

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

Effec. 07.13.2024 (4%)					
Job Code	Classifications	Min Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx. Max Annual Salary
2076	Utilities Administrative Assistant	\$39.98	\$53.30	\$9,239	\$110,864
1002	Assistant Director, Utilites Customer Support Services	\$104.98	\$139.97	\$24,261	\$291,138
6	Assistant Director, Electric and Fiber Utilities Utilities	\$114.50	\$152.66	\$26,461	\$317,533
1003	Assistant Director, WGW Utilities	\$110.57	\$147.42	\$25,553	\$306,634
65	Assistant Director, Utilities Resource Management	\$107.97	\$143.96	\$24,953	\$299,437
84	Manager, Utilities Public Communications	\$69.77	\$93.02	\$16,123	\$193,482
129	Engineering Manager, Electric and Fiber Utilities	\$100.61	\$134.14	\$23,251	\$279,011
120	Engineering Manager, Water, Gas & Wastewater (WGW) Utilities	\$97.18	\$129.57	\$22,459	\$269,506
2025	Manager, Utilities Strategic Business Services	\$94.84	\$126.45	\$21,918	\$263,016
179	Manager, Utilities Customer Service	\$80.34	\$107.12	\$18,567	\$222,810
185	Operations Manager, Electric and Fiber Utilities	\$96.16	\$128.21	\$22,223	\$266,677
1114	Manager, Utilities Credit & Collection	\$80.34	\$107.12	\$18,567	\$222,810
156	Operations Manager, WGW Utilities	\$90.20	\$120.26	\$20,845	\$250,141
150	Manager, Utilities Program Services	\$74.48	\$99.30	\$17,212	\$206,544
48	Manager, Fiber Optic Utility	\$77.10	\$102.80	\$17,819	\$213,824
2020	Utilities Principal Business Analyst	\$75.17	\$100.22	\$17,371	\$208,458
13	Utilities Senior Business Analyst	\$65.51	\$87.34	\$15,139	\$181,667
188	Principal Engineer, Electric and Fiber Utilities	\$87.63	\$116.84	\$20,252	\$243,027
2187	Principal Engineer, WGW Utilities	\$84.65	\$112.86	\$19,562	\$234,749
2014	Utilities Senior Management Analyst	\$63.81	\$85.08	\$14,747	\$176,966
25	Senior Planner, Utilities Resources	\$82.64	\$110.18	\$19,098	\$229,174
27	Supervising Project Engineer, Electric and Fiber Utilities	\$78.96	\$105.27	\$18,247	\$218,962
28	Supervising Project Engineer	\$76.26	\$101.68	\$17,625	\$211,494
1011	Manager, Utilities Compliance	\$87.63	\$116.84	\$20,252	\$243,027
114	Operations Supervisor, WGW Utilities	\$78.56	\$104.74	\$18,155	\$217,859
1113	Operations Supervisor, Electric and Fiber Utilities	\$86.43	\$115.23	\$19,973	\$239,678
2017	Utilities Safety Officer	\$68.22	\$90.96	\$15,766	\$189,197
2171	Management Analyst - U	\$54.70	\$72.93	\$12,641	\$151,694