129,019.22	135,460.71	142,233.75
				9,751.04	10,238.60	10,751.60	11,288.39	11,852.81
				4,500.47	4,725.50	4,962.27	5,210.02	5,470.52
				56.25	59.06	62.02	65.12	68.38
Engineer II Trans-Flex Staff	Prof Engr & Tech Assoc	07/14/24	5412	117,012.47	122,863.20	129,019.22	135,460.71	142,233.75
				9,751.04	10,238.60	10,751.60	11,288.39	11,852.81
				4,500.47	4,725.50	4,962.27	5,210.02	5,470.52
				56.25	59.06	62.02	65.12	68.38
Engineering Specialist	Prof Engr & Tech Assoc	07/14/24	5235	98,824.74	103,774.27	108,960.61	114,407.46	120,138.49
				8,235.39	8,647.85	9,080.05	9,533.95	10,011.54
				3,800.95	3,991.31	4,190.79	4,400.28	4,620.71
				47.51	49.89	52.38	55.00	57.75
Engineering Technician I	Prof Engr & Tech Assoc	07/14/24	5245	75,592.75	79,381.86	83,360.44	87,504.77	91,885.93
				6,299.39	6,615.15	6,946.70	7,292.06	7,657.16
				2,907.41	3,053.14	3,206.17	3,365.56	3,534.07
				36.34	38.16	40.07	42.06	44.17
Engineering Technician II	Prof Engr & Tech Assoc	07/14/24	5240	85,397.08	89,659.83	94,135.72	98,848.42	103,797.95
				7,116.42	7,471.65	7,844.64	8,237.36	8,649.82
				3,284.50	3,448.45	3,620.60	3,801.86	3,992.22
				41.05	43.10	45.25	47.52	49.90
Env Services Administrator	Frem Assoc of Mgmt Empl	07/14/24	4716	138,363.63				172,954.59
				11,530.30				14,412.87
				5,321.67				6,652.09
				66.52				83.15
Environmental Services Manager	Frem Assoc of Mgmt Empl	07/14/24	1077	144,501.41				195,081.99
				12,041.78				16,256.83
				5,557.74				7,503.15
				69.46				93.78
Environmental Specialist I	CFEA - Frem Empl Assoc	07/14/24	4710	90,283.91	94,807.58	99,544.40	104,518.07	109,752.27
				7,523.66	7,900.63	8,295.36	8,709.84	9,146.02
				3,472.45	3,646.44	3,828.63	4,019.92	4,221.24
				43.40	45.58	47.85	50.24	52.76

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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Environmental Specialist II	CFEA - Frem Empl Assoc	07/14/24	4712	108,354.90	113,778.57	119,462.76	125,431.16	131,683.77
				9,029.57	9,481.54	9,955.23	10,452.59	10,973.64
				4,167.49	4,376.09	4,594.72	4,824.27	5,064.76
				52.09	54.70	57.43	60.30	63.30
Equipment Support Coordinator	CFEA - Frem Empl Assoc	07/14/24	6032	82,065.20	86,168.46	90,476.88	95,000.72	99,750.76
				6,838.76	7,180.70	7,539.74	7,916.72	8,312.56
				3,156.35	3,314.17	3,479.88	3,653.87	3,836.56
				39.45	41.42	43.49	45.67	47.95
Exec Asst to City Attorney	Confidential (Unrep)	07/14/24	8505	103,738.44				126,094.09
				8,644.87				10,507.83
				3,989.94				4,849.77
				49.87				60.62
Exec Asst to City Manager	Confidential (Unrep)	07/14/24	8510	103,738.44				126,094.09
				8,644.87				10,507.83
				3,989.94				4,849.77
				49.87				60.62
Executive Assistant	CFEA - Frem Empl Assoc	07/14/24	8395	84,010.30	88,210.73	92,621.23	97,252.42	102,114.98
				7,000.85	7,350.89	7,718.43	8,104.37	8,509.58
				3,231.16	3,392.72	3,562.35	3,740.47	3,927.49
				40.38	42.40	44.52	46.75	49.09
Executive Asst (Confidential)	Confidential (Unrep)	07/14/24	8396	88,211.53	92,622.10	97,253.21	102,115.86	107,221.11
				7,350.96	7,718.51	8,104.43	8,509.65	8,935.09
				3,392.75	3,562.38	3,740.50	3,927.53	4,123.88
				42.40	44.52	46.75	49.09	51.54
Fac Desgn/Constr Proj Supv I	Prof Engr & Tech Assoc	07/14/24	5320	106,379.27	111,698.24	117,283.14	123,147.31	129,303.40
				8,864.93	9,308.18	9,773.59	10,262.27	10,775.28
				4,091.51	4,296.08	4,510.89	4,736.43	4,973.20
				51.14	53.70	56.38	59.20	62.16
Fac Desgn/Constr Proj Supv II	Prof Engr & Tech Assoc	07/14/24	5321	117,012.47	122,863.20	129,019.22	135,460.71	142,233.75
				9,751.04	10,238.60	10,751.60	11,288.39	11,852.81
				4,500.47	4,725.50	4,962.27	5,210.02	5,470.52
				56.25	59.06	62.02	65.12	68.38
Fac Desgn/Constr Proj Supv III	Prof Engr & Tech Assoc	07/14/24	5322	132,760.97	139,393.10	146,354.40	153,695.81	161,368.75
				11,063.41	11,616.09	12,196.20	12,807.98	13,447.39
				5,106.19	5,361.27	5,629.01	5,911.37	6,206.49
				63.82	67.01	70.36	73.89	77.58
Facilities & Real Property Mgr	Frem Assoc of Mgmt Empl	07/14/24	5420	146,889.45				198,282.97
				12,240.78				16,523.58
				5,649.59				7,626.26
				70.60				95.32

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
Family Services Administrator	Frem Assoc of Mgmt Empl	07/14/24	6911	133,882.22				180,753.89
				11,156.84				15,062.81
				5,149.31				6,952.07
				64.36				86.90
Finance Director	Unrep Fremont Officials	07/14/24	2510	234,780.00				316,680.00
				19,565.00				26,390.00
				9,030.00				12,180.00
				112.87				152.25
Finance Operations Manager	Unrep Management Empl	07/14/24	2024	149,607.72				201,966.64
				12,467.30				16,830.55
				5,754.14				7,767.94
				71.92				97.09
Fire & Life Safety Plans Exmnr	CFEA - Frem Empl Assoc	07/14/24	5632	116,991.44	122,841.01	128,983.05	135,432.20	142,145.22
				9,749.28	10,236.75	10,748.58	11,286.02	11,845.43
				4,499.67	4,724.65	4,960.88	5,208.93	5,467.12
				56.24	59.05	62.01	65.11	68.33
Fire Captain	IAFF Local 1689	07/14/24	4030	140,452.86	147,486.99	154,859.97	162,597.75	170,726.24
				11,704.40	12,290.58	12,904.99	13,549.81	14,227.18
				5,402.03	5,672.57	5,956.15	6,253.75	6,566.39
				48.23	50.64	53.17	55.83	58.62
Fire Captain 19 yrs 1.8%	IAFF Local 1689	07/14/24	4030	142,981.09	150,141.77	157,647.43	165,524.60	173,799.51
				11,915.09	12,511.81	13,137.28	13,793.71	14,483.29
				5,499.27	5,774.68	6,063.36	6,366.33	6,684.59
				49.10	51.55	54.13	56.84	59.68
Fire Captain 19 yrs 2.5% new	IAFF Local 1689	07/14/24	4030	143,968.33	151,166.74	158,725.08	166,661.33	174,994.40
				11,997.36	12,597.22	13,227.09	13,888.44	14,582.86
				5,537.24	5,814.10	6,104.81	6,410.05	6,730.55
				49.43	51.91	54.50	57.23	60.09
Fire Captain 24 yrs 2.3% new	IAFF Local 1689	07/14/24	4030	147,279.60	154,643.58	162,375.76	170,494.54	179,019.27
				12,273.30	12,886.96	13,531.31	14,207.87	14,918.27
				5,664.60	5,947.83	6,245.22	6,557.48	6,885.35
				50.57	53.10	55.76	58.54	61.47
Fire Captain 26 yrs 5.8%	IAFF Local 1689	07/14/24	4030	151,273.98	158,849.97	166,791.08	175,124.94	183,879.89
				12,606.16	13,237.49	13,899.25	14,593.74	15,323.32
				5,818.23	6,109.61	6,415.04	6,735.57	7,072.30
				51.94	54.55	57.27	60.13	63.14
Fire Captain 27 yrs 3%	IAFF Local 1689	07/14/24	4030	155,812.18	163,615.49	171,794.84	180,384.58	189,396.28
				12,984.34	13,634.62	14,316.23	15,032.05	15,783.02
				5,992.77	6,292.90	6,607.49	6,937.86	7,284.47
				53.50	56.18	58.99	61.94	65.03

City of Fremont
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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Fire Captain 28 yrs 1.4%	IAFF Local 1689	07/14/24	4030	157,993.64	165,905.96	174,199.87	182,903.94	192,047.62
				13,166.13	13,825.49	14,516.65	15,241.99	16,003.97
				6,076.67	6,380.99	6,699.99	7,034.76	7,386.44
				54.25	56.97	59.82	62.81	65.95
Fire Chief	Unrep Fremont Officials	07/14/24	4010	243,678.28				339,465.00
				20,306.52				28,288.75
				9,372.24				13,056.34
				117.15				163.20
Fire Engineer	IAFF Local 1689	07/14/24	4050	124,560.02	130,786.79	137,326.53	144,177.94	151,394.75
				10,380.00	10,898.90	11,443.88	12,014.83	12,616.23
				4,790.77	5,030.26	5,281.78	5,545.30	5,822.87
				42.77	44.91	47.15	49.51	51.98
Fire Engineer 19 yrs 1.8%	IAFF Local 1689	07/14/24	4050	126,802.17	133,140.97	139,798.40	146,773.23	154,120.07
				10,566.84	11,095.08	11,649.86	12,231.10	12,843.34
				4,877.00	5,120.80	5,376.86	5,645.12	5,927.69
				43.54	45.72	48.00	50.40	52.92
Fire Engineer 19 yrs 2.5% new	IAFF Local 1689	07/14/24	4050	127,666.66	134,049.99	140,752.49	147,790.12	155,179.62
				10,638.88	11,170.83	11,729.37	12,315.84	12,931.63
				4,910.25	5,155.76	5,413.55	5,684.23	5,968.44
				43.84	46.03	48.33	50.75	53.28
Fire Engineer 24 yrs 2.3% new	IAFF Local 1689	07/14/24	4050	130,602.99	137,133.14	143,989.80	151,189.29	158,748.76
				10,883.58	11,427.76	11,999.15	12,599.10	13,229.06
				5,023.19	5,274.35	5,538.06	5,814.97	6,105.72
				44.84	47.09	49.44	51.91	54.51
Fire Engineer 26 yrs 5.8%	IAFF Local 1689	07/14/24	4050	134,156.58	140,863.08	147,906.72	155,286.17	163,058.85
				11,179.71	11,738.59	12,325.55	12,940.51	13,588.23
				5,159.86	5,417.81	5,688.72	5,972.54	6,271.49
				46.07	48.37	50.79	53.32	55.99
Fire Engineer 27 yrs 3%	IAFF Local 1689	07/14/24	4050	138,181.42	145,088.95	152,343.98	159,944.71	167,950.61
				11,515.12	12,090.74	12,695.33	13,328.72	13,995.88
				5,314.67	5,580.34	5,859.38	6,151.71	6,459.63
				47.45	49.82	52.31	54.92	57.67
Fire Engineer 28 yrs 1.4%	IAFF Local 1689	07/14/24	4050	140,115.80	147,120.20	154,476.91	162,183.86	170,302.01
				11,676.31	12,260.01	12,873.07	13,515.32	14,191.83
				5,389.06	5,658.46	5,941.41	6,237.84	6,550.07
				48.11	50.52	53.04	55.69	58.48
Fire Marshal	FAME Management Safety	07/14/24	4035	182,160.04				245,901.83
				15,180.00				20,491.82
				7,006.15				9,457.76
				87.57				118.22

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 14-JUL-2024

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 Prevention Inspector	CFEA - Frem Empl Assoc	07/14/24	5676	102,638.48	107,770.42	113,158.87	118,816.71	124,757.71
				8,553.20	8,980.86	9,429.90	9,901.39	10,396.47
				3,947.63	4,145.01	4,352.26	4,569.87	4,798.37
				49.34	51.81	54.40	57.12	59.97
Firefighter	IAFF Local 1689	07/14/24	4060	116,614.23	122,449.66	128,568.41	134,984.97	141,729.32
				9,717.85	10,204.13	10,714.03	11,248.75	11,810.77
				4,485.16	4,709.60	4,944.93	5,191.72	5,451.12
				40.04	42.05	44.15	46.35	48.67
Firefighter 19 yrs 1.8%	IAFF Local 1689	07/14/24	4060	118,713.35	124,653.60	130,886.43	137,411.08	144,280.43
				9,892.78	10,387.80	10,907.20	11,450.92	12,023.36
				4,565.89	4,794.36	5,034.09	5,285.04	5,549.24
				40.76	42.80	44.94	47.18	49.54
Firefighter 19 yrs 2.5% new	IAFF Local 1689	07/14/24	4060	119,516.09	125,491.89	131,766.49	138,354.81	145,272.55
				9,959.67	10,457.65	10,980.54	11,529.56	12,106.04
				4,596.77	4,826.61	5,067.94	5,321.33	5,587.40
				41.04	43.09	45.24	47.51	49.88
Firefighter 24 yrs 2.3% new	IAFF Local 1689	07/14/24	4060	122,264.96	128,378.20	134,797.12	141,536.97	148,613.82
				10,188.74	10,698.18	11,233.09	11,794.75	12,384.48
				4,702.49	4,937.62	5,184.50	5,443.72	5,715.91
				41.98	44.08	46.29	48.60	51.03
Firefighter 26 yrs 5.8%	IAFF Local 1689	07/14/24	4060	125,598.64	131,883.57	138,477.80	145,396.14	152,648.71
				10,466.55	10,990.29	11,539.81	12,116.34	12,720.72
				4,830.71	5,072.44	5,326.06	5,592.15	5,871.10
				43.13	45.28	47.55	49.92	52.42
Firefighter 27 yrs 3%	IAFF Local 1689	07/14/24	4060	129,366.77	135,840.10	142,632.35	149,742.44	157,228.14
				10,780.56	11,320.00	11,886.02	12,478.53	13,102.34
				4,975.64	5,224.61	5,485.85	5,759.32	6,047.23
				44.42	46.64	48.98	51.42	53.99
Firefighter 28 yrs 1.4%	IAFF Local 1689	07/14/24	4060	131,177.77	137,741.87	144,629.21	151,838.98	159,429.36
				10,931.48	11,478.49	12,052.43	12,653.25	13,285.78
				5,045.29	5,297.76	5,562.66	5,839.96	6,131.89
				45.04	47.30	49.66	52.14	54.74
Fleet Maintenance Manager	Frem Assoc of Mgmt Empl	07/14/24	6022	127,408.32				172,011.84
				10,617.36				14,334.32
				4,900.32				6,615.84
				61.25				82.69
Fleet Mechanic I - Hvy Equipmt	Operating Engineers Loc 3	07/14/24	6025	91,096.78	95,641.68	100,434.95	105,451.72	110,716.86
				7,591.40	7,970.13	8,369.58	8,787.64	9,226.40
				3,503.72	3,678.52	3,862.88	4,055.83	4,258.34
				43.79	45.98	48.28	50.69	53.22

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 14-JUL-2024

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 Mechanic I - Light Equip	Operating Engineers Loc 3	07/14/24	6030	91,096.77	95,641.68	100,434.95	105,451.72	110,716.86
				7,591.40	7,970.13	8,369.58	8,787.64	9,226.40
				3,503.72	3,678.52	3,862.88	4,055.83	4,258.34
				43.79	45.98	48.28	50.69	53.22
Fleet Mechanic II	Operating Engineers Loc 3	07/14/24	6020	100,206.42	105,216.74	110,477.59	116,001.45	121,788.52
				8,350.53	8,768.06	9,206.46	9,666.79	10,149.04
				3,854.09	4,046.79	4,249.13	4,461.59	4,684.17
				48.17	50.58	53.11	55.76	58.55
Fleet Supervisor	Operating Engineers Loc 3	07/14/24	6021	111,426.00	116,999.62	122,853.11	128,986.44	135,446.26
				9,285.50	9,749.97	10,237.76	10,748.87	11,287.18
				4,285.61	4,499.98	4,725.11	4,961.01	5,209.47
				53.57	56.24	59.06	62.01	65.11
Forensic Specialist I	Teamster Local 856	07/14/24	3735	98,810.61	103,751.28	108,938.59	114,385.51	120,104.99
				8,234.21	8,645.94	9,078.21	9,532.12	10,008.75
				3,800.40	3,990.43	4,189.94	4,399.44	4,619.42
				47.50	49.88	52.37	54.99	57.74
Forensics Specialist II	Teamster Local 856	07/14/24	3736	109,850.55	115,343.07	121,110.23	127,165.74	133,579.39
				9,154.21	9,611.92	10,092.51	10,597.14	11,131.61
				4,225.02	4,436.27	4,658.08	4,890.99	5,137.66
				52.81	55.45	58.22	61.13	64.22
GIS Manager	Frem Assoc of Mgmt Empl	07/14/24	1716	151,811.09				189,763.86
				12,650.92				15,813.65
				5,838.88				7,298.61
				72.98				91.23
Geographic Info Sys Spec I	CFEA - Frem Empl Assoc	07/14/24	1736	87,394.45	91,752.33	96,347.04	101,154.93	106,223.33
				7,282.86	7,646.02	8,028.92	8,429.57	8,851.94
				3,361.32	3,528.93	3,705.65	3,890.57	4,085.51
				42.01	44.11	46.32	48.63	51.06
Geographic Info Sys Spec II	CFEA - Frem Empl Assoc	07/14/24	1737	124,432.78	130,649.87	137,185.78	144,040.51	151,236.85
				10,369.39	10,887.48	11,432.14	12,003.37	12,603.06
				4,785.87	5,024.99	5,276.37	5,540.01	5,816.80
				59.82	62.81	65.95	69.25	72.71
Haz Mat Inspector	CFEA - Frem Empl Assoc	07/14/24	4075	114,634.91	120,366.66	126,384.99	132,704.24	139,339.45
				9,552.91	10,030.55	10,532.08	11,058.68	11,611.62
				4,409.03	4,629.48	4,860.96	5,104.00	5,359.20
				55.11	57.86	60.76	63.80	66.99
Haz Mat Program Manager	Frem Assoc of Mgmt Empl	07/14/24	4079	134,686.26				181,825.69
				11,223.85				15,152.13
				5,180.24				6,993.29
				64.75				87.41

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
Homeless Services Manager	Frem Assoc of Mgmt Empl	07/14/24	5668	133,882.22				180,753.89
				11,156.85				15,062.82
				5,149.31				6,952.07
				64.36				86.90
Housing Manager	Frem Assoc of Mgmt Empl	07/14/24	4590	139,406.39				188,198.61
				11,617.19				15,683.21
				5,361.78				7,238.40
				67.02				90.48
Human Resource Analyst I-Flex	Unrep Management Empl	07/14/24	2030	89,053.90				117,928.90
				7,421.16				9,827.40
				3,425.15				4,535.72
				42.81				56.69
Human Resource Analyst II-Flex	Unrep Management Empl	07/14/24	2025	108,884.30				146,991.11
				9,073.69				12,249.26
				4,187.85				5,653.50
				52.34				70.66
Human Resources Analyst III-Fl	Unrep Management Empl	07/14/24	2026	133,882.21				180,753.89
				11,156.84				15,062.82
				5,149.31				6,952.07
				64.36				86.90
Human Resources Director	Unrep Fremont Officials	07/14/24	2010	234,780.00				316,680.00
				19,565.00				26,390.00
				9,030.00				12,180.00
				112.87				152.25
Human Resources Manager	Unrep Management Empl	07/14/24	2022	149,607.72				201,966.64
				12,467.30				16,830.55
				5,754.14				7,767.94
				71.92				97.09
Human Resources Tech I-Flex	CFEA - Frem Empl Assoc	07/14/24	2045	76,611.90	80,442.49	84,464.62	88,687.85	93,122.14
				6,384.32	6,703.54	7,038.71	7,390.65	7,760.18
				2,946.61	3,093.94	3,248.63	3,411.07	3,581.62
				36.83	38.67	40.60	42.63	44.77
Human Resources Tech II-Flex	CFEA - Frem Empl Assoc	07/14/24	2040	84,274.64	88,488.37	92,912.79	97,558.43	102,436.34
				7,022.88	7,374.03	7,742.73	8,129.86	8,536.36
				3,241.33	3,403.39	3,573.56	3,752.24	3,939.85
				40.51	42.54	44.66	46.90	49.24
Human Services Dev Offcr	Frem Assoc of Mgmt Empl	07/14/24	7520	128,115.44				172,954.58
				10,676.28				14,412.88
				4,927.51				6,652.09
				61.59				83.15

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 Services Director	Unrep Fremont Officials	07/14/24	7510	234,780.00					316,680.00
				19,565.00					26,390.00
				9,030.00					12,180.00
				112.87					152.25
Human Services Specialist I	CFEA - Frem Empl Assoc	07/14/24	7542	69,647.10	73,129.46	76,785.93	80,625.22	84,656.48	
				5,803.92	6,094.12	6,398.82	6,718.77	7,054.70	
				2,678.73	2,812.67	2,953.30	3,100.97	3,256.01	
				33.48	35.15	36.91	38.76	40.70	
Human Services Specialist II	CFEA - Frem Empl Assoc	07/14/24	7541	76,611.89	80,442.48	84,464.61	88,687.84	93,122.14	
				6,384.32	6,703.53	7,038.71	7,390.65	7,760.18	
				2,946.61	3,093.94	3,248.63	3,411.07	3,581.62	
				36.83	38.67	40.60	42.63	44.77	
Info Systems Appl Spec III	CFEA - Frem Empl Assoc	07/14/24	1733	124,432.79	130,649.87	137,185.78	144,040.51	151,236.85	
				10,369.39	10,887.48	11,432.14	12,003.37	12,603.07	
				4,785.87	5,024.99	5,276.37	5,540.01	5,816.80	
				59.82	62.81	65.95	69.25	72.71	
Info Tech Senior Specialist	CFEA - Frem Empl Assoc	07/14/24	1740	111,982.50	117,581.62	123,460.71	129,633.74	136,115.43	
				9,331.87	9,798.46	10,288.39	10,802.81	11,342.95	
				4,307.01	4,522.37	4,748.48	4,985.91	5,235.20	
				53.83	56.52	59.35	62.32	65.44	
Info Tech Specialist I	CFEA - Frem Empl Assoc	07/14/24	1738	87,394.45	91,752.33	96,347.04	101,154.93	106,223.33	
				7,282.86	7,646.02	8,028.92	8,429.57	8,851.94	
				3,361.32	3,528.93	3,705.65	3,890.57	4,085.51	
				42.01	44.11	46.32	48.63	51.06	
Info Tech Specialist II	CFEA - Frem Empl Assoc	07/14/24	1739	92,299.74	96,914.73	101,760.46	106,848.48	112,190.91	
				7,691.64	8,076.22	8,480.03	8,904.04	9,349.24	
				3,549.99	3,727.48	3,913.86	4,109.55	4,315.03	
				44.37	46.59	48.92	51.36	53.93	
Information Tech Security Mgr	Frem Assoc of Mgmt Empl	07/14/24	1713	151,811.08				189,763.85	
				12,650.92				15,813.65	
				5,838.88				7,298.60	
				72.98				91.23	
Information Tech Sves Dir	Unrep Fremont Officials	07/14/24	1710	234,780.00				316,680.00	
				19,565.00				26,390.00	
				9,030.00				12,180.00	
				112.87				152.25	
Information Technology Manager	Frem Assoc of Mgmt Empl	07/14/24	1711	151,811.09				189,763.85	
				12,650.92				15,813.66	
				5,838.88				7,298.60	
				72.98				91.23	

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
Infrastructure Svcs Manager	Frem Assoc of Mgmt Empl	07/14/24	1734	157,706.12				197,132.66
				13,142.18				16,427.71
				6,065.62				7,582.02
				75.82				94.77
Land Use Initiatives Manager	Frem Assoc of Mgmt Empl	07/14/24	1050	146,889.44				198,282.89
				12,240.79				16,523.57
				5,649.59				7,626.26
				70.61				95.32
Landscape Arch/Designer I	CFEA - Frem Empl Assoc	07/14/24	5040	92,436.86	97,058.70	101,911.64	107,007.22	112,357.58
				7,703.07	8,088.22	8,492.63	8,917.26	9,363.13
				3,555.26	3,733.02	3,919.67	4,115.66	4,321.44
				44.44	46.66	48.99	51.44	54.01
Landscape Arch/Designer II	CFEA - Frem Empl Assoc	07/14/24	8529	107,218.66	112,579.59	118,208.57	124,119.00	130,324.95
				8,934.88	9,381.63	9,850.71	10,343.24	10,860.41
				4,123.79	4,329.98	4,546.48	4,773.80	5,012.49
				51.54	54.12	56.83	59.67	62.65
Law Office Supervisor	Confidential (Unrep)	07/14/24	1352	103,738.44	108,925.36	114,371.63	120,090.21	126,094.08
				8,644.87	9,077.11	9,530.97	10,007.52	10,507.84
				3,989.94	4,189.43	4,398.90	4,618.85	4,849.77
				49.87	52.36	54.98	57.73	60.62
Maintenance Ops Director	Unrep Fremont Officials	07/14/24	6009	234,780.00				316,680.00
				19,565.00				26,390.00
				9,030.00				12,180.00
				112.87				152.25
Management Analyst I	Frem Assoc of Mgmt Empl	07/14/24	1070	89,053.90				117,928.90
				7,421.16				9,827.40
				3,425.15				4,535.72
				42.81				56.69
Management Analyst I (UME)	Unrep Management Empl	07/14/24	1055	89,053.90				117,928.90
				7,421.15				9,827.40
				3,425.15				4,535.72
				42.81				56.69
Management Analyst II	Frem Assoc of Mgmt Empl	07/14/24	1060	108,884.30				146,991.11
				9,073.69				12,249.26
				4,187.85				5,653.50
				52.34				70.66
Management Analyst II (UME)	Unrep Management Empl	07/14/24	1056	108,884.30				146,991.11
				9,073.68				12,249.26
				4,187.85				5,653.50
				52.34				70.66

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
Mayor	Mayor/City Council	12/13/22	9930	51,759.36 4,313.28 1,990.74 24.88				51,759.36 4,313.28 1,990.74 24.88
Mechanic Assistant	Operating Engineers Loc 3	07/14/24	6040	72,196.93 6,016.41 2,776.80 34.71	75,798.08 6,316.50 2,915.31 36.44	79,597.92 6,633.16 3,061.45 38.26	83,571.61 6,964.30 3,214.29 40.17	87,743.98 7,312.00 3,374.76 42.18
Mobile Hygiene Unit Operator	CFEA - Frem Empl Assoc	07/14/24	7310	69,647.10 5,803.92 2,678.73 33.48	73,129.46 6,094.12 2,812.67 35.15	76,785.93 6,398.82 2,953.30 36.91	80,625.22 6,718.76 3,100.97 38.76	84,656.48 7,054.70 3,256.01 40.70
Network Engineer	Frem Assoc of Mgmt Empl	07/14/24	1724	125,320.93 10,443.41 4,820.03 60.25				169,194.68 14,099.55 6,507.48 81.34
Office Specialist I-Flex	CFEA - Frem Empl Assoc	07/14/24	8375	63,124.70 5,260.39 2,427.87 30.34	66,280.94 5,523.41 2,549.26 31.86	69,594.99 5,799.58 2,676.73 33.45	73,074.74 6,089.56 2,810.56 35.13	76,728.38 6,394.03 2,951.09 36.88
Office Specialist II-Flex	CFEA - Frem Empl Assoc	07/14/24	8380	69,437.00 5,786.41 2,670.65 33.38	72,908.85 6,075.73 2,804.18 35.05	76,554.30 6,379.52 2,944.39 36.80	80,382.01 6,698.50 3,091.61 38.64	84,401.21 7,033.43 3,246.20 40.57
Paralegal	CFEA - Frem Empl Assoc	07/14/24	1344	93,860.21 7,821.68 3,610.00 45.12	98,549.67 8,212.47 3,790.37 47.37	103,475.97 8,622.99 3,979.84 49.74	108,639.11 9,053.25 4,178.42 52.23	114,086.46 9,507.20 4,387.94 54.84
Park Field Supervisor	Operating Engineers Loc 3	07/14/24	6220	95,920.73 7,993.39 3,689.25 46.11	100,728.61 8,394.05 3,874.17 48.42	105,749.65 8,812.47 4,067.29 50.84	111,054.89 9,254.57 4,271.34 53.39	116,597.01 9,716.41 4,484.50 56.05
Park Maintenance Worker I	Operating Engineers Loc 3	07/14/24	6260	72,668.80 6,055.73 2,794.95 34.93	76,294.79 6,357.89 2,934.41 36.68	80,119.47 6,676.62 3,081.51 38.51	84,117.99 7,009.83 3,235.30 40.44	88,315.19 7,359.60 3,396.73 42.45
Park Maintenance Worker II	Operating Engineers Loc 3	07/14/24	6250	79,920.78 6,660.06 3,073.87 38.42	83,919.30 6,993.27 3,227.66 40.34	88,116.51 7,343.04 3,389.09 42.36	92,512.40 7,709.36 3,558.16 44.47	97,131.81 8,094.32 3,735.83 46.69

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
Park Ranger Supervisor	CFEA - Frem Empl Assoc	07/14/24	6730	98,949.57	103,891.36	109,060.87	114,549.21	120,265.28
				8,245.79	8,657.61	9,088.40	9,545.76	10,022.10
				3,805.75	3,995.82	4,194.64	4,405.73	4,625.58
				47.57	49.94	52.43	55.07	57.81
Park Ranger/Naturalist	CFEA - Frem Empl Assoc	07/14/24	6750	77,373.27	80,430.57	84,428.58	88,661.75	93,106.62
				6,447.77	6,702.54	7,035.71	7,388.47	7,758.88
				2,975.89	3,093.48	3,247.25	3,410.06	3,581.02
				37.19	38.66	40.59	42.62	44.76
Park Superintendent	Frem Assoc of Mgmt Empl	07/14/24	6210	135,426.11				182,815.47
				11,285.50				15,234.62
				5,208.69				7,031.36
				65.10				87.89
Parking Compliance Officer	Teamster Local 856	07/14/24	3790	57,834.50	60,726.22	63,762.54	66,950.66	70,298.04
				4,819.54	5,060.51	5,313.54	5,579.22	5,858.17
				2,224.40	2,335.62	2,452.40	2,575.02	2,703.77
				27.80	29.19	30.65	32.18	33.79
Parks Planning and Design Mgr	Frem Assoc of Mgmt Empl	07/14/24	5020	151,259.04				204,202.25
				12,604.92				17,016.85
				5,817.65				7,853.93
				72.72				98.17
Parks/Urban Landscape Manager	Frem Assoc of Mgmt Empl	07/14/24	6215	114,421.39				154,468.87
				9,535.12				12,872.39
				4,400.82				5,941.11
				55.01				74.26
Permit Center Manager	Frem Assoc of Mgmt Empl	07/14/24	5627	132,390.36				178,726.98
				11,032.53				14,893.91
				5,091.93				6,874.11
				63.64				85.92
Plan Check Professional	Prof Engr & Tech Assoc	07/14/24	5630	136,183.06	142,992.22	150,141.83	157,648.93	165,531.37
				11,348.59	11,916.01	12,511.81	13,137.41	13,794.28
				5,237.81	5,499.70	5,774.68	6,063.42	6,366.59
				65.47	68.74	72.18	75.79	79.58
Planner I-Flex Staff	CFEA - Frem Empl Assoc	07/14/24	4550	87,181.29	91,539.16	96,110.21	100,918.08	105,962.81
				7,265.10	7,628.26	8,009.18	8,409.84	8,830.23
				3,353.12	3,520.73	3,696.54	3,881.46	4,075.49
				41.91	44.00	46.20	48.51	50.94
Planner II-Flex Staff	CFEA - Frem Empl Assoc	07/14/24	4540	99,970.72	104,968.07	110,225.95	115,744.35	121,523.28
				8,330.89	8,747.33	9,185.49	9,645.36	10,126.94
				3,845.02	4,037.23	4,239.45	4,451.70	4,673.97
				48.06	50.46	52.99	55.64	58.42

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
Planning Manager	Frem Assoc of Mgmt Empl	07/14/24	4520	163,744.34				220,995.90
				13,645.35				18,416.32
				6,297.85				8,499.84
				78.72				106.24
Plans Examiner	CFEA - Frem Empl Assoc	07/14/24	4521	120,207.34	126,217.70	132,528.59	139,155.02	146,051.93
				10,017.28	10,518.14	11,044.04	11,596.25	12,170.99
				4,623.35	4,854.52	5,097.25	5,352.11	5,617.38
				57.79	60.68	63.71	66.90	70.21
Police Captain	Fremont Police Mgrs Assoc	07/14/24	3525	216,427.38				292,161.62
				18,035.61				24,346.80
				8,324.13				11,236.98
				104.05				140.46
Police Captain 24 yrs 2.3%	Fremont Police Mgrs Assoc	07/14/24	3525	221,405.26				298,881.42
				18,450.44				24,906.78
				8,515.58				11,495.43
				106.44				143.69
Police Chief	Unrep Fremont Officials	07/14/24	3510	260,286.10				362,368.90
				21,690.51				30,197.41
				10,011.00				13,937.26
				125.13				174.21
Police Comm Call Taker	Teamster Local 856	07/14/24	3720	84,972.42	89,214.20	93,674.91	98,354.55	103,280.49
				7,081.03	7,434.51	7,806.24	8,196.21	8,606.70
				3,268.17	3,431.31	3,602.88	3,782.86	3,972.32
				40.85	42.89	45.03	47.28	49.65
Police Communication Disp Supv	Teamster Local 856	07/14/24	3710	110,688.34	116,222.76	122,033.90	128,135.59	134,542.37
				9,224.02	9,685.23	10,169.49	10,677.96	11,211.86
				4,257.24	4,470.10	4,693.61	4,928.29	5,174.70
				53.21	55.87	58.67	61.60	64.68
Police Communication Dispatch	Teamster Local 856	07/14/24	3725	97,706.17	102,591.47	107,721.05	113,107.10	118,762.46
				8,142.18	8,549.28	8,976.75	9,425.59	9,896.87
				3,757.92	3,945.82	4,143.11	4,350.27	4,567.78
				46.97	49.32	51.78	54.37	57.09
Police Deputy Chief	Unrep Management Empl	07/14/24	3515	238,070.11				321,376.79
				19,839.18				26,781.40
				9,156.54				12,360.64
				114.45				154.50
Police Equipment Room Asst	CFEA - Frem Empl Assoc	07/14/24	3785	64,490.99	67,715.54	71,101.32	74,656.39	78,389.13
				5,374.25	5,642.96	5,925.11	6,221.36	6,532.42
				2,480.42	2,604.44	2,734.66	2,871.39	3,014.96
				31.00	32.55	34.18	35.89	37.68

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 Equipment Room Spec	CFEA - Frem Empl Assoc	07/14/24	3780	72,056.45	75,659.26	79,442.22	83,414.33	87,585.03
				6,004.70	6,304.94	6,620.18	6,951.19	7,298.75
				2,771.40	2,909.97	3,055.47	3,208.24	3,368.65
				34.64	36.37	38.19	40.10	42.10
Police Lieutenant	Fremont Police Mgrs Assoc	07/14/24	3530	187,897.95				253,666.44
				15,658.16				21,138.87
				7,226.84				9,756.40
				90.33				121.95
Police Lieutenant 24 yrs 2.3%	Fremont Police Mgrs Assoc	07/14/24	3530	192,219.74				259,500.75
				16,018.30				21,625.06
				7,393.06				9,980.79
				92.41				124.75
Police Officer	Fremont Police Assoc	07/14/24	3550	130,773.81	137,311.12	144,179.43	151,406.34	158,991.82
				10,897.81	11,442.59	12,014.95	12,617.19	13,249.31
				5,029.76	5,281.19	5,545.36	5,823.32	6,115.07
				62.87	66.01	69.31	72.79	76.43
Police Officer 19 yrs 2.5%	Fremont Police Assoc	07/14/24	3550	134,043.08	140,744.06	147,784.00	155,191.57	162,966.63
				11,170.25	11,728.66	12,315.33	12,932.63	13,580.55
				5,155.50	5,413.23	5,684.00	5,968.90	6,267.94
				64.44	67.66	71.05	74.61	78.34
Police Officer 24 yrs 2.3%	Fremont Police Assoc	07/14/24	3550	137,126.22	143,981.15	151,183.09	158,760.95	166,714.72
				11,427.18	11,998.43	12,598.59	13,230.08	13,892.89
				5,274.08	5,537.73	5,814.73	6,106.19	6,412.10
				65.92	69.22	72.68	76.32	80.15
Police Officer 26 yrs 4.6%	Fremont Police Assoc	07/14/24	3550	143,433.87	150,604.22	158,137.62	166,064.09	174,383.62
				11,952.82	12,550.34	13,178.13	13,838.67	14,531.97
				5,516.68	5,792.47	6,082.21	6,387.08	6,707.06
				68.95	72.40	76.02	79.83	83.83
Police Officer 27 yrs 2.3%	Fremont Police Assoc	07/14/24	3550	146,733.09	154,068.09	161,774.74	169,883.55	178,394.51
				12,227.75	12,839.00	13,481.23	14,156.96	14,866.20
				5,643.58	5,925.69	6,222.10	6,533.98	6,861.32
				70.54	74.07	77.77	81.67	85.76
Police Officer 28 yrs 1.2%	Fremont Police Assoc	07/14/24	3550	148,493.81	155,916.91	163,715.93	171,921.92	180,535.17
				12,374.48	12,993.07	13,642.99	14,326.82	15,044.60
				5,711.30	5,996.80	6,296.76	6,612.38	6,943.66
				71.39	74.96	78.70	82.65	86.79
Police Officer Trainee	Fremont Police Assoc	07/14/24	3550	118,885.27				118,885.27
				9,907.11				9,907.11
				4,572.51				4,572.51
				57.15				57.15

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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 Property & Evidence Sup	Teamster Local 856	07/14/24	3750	87,797.50	92,187.36	96,796.73	101,636.57	106,718.39
				7,316.45	7,682.28	8,066.39	8,469.71	8,893.20
				3,376.82	3,545.66	3,722.95	3,909.09	4,104.55
				42.21	44.32	46.53	48.86	51.30
Police Records Administrator	Frem Assoc of Mgmt Empl	07/14/24	3760	108,884.29				146,991.11
				9,073.68				12,249.26
				4,187.85				5,653.50
				52.34				70.66
Police Records Assistant	CFEA - Frem Empl Assoc	07/14/24	3770	64,490.99	67,715.55	71,101.32	74,656.39	78,389.13
				5,374.25	5,642.96	5,925.11	6,221.36	6,532.42
				2,480.42	2,604.44	2,734.66	2,871.39	3,014.96
				31.00	32.55	34.18	35.89	37.68
Police Records Specialist	CFEA - Frem Empl Assoc	07/14/24	3765	72,056.45	75,659.27	79,442.23	83,414.34	87,585.04
				6,004.70	6,304.94	6,620.18	6,951.19	7,298.75
				2,771.40	2,909.97	3,055.47	3,208.24	3,368.65
				34.64	36.37	38.19	40.10	42.10
Police Records Supervisor	CFEA - Frem Empl Assoc	07/14/24	3762	88,925.79	93,372.08	98,040.68	102,942.71	108,089.85
				7,410.48	7,781.00	8,170.05	8,578.56	9,007.48
				3,420.22	3,591.23	3,770.79	3,959.33	4,157.30
				42.75	44.89	47.13	49.49	51.96
Police Sergeant	Fremont Police Assoc	07/14/24	3540	157,198.89	165,060.21	173,335.29	181,996.54	191,071.54
				13,099.90	13,755.01	14,444.60	15,166.38	15,922.62
				6,046.11	6,348.46	6,666.74	6,999.86	7,348.90
				75.57	79.35	83.33	87.49	91.86
Police Sergeant 19 yrs 2.5%	Fremont Police Assoc	07/14/24	3540	161,128.93	169,186.86	177,668.64	186,546.42	195,848.59
				13,427.40	14,098.90	14,805.72	15,545.53	16,320.71
				6,197.26	6,507.18	6,833.40	7,174.86	7,532.63
				77.46	81.33	85.41	89.68	94.15
Police Sergeant 24 yrs 2.3%	Fremont Police Assoc	07/14/24	3540	164,834.85	173,078.07	181,755.04	190,837.11	200,352.95
				13,736.23	14,423.17	15,146.25	15,903.09	16,696.07
				6,339.80	6,656.84	6,990.57	7,339.88	7,705.88
				79.24	83.21	87.38	91.74	96.32
Police Sergeant 26 yrs 4.6%	Fremont Police Assoc	07/14/24	3540	172,417.26	181,039.61	190,115.80	199,615.56	209,569.16
				14,368.10	15,086.63	15,842.98	16,634.63	17,464.09
				6,631.43	6,963.06	7,312.14	7,677.52	8,060.35
				82.89	87.03	91.40	95.96	100.75
Police Sergeant 27 yrs 2.3%	Fremont Police Assoc	07/14/24	3540	176,382.90	185,203.66	194,462.15	204,206.67	214,389.20
				14,698.57	15,433.63	16,205.18	17,017.22	17,865.76
				6,783.95	7,123.21	7,479.31	7,854.10	8,245.73
				84.79	89.04	93.49	98.17	103.07

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 Sergeant 28 yrs 1.2%	Fremont Police Assoc	07/14/24	3540	178,499.47	187,425.98	196,822.40	206,657.12	216,962.00
				14,874.96	15,618.83	16,401.86	17,221.42	18,080.16
				6,865.36	7,208.69	7,570.09	7,948.35	8,344.69
				85.81	90.10	94.62	99.35	104.30
Police Service Technician	Teamster Local 856	07/14/24	3795	57,834.50	60,726.22	63,762.53	66,950.66	70,298.04
				4,819.54	5,060.51	5,313.54	5,579.22	5,858.17
				2,224.40	2,335.62	2,452.40	2,575.02	2,703.77
				27.80	29.19	30.65	32.18	33.79
Principal Civil Engineer	Frem Assoc of Mgmt Empl	07/14/24	5214	154,231.50				208,190.96
				12,852.62				17,349.24
				5,931.98				8,007.34
				74.14				100.09
Principal Plan Check Prof.	Frem Assoc of Mgmt Empl	07/14/24	5640	154,231.50				208,190.95
				12,852.62				17,349.24
				5,931.98				8,007.34
				74.14				100.09
Principal Planner	Frem Assoc of Mgmt Empl	07/14/24	4525	141,097.19				190,483.76
				11,758.10				15,873.64
				5,426.81				7,326.29
				67.83				91.56
Principal Trans Engineer	Frem Assoc of Mgmt Empl	07/14/24	5407	154,231.50				208,190.96
				12,852.62				17,349.24
				5,931.98				8,007.34
				74.14				100.09
Program Coordinator	CFEA - Frem Empl Assoc	07/14/24	7538	89,954.15	94,440.47	99,177.30	104,119.08	109,311.38
				7,496.18	7,870.04	8,264.77	8,676.59	9,109.28
				3,459.77	3,632.32	3,814.51	4,004.58	4,204.28
				43.24	45.40	47.68	50.05	52.55
Property Officer	Teamster Local 856	07/14/24	3740	77,392.68	81,257.29	85,322.67	89,588.80	94,080.79
				6,449.38	6,771.44	7,110.22	7,465.73	7,840.06
				2,976.64	3,125.28	3,281.64	3,445.72	3,618.49
				37.20	39.06	41.02	43.07	45.23
Public Affairs Coordinator	CFEA - Frem Empl Assoc	07/14/24	4588	99,094.12	104,048.83	109,251.27	114,713.83	120,449.52
				8,257.84	8,670.73	9,104.27	9,559.48	10,037.46
				3,811.31	4,001.87	4,201.97	4,412.07	4,632.67
				47.64	50.02	52.52	55.15	57.90
Public Affairs Manager	Frem Assoc of Mgmt Empl	07/14/24	1043	125,848.32				169,895.22
				10,487.36				14,157.93
				4,840.32				6,534.43
				60.50				81.68

City of Fremont
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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Public Affairs Specialist	CFEA - Frem Empl Assoc	07/14/24	4586	90,085.53	94,589.81	99,319.30	104,285.29	109,499.56
				7,507.12	7,882.48	8,276.60	8,690.44	9,124.96
				3,464.82	3,638.06	3,819.97	4,010.97	4,211.52
				43.31	45.47	47.74	50.13	52.64
Public Safety Comm Manager	Frem Assoc of Mgmt Empl	07/14/24	1760	123,844.44				167,189.98
				10,320.37				13,932.49
				4,763.24				6,430.38
				59.54				80.37
Public Works Director	Unrep Fremont Officials	07/14/24	4512	234,780.00				316,680.00
				19,565.00				26,390.00
				9,030.00				12,180.00
				112.87				152.25
Purchasing Services Manager	Frem Assoc of Mgmt Empl	07/14/24	4018	133,882.22				180,753.90
				11,156.85				15,062.82
				5,149.31				6,952.07
				64.36				86.90
Real Prop Asst I-Flex Staff	CFEA - Frem Empl Assoc	07/14/24	5416	87,129.40	91,485.87	96,060.15	100,863.15	105,906.34
				7,260.78	7,623.82	8,005.01	8,405.26	8,825.52
				3,351.13	3,518.68	3,694.62	3,879.35	4,073.32
				41.88	43.98	46.18	48.49	50.91
Real Prop Asst II-Flex Staff	CFEA - Frem Empl Assoc	07/14/24	5417	100,880.91	105,924.96	111,221.22	116,782.26	122,621.37
				8,406.74	8,827.07	9,268.43	9,731.85	10,218.44
				3,880.03	4,074.03	4,277.73	4,491.62	4,716.20
				48.50	50.92	53.47	56.14	58.95
Real Property Agent-Flex Staff	CFEA - Frem Empl Assoc	07/14/24	5415	138,267.96	145,183.73	152,431.07	160,057.36	168,062.60
				11,522.32	12,098.64	12,702.58	13,338.11	14,005.21
				5,317.99	5,583.98	5,862.73	6,156.05	6,463.94
				66.47	69.79	73.28	76.95	80.79
Rec Facility & Supply Spec	Operating Engineers Loc 3	07/14/24	6580	84,548.70	88,776.14	93,214.94	97,875.69	102,769.49
				7,045.72	7,398.01	7,767.91	8,156.30	8,564.12
				3,251.87	3,414.46	3,585.19	3,764.44	3,952.67
				40.64	42.68	44.81	47.05	49.40
Rec Facility & Supply Worker	Operating Engineers Loc 3	07/14/24	6579	76,866.01	80,715.52	84,738.88	88,985.75	93,431.31
				6,405.50	6,726.29	7,061.57	7,415.48	7,785.94
				2,956.38	3,104.44	3,259.18	3,422.52	3,593.51
				36.95	38.80	40.73	42.78	44.91
Recreation Superintendent I	Frem Assoc of Mgmt Empl	07/14/24	6535	117,177.98				146,991.11
				9,764.82				12,249.26
				4,506.84				5,653.50
				56.33				70.66

City of Fremont
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				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Recreation Superintendent II	Frem Assoc of Mgmt Empl	07/14/24	6540	138,363.63				172,954.59
				11,530.30				14,412.87
				5,321.67				6,652.09
				66.52				83.15
Recreation Supervisor I	CFEA - Frem Empl Assoc	07/14/24	6570	89,724.64	94,210.87	98,921.41	103,867.48	109,060.87
				7,477.05	7,850.90	8,243.45	8,655.62	9,088.40
				3,450.94	3,623.49	3,804.66	3,994.90	4,194.64
				43.13	45.29	47.55	49.93	52.43
Recreation Supervisor II	CFEA - Frem Empl Assoc	07/14/24	6560	101,852.58	106,945.13	112,292.39	117,909.92	123,793.68
				8,487.71	8,912.09	9,357.70	9,825.82	10,316.14
				3,917.40	4,113.27	4,318.93	4,534.99	4,761.29
				48.96	51.41	53.98	56.68	59.51
Revenue Collector	CFEA - Frem Empl Assoc	07/14/24	2525	87,589.60	91,969.07	96,569.99	101,392.34	106,460.71
				7,299.13	7,664.09	8,047.49	8,449.36	8,871.72
				3,368.83	3,537.27	3,714.23	3,899.70	4,094.64
				42.11	44.21	46.42	48.74	51.18
Revenue Operations Supervisor	CFEA - Frem Empl Assoc	07/14/24	2553	104,091.76	109,296.35	114,761.15	120,499.22	126,524.18
				8,674.30	9,108.03	9,563.42	10,041.59	10,543.68
				4,003.52	4,203.70	4,413.89	4,634.58	4,866.31
				50.04	52.54	55.17	57.93	60.82
Risk Management Technician	CFEA - Frem Empl Assoc	07/14/24	1090	84,274.64	88,488.37	92,912.79	97,558.43	102,436.34
				7,022.88	7,374.03	7,742.73	8,129.86	8,536.36
				3,241.33	3,403.39	3,573.56	3,752.24	3,939.85
				40.51	42.54	44.66	46.90	49.24
Risk Manager	Frem Assoc of Mgmt Empl	07/14/24	1080	152,275.22				205,574.09
				12,689.60				17,131.18
				5,856.73				7,906.69
				73.20				98.83
Safety Coordinator	CFEA - Frem Empl Assoc	07/14/24	1085	95,822.99	100,614.16	105,644.86	110,927.10	116,473.46
				7,985.25	8,384.51	8,803.73	9,243.92	9,706.12
				3,685.49	3,869.77	4,063.26	4,266.42	4,479.74
				46.06	48.37	50.79	53.33	55.99
Senior Accountant	Frem Assoc of Mgmt Empl	07/14/24	2539	125,244.72				169,067.67
				10,437.06				14,088.96
				4,817.10				6,502.60
				60.20				81.28
Senior Accounting Specialist	CFEA - Frem Empl Assoc	07/14/24	2543	80,207.06	84,217.41	88,428.29	92,849.70	97,492.10
				6,683.92	7,018.11	7,369.02	7,737.47	8,124.34
				3,084.88	3,239.13	3,401.08	3,571.14	3,749.69
				38.56	40.48	42.51	44.63	46.87

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 14-JUL-2024

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 Building Inspector	CFEA - Frem Empl Assoc	07/14/24	5651	132,360.07	138,978.07	145,926.97	153,223.32	160,884.49
				11,030.00	11,581.50	12,160.58	12,768.61	13,407.03
				5,090.77	5,345.31	5,612.57	5,893.20	6,187.86
				63.63	66.81	70.15	73.66	77.34
Senior Center Manager	Frem Assoc of Mgmt Empl	07/14/24	7516	104,544.58				141,135.18
				8,712.04				11,761.26
				4,020.94				5,428.27
				50.26				67.85
Senior Civil Engineer	Frem Assoc of Mgmt Empl	07/14/24	5216	134,686.27				181,825.69
				11,223.85				15,152.14
				5,180.24				6,993.29
				64.75				87.41
Senior Code Enforcement Off	CFEA - Frem Empl Assoc	07/14/24	5673	110,131.21	115,649.61	121,428.54	127,491.68	133,862.71
				9,177.60	9,637.47	10,119.04	10,624.30	11,155.22
				4,235.81	4,448.06	4,670.32	4,903.52	5,148.56
				52.94	55.60	58.37	61.29	64.35
Senior Community Dev Tech	CFEA - Frem Empl Assoc	07/14/24	4601	95,789.98	100,579.48	105,608.45	110,888.88	116,432.65
				7,982.49	8,381.62	8,800.70	9,240.74	9,702.72
				3,684.23	3,868.44	4,061.86	4,264.95	4,478.17
				46.05	48.35	50.77	53.31	55.97
Senior Community Service Off	Teamster Local 856	07/14/24	3743	80,914.77	84,979.38	89,218.19	93,689.26	98,363.56
				6,742.89	7,081.61	7,434.84	7,807.43	8,196.96
				3,112.10	3,268.43	3,431.46	3,603.43	3,783.21
				38.90	40.85	42.89	45.04	47.29
Senior Construction Inspector	Operating Engineers Loc 3	07/14/24	5440	110,871.69	116,412.72	122,233.36	128,333.60	134,764.25
				9,239.30	9,701.06	10,186.11	10,694.46	11,230.35
				4,264.29	4,477.41	4,701.28	4,935.90	5,183.24
				53.30	55.96	58.76	61.69	64.79
Senior Deputy City Attorney	Unrep Management Empl	07/14/24	1325	170,743.80				230,521.33
				14,228.64				19,210.11
				6,567.06				8,866.20
				82.08				110.82
Senior Deputy City Attorney II	Unrep Management Empl	07/14/24	1323	188,484.14				254,453.37
				15,707.01				21,204.45
				7,249.39				9,786.66
				90.61				122.33
Senior Engineering Specialist	Prof Engr & Tech Assoc	07/14/24	5233	115,070.56	120,825.27	126,864.16	133,210.92	139,865.54
				9,589.21	10,068.77	10,572.01	11,100.91	11,655.46
				4,425.79	4,647.12	4,879.39	5,123.49	5,379.44
				55.32	58.08	60.99	64.04	67.24

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 Executive Assistant	CFEA - Frem Empl Assoc	07/14/24	8400	88,195.51	92,605.29	97,235.55	102,097.32	107,202.19
				7,349.62	7,717.10	8,102.96	8,508.11	8,933.51
				3,392.13	3,561.74	3,739.82	3,926.82	4,123.16
				42.40	44.52	46.74	49.08	51.53
Senior Fire Prev Inspector	CFEA - Frem Empl Assoc	07/14/24	5674	113,433.06	119,104.63	125,059.76	131,312.83	137,878.50
				9,452.75	9,925.38	10,421.64	10,942.73	11,489.87
				4,362.81	4,580.94	4,809.99	5,050.49	5,303.01
				54.53	57.26	60.12	63.13	66.28
Senior Haz Mat Inspector	CFEA - Frem Empl Assoc	07/14/24	4076	124,649.66	130,882.14	137,426.25	144,297.56	151,512.44
				10,387.47	10,906.84	11,452.18	12,024.79	12,626.03
				4,794.21	5,033.92	5,285.62	5,549.90	5,827.40
				59.92	62.92	66.07	69.37	72.84
Senior Landscape Architect	Frem Assoc of Mgmt Empl	07/14/24	5025	127,286.91				171,837.33
				10,607.24				14,319.77
				4,895.65				6,609.12
				61.19				82.61
Senior Office Specialist	CFEA - Frem Empl Assoc	07/14/24	8385	76,384.87	80,204.11	84,214.32	88,425.04	92,846.28
				6,365.40	6,683.67	7,017.86	7,368.75	7,737.18
				2,937.87	3,084.77	3,239.01	3,400.96	3,571.01
				36.72	38.55	40.48	42.51	44.63
Senior Plan Check Professional	Frem Assoc of Mgmt Empl	07/14/24	5626	132,390.36				178,726.98
				11,032.53				14,893.91
				5,091.93				6,874.11
				63.64				85.92
Senior Planner	Frem Assoc of Mgmt Empl	07/14/24	4526	133,157.12				161,852.49
				11,096.42				13,487.71
				5,121.42				6,225.09
				64.01				77.81
Senior Program Coordinator	CFEA - Frem Empl Assoc	07/14/24	7540	98,949.58	103,896.97	109,091.82	114,549.21	120,265.29
				8,245.79	8,658.08	9,090.98	9,545.76	10,022.10
				3,805.75	3,996.03	4,195.83	4,405.73	4,625.58
				47.57	49.95	52.44	55.07	57.81
Senior Sys/Analyst Programmer	Frem Assoc of Mgmt Empl	07/14/24	1715	131,570.46				177,629.03
				10,964.20				14,802.42
				5,060.40				6,831.88
				63.25				85.39
Senior Transportation Engineer	Frem Assoc of Mgmt Empl	07/14/24	5409	134,686.27				181,825.69
				11,223.85				15,152.14
				5,180.24				6,993.29
				64.75				87.41

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 14-JUL-2024

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Street Field Supervisor	Operating Engineers Loc 3	07/14/24	6055	95,920.73	100,728.61	105,749.65	111,054.89	116,597.01
				7,993.39	8,394.05	8,812.47	9,254.57	9,716.41
				3,689.25	3,874.17	4,067.29	4,271.34	4,484.50
				46.11	48.42	50.84	53.39	56.05
Street Maintenance Manager	Frem Assoc of Mgmt Empl	07/14/24	6047	114,421.39				154,468.87
				9,535.12				12,872.39
				4,400.82				5,941.11
				55.01				74.26
Street Maintenance Worker I	Operating Engineers Loc 3	07/14/24	6065	72,668.80	76,294.79	80,119.47	84,117.99	88,315.19
				6,055.73	6,357.89	6,676.62	7,009.83	7,359.60
				2,794.95	2,934.41	3,081.51	3,235.30	3,396.73
				34.93	36.68	38.51	40.44	42.45
Street Maintenance Worker II	Operating Engineers Loc 3	07/14/24	6060	79,920.78	83,919.30	88,116.51	92,512.40	97,131.81
				6,660.06	6,993.27	7,343.04	7,709.36	8,094.32
				3,073.87	3,227.66	3,389.09	3,558.16	3,735.83
				38.42	40.34	42.36	44.47	46.69
Supervising Bldg Inspector	Frem Assoc of Mgmt Empl	07/14/24	5641	132,390.36				178,726.98
				11,032.52				14,893.91
				5,091.93				6,874.11
				63.64				85.92
Supervising Construction Coord	Operating Engineers Loc 3	07/14/24	5430	128,333.60	134,762.31	141,499.92	148,565.98	155,987.98
				10,694.46	11,230.19	11,791.66	12,380.50	12,999.00
				4,935.90	5,183.16	5,442.30	5,714.07	5,999.53
				61.69	64.78	68.02	71.42	74.99
Survey Instrument Operator	Operating Engineers Loc 3	07/14/24	5465	94,782.32	99,509.85	104,491.84	109,727.89	115,218.10
				7,898.52	8,292.48	8,707.65	9,143.99	9,601.50
				3,645.47	3,827.30	4,018.91	4,220.30	4,431.46
				45.56	47.84	50.23	52.75	55.39
Systems Analyst/Programmer	Frem Assoc of Mgmt Empl	07/14/24	1720	125,320.94				169,194.68
				10,443.41				14,099.56
				4,820.03				6,507.48
				60.23				81.34
Telecommunications Sys Engr	CFEA - Frem Empl Assoc	07/14/24	1751	111,982.50	117,581.62	123,460.71	129,633.74	136,115.43
				9,331.87	9,798.46	10,288.39	10,802.81	11,342.95
				4,307.01	4,522.37	4,748.48	4,985.91	5,235.20
				53.83	56.52	59.35	62.32	65.44
Tiny Tots Specialist	CFEA - Frem Empl Assoc	07/14/24	6575	60,799.35	63,839.32	67,031.29	70,382.85	73,902.00
				5,066.61	5,319.94	5,585.94	5,865.23	6,158.50
				2,338.43	2,455.35	2,578.12	2,707.03	2,842.38
				29.23	30.69	32.22	33.83	35.52

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 14-JUL-2024

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates				
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Traffic Enforcement Proj Spec	Teamster Local 856	07/14/24	1069	86,537.22	90,864.08	95,407.29	100,177.65	105,186.54
				7,211.43	7,572.00	7,950.60	8,348.13	8,765.54
				3,328.35	3,494.77	3,669.51	3,852.98	4,045.63
				41.60	43.68	45.86	48.16	50.57
Urban Forestry Manager	Frem Assoc of Mgmt Empl	07/14/24	6216	127,412.08				172,006.31
				10,617.66				14,333.86
				4,900.46				6,615.62
				61.25				82.69
Veterinarian	Frem Assoc of Mgmt Empl	07/14/24	6747	168,737.65				227,796.81
				14,061.47				18,983.06
				6,489.90				8,761.41
				81.12				109.51
Veterinary Technician	CFEA - Frem Empl Assoc	07/14/24	6745	60,944.76	63,953.32	67,150.99	70,508.54	74,033.96
				5,078.73	5,329.44	5,595.91	5,875.71	6,169.49
				2,344.02	2,459.74	2,582.73	2,711.86	2,847.46
				29.30	30.74	32.28	33.89	35.59
Waterpark Manager	Frem Assoc of Mgmt Empl	07/14/24	6533	100,868.92				136,173.03
				8,405.74				11,347.74
				3,879.57				5,237.42
				48.49				65.46