

CITY OF SAN MARCOS
CLASSIFICATION AND COMPENSATION SCHEDULE
(Including Grades and Steps)
EFFECTIVE July 1, 2022

The following Classification and Compensation schedule is hereby adopted effective July 1, 2022 and continuing until such time as a new Classification and Compensation Schedule becomes effective.

Pay Structure					
	Classification	Grade	Min	Max	Time Base
CITY MANAGER	At Will	VII	210,513	285,980	Annually
ASSISTANT CITY MANAGER	At Will	VI	167,973	228,189	Annually
FIRE CHIEF	At Will	V-F	161,652	219,603	Annually
DEPUTY CITY MANAGER	At Will	V	156,984	213,261	Annually
DEVELOPMENT SERVICES DIRECTOR / CITY ENGINEER	At Will	V	156,984	213,261	Annually
DIRECTOR OF FINANCE	At Will	IV	146,714	199,309	Annually
BUSINESS PROCESS DIRECTOR/CITY CLERK	At Will	III	137,115	186,270	Annually
DEPUTY CITY ENGINEER	At Will	III	137,115	186,270	Annually
DIRECTOR OF PARKS & RECREATION	At Will	III	137,115	186,270	Annually
COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR	At Will	III	137,115	186,270	Annually
HR/RISK DIVISION DIRECTOR	At Will	III	137,115	186,270	Annually
PUBLIC WORKS DIRECTOR	At Will	III	137,115	186,270	Annually
FIRE DIVISION CHIEF	At Will	II-F	131,957	179,261	Annually
ASSISTANT FINANCE DIRECTOR	At Will	II	128,146	174,084	Annually
CHIEF INNOVATION OFFICER	At Will	II	128,146	174,084	Annually
DEPUTY PUBLIC WORKS DIRECTOR	At Will	II	128,146	174,084	Annually
PLANNING DIVISION DIRECTOR	At Will	II	128,146	174,084	Annually
BUILDING DIVISION DIRECTOR	At Will	I	119,762	162,696	Annually
CITY CLERK	At Will	I	119,762	162,696	Annually
CITY COUNCIL		CC		11,732	Annually
FIRE BATTALION CHIEF	At Will	322-F	121,736	158,838	Annually
FIRE MARSHAL	At Will	322-F	121,736	158,838	Annually
BUILDING OFFICIAL	At Will	322	118,220	154,251	Annually
CAPITAL IMPROVEMENT PROGRAM MANAGER	At Will	322	118,220	154,251	Annually
CONTRACTS, GRANTS & PROCUREMENT MANAGER	At Will	322	118,220	154,251	Annually
ECONOMIC DEVELOPMENT MANAGER	At Will	322	118,220	154,251	Annually
HOUSING & NEIGHBORHOOD SERVICES MANAGER	At Will	322	118,220	154,251	Annually
HUMAN RESOURCES/RISK MANAGER	At Will	322	118,220	154,251	Annually
INFORMATION SYSTEMS MANAGER	At Will	322	118,220	154,251	Annually
PLANNING MANAGER	At Will	322	118,220	154,251	Annually
PRINCIPAL CIVIL ENGINEER	At Will	322	118,220	154,251	Annually
PUBLIC WORKS MANAGER	At Will	322	118,220	154,251	Annually
SPECIAL PROJECTS MANAGER	At Will	322	118,220	154,251	Annually

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	Classification	Grade	Min	Max	Time Base
ACCOUNTING MANAGER	At Will	321	107,473	140,228	Annually
ADMINISTRATIVE SERVICES MANAGER	At Will	321	107,473	140,228	Annually
ASSISTANT PARKS & RECREATION DIRECTOR	At Will	321	107,473	140,228	Annually
COMMUNICATIONS MANAGER	At Will	321	107,473	140,228	Annually
FISCAL SERVICES & BUDGET MANAGER	At Will	321	107,473	140,228	Annually
PRINCIPAL PLANNER	At Will	321	107,473	140,228	Annually
REAL PROPERTY SERVICES MANAGER	At Will	321	107,473	140,228	Annually
SUSTAINABILITY PROGRAM MANAGER	At Will	321	107,473	140,228	Annually
BUDGET & REVENUE OFFICER	At Will	320	97,703	127,480	Annually
CONTRACT PROGRAM MANAGER	At Will	320	97,703	127,480	Annually
DEPUTY FIRE MARSHAL	At Will	320	97,703	127,480	Annually
EMERGENCY MANAGER	At Will	320	97,703	127,480	Annually
HOUSING PROGRAMS MANAGER	At Will	320	97,703	127,480	Annually
PROGRAM MANAGER	At Will	320	97,703	127,480	Annually
WATERSHED PROGRAM MANAGER	At Will	320	97,703	127,480	Annually
COMMUNICATIONS OFFICER	At Will	319	89,636	116,954	Annually
DATABASE & SOFTWARE ADMINISTRATOR	At Will	319	89,636	116,954	Annually
EMS COORDINATOR	At Will	319	89,636	116,954	Annually
GIS ADMINISTRATOR	At Will	319	89,636	116,954	Annually
SYSTEMS & NETWORK ADMINISTRATOR	At Will	319	89,636	116,954	Annually
PRINCIPAL BUILDING INSPECTOR/PLAN CHECKER	At Will	318	82,996	108,291	Annually
SENIOR MANAGEMENT ANALYST	At Will	318	82,996	108,291	Annually
GIS ANALYST	At Will	317	77,566	101,206	Annually
CONSTRUCTION MANAGER	Supervisory	621	107,473	140,229	Annually
SENIOR CIVIL ENGINEER	Supervisory	621	107,473	140,229	Annually
SENIOR PROJECT MANAGER	Supervisory	621	107,473	140,229	Annually
ASSOCIATE CIVIL ENGINEER	Class. Misc.	620	97,703	127,480	Annually
FLEET MAINT. SUPERINTENDENT	Supervisory	619	89,636	116,954	Annually
PUBLIC WORKS SUPERINTENDENT	Supervisory	619	89,636	116,954	Annually
SENIOR PLANNER	Supervisory	619	89,636	116,954	Annually
SENIOR PLANS EXAMINER	Supervisory	618	82,996	108,291	Annually

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FACILITIES MAINTENANCE SUPERVISOR	Supervisory	617	77,566	101,206	Annually
FLEET MAINTENANCE SUPERVISOR	Supervisory	617	77,566	101,206	Annually
LANDSCAPE INSPECTION SUPERVISOR	Supervisory	617	77,566	101,206	Annually
PARK MAINTENANCE SUPERVISOR	Supervisory	617	77,566	101,206	Annually
PUBLIC WORKS INSPECTION SUPERVISOR	Supervisory	617	77,566	101,207	Annually
SENIOR ACCOUNTANT	At Will	617	77,566	101,206	Annually
SENIOR BUILDING INSPECTOR	Supervisory	617	77,566	101,206	Annually
SENIOR DATABASE ANALYST	At Will	617	77,566	101,206	Annually
SENIOR NETWORK ANALYST	At Will	617	77,566	101,206	Annually
STREET MAINTENANCE SUPERVISOR	Supervisory	617	77,566	101,206	Annually
TRAFFIC SIGNAL/LIGHTING SUPERVISOR	Supervisory	617	77,566	101,206	Annually
ACCOUNTANT II	At Will	616	72,492	94,586	Annually
ASSISTANT ENGINEER	Class. Misc.	616	72,492	94,586	Annually
ASSOCIATE PLANNER	Class. Misc.	616	72,492	94,586	Annually
CODE COMPLIANCE SUPERVISOR	Supervisory	616	72,492	94,586	Annually
DATABASE ANALYST	At Will	616	72,492	94,586	Annually
DEPUTY CITY CLERK	Class. Misc.	616	72,492	94,586	Annually
HRIS ANALYST	At Will	616	72,492	94,586	Annually
IT ANALYST	At Will	616	72,492	94,586	Annually
LANDSCAPE INSPECTOR II	Class. Misc.	616	72,492	94,586	Annually
LEASING ANALYST	At Will	616	72,492	94,586	Annually
MANAGEMENT ANALYST	At Will	616	72,492	94,586	Annually
NETWORK ANALYST	At Will	616	72,492	94,586	Annually
RECREATION SUPERVISOR III	Supervisory	616	72,492	94,586	Annually
WATERSHED SPECIALIST	At Will	616	72,492	94,586	Annually
ACCOUNTANT I	At Will	615	68,389	89,232	Annually
BUILDING INSPECTOR	Class. Misc.	615	68,389	89,232	Annually
ENGINEERING INSPECTOR	Class. Misc.	615	68,389	89,232	Annually
FIRE INSPECTOR	At Will	615	68,389	89,232	Annually
HOUSING & NEIGHBORHOOD SERVICES COORDINATOR II	At Will	615	68,389	89,232	Annually
HOUSING PROGRAM SPECIALIST	At Will	615	68,389	89,232	Annually
PAYROLL ADMINISTRATOR	At Will	615	68,389	89,232	Annually
PUBLIC SAFETY COORDINATOR	At Will	615	68,389	89,232	Annually
RECREATION SUPERVISOR II	Supervisory	615	68,389	89,232	Annually
ADMINISTRATIVE ANALYST	At Will	614	64,518	84,181	Annually
ASSISTANT PLANNER	Class. Misc.	614	64,518	84,181	Annually
BUSINESS LICENSE OFFICER	At Will	614	64,518	84,181	Annually
CODE COMPLIANCE OFFICER	Class. Misc.	614	64,518	84,181	Annually
PAYROLL COORDINATOR	At Will	614	64,518	84,181	Annually
RECREATION SUPERVISOR I	Supervisory	614	64,518	84,181	Annually
SR. ENGINEERING TECHNICIAN	Class. Misc.	614	64,518	84,181	Annually
TRAFFIC SIGNAL/LIGHTING TECHNICIAN	Class. Misc.	614	64,518	84,181	Annually

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	Classification	Grade	Min	Max	Time Base
ENGINEERING TECHNICIAN I	Class. Misc.	613	60,866	79,416	Annually
HOUSING & NEIGHBORHOOD SERVICES COORDINATOR I	At Will	613	60,866	79,416	Annually
HVAC TECHNICIAN	Class. Misc.	613	60,866	79,416	Annually
LEAD MAINTENANCE TECHNICIAN	Class. Misc.	613	60,866	79,416	Annually
LANDSCAPE INSPECTOR I	Class. Misc.	613	60,866	79,416	Annually
MECHANIC	Class. Misc.	613	60,866	79,416	Annually
PARK/STREET MAINTENANCE LEAD WORKER	Class. Misc.	613	60,866	79,416	Annually
SR. ACCOUNTING TECHNICIAN	At Will	613	60,866	79,416	Annually
WATERSHED TECHNICIAN	At Will	613	60,866	79,416	Annually
ACCOUNTING TECHNICIAN	At Will	612	57,420	74,921	Annually
FACILITIES MAINTENANCE WORKER II	Class. Misc.	612	57,420	74,921	Annually
GIS Technician	At Will	612	57,420	74,921	Annually
HUMAN RESOURCES/RISK TECHNICIAN	At Will	612	57,420	74,921	Annually
PARK MAINTENANCE WORKER II	Class. Misc.	612	57,420	74,921	Annually
PERMIT TECHNICIAN	Class. Misc.	612	57,420	74,921	Annually
PLANNING TECHNICIAN II	Class. Misc.	612	57,420	74,921	Annually
RECREATION COORDINATOR	At Will	612	57,420	74,921	Annually
STREET MAINTENANCE WORKER II	Class. Misc.	612	57,420	74,921	Annually
SENIOR OFFICE SPECIALIST	At Will	611	54,170	70,680	Annually
ACCOUNT CLERK	Class. Misc.	610	51,104	66,679	Annually
FACILITIES MAINTENANCE WORKER I	Class. Misc.	610	51,104	66,679	Annually
FIRE PREVENTION TECHNICIAN	At Will	610	51,104	66,679	Annually
MECHANIC ASSISTANT	Class. Misc.	610	51,104	66,679	Annually
PARK MAINTENANCE WORKER I	Class. Misc.	610	51,104	66,679	Annually
PARKING ENFORCEMENT OFFICER	Class. Misc.	610	51,104	66,679	Annually
PLANNING TECHNICIAN I	Class. Misc.	610	51,104	66,679	Annually
STREET MAINTENANCE WORKER I	Class. Misc.	610	51,104	66,679	Annually
EMERGENCY MEDICAL TECHNICIAN	At Will	EMT	51,601	67,826	Annually
OFFICE SPECIALIST	At Will	608	45,482	59,344	Annually
RECREATION LEADER	At Will	608	45,482	59,344	Annually
RECREATION PROGRAM MAINTENANCE AIDE	Class. Misc.	608	45,482	59,344	Annually
FIRE CAPTAIN	Fire Safety	F3	95,874	125,094	Annually
FIRE ENGINEER	Fire Safety	F2	82,979	108,268	Annually
FIREFIGHTER/PARAMEDIC	Fire Safety	F1	76,881	100,313	Annually