

**City of Palo Alto  
Utilities Management and Professional Association of Palo Alto (UMPAPA) Salary Schedule**

Job Code	FLSA Status	Classifications	Grade Codes	Effective 07/06/2019				
				Min Hourly Rate	Mid-Point Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx. Max Annual Salary
2076	Exempt	Administrative Assistant - U	750P	\$30.71	\$38.38	\$46.06	\$7,984	\$95,805
1002	Exempt	Assistant Director Utilities - Customer Support	230	\$73.40	\$91.75	\$110.10	\$19,084	\$229,008
1003	Exempt	Assistant Director Utilities - Engineering	190	\$83.62	\$104.53	\$125.44	\$21,743	\$260,915
6	Exempt	Assistant Director Utilities - Operations	210	\$77.55	\$96.94	\$116.33	\$20,164	\$241,966
65	Exempt	Assistant Director Utilities - Resource Management	200	\$81.64	\$102.05	\$122.46	\$21,226	\$254,717
84	Exempt	Division Manager/Manager of Communications	380	\$52.74	\$65.92	\$79.10	\$13,711	\$164,528
129	Exempt	Engineering Manager, Electric	231	\$73.41	\$91.76	\$110.11	\$19,086	\$229,029
120	Exempt	Engineering Manager, Water, Gas & Wastewater	231	\$73.41	\$91.76	\$110.11	\$19,086	\$229,029
2025	Exempt	Manager Utilities Strategic Business	240	\$69.09	\$86.36	\$103.63	\$17,963	\$215,550
179	Exempt	Manager, Customer Service and Meter Reading	360	\$56.02	\$70.03	\$84.04	\$14,567	\$174,803
185	Exempt	Manager, Electric Operations	270	\$68.08	\$85.10	\$102.12	\$17,701	\$212,410
1114	Exempt	Manager, Utilities Credit & Collection	360	\$56.02	\$70.03	\$84.04	\$14,567	\$174,803
156	Exempt	Manager, Utilities Operations WGW	270	\$68.08	\$85.10	\$102.12	\$17,701	\$212,410
150	Exempt	Manager, Utilities Program Services	350	\$56.10	\$70.12	\$84.14	\$14,584	\$175,011
48	Exempt	Manager, Utilities Telecommunications	350	\$56.10	\$70.12	\$84.14	\$14,584	\$175,011
2020	Exempt	Principal Business Analyst - U	360M	\$58.51	\$73.13	\$87.76	\$15,212	\$182,541
13	Exempt	Senior Business Analyst	420M	\$50.88	\$63.60	\$76.32	\$13,229	\$158,746
188	Exempt	Senior Electrical Engineer	291	\$63.84	\$79.80	\$95.76	\$16,598	\$199,181
2187	Exempt	Senior Engineer - U	291	\$63.84	\$79.80	\$95.76	\$16,598	\$199,181
2014	Exempt	Senior Management Analyst - U	465M	\$49.55	\$61.93	\$74.32	\$12,882	\$154,586
64	Exempt	Sr. Resource Planner	271	\$62.32	\$77.90	\$93.48	\$16,203	\$194,438
27	Exempt	Supervising Electrical Project Engineer	341	\$57.46	\$71.82	\$86.18	\$14,938	\$179,254
28	Exempt	Supervising Project Engineer	341	\$57.46	\$71.82	\$86.18	\$14,938	\$179,254
1011	Exempt	Utilities Compliance Manager	291	\$63.84	\$79.80	\$95.76	\$16,598	\$199,181
114	Exempt	Utilities Supervisor	680	\$59.20	\$74.00	\$88.80	\$15,392	\$184,704
2017	Exempt	Utility Safety Officer	390	\$44.40	\$55.50	\$66.60	\$11,544	\$138,528