

Pay Plan Salary Schedule FY 21-22



Job Title for Full-time Non-sworn Staff	Role & Level	Grade	Minimum	Midpoint	Maximum
Assistant City Manager	L7	12	\$ 102,000	\$ 147,000	\$ 192,000
Development Services Director	L6	11	\$ 93,000	\$ 134,000	\$ 175,000
Finance Director	L6	11	\$ 93,000	\$ 134,000	\$ 175,000
Police Chief	L6	11	\$ 93,000	\$ 134,000	\$ 175,000
Public Works Director	L6	11	\$ 93,000	\$ 134,000	\$ 175,000
Building Official	L5	10	\$ 85,000	\$ 122,000	\$ 159,000
Assistant Chief of Police	L5	10	\$ 85,000	\$ 122,000	\$ 159,000
Budget Director	L5	10	\$ 85,000	\$ 122,000	\$ 159,000
Chief Information Officer	L5	10	\$ 85,000	\$ 122,000	\$ 159,000
Community Redevelopment Agency Director	L5	10	\$ 85,000	\$ 122,000	\$ 159,000
Human Resources Director	L5	10	\$ 85,000	\$ 122,000	\$ 159,000
Human Services Director	L5	10	\$ 85,000	\$ 122,000	\$ 159,000
Parks & Recreation Director	L5	10	\$ 85,000	\$ 122,000	\$ 159,000
Procurement Director	L5	10	\$ 85,000	\$ 122,000	\$ 159,000
Assistant Chief Information Officer	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
Assistant Director of Finance	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
Assistant Director of Human Resources	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
Assistant Director of Human Services	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
Assistant Director of Parks & Recreation	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
Assistant Director of Public Works/City Engineer	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
Assistant Director of Public Works/Operations	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
City Clerk	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
CRA Deputy Director	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
Fiscal and Budget Manager	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
Police Captain	L4	9	\$ 74,000	\$ 106,000	\$ 138,000
Deputy City Attorney	P5	9	\$ 74,000	\$ 106,000	\$ 138,000
Assistant Building Official	L3	8	\$ 66,000	\$ 95,000	\$ 124,000
Aquatics Superintendent	L3	8	\$ 66,000	\$ 95,000	\$ 124,000
Controller	L3	8	\$ 66,000	\$ 95,000	\$ 124,000
Facilities Maintenance Manager	L3	8	\$ 66,000	\$ 95,000	\$ 124,000
Fleet Manager	L3	8	\$ 66,000	\$ 95,000	\$ 124,000
Landscape Superintendent	L3	8	\$ 66,000	\$ 95,000	\$ 124,000
Operations Manager/Utilities	L3	8	\$ 66,000	\$ 95,000	\$ 124,000
Planning & Zoning Manager	L3	8	\$ 66,000	\$ 95,000	\$ 124,000
Public Services Manager	L3	8	\$ 66,000	\$ 95,000	\$ 124,000

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Water Plant Operations Manager	L3	8	\$ 66,000	\$ 95,000	\$ 124,000
Assistant City Attorney	P4	8	\$ 66,000	\$ 95,000	\$ 124,000
Assistant City Engineer	P4	8	\$ 66,000	\$ 95,000	\$ 124,000
Contract Administrator	P4	8	\$ 66,000	\$ 95,000	\$ 124,000
CRA Construction Manager	P4	8	\$ 66,000	\$ 95,000	\$ 124,000
CRA Economic Development Manager	P4	8	\$ 66,000	\$ 95,000	\$ 124,000
Capital Projects Manager	P4	8	\$ 66,000	\$ 95,000	\$ 124,000
Deputy City Clerk	P4	8	\$ 66,000	\$ 95,000	\$ 124,000
ERP Manager	P4	8	\$ 66,000	\$ 95,000	\$ 124,000
Grants Manager	P4	8	\$ 66,000	\$ 95,000	\$ 124,000
Risk Manager	P4	8	\$ 66,000	\$ 95,000	\$ 124,000
Chief Building Inspector	T7	8	\$ 66,000	\$ 95,000	\$ 124,000
Chief Electrical/Housing Inspector	T7	8	\$ 66,000	\$ 95,000	\$ 124,000
Chief Mechanical Inspector	T7	8	\$ 66,000	\$ 95,000	\$ 124,000
Chief Plumbing Inspector	T7	8	\$ 66,000	\$ 95,000	\$ 124,000
Executive Assistant to the City Manager	A7	7	\$ 44,000	\$ 56,000	\$ 70,000
Cemetery Coordinator	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
Code Compliance Official	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
CRA Financial Budget Analyst	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
CRA Planner/Engineer	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
Environmental Compliance and Asset Manager	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
Floodplain Coordinator	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
Human Resources Analyst	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
PROS Superintendent	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
Ocean Rescue Supervisor	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
Youth Services Coordinator	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
Utility Billing Operations Manager	L2	7	\$ 56,000	\$ 75,000	\$ 94,000
CRA Economic Development Coordinator	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
CRA Program Manager	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
CRA Project Manager	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
CRA Redevelopment & Operations Manager	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
GIS Coordinator	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
IT Systems Administrator	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Mobility & Transportation Planner	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Principal Planner	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Police Project Manager	P3	7	\$ 56,000	\$ 75,000	\$ 94,000

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Project Manager	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Public Information Officer	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Records Manager	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Senior Accountant	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Senior Budget Analyst	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Senior IT Systems Analyst	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Senior Procurement Specialist	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Senior Transportation Planner	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Strategic Innovation Officer	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Sustainability and Resiliency Officer	P3	7	\$ 56,000	\$ 75,000	\$ 94,000
Building Code Compliance Inspector	T6	7	\$ 56,000	\$ 75,000	\$ 94,000
Electrical Plans Examiner/Inspector	T6	7	\$ 56,000	\$ 75,000	\$ 94,000
Instrument & Control Engineer	T6	7	\$ 56,000	\$ 75,000	\$ 94,000
Plumbing Plans Examiner/Inspector	T6	7	\$ 56,000	\$ 75,000	\$ 94,000
Structural Plans Examiner/Inspector	T6	7	\$ 56,000	\$ 75,000	\$ 94,000
Business License Supervisor	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
Call Center Supervisor	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
E-Permit Administrator	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
Landscape Assistant Superintendent	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
Office Manager	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
PAL Program Coordinator	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
Parks Maintenance Supervisor	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
Parks Recreation Supervisor	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
Permit Services Supervisor	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
Police Property & Records Supervisor	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
Public Services Supervisor	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
Senior Services Supervisor	L1	6	\$ 48,000	\$ 61,000	\$ 77,000
Accounts Payable Coordinator	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Accountant II	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Budget Analyst	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Crime Analyst	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Engineer II	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Grants Accounting Analyst	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Human Resources Generalist	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
IT Application Support Analyst	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Procurement Specialist	P2	6	\$ 48,000	\$ 61,000	\$ 77,000

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Job Title for Full-time Non-sworn Staff	Role & Level	Grade	Minimum	Midpoint	Maximum
Social Worker II	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Special Projects Coordinator	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Senior Planner/Special Projects Coordinator	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Victims Advocate	P2	6	\$ 48,000	\$ 61,000	\$ 77,000
Water Plant Operator A	T5.5	7	\$ 52,000	\$ 68,000	\$ 84,000
HVAC Technician	T5	6	\$ 48,000	\$ 61,000	\$ 77,000
IT Project Manager	T5	6	\$ 48,000	\$ 61,000	\$ 77,000
Legal Office Manager	T5	6	\$ 48,000	\$ 61,000	\$ 77,000
Public Works Inspector	T5	6	\$ 48,000	\$ 61,000	\$ 77,000
Water Plant Operator B	T5	6	\$ 48,000	\$ 61,000	\$ 77,000
Accounting Coordinator	A5	5	\$ 44,000	\$ 56,000	\$ 70,000
Risk Management Specialist	A5	5	\$ 44,000	\$ 56,000	\$ 70,000
Payroll Coordinator	A5	5	\$ 44,000	\$ 56,000	\$ 70,000
IT Administrative Coordinator	A5	5	\$ 44,000	\$ 56,000	\$ 70,000
Accountant I	P1	5	\$ 44,000	\$ 56,000	\$ 70,000
Engineer I	P1	5	\$ 44,000	\$ 56,000	\$ 70,000
Social Worker I	P1	5	\$ 44,000	\$ 56,000	\$ 70,000
Benefits Coordinator	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Carpenter / Mason	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Compliance Accreditation & Training Manager	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
CRA Project Coordinator	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Crime Scene Technician	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Environmental Compliance Specialist	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Master Electrician	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Master Mechanic	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Ocean Rescue Lead Lifeguard	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Paralegal	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Plant Mechanic II	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Police Training Coordinator	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Senior Code Compliance Specialist	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Skilled Mechanic/Welder	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Water Plant Operator C	T4	5	\$ 44,000	\$ 56,000	\$ 70,000
Business License Specialist	A4	4	\$ 39,000	\$ 49,000	\$ 59,000
Community Service Aide II	A4	4	\$ 39,000	\$ 49,000	\$ 59,000
Court Liaison Officer	A4	4	\$ 39,000	\$ 49,000	\$ 59,000

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Job Title for Full-time Non-sworn Staff	Role & Level	Grade	Minimum	Midpoint	Maximum
CRA Senior Administrative Assistant	A4	4	\$ 39,000	\$ 49,000	\$ 59,000
Police Clerk II	A4	4	\$ 39,000	\$ 49,000	\$ 59,000
Property & Evidence Custodian	A4	4	\$ 39,000	\$ 49,000	\$ 59,000
Recreation Leader	A4	4	\$ 39,000	\$ 49,000	\$ 59,000
Recruitment and Staffing Specialist	A4	4	\$ 39,000	\$ 49,000	\$ 59,000
Senior Administrative Assistant	A4	4	\$ 39,000	\$ 49,000	\$ 59,000
Utility Billing Specialist	A4	4	\$ 39,000	\$ 49,000	\$ 59,000
Code Compliance Specialist	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
CRA Code Compliance Specialist	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Heavy Equipment Operator	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Inflow Infiltration Mechanic	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Landscape Worker III	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
PAL Program Assistant Coordinator	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Park Maintenance Technician	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Plant Mechanic I	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Pool Lead Lifeguard	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Process Technician	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Public Service Worker III	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Sanitation Operator	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Skilled Mechanic	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Zoning Technician	T3	4	\$ 39,000	\$ 49,000	\$ 59,000
Accounting Clerk III	A3	3	\$ 34,400	\$ 43,000	\$ 52,000
Administrative Assistant	A3	3	\$ 34,400	\$ 43,000	\$ 52,000
Business Assistance Coordinator	A3	3	\$ 34,400	\$ 43,000	\$ 52,000
Call Center Technician	A3	3	\$ 34,400	\$ 43,000	\$ 52,000
Community Service Aide I	A3	3	\$ 34,400	\$ 43,000	\$ 52,000
CRA Residential Administrative Specialist	A3	3	\$ 34,400	\$ 43,000	\$ 52,000
Permit Technician	A3	3	\$ 34,400	\$ 43,000	\$ 52,000
Police Clerk I	A3	3	\$ 34,400	\$ 43,000	\$ 52,000
Police Investigations Assistant	A3	3	\$ 34,400	\$ 43,000	\$ 52,000
Facility Maintenance Technician	T2	3	\$ 34,400	\$ 43,000	\$ 52,000
Landscape Worker II	T2	3	\$ 34,400	\$ 43,000	\$ 52,000
Ocean Rescue Lifeguard	T2	3	\$ 34,400	\$ 43,000	\$ 52,000
Parking Enforcement Specialist	T2	3	\$ 34,400	\$ 43,000	\$ 52,000
Public Service Worker II	T2	3	\$ 34,400	\$ 43,000	\$ 52,000
Records Technician	T2	3	\$ 34,400	\$ 43,000	\$ 52,000
Utility Inventory Warehouse Assistant	T2	3	\$ 34,400	\$ 43,000	\$ 52,000

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Job Title for Full-time Non-sworn Staff	Role & Level	Grade	Minimum	Midpoint	Maximum
Accounting Clerk II	A2	2	\$ 29,600	\$ 37,000	\$ 45,000
Police Recruit	A2	2	\$ 29,600	\$ 37,000	\$ 45,000
Procurement Clerk	A2	2	\$ 29,600	\$ 37,000	\$ 45,000
Senior Office Assistant/Receptionist	A2	2	\$ 29,600	\$ 37,000	\$ 45,000
Landscape Worker I	T1	2	\$ 29,600	\$ 37,000	\$ 45,000
Public Service Worker I	T1	2	\$ 29,600	\$ 37,000	\$ 45,000
Accounting Clerk I	A1	1	\$ 28,080	\$ 34,000	\$ 39,000
Office Assistant/Receptionist	A1	1	\$ 28,080	\$ 34,000	\$ 39,000
Parks Maintenance Worker I	A1	1	\$ 28,080	\$ 34,000	\$ 39,000
Pool Lifeguard	A1	1	\$ 28,080	\$ 34,000	\$ 39,000
Recreation Aide	A1	1	\$ 28,080	\$ 34,000	\$ 39,000
Refuse Collector	A1	1	\$ 28,080	\$ 34,000	\$ 39,000