



PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO
 An Organization of Professional, Technical, and Administrative Employees

Summary of 2014 San Jose Salary Surveys

Classification	Median Top Step	Average EPMC	Median Top Step w/EPMC	Difference from Median	Difference from Median w/EPMC
Environmental Compliance Officer	\$113,664.00	2.3%	\$119,001.79	-1.68%	-6.09%
Information Systems Analyst	\$106,226.12	2.1%	\$108,929.64	-4.01%	-6.40%
Financial Analyst	\$97,314.00	1.9%	\$99,397.30	-4.89%	-6.88%
Maintenance Supervisor	\$94,622.33	1.3%	\$94,622.33	-6.97%	-6.97%
Senior Engineer	\$126,339.64	1.9%	\$130,334.60	-5.96%	-8.84%
Senior Accountant	\$100,310.08	2.1%	\$103,499.76	-7.73%	-10.57%
Associate Engineer	\$109,518.00	1.9%	\$111,320.77	-10.74%	-12.18%
Environment Services Program Manager	\$125,967.00	2.0%	\$129,038.75	-11.28%	-13.39%
Senior Analyst	\$105,606.14	1.9%	\$107,312.30	-12.35%	-13.75%
Recreation Superintendent	\$126,340.59	1.3%	\$131,362.83	-10.98%	-14.39%
Sanitary Engineer	\$102,562.74	1.8%	\$104,846.67	-13.50%	-15.39%
Parks Facilities Supervisor	\$102,333.79	1.1%	\$102,333.79	-13.98%	-13.98%
Engineer II	\$102,562.74	2.0%	\$104,846.67	-17.64%	-19.44%
Equipment Maintenance Supervisor	\$112,440.64	1.0%	\$112,440.64	-21.71%	-21.71%
Architect/Landscape Architect II	\$107,352.81	1.6%	\$109,445.31	-21.32%	-22.82%

Surveyed jurisdictions include: City of Santa Clara, City of Sunnyvale, City and County of San Francisco, City of Oakland, City of Hayward, City of Fremont, City of Berkeley, City of Daly City, City of Cupertino, Santa Clara County, Santa Clara Valley Transportation Authority, and Santa Clara Valley Water District

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit
1	City of San Jose	Associate Engineer	\$97,760.00	0%	\$97,760.00	Local 21
2	City of Santa Clara	Civil Engineer I	\$109,644.00	0%	\$109,644.00	Professional Engineers
3	City of Sunnyvale	Civil Engineer	\$105,945.01	5%	\$111,242.26	Management Employees
4	City and County of San Francisco	Associate Engineer	\$111,774.00	0%	\$111,774.00	Local 21
5	City of Oakland	Civil Engineer	\$103,617.48	0%	\$103,617.48	Local 21
6	City of Hayward	Associate Civil Engineer	\$110,448.00	0%	\$110,448.00	Local 21
7	City of Fremont	Associate Civil Engineer	\$113,342.23	0%	\$113,342.23	PETA
8	City of Berkeley	Associate Civil Engineer	\$121,896.00	8%	\$131,647.68	PEU 1
9	City of Daly City	Civil Engineering Associate	\$107,479.32	0%	\$107,479.32	Misc Employees
10	City of Cupertino	Associate Civil Engineer	\$109,392.00	4.5%	\$114,314.64	OE3
11	Santa Clara County	Associate Civil Engineer	\$106,094.56	5%	\$111,399.29	Engineers & Architects Association
12	Santa Clara Valley Transportation Authority	Associate Systems Engineer	\$107,116.62	0%	\$107,116.62	TAEA
13	Santa Clara Valley Water District	Associate Civil Engineer	\$129,209.64	0%	\$129,209.64	Engineers Society

AVERAGE
% DIFF FROM AVG

\$111,329.91
-12.19%

\$113,436.26
-13.82%

MEDIAN
% DIFF FROM MDN

\$109,518.00
-10.74%

\$111,320.77
-12.18%

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-AEA
1	City of San Jose	Engineer II	\$84,468.80	0%	\$84,468.80	Local 21
2	City of Santa Clara	Civil Engineer I	\$109,644.00	0%	\$109,644.00	Professional Engineers
3	City of Sunnyvale	Civil Engineer	\$105,945.01	4%	\$110,182.81	Sunnyvale Employees Association
4	City and County of San Francisco	Associate Engineer	\$111,774.00	0%	\$111,774.00	Local 21
5	City of Oakland	Civil Engineer	\$103,617.48	0%	\$103,617.48	Local 21
6	City of Hayward	Assistant Civil Engineer	\$95,368.00	0%	\$95,368.00	Local 21
7	City of Fremont	Civil Engineer II	\$99,902.18	0%	\$99,902.18	Professional Engineers and Technicians Association
8	City of Berkeley	Assistant Civil Engineer	\$110,760.00	8%	\$119,620.80	Local 1
9	City of Daly City	Civil Engineer II	\$93,898.74	0%	\$93,898.74	AFSCME 829
10	City of Cupertino	Assistant Civil Engineer	\$101,508.00	5%	\$106,075.86	OE3
11	Santa Clara County	Assistant Civil Engineer	\$88,996.96	7%	\$95,226.75	Engineers & Architects Association
12	Santa Clara Valley Transportation	Junior Civil Engineer	\$84,653.66	0%	\$84,653.66	Local 21
13	Santa Clara Valley Water District	Assistant Civil Engineer II	\$111,425.64	0.0%	\$111,425.64	Engineers Society

BU AEA

AVERAGE

% DIFF FROM AVG

\$101,457.81

-16.74%

\$103,449.16

-18.35%

MEDIAN

% DIFF FROM MDN

\$102,562.74

-17.64%

\$104,846.67

-19.44%

AEA

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-CAMP
1	City of San Jose	Environment Compliance Officer	\$111,758.40	0%	\$111,758.40	Local 21
2	City of Santa Clara	n/a				
3	City of Sunnyvale	Senior Environmental Comp Inspector	\$98,713.68	4%	\$102,662.23	SEA
4	City and County of San Francisco	Environmental Review Planner	\$120,302.00	0%	\$120,302.00	Local 21
5	City of Oakland	Environmental Program Supervisor	\$120,158.52	0%	\$120,158.52	Local 21
6	City of Hayward	Environment Services Manager	\$129,646.40	0%	\$129,646.40	Local 21
7	City of Fremont	Environment Services Manager	\$137,021.75	0%	\$137,021.75	FAME
8	City of Berkeley	Environmental Compliance Specialist	\$101,700.00	8%	\$109,836.00	SEIU 1021
9	City of Daly City	n/a				
10	City of Cupertino	Environment Program Manager	\$113,664.00	3.5%	\$117,642.24	CEA
11	Santa Clara County	Principal Safety And Environmental Compliance Specialist	\$113,335.04	5.0%	\$119,001.79	Engineers & Architects Association
12	Santa Clara Valley Transportation Authority	Environmental Health and Safety Supervisor	\$103,499.76	0%	\$103,499.76	AFSCME
13	Santa Clara Valley Water District	n/a				

BU CAMP

AVERAGE (not inc CCC)

\$115,337.91

\$117,752.30

% DIFF FROM AVG

-3.10%

-5.09%

MEDIAN (not inc CCC)

\$113,664.00

\$119,001.79

% DIFF FROM MDN

-1.68%

-6.09%

CAMP

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-CAMP
1	City of San Jose	Environment Serv Proq Mar	\$111,758.40	0%	\$111,758.40	Local 21
2	City of Santa Clara	n/a				
3	City of Sunnyvale	Environment Program Manager	\$122,870.00	5%	\$129,013.50	Management Employees
4	City and County of San Francisco	Project Manager I	\$129,064.00	0%	\$129,064.00	Local 21
5	City of Oakland	Environmental Program Supervisor	\$120,158.52	0%	\$120,158.52	Local 21
6	City of Hayward	Environmental Services Manager	\$129,646.40	0%	\$129,646.40	Local 21
7	City of Fremont	Environmental Services Manager	\$137,021.75	0%	\$137,021.75	FAME
8	City of Berkeley	n/a				
9	City of Daly City	n/a				
10	City of Cupertino	Environmental Programs Manager	\$113,664.00	3.5%	\$117,642.24	CEA
11	Santa Clara County	Environmental Health Program Manager	\$117,262.08	7.5%	\$126,056.74	CEMA
12	Santa Clara Valley Transportation Authority	n/a				
13	Santa Clara Valley Water District	Environmental Services Manager	\$155,355.24	0%	\$155,355.24	PMA

BU CAMP

AVERAGE

% DIFF FROM AVG

\$128,130.25

-12.78%

\$130,494.80

-14.36%

MEDIAN

% DIFF FROM MDN

\$125,967.00

-11.28%

\$129,038.75

-13.39%

CAMP

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-AMSP
1	City of San Jose	Equipment Maintenance Supervisor	\$88,025.60	0%	\$88,025.60	Local 21
2	City of Santa Clara	Street Maintenance Foreperson	\$109,152.00	0%	\$109,152.00	Employees' Association
3	City of Sunnyvale	n/a				
4	City and County of San Francisco	Maintenance Manager	\$126,048.00	0%	\$126,048.00	MEA
5	City of Oakland	Equipment Services Superintendent	\$108,934.92	0%	\$108,934.92	Local 21
6	City of Hayward	Street Maintenance Supervisor	\$110,489.60	0%	\$110,489.60	Local 21
7	City of Fremont	Street Maintenance Manager	\$108,495.89	0%	\$108,495.89	FAME
8	City of Berkeley	Equipment Superintendent	\$114,864.00	8%	\$124,053.12	PEU 1
9	City of Daly City	Maintenance Supervisor	\$112,440.64	0%	\$112,440.64	Unrepresented
10	City of Cupertino	n/a				
11	Santa Clara County	n/a				
12	Santa Clara Valley Transportation Authority	Maintenance Superintendent	\$119,820.48	0%	\$119,820.48	AFSCME
13	Santa Clara Valley Water District	Mechanical Maintenance Supervisor	\$120,224.04	0%	\$120,224.04	Employees Association

BU AMSP

AVERAGE

% DIFF FROM AVG

\$114,496.62

-23.12%

\$115,517.63

-23.80%

MEDIAN

% DIFF FROM MDN

\$112,440.64

-21.71%

\$112,440.64

-21.71%

AMSP

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit
1	City of San Jose	Financial Analyst	\$92,560.00	0%	\$92,560.00	Local 21
2	City of Santa Clara	Financial Analyst	\$104,064.00	0%	\$104,064.00	Employees' Association
3	City of Sunnyvale	Financial Analyst II	\$83,824.62	4%	\$87,177.60	SEA
4	City and County of San Francisco	Auditor II	\$99,944.00	0%	\$99,944.00	Local 21
5	City of Oakland	Budget & Operations Analyst III	\$98,850.60	0%	\$98,850.60	Local 21
6	City of Hayward	Financial Analyst	\$104,208.00	0%	\$104,208.00	Local 22
7	City of Fremont	Treasury Analyst	\$90,481.37	0%	\$90,481.37	FAME
8	City of Berkeley	Associate Management Analyst	\$96,216.00	8%	\$103,913.28	SEIU 1021
9	City of Daly City	Management Analyst	\$85,140.64	0%	\$85,140.64	Unrep/Misc
10	City of Cupertino	Management Analyst	\$98,412.00	3.5%	\$101,856.42	CEA
11	Santa Clara County	Financial Analyst II	\$90,126.40	7.5%	\$96,885.88	CEMA
12	Santa Clara Valley Transportation Authority	Financial Analyst	\$89,379.42	0%	\$89,379.42	AFSCME
13	Santa Clara Valley Water District	Management Analyst	\$101,150.40	0%	\$101,150.40	Employees Association

BU CAMP

AVERAGE

% DIFF FROM AVG

\$95,149.79

-2.72%

\$96,920.97

-4.50%

MEDIAN

% DIFF FROM MDN

\$97,314.00

-4.89%

\$99,397.30

-6.88%

CAMP

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-CAMP
1	City of San Jose	Information Systems Analyst	\$101,961.60	0%	\$101,961.60	Local 21
2	City of Santa Clara	n/a				
3	City of Sunnyvale	Programmer Analyst	\$115,671.71	4%	\$120,298.58	SEA
4	City and County of San Francisco	IS Business Analyst	\$92,586.00	0%	\$92,586.00	Local 21
5	City of Oakland	Systems Programmer III	\$108,985.20	0%	\$108,985.20	Local 21
6	City of Hayward	IT Analyst II	\$97,489.60	0%	\$97,489.60	Local 21
7	City of Fremont	Systems Analyst	\$118,839.01	0%	\$118,839.01	FAME
8	City of Berkeley	Senior Systems Analyst	\$117,888.00	8%	\$127,319.04	PEU 1
9	City of Daly City	Systems Analyst	\$85,140.64	0%	\$85,140.64	Unrepresented Misc.
10	City of Cupertino	Network Specialist	\$96,432.00	3.5%	\$99,807.12	CEA
11	Santa Clara County	Information Systems Analyst II	\$104,813.28	7%	\$112,150.21	Confidential Administrative Employees
12	Santa Clara Valley Transportation Authority	Senior IS Analyst	\$106,226.12	0%	\$106,226.12	SEIU 521
13	Santa Clara Valley Water District	Information Systems Analyst II	\$108,929.64	0%	\$108,929.64	Employees Association

BU CAMP

AVERAGE

% DIFF FROM AVG

\$104,818.29

-2.73%

\$107,070.11

-4.77%

MEDIAN

% DIFF FROM MDN

\$106,226.12

-4.01%

\$108,929.64

-6.40%

CAMP

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-AEA
1	City of San Jose	Architect/Landscape Architect II	\$84,468.80	0%	\$84,468.80	Local 21
2	City of Santa Clara	Landscape Foreman/Forewoman	\$114,516.00	0%	\$114,516.00	Employees' Association
3	City of Sunnyvale	Urban Landscape Manager	\$107,589.00	5%	\$112,968.45	Management Employees
4	City and County of San Francisco	Landscape Architect Assoc 2	\$111,774.00	0%	\$111,774.00	Local 21
5	City of Oakland	Architectural Associate (Field)	\$89,010.24	0%	\$89,010.24	Local 21
6	City of Hayward	Landscape Architect	\$115,107.20	0%	\$115,107.20	Local 21
7	City of Fremont	Landscape Architect/Landscape Designer II	\$88,083.74	0%	\$88,083.74	FAME
8	City of Berkeley	Landscape Designer	\$96,228.00	8%	\$103,926.24	SEIU 1021
9	City of Daly City	n/a				
10	City of Cupertino	n/a				
11	Santa Clara County	n/a				
12	Santa Clara Valley Transportation Authority	Associate Architect	\$107,116.62	0%	\$107,116.62	Local 21
13	Santa Clara Valley Water District	n/a				

BU AEA

AVERAGE

% DIFF FROM AVG

\$103,678.10

-18.53%

\$105,312.81

-19.79%

MEDIAN

% DIFF FROM MDN

\$107,352.81

-21.32%

\$109,445.31

-22.82%

AEA

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-AMSP
1	City of San Jose	Maintenance Supervisor	\$88,025.60	0%	\$88,025.60	Local 21
2	City of Santa Clara	Street Maintenance Worker IV	\$88,776.00	0%	\$88,776.00	AFSCME
3	City of Sunnyvale	Public Works Supervisor	\$86,446.46	4%	\$89,904.32	SEA
4	City and County of San Francisco	Building & Grounds Maint Supervisor	\$96,434.00	0%	\$96,434.00	Local 39
5	City of Oakland	Construction and Maintenance Supervisor	\$94,109.88	0%	\$94,109.88	Local 21
6	City of Hayward	Senior Maintenance Leader	\$80,516.80	0%	\$80,516.80	SEIU 1021
7	City of Fremont	Building Maintenance Field Supervisor	\$95,134.78	0%	\$95,134.78	Local 3
8	City of Berkeley	Building Maintenance Supervisor	\$83,076.00	8%	\$89,722.08	SEIU 1021
9	City of Daly City	Building Maintenance Foreman	\$92,844.44	0%	\$92,844.44	Unrepresented
10	City of Cupertino	Public Works Supervisor	\$103,824.00	4%	\$107,457.84	CEA
11	Santa Clara County	Maintenance Project Manager	\$99,365.76	0%	\$99,365.76	CMEA
12	Santa Clara Valley Transportation Authority	Transit Maintenance Supervisor	\$108,667.26	0%	\$108,667.26	AFSCME
13	Santa Clara Valley Water District	Senior Maintenance Worker	\$98,716.80	0%	\$98,716.80	Employees Association

BU AMSP

AVERAGE

% DIFF FROM AVG

\$93,992.68

-6.35%

\$95,137.50

-7.48%

MEDIAN

% DIFF FROM MDN

\$94,622.33

-6.97%

\$94,622.33

-6.97%

AMSP

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-AMSP
1	City of San Jose	Parks Facilities Supervisor	\$88,025.60	0%	\$88,025.60	Local 21
2	City of Santa Clara	Parks Construction, Maintenance and Repair Supervisor	\$139,176.00	0%	\$139,176.00	Miscellaneous Management
3	City of Sunnyvale	Parks Supervisor	\$88,175.36	4%	\$91,702.37	SEA
4	City and County of San Francisco	Area Sprv Parks, Squares & Fac	\$90,220.00	0%	\$90,220.00	MEA
5	City of Oakland	Facilities Complex Supervisor	\$114,429.48	0%	\$114,429.48	Local 21
6	City of Hayward	Facilities Maintenance Supervisor	\$90,209.60	0%	\$90,209.60	Local 21
7	City of Fremont	Facilities Design & Construction Project Supervisor I	\$90,820.16	0%	\$90,820.16	Professional Engineers and Technicians
8	City of Berkeley	Parks Superintendent	\$121,668.00	8%	\$131,401.44	PEU Local One
9	City of Daly City	n/a				
10	City of Cupertino	n/a				
11	Santa Clara County	Parks Natural Resource Program Supervisor	\$96,000.32	0%	\$96,000.32	CEMA
12	Santa Clara Valley Transportation Authority	Facilities Maintenance Coordinator	\$108,667.26	0%	\$108,667.26	AFSCME
13	Santa Clara Valley Water District	Facilities Maintenance Administrator	\$123,281.64	0%	\$123,281.64	Employees Association

BU AMSP

AVERAGE

% DIFF FROM AVG

\$106,264.78

-17.16%

\$107,590.83

-18.18%

MEDIAN

% DIFF FROM MDN

\$102,333.79

-13.98%

\$102,333.79

-13.98%

CAMP

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-CAMP
1	City of San Jose	Recreation Superintendent	\$112,465.60	0%	\$112,465.60	Local 21
2	City of Santa Clara	Recreation Manager	\$151,776.00	0%	\$151,776.00	Miscellaneous Management
3	City of Sunnyvale	n/a				
4	City and County of San Francisco	Principal Recreation Supervisor	\$95,368.00	0%	\$95,368.00	SEIU 1021
5	City of Oakland	Recreation Services Manager	\$139,104.36	0%	\$139,104.36	Local 21
6	City of Hayward	n/a				
7	City of Fremont	Recreation Superintendent II	\$121,479.90	0%	\$121,479.90	FAME
8	City of Berkeley	Recreation and Youth Services Manager	\$125,556.00	8%	\$135,600.48	PEU 1
9	City of Daly City	Recreation Services Manager	\$127,125.18	0%	\$127,125.18	Misc Employees
10	City of Cupertino	Recreation Supervisor	\$101,448.00	3.5%	\$104,998.68	CEA
11	Santa Clara County	Deputy Director Of Parks & Recreation	\$142,388.22	0.0%	\$142,388.22	Management
12	Santa Clara Valley Transportation Authority	n/a				
13	Santa Clara Valley Water District	n/a				

BU CAMP

AVERAGE (not inc CCC)
% DIFF FROM AVG

\$125,530.71 **\$127,230.10**
-10.41% -11.60%

MEDIAN (not inc CCC)
% DIFF FROM MDN

\$126,340.59 **\$131,362.83**
-10.98% -14.39%

CAMP

Fiscal Year	Property Tax			Sales Tax			Transient Occupancy Tax			Business Tax / Other Licenses and Permits			Utility Tax		
	Beacon	City	Difference	Beacon	City	Difference	Beacon	City	Difference	Beacon	City	Difference	Beacon	City	Difference
2013-14	\$222,893,395	\$220,850,000	\$2,043,395	\$173,854,800	\$172,110,000	\$1,744,800	\$11,139,450	\$10,600,000	\$539,450	\$98,443,740	\$92,203,246	\$6,240,494	\$95,062,920	\$91,895,000	\$3,167,920
2014-15	\$239,148,230	\$228,573,000	\$10,575,230	\$183,730,800	\$177,724,000	\$6,006,800	\$12,083,220	\$11,750,000	\$333,220	\$104,898,100	\$88,555,000	\$16,343,100	\$98,746,680	\$94,950,000	\$3,796,680
2015-16	\$254,930,106	\$239,773,000	\$15,157,106	\$193,662,900	\$184,371,000	\$9,291,900	\$12,925,520	\$12,496,000	\$429,520	\$110,964,100	\$90,585,000	\$20,379,100	\$102,171,200	\$96,808,000	\$5,363,200
2016-17	\$269,872,010	\$250,611,000	\$19,261,010	\$203,702,500	\$191,783,000	\$11,919,500	\$13,694,640	\$13,028,000	\$666,640	\$116,523,900	\$92,162,000	\$24,361,900	\$105,504,600	\$98,677,000	\$6,827,600
2017-18	\$283,776,490	\$262,991,000	\$20,785,490	\$213,830,700	\$198,514,000	\$15,316,700	\$14,429,690	\$13,449,000	\$980,690	\$121,771,400	\$94,011,000	\$27,760,400	\$108,708,500	\$100,581,000	\$8,127,500
2018-19	\$296,681,756	\$275,799,000	\$20,882,756	\$224,189,100	\$204,867,000	\$19,322,100	\$15,146,460	\$13,923,000	\$1,223,460	\$126,849,600	\$95,619,000	\$31,230,600	\$111,736,200	\$102,573,000	\$9,163,200

Fiscal Year	Difference
2013-14	\$13,736,059
2014-15	\$37,055,030
2015-16	\$50,620,826
2016-17	\$63,036,650
2017-18	\$72,970,780
2018-19	\$81,822,116
Total	\$319,241,461

Fiscal Year	Net Assessed Value (\$000s)	Property Tax	Taxable Sales (\$000s)	Sales Tax	Transient Occupancy Tax	Licenses/Permits	Utility Tax	Series
1989-90	35,044,846	53,532,720	6,599,534	75,417,910	2,669,525	21,578,649	36,044,954	Actual
1990-91	38,666,212	57,956,298	6,611,140	78,480,524	2,732,531	27,715,794	38,340,477	
1991-92	40,838,768	59,879,210	6,506,707	72,021,849	2,888,091	25,369,822	40,235,162	
1992-93	42,499,527	56,540,181	6,632,825	75,582,330	3,119,750	41,760,091	41,407,709	
1993-94	44,256,661	53,150,187	6,866,344	80,624,381	3,557,358	45,009,195	43,261,388	
1994-95	44,151,877	50,752,949	7,418,247	85,668,096	4,035,635	48,132,625	43,865,891	
1995-96	45,338,146	52,083,070	8,474,749	99,558,318	4,887,928	54,293,520	43,024,139	
1996-97	48,448,588	48,151,302	9,086,150	107,999,989	5,889,520	59,102,055	45,013,832	
1997-98	52,485,787	63,147,336	10,022,875	120,696,646	6,998,102	65,653,726	64,550,949	
1998-99	58,440,635	64,820,891	10,541,098	123,306,029	7,289,695	64,929,780	55,067,123	
1999-00	63,947,881	71,970,853	12,367,124	140,306,536	8,287,524	65,364,099	53,425,760	
2000-01	70,951,639	80,693,571	13,755,581	169,216,984	10,919,727	67,835,873	67,446,481	
2001-02	81,854,846	88,286,077	11,142,105	138,058,474	6,819,288	59,272,316	66,889,068	
2002-03	86,648,560	93,592,099	10,523,548	127,456,727	5,800,000	61,406,732	65,784,892	
2003-04	90,040,619	95,648,723	11,103,212	130,697,574	5,711,809	69,590,521	68,454,701	
2004-05	92,573,480	144,048,051	11,224,461	133,113,434	6,408,705	73,151,312	73,081,154	
2005-06	100,268,765	166,559,696	12,132,527	140,327,107	7,688,090	75,856,866	75,488,559	
2006-07	109,708,285	189,683,094	12,610,436	149,962,080	8,600,000	74,561,393	79,129,153	
2007-08	119,146,269	203,718,290	12,793,213	154,001,942	9,560,000	74,059,107	82,254,430	
2008-09	125,337,743	210,843,575	11,078,993	132,005,205	7,795,177	70,387,660	85,749,565	
2009-10	123,021,551	206,062,364	10,894,914	127,237,777	6,900,000	65,984,663	87,650,883	
2010-11	119,183,180	197,176,722	12,004,507	137,969,758	7,221,860	76,694,240	87,884,597	
2011-12	120,189,267	201,711,784	12,885,837	154,026,546	8,983,963	84,970,026	90,382,878	
2012-13	121,793,350	205,016,000	13,659,771	163,751,000	10,103,000	91,746,000	91,109,000	
2013-14	132,413,730	222,893,395	14,421,208	173,854,800	11,139,450	98,443,740	95,062,920	Estimate
2014-15	142,070,200	239,148,230	15,191,991	183,730,800	12,083,220	104,898,100	98,746,680	Forecast
2015-16	151,445,700	254,930,106	15,967,581	193,662,900	12,925,520	110,964,100	102,171,200	
2016-17	160,322,200	269,872,010	16,750,034	203,702,500	13,694,640	116,523,900	105,504,600	
2017-18	168,582,400	283,776,490	17,537,314	213,830,700	14,429,690	121,771,400	108,708,500	
2018-19	176,249,000	296,681,756	18,341,783	224,189,100	15,146,460	126,849,600	111,736,200	



BEACON ECONOMICS

City of San Jose
Revenue Forecast
April 2013

Fiscal Year	Net Assessed Value (\$000s)	Property Tax	Taxable Sales (\$000s)	Sales Tax	Transient Occupancy Tax	Licenses/Permits	Utility Tax	Series	
1989-90									
1990-91	10.3%	8.3%	0.2%	4.1%	2.4%	28.4%	6.4%	Actual	
1991-92	5.6%	3.3%	-1.6%	-8.2%	5.7%	-8.5%	4.9%		
1992-93	4.1%	-5.6%	1.9%	4.9%	8.0%	64.6%	2.9%		
1993-94	4.1%	-6.0%	3.5%	6.7%	14.0%	7.8%	4.5%		
1994-95	-0.2%	-4.5%	8.0%	6.3%	13.4%	6.9%	1.4%		
1995-96	2.7%	2.6%	14.2%	16.2%	21.1%	12.8%	-1.9%		
1996-97	6.9%	-7.5%	7.2%	8.5%	20.5%	8.9%	4.6%		
1997-98	8.3%	31.1%	10.3%	11.8%	18.8%	11.1%	43.4%		
1998-99	11.3%	2.7%	5.2%	2.2%	4.2%	-1.1%	-14.7%		
1999-00	9.4%	11.0%	17.3%	13.8%	13.7%	0.7%	-3.0%		
2000-01	11.0%	12.1%	11.2%	20.6%	31.8%	3.8%	26.2%		
2001-02	15.4%	9.4%	-19.0%	-18.4%	-37.6%	-12.6%	-0.8%		
2002-03	5.9%	6.0%	-5.6%	-7.7%	-14.9%	3.6%	-1.7%		
2003-04	3.9%	2.2%	5.5%	2.5%	-1.5%	13.3%	4.1%		
2004-05	2.8%	50.6%	1.1%	1.8%	12.2%	5.1%	6.8%		
2005-06	8.3%	15.6%	8.1%	5.4%	20.0%	3.7%	3.3%		
2006-07	9.4%	13.9%	3.9%	6.9%	11.9%	-1.7%	4.8%		
2007-08	8.6%	7.4%	1.4%	2.7%	11.2%	-0.7%	3.9%		
2008-09	5.2%	3.5%	-13.4%	-14.3%	-18.5%	-5.0%	4.2%		
2009-10	-1.8%	-2.3%	-1.7%	-3.6%	-11.5%	-6.3%	2.2%		
2010-11	-3.1%	-4.3%	10.2%	8.4%	4.7%	16.2%	0.3%		
2011-12	0.8%	2.3%	7.3%	11.6%	24.4%	10.8%	2.8%		
2012-13	1.3%	1.6%	6.0%	6.3%	12.5%	8.0%	0.8%		
2013-14	8.7%	8.7%	5.6%	6.2%	10.3%	7.3%	4.3%	Estimate	
2014-15	7.3%	7.3%	5.3%	5.7%	8.5%	6.6%	3.9%	Forecast	
2015-16	6.6%	6.6%	5.1%	5.4%	7.0%	5.8%	3.5%		
2016-17	5.9%	5.9%	4.9%	5.2%	6.0%	5.0%	3.3%		
2017-18	5.2%	5.2%	4.7%	5.0%	5.4%	4.5%	3.0%		
2018-19	4.5%	4.5%	4.6%	4.8%	5.0%	4.2%	2.8%		
www.BeaconEcon.com		5777 W. Century Blvd. Suite 895, Los Angeles, CA 90045					(310) 571 - 3399		

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-AEA
1	City of San Jose	Sanitary Engineer	\$88,712.00	0%	\$88,712.00	Local 21
2	City of Santa Clara	Water Utility Engineer	\$109,644.00	0%	\$109,644.00	Professional Engineers
3	City of Sunnyvale	Engineering Assistant II	\$105,945.01	4%	\$110,182.81	SEA
4	City and County of San Francisco	Associate Engineer	\$111,774.00	0%	\$111,774.00	Local 21
5	City of Oakland	Civil Engineer	\$103,617.48	0%	\$103,617.48	Local 21
6	City of Hayward	Assistant Civil Engineer	\$94,806.40	0%	\$94,806.40	Local 21
7	City of Fremont	Engineer I - Civil	\$90,820.16	0%	\$90,820.16	Professional Engineers and Technicians
8	City of Berkeley	Assistant Civil Engineer	\$110,760.00	8%	\$119,620.80	PEU 1
9	City of Daly City	Civil Engineer	\$93,898.74	0%	\$93,898.74	AFSCME
10	City of Cupertino	Assistant Civil Engineer	\$101,508.00	4.5%	\$106,075.86	OE3
11	Santa Clara County	Associate Civil Engineer	\$106,094.56	5%	\$111,399.29	Engineers & Architects Association
12	Santa Clara Valley Transportation Authority	Junior Civil Engineer	\$84,653.66	0%	\$84,653.66	Local 21
13	Santa Clara Valley Water District	Assistant Civil Engineer I	\$100,963.20	0%	\$100,963.20	Engineers Society

BU AEA

AVERAGE

% DIFF FROM AVG

\$101,207.10

-12.35%

\$103,121.37

-13.97%

MEDIAN

% DIFF FROM MDN

\$102,562.74

-13.50%

\$104,846.67

-15.39%

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-CAMP
1	City of San Jose	Senior Accountant	\$92,560.00	0%	\$92,560.00	Local 21
2	City of Santa Clara	Accountant	\$98,952.00	0%	\$98,952.00	Employee Association
3	City of Sunnyvale	Senior Accountant	\$97,182.80	4%	\$101,070.11	SEA
4	City and County of San Francisco	Accountant III	\$93,808.00	0%	\$93,808.00	Local 21
5	City of Oakland	Accountant III	\$86,902.32	0%	\$86,902.32	Local 21
6	City of Hayward	Senior Accountant	\$104,145.60	0%	\$104,145.60	Local 21
7	City of Fremont	Senior Accountant	\$118,749.80	0%	\$118,749.80	FAME
8	City of Berkeley	Senior Accountant	\$104,316.00	8%	\$112,661.28	PEU 1
9	City of Daly City	n/a				
10	City of Cupertino	Accountant	\$91,284.00	3.5%	\$94,478.94	CEA
11	Santa Clara County	Senior Accountant	\$100,310.08	7.5%	\$107,833.34	CEMA
12	Santa Clara Valley Transportation Authority	Senior Accountant	\$103,499.76	0%	\$103,499.76	AFSCME
13	Santa Clara Valley Water District	Senior Accountant	\$111,633.60	0%	\$111,633.60	Employees Association

BU CAMP

AVERAGE

% DIFF FROM AVG

\$100,980.36

-8.34%

\$103,066.80

-10.19%

MEDIAN

% DIFF FROM MDN

\$100,310.08

-7.73%

\$103,499.76

-10.57%

CAMP

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-CAMP
1	City of San Jose	Senior Analyst	\$92,560.00	0%	\$92,560.00	Local 21
2	City of Santa Clara	Senior Business Analyst	\$117,372.00	0%	\$117,372.00	Employees' Association - Admin
3	City of Sunnyvale	Senior Management Analyst	\$120,740.00	4%	\$125,569.60	SEA
4	City and County of San Francisco	Senior Admin Analyst	\$97,552.00	0%	\$97,552.00	Local 21
5	City of Oakland	Business Analyst III	\$103,792.32	0%	\$103,792.32	Local 21
6	City of Hayward	Admin Analyst III	\$107,806.40	0%	\$107,806.40	Local 21
7	City of Fremont	Management Analyst II	\$103,243.66	0%	\$103,243.66	FAME
8	City of Berkeley	Senior Management Analyst	\$107,496.00	8%	\$116,095.68	PEU 1
9	City of Daly City	Senior Management Analyst	\$105,684.28	0%	\$105,684.28	Unrepresented Misc.
10	City of Cupertino	Senior Management Analyst	\$105,528.00	3.5%	\$109,221.48	CEA
11	Santa Clara County	Senior Management Analyst	\$99,365.76	7.5%	\$106,818.19	CEMA
12	Santa Clara Valley Transportation Authority	Senior Management Analyst	\$103,499.76	0%	\$103,499.76	AFSCME
13	Santa Clara Valley Water District	Senior Management Analyst	\$120,224.04	0%	\$120,224.04	Employees Association

BU CAMP

AVERAGE

% DIFF FROM AVG

\$107,692.02

-14.05%

\$109,739.95

-15.66%

MEDIAN

% DIFF FROM MDN

\$105,606.14

-12.35%

\$107,312.30

-13.75%

CAMP

	Employer	Job Title	Current Annual Salary (top step)	EPMC	Current Annual Salary (top step) w/ EPMC	Bargaining Unit-AEA
1	City of San Jose	Senior Engineer	\$118,809.60	0%	\$118,809.60	Local 21
2	City of Santa Clara	Senior Engineer (Civil)	\$129,876.00	0%	\$129,876.00	Professional Engineers
3	City of Sunnyvale	Senior Engineer	\$124,835.15	5%	\$131,076.91	Management Employees
4	City and County of San Francisco	Associate Engineer	\$111,774.00	0%	\$111,774.00	Local 21
5	City of Oakland	Supervising Civil Engineer	\$127,368.12	0%	\$127,368.12	Local 21
6	City of Hayward	Senior Civil Engineer	\$124,363.20	0%	\$124,363.20	Local 21
7	City of Fremont	Senior Civil Engineer	\$146,229.23	0%	\$146,229.23	FAME
8	City of Berkeley	Supervising Civil Engineer	\$138,048.00	8%	\$149,091.84	PEU 1
9	City of Daly City	Senior Civil Engineer	\$118,299.48	0%	\$118,299.48	Misc Employees
10	City of Cupertino	Senior Civil Engineer	\$137,196.00	4.5%	\$143,369.82	OE3
11	Santa Clara County	Senior Civil Engineer	\$124,564.96	5.0%	\$130,793.21	Engineers & Architects Association
12	Santa Clara Valley Transportation Authority	Senior Systems Engineer	\$125,311.16	0%	\$125,311.16	TAEA
13	Santa Clara Valley Water District	Senior Engineer	\$146,203.20	0%	\$146,203.20	Engineers Society

BU AEA

AVERAGE

% DIFF FROM AVG

\$129,505.71

-8.26%

\$131,979.68

-9.98%

MEDIAN

% DIFF FROM MDN

\$126,339.64

-5.96%

\$130,334.60

-8.84%