

CITY OF SAN MARCOS
FULL TIME CLASSIFICATION AND COMPENSATION SCHEDULE

The following Classification and Compensation schedule is hereby adopted effective **07/19/2024** and continuing until such time as a new Classification and Compensation schedule becomes effective.

Position Title	Classification	Schedule Grade	Minimum Salary	Maximum Salary	Time Base
CITY MANAGER	At-Will	VII	\$ 221,170	\$ 300,457	Annual
ASSISTANT CITY MANAGER	At-Will	VI	\$ 176,476	\$ 239,741	Annual
FIRE CHIEF	At-Will	V-F	\$ 174,843	\$ 237,523	Annual
ADMINISTRATIVE SERVICES DIRECTOR	At-Will	V	\$ 164,931	\$ 224,058	Annual
DEPUTY CITY MANAGER	At-Will	V	\$ 164,931	\$ 224,058	Annual
DEVELOPMENT SERVICES DIRECTOR / CITY ENGINEER	At-Will	V	\$ 164,931	\$ 224,058	Annual
CITY ENGINEER	At-Will	IV-E	\$ 154,141	\$ 221,963	Annual
DIRECTOR OF FINANCE	At-Will	IV	\$ 154,141	\$ 209,399	Annual
DIRECTOR OF IT	At-Will	IV	\$ 154,141	\$ 209,399	Annual
DEPUTY CITY ENGINEER	At-Will	III-E	\$ 144,057	\$ 213,313	Annual
BUSINESS PROCESS DIRECTOR/CITY CLERK	At-Will	III	\$ 144,057	\$ 195,700	Annual
COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR	At-Will	III	\$ 144,057	\$ 195,700	Annual
DIRECTOR OF PARKS & RECREATION	At-Will	III	\$ 144,057	\$ 195,700	Annual
HR/RISK DIVISION DIRECTOR	At-Will	III	\$ 144,057	\$ 195,700	Annual
PUBLIC WORKS DIRECTOR	At-Will	III	\$ 144,057	\$ 195,700	Annual
STRATEGIC COMMUNICATIONS DIRECTOR	At-Will	III	\$ 144,057	\$ 195,700	Annual
FIRE DIVISION CHIEF	At-Will	II-F	\$ 142,724	\$ 193,889	Annual
ASSISTANT FINANCE DIRECTOR	At-Will	II	\$ 134,633	\$ 182,898	Annual
CHIEF INNOVATION OFFICER	At-Will	II	\$ 134,633	\$ 182,898	Annual
DEPUTY PUBLIC WORKS DIRECTOR	At-Will	II	\$ 134,633	\$ 182,898	Annual
PLANNING DIVISION DIRECTOR	At-Will	II	\$ 134,633	\$ 182,898	Annual
BUILDING DIVISION DIRECTOR	At-Will	I	\$ 125,825	\$ 170,932	Annual
CITY CLERK	At-Will	I	\$ 125,825	\$ 170,932	Annual
FIRE BATTALION CHIEF	At-Will	322-F	\$ 131,670	\$ 171,799	Annual
FIRE MARSHAL	At-Will	322-F	\$ 131,670	\$ 171,799	Annual
PRINCIPAL CIVIL ENGINEER	At-Will	322-E	\$ 124,205	\$ 186,369	Annual
BUILDING OFFICIAL	At-Will	322	\$ 124,205	\$ 162,060	Annual
CAPITAL IMPROVEMENT PROGRAM MANAGER	At-Will	322	\$ 124,205	\$ 162,060	Annual
CITY TRAFFIC ENGINEER	At-Will	322	\$ 124,205	\$ 162,060	Annual
CONTRACTS, GRANTS & PROCUREMENT MANAGER	At-Will	322	\$ 124,205	\$ 162,060	Annual
ECONOMIC DEVELOPMENT MANAGER	At-Will	322	\$ 124,205	\$ 162,060	Annual
HOUSING & NEIGHBORHOOD SERVICES MANAGER	At-Will	322	\$ 124,205	\$ 162,060	Annual
HUMAN RESOURCES/RISK MANAGER	At-Will	322	\$ 124,205	\$ 162,060	Annual
INFORMATION SYSTEMS MANAGER	At-Will	322	\$ 124,205	\$ 162,060	Annual
PLANNING MANAGER	At-Will	322	\$ 124,205	\$ 162,060	Annual
PUBLIC WORKS MANAGER	At-Will	322	\$ 124,205	\$ 162,060	Annual
SPECIAL PROJECTS MANAGER	At-Will	322	\$ 124,205	\$ 162,060	Annual
ACCOUNTING MANAGER	At-Will	321	\$ 112,914	\$ 147,327	Annual
ACCOUNTING & TREASURY MANAGER	At-Will	321	\$ 112,914	\$ 147,327	Annual
ADMINISTRATIVE SERVICES MANAGER	At-Will	321	\$ 112,914	\$ 147,327	Annual
ASSISTANT PARKS & RECREATION DIRECTOR	At-Will	321	\$ 112,914	\$ 147,327	Annual
COMMUNICATIONS MANAGER	At-Will	321	\$ 112,914	\$ 147,327	Annual
CUSTOMER EXPERIENCE MANAGER	At-Will	321	\$ 112,914	\$ 147,327	Annual
FISCAL SERVICES & BUDGET MANAGER	At-Will	321	\$ 112,914	\$ 147,327	Annual
PRINCIPAL PLANNER	At-Will	321	\$ 112,914	\$ 147,327	Annual
REAL PROPERTY SERVICES MANAGER	At-Will	321	\$ 112,914	\$ 147,327	Annual
SUSTAINABILITY PROGRAM MANAGER	At-Will	321	\$ 112,914	\$ 147,327	Annual

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BUDGET & REVENUE OFFICER	At-Will	320	\$ 102,649	\$ 133,934	Annual
CONTRACT PROGRAM MANAGER	At-Will	320	\$ 102,649	\$ 133,934	Annual
DEPUTY FIRE MARSHAL	At-Will	320	\$ 102,649	\$ 133,934	Annual
EMERGENCY MANAGER	At-Will	320	\$ 102,649	\$ 133,934	Annual
HOUSING PROGRAMS MANAGER	At-Will	320	\$ 102,649	\$ 133,934	Annual
MEDICAL SERVICES OFFICER	At-Will	320	\$ 102,649	\$ 133,934	Annual
PROGRAM MANAGER	At-Will	320	\$ 102,649	\$ 133,934	Annual
WATERSHED PROGRAM MANAGER	At-Will	320	\$ 102,649	\$ 133,934	Annual
COMMUNICATIONS OFFICER	At-Will	319	\$ 94,173	\$ 122,875	Annual
DATABASE & SOFTWARE ADMINISTRATOR	At-Will	319	\$ 94,173	\$ 122,875	Annual
EMS COORDINATOR	At-Will	319	\$ 94,173	\$ 122,875	Annual
GIS ADMINISTRATOR	At-Will	319	\$ 94,173	\$ 122,875	Annual
SYSTEMS & NETWORK ADMINISTRATOR	At-Will	319	\$ 94,173	\$ 122,875	Annual
HOUSING & NEIGHBORHOOD SERVICES ADMINISTRATOR	At-Will	318	\$ 87,198	\$ 113,773	Annual
PRINCIPAL BUILDING INSPECTOR/PLAN CHECKER	At-Will	318	\$ 87,198	\$ 113,773	Annual
SENIOR MANAGEMENT ANALYST	At-Will	318	\$ 87,198	\$ 113,773	Annual
GIS ANALYST	At-Will	317	\$ 81,493	\$ 106,330	Annual
CONSTRUCTION MANAGER	Supervisory Association	621	\$ 112,914	\$ 147,327	Annual
SENIOR CIVIL ENGINEER	Supervisory Association	621	\$ 112,914	\$ 147,327	Annual
SENIOR PROJECT MANAGER	Supervisory Association	621	\$ 112,914	\$ 147,327	Annual
ASSOCIATE CIVIL ENGINEER	Class. Misc. Association	620	\$ 102,649	\$ 133,934	Annual
FLEET MAINT. SUPERINTENDENT	Supervisory Association	619	\$ 94,173	\$ 122,875	Annual
PUBLIC WORKS SUPERINTENDENT	Supervisory Association	619	\$ 94,173	\$ 122,875	Annual
SENIOR PLANNER	Supervisory Association	619	\$ 94,173	\$ 122,875	Annual
SYSTEMS & NETWORK ENGINEER	At-Will	619	\$ 94,173	\$ 122,875	Annual
ASSOCIATE ENGINEER	Class. Misc. Association	618	\$ 87,198	\$ 113,773	Annual
SENIOR PLANS EXAMINER	Supervisory Association	618	\$ 87,198	\$ 113,773	Annual
FACILITIES MAINTENANCE SUPERVISOR	Supervisory Association	617	\$ 81,493	\$ 106,330	Annual
FLEET MAINTENANCE SUPERVISOR	Supervisory Association	617	\$ 81,493	\$ 106,330	Annual
LANDSCAPE INSPECTION SUPERVISOR	Supervisory Association	617	\$ 81,493	\$ 106,330	Annual
PARK MAINTENANCE SUPERVISOR	Supervisory Association	617	\$ 81,493	\$ 106,330	Annual
PUBLIC WORKS INSPECTION SUPERVISOR	Supervisory Association	617	\$ 81,493	\$ 106,330	Annual
SENIOR ACCOUNTANT	At-Will	617	\$ 81,493	\$ 106,330	Annual
SENIOR BUILDING INSPECTOR	Supervisory Association	617	\$ 81,493	\$ 106,330	Annual
SENIOR DATABASE ANALYST	At-Will	617	\$ 81,493	\$ 106,330	Annual
SENIOR NETWORK ANALYST	At-Will	617	\$ 81,493	\$ 106,330	Annual
STREET MAINTENANCE SUPERVISOR	Supervisory Association	617	\$ 81,493	\$ 106,330	Annual
TRAFFIC SIGNAL/LIGHTING SUPERVISOR	Supervisory Association	617	\$ 81,493	\$ 106,330	Annual

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ACCOUNTANT II	At-Will	616	\$ 76,162	\$ 99,374	Annual
ASSISTANT ENGINEER	Class. Misc. Association	616	\$ 76,162	\$ 99,374	Annual
ASSOCIATE PLANNER	Class. Misc. Association	616	\$ 76,162	\$ 99,374	Annual
CODE COMPLIANCE SUPERVISOR	Supervisory Association	616	\$ 76,162	\$ 99,374	Annual
DATABASE ANALYST	At-Will	616	\$ 76,162	\$ 99,374	Annual
DEPUTY CITY CLERK	Class. Misc. Association	616	\$ 76,162	\$ 99,374	Annual
HRIS ANALYST	At-Will	616	\$ 76,162	\$ 99,374	Annual
IT ANALYST	At-Will	616	\$ 76,162	\$ 99,374	Annual
LANDSCAPE INSPECTOR II	Class. Misc. Association	616	\$ 76,162	\$ 99,374	Annual
LEASING ANALYST	At-Will	616	\$ 76,162	\$ 99,374	Annual
MANAGEMENT ANALYST	At-Will	616	\$ 76,162	\$ 99,374	Annual
NETWORK ANALYST	At-Will	616	\$ 76,162	\$ 99,374	Annual
PUBLIC WORKS COORDINATOR	Class. Misc. Association	616	\$ 76,162	\$ 99,374	Annual
RECREATION SUPERVISOR III	Supervisory Association	616	\$ 76,162	\$ 99,374	Annual
WATERSHED SPECIALIST	At-Will	616	\$ 76,162	\$ 99,374	Annual
ACCOUNTANT I	At-Will	615	\$ 71,851	\$ 93,749	Annual
BUILDING INSPECTOR	Class. Misc. Association	615	\$ 71,851	\$ 93,749	Annual
ENGINEERING INSPECTOR	Class. Misc. Association	615	\$ 71,851	\$ 93,749	Annual
FIRE INSPECTOR	At-Will	615	\$ 71,851	\$ 93,749	Annual
HOUSING & NEIGHBORHOOD SERVICES COORDINATOR II	At-Will	615	\$ 71,851	\$ 93,749	Annual
HOUSING PROGRAM SPECIALIST	At-Will	615	\$ 71,851	\$ 93,749	Annual
IT COORDINATOR	At-Will	615	\$ 71,851	\$ 93,749	Annual
PAYROLL ADMINISTRATOR	At-Will	615	\$ 71,851	\$ 93,749	Annual
PUBLIC SAFETY COORDINATOR	At-Will	615	\$ 71,851	\$ 93,749	Annual
PUBLIC WORKS LEAD FIRE MECHANIC	Class. Misc. Association	615	\$ 71,851	\$ 93,749	Annual
RECREATION SUPERVISOR II	Supervisory Association	615	\$ 71,851	\$ 93,749	Annual
ADMINISTRATIVE ANALYST	At-Will	614	\$ 67,784	\$ 88,442	Annual
ASSISTANT PLANNER	Class. Misc. Association	614	\$ 67,784	\$ 88,442	Annual
BUSINESS LICENSE OFFICER	At-Will	614	\$ 67,784	\$ 88,442	Annual
CODE COMPLIANCE OFFICER	Class. Misc. Association	614	\$ 67,784	\$ 88,442	Annual
PAYROLL COORDINATOR	At-Will	614	\$ 67,784	\$ 88,442	Annual
RECREATION SUPERVISOR I	Supervisory Association	614	\$ 67,784	\$ 88,442	Annual
SR. ENGINEERING TECHNICIAN	Class. Misc. Association	614	\$ 67,784	\$ 88,442	Annual
TRAFFIC SIGNAL/LIGHTING TECHNICIAN	Class. Misc. Association	614	\$ 67,784	\$ 88,442	Annual
ENGINEERING TECHNICIAN I	Class. Misc. Association	613	\$ 63,947	\$ 83,436	Annual
HOUSING & NEIGHBORHOOD SERVICES COORDINATOR I	At-Will	613	\$ 63,947	\$ 83,436	Annual
HVAC TECHNICIAN	Class. Misc. Association	613	\$ 63,947	\$ 83,436	Annual
LANDSCAPE INSPECTOR I	Class. Misc. Association	613	\$ 63,947	\$ 83,436	Annual
LEAD MAINTENANCE TECHNICIAN	Class. Misc. Association	613	\$ 63,947	\$ 83,436	Annual
MECHANIC	Class. Misc. Association	613	\$ 63,947	\$ 83,436	Annual
PARK/STREET MAINTENANCE LEAD WORKER	Class. Misc. Association	613	\$ 63,947	\$ 83,436	Annual
SR. ACCOUNTING TECHNICIAN	At-Will	613	\$ 63,947	\$ 83,436	Annual
WATERSHED TECHNICIAN	At-Will	613	\$ 63,947	\$ 83,436	Annual

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ACCOUNTING TECHNICIAN	At-Will	612	\$ 60,327	\$ 78,713	Annual
FACILITIES MAINTENANCE WORKER II	Class. Misc. Association	612	\$ 60,327	\$ 78,713	Annual
GIS TECHNICIAN	At-Will	612	\$ 60,327	\$ 78,713	Annual
HUMAN RESOURCES/RISK TECHNICIAN	At-Will	612	\$ 60,327	\$ 78,713	Annual
PARK MAINTENANCE WORKER II	Class. Misc. Association	612	\$ 60,327	\$ 78,713	Annual
PERMIT TECHNICIAN	Class. Misc. Association	612	\$ 60,327	\$ 78,713	Annual
PLANNING TECHNICIAN II	Class. Misc. Association	612	\$ 60,327	\$ 78,713	Annual
RECREATION COORDINATOR	At-Will	612	\$ 60,327	\$ 78,713	Annual
STREET MAINTENANCE WORKER II	Class. Misc. Association	612	\$ 60,327	\$ 78,713	Annual
SENIOR OFFICE SPECIALIST	At-Will	611	\$ 56,913	\$ 74,258	Annual
ACCOUNT CLERK	Class. Misc. Association	610	\$ 53,691	\$ 70,055	Annual
FACILITIES MAINTENANCE WORKER I	Class. Misc. Association	610	\$ 53,691	\$ 70,055	Annual
FIRE PREVENTION TECHNICIAN	At-Will	610	\$ 53,691	\$ 70,055	Annual
MECHANIC ASSISTANT	Class. Misc. Association	610	\$ 53,691	\$ 70,055	Annual
PARK MAINTENANCE WORKER I	Class. Misc. Association	610	\$ 53,691	\$ 70,055	Annual
PARKING ENFORCEMENT OFFICER	Class. Misc. Association	610	\$ 53,691	\$ 70,055	Annual
PLANNING TECHNICIAN I	Class. Misc. Association	610	\$ 53,691	\$ 70,055	Annual
STREET MAINTENANCE WORKER I	Class. Misc. Association	610	\$ 53,691	\$ 70,055	Annual
EMERGENCY MEDICAL TECHNICIAN	At-Will	EMT	\$ 54,891	\$ 71,620	Annual
OFFICE SPECIALIST	At-Will	608	\$ 47,785	\$ 62,348	Annual
RECREATION LEADER	At-Will	608	\$ 47,785	\$ 62,348	Annual
RECREATION PROGRAM MAINTENANCE AIDE	Class. Misc. Association	608	\$ 47,785	\$ 62,348	Annual
FIRE CAPTAIN	Fire Association	F3	\$ 103,698	\$ 135,302	Annual
FIRE ENGINEER	Fire Association	F2	\$ 89,750	\$ 117,103	Annual
FIREFIGHTER/PARAMEDIC	Fire Association	F1	\$ 85,569	\$ 111,648	Annual