

**CITY OF SAN MARCOS  
PAY GRADES 2016**

**ATTACHMENT D**

CITY OF SAN MARCOS  
**CLASSIFICATION AND COMPENSATION SCHEDULE  
(Including Grades and Steps)**

EFFECTIVE July 1, 2017

The following Classification and Compensation schedule is hereby adopted effective July 1, 2017, and continuing until such time as a new Classification and Compensation Schedule becomes effective.

\*\*Designates Employees Hired Into Position Before January 1, 2012

Pay Structure				
	Grade	Min	Max	Time Base
CITY MANAGER	VII	190,575	258,894	Annually
ASSISTANT CITY MANAGER	VI	152,063	206,577	Annually
DEPUTY CITY MANAGER	V	142,115	193,063	Annually
FIRE CHIEF	V	142,115	193,063	Annually
PUBLIC WORKS DIRECTOR	V	142,115	193,063	Annually
DEVELOPMENT SERVICES DIRECTOR/CITY ENGINEER	V	142,115	193,063	Annually
DIRECTOR OF FINANCE & IT	IV	132,818	180,432	Annually
HOUSING & NEIGHBORHOOD SERVICES DIVISION DIRECTOR	IV	132,818	180,432	Annually
DEPUTY CITY ENGINEER	III	124,129	168,628	Annually
DIRECTOR OF COMMUNITY SERVICES	III	124,129	168,628	Annually
HR/RISK DIVISION DIRECTOR	III	124,129	168,628	Annually
DEPUTY PUBLIC WORKS DIRECTOR	II	116,009	157,596	Annually
FIRE DIVISION CHIEF	II	116,009	157,596	Annually
PLANNING DIVISION DIRECTOR	II	116,009	157,596	Annually
BUSINESS PROCESS DIRECTOR/CITY CLERK	II	116,009	157,596	Annually
BUILDING DIVISION DIRECTOR	I	108,419	147,286	Annually
CITY CLERK	I	108,419	147,286	Annually
CITY COUNCIL	CC		11,732	Annually
BUILDING OFFICIAL	322	107,023	139,641	Annually
ECONOMIC DEVELOPMENT MANAGER	322	107,023	139,641	Annually
FIRE BATTALION CHIEF	322	107,023	139,641	Annually
FIRE MARSHAL	322	107,023	139,641	Annually
INFORMATION SYSTEMS MANAGER	322	107,023	139,641	Annually
PLANNING MANAGER	322	107,023	139,641	Annually
PRINCIPAL CIVIL ENGINEER	322	107,023	139,641	Annually
PUBLIC WORKS MANAGER	322	107,023	139,641	Annually
ACCOUNTING MANAGER	321	97,294	126,947	Annually
ADMINISTRATIVE SERVICES MANAGER	321	97,294	126,947	Annually
ASSISTANT COM. SVCS. DIRECTOR	321	97,294	126,947	Annually
CONTRACTS, GRANTS & PROCUREMENT MANAGER	321	97,294	126,947	Annually
FISCAL SERVICES & DEBT MANAGER	321	97,294	126,947	Annually

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	Grade	Min	Max	Time Base
FISCAL SERVICES & DEBT MANAGER**	321-A	97,294	135,000	Annually
HUMAN RESOURCES/RISK MANAGER	321	97,294	126,947	Annually
PRINCIPAL PLANNER	321	97,294	126,947	Annually
PRINCIPAL PLANNER**	321-A	97,294	135,000	Annually
REAL PROPERTY SERVICES MANAGER	321	97,294	126,947	Annually
BUDGET & REVENUE OFFICER	320	88,449	115,406	Annually
DEPUTY FIRE MARSHAL	320	88,449	115,406	Annually
PROGRAM MANAGER	320	88,449	115,406	Annually
HOUSING PROGRAMS MANAGER	320	88,449	115,406	Annually
STORMWATER PROGRAMS MANAGER	320	88,449	115,406	Annually
COMMUNICATIONS OFFICER	319	81,146	105,877	Annually
DATABASE & SOFTWARE ADMINISTRATOR	319	81,146	105,877	Annually
EMS COORDINATOR	319	81,146	105,877	Annually
GIS ADMINISTRATOR	319	81,146	105,877	Annually
SYSTEMS & NETWORK ADMINISTRATOR	319	81,146	105,877	Annually
PRINCIPAL BUILDING INSPECTOR/PLAN CHECKER	318	75,135	98,034	Annually
SENIOR MANAGEMENT ANALYST	318	75,135	98,034	Annually
GIS ANALYST	317	70,220	91,621	Annually
CONSTRUCTION MANAGER	621	97,294	126,947	Annually
SENIOR CIVIL ENGINEER	621	97,294	126,947	Annually
ASSOCIATE CIVIL ENGINEER	620	88,449	115,406	Annually
FLEET MAINT. SUPERINTENDENT	619	81,146	105,877	Annually
SENIOR PLANNER	619	81,146	105,877	Annually
SENIOR PLANS EXAMINER	618	75,135	98,034	Annually
DATABASE ANALYST	617	70,220	91,621	Annually
FACILITIES MAINTENANCE SUPERVISOR	617	70,220	91,621	Annually
LANDSCAPE INSPECTION SUPERVISOR	617	70,220	91,621	Annually
NETWORK ANALYST	617	70,220	91,621	Annually
PARK MAINTENANCE SUPERVISOR	617	70,220	91,621	Annually
SENIOR ACCOUNTANT	617	70,220	91,621	Annually
STREET MAINTENANCE SUPERVISOR	617	70,220	91,621	Annually
TRAFFIC SIGNAL/LIGHTING SUPERVISOR	617	70,220	91,621	Annually

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Pay Structure				
	Grade	Min	Max	Time Base
ACCOUNTANT II	616	65,626	85,627	Annually
ASSISTANT ENGINEER	616	65,626	85,627	Annually
ASSOCIATE PLANNER	616	65,626	85,627	Annually
ASSOCIATE PLANNER**	616-A	65,626	90,756	Annually
DEPUTY CITY CLERK	616	65,626	85,627	Annually
LANDSCAPE INSPECTOR II	616	65,626	85,627	Annually
MANAGEMENT ANALYST	616	65,626	85,627	Annually
RECREATION SUPERVISOR III	616	65,626	85,627	Annually
STORMWATER SPECIALIST	616	65,626	85,627	Annually
ACCOUNTANT I	615	61,911	80,780	Annually
BUILDING INSPECTOR	615	61,911	80,780	Annually
FIRE INSPECTOR	615	61,911	80,780	Annually
HOUSING PROGRAM SPECIALIST	615	61,911	80,780	Annually
PUBLIC SAFETY COORDINATOR	615	61,911	80,780	Annually
PUBLIC WORKS INSPECTOR	615	61,911	80,780	Annually
RECREATION SUPERVISOR II	615	61,911	80,780	Annually
ASSISTANT PLANNER	614	58,407	76,208	Annually
CODE COMPLIANCE OFFICER	614	58,407	76,208	Annually
NEIGHBORHOOD SERVICES SPEC. II	614	58,407	76,208	Annually
RECREATION SUPERVISOR I	614	58,407	76,208	Annually
SR. ENGINEERING TECHNICIAN	614	58,407	76,208	Annually
TRAFFIC SIGNAL/LIGHTING TECHNICIAN	614	58,407	76,208	Annually
ENGINEERING TECHNICIAN I	613	55,101	71,894	Annually
HVAC TECHNICIAN	613	55,101	71,894	Annually
LEAD MAINTENANCE TECHNICIAN	613	55,101	71,894	Annually
LANDSCAPE INSPECTOR I	613	55,101	71,894	Annually
MECHANIC	613	55,101	71,894	Annually
PARK/STREET MAINTENANCE LEAD WORKER	613	55,101	71,894	Annually
SR. ACCOUNTING TECHNICIAN	613	55,101	71,894	Annually
STORMWATER TECHNICIAN	613	55,101	71,894	Annually
ACCOUNTING TECHNICIAN	612	51,982	67,825	Annually
FACILITIES MAINTENANCE WORKER II	612	51,982	67,825	Annually

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	Grade	Min	Max	Time Base
HUMAN RESOURCES/RISK TECHNICIAN	612	51,982	67,825	Annually
PARK MAINTENANCE WORKER II	612	51,982	67,825	Annually
PERMIT TECHNICIAN	612	51,982	67,825	Annually
PLANNING TECHNICIAN II	612	51,982	67,825	Annually
RECREATION COORDINATOR	612	51,982	67,825	Annually
STREET MAINTENANCE WORKER II	612	51,982	67,825	Annually
SENIOR OFFICE SPECIALIST	611	49,040	63,986	Annually
ACCOUNT CLERK	610	46,264	60,364	Annually
FACILITIES MAINTENANCE WORKER I	610	46,264	60,364	Annually
FIRE PREVENTION TECHNICIAN	610	46,264	60,364	Annually
MECHANIC ASSISTANT	610	46,264	60,364	Annually
NEIGHBORHOOD SERVICES SPEC. I	610	46,264	60,364	Annually
OFFICE SPECIALIST III	610	46,264	60,364	Annually
OFFICE SPECIALIST III**	610-A	46,264	75,996	Annually
PARK MAINTENANCE WORKER I	610	46,264	60,364	Annually
PARKING ENFORCEMENT OFFICER	610	46,264	60,364	Annually
PLANNING TECHNICIAN I	610	46,264	60,364	Annually
STREET MAINTENANCE WORKER I	610	46,264	60,364	Annually
OFFICE SPECIALIST II	609	43,645	56,947	Annually
EMERGENCY MEDICAL TECHNICIAN	608	41,175	53,723	Annually
EMERGENCY MEDICAL TECHNICIAN**	608-A	41,175	53,952	Annually
OFFICE SPECIALIST I	608	41,175	53,723	Annually
RECREATION LEADER	608	41,175	53,723	Annually
RECREATION PROGRAM MAINTENANCE AIDE	608	41,175	53,723	Annually
FIRE CAPTAIN	F3	84,287	109,976	Annually
FIRE ENGINEER	F2	72,950	95,183	Annually
FIREFIGHTER/PARAMEDIC	F1	67,590	88,189	Annually
FIREFIGHTER/PARAMEDIC**	F1-A	67,590	88,858	Annually

## CITY OF SAN MARCOS

## PAY GRADES AND STEPS

POSITION	Grade	Steps											
		1	2	3	4	5	6	7	8	9	10	11	12
Emergency Medical Tech.	608	\$41,174.56	\$42,409.80	\$43,682.09	\$44,992.55	\$46,342.33	\$47,732.60	\$49,164.58	\$50,639.52	\$52,158.70	\$53,723.47		
Emergency Medical Tech.	608-A	\$41,174.56	\$42,409.80	\$43,682.09	\$44,992.55	\$46,942.00	\$48,360.00	\$49,798.00	\$51,296.00	\$52,835.00	\$53,952.00		
Office Specialist I	608	\$41,174.56	\$42,409.80	\$43,682.09	\$44,992.55	\$46,342.33	\$47,732.60	\$49,164.58	\$50,639.52	\$52,158.70	\$53,723.47		
Rec. Leader	608	\$41,174.56	\$42,409.80	\$43,682.09	\$44,992.55	\$46,342.33	\$47,732.60	\$49,164.58	\$50,639.52	\$52,158.70	\$53,723.47		
Rec. Program Maint. Aide	608	\$41,174.56	\$42,409.80	\$43,682.09	\$44,992.55	\$46,342.33	\$47,732.60	\$49,164.58	\$50,639.52	\$52,158.70	\$53,723.47		
Office Specialist II	609	\$43,645.03	\$44,954.38	\$46,303.01	\$47,692.11	\$49,122.87	\$50,596.55	\$52,114.46	\$53,677.89	\$55,288.22	\$56,946.87		
Account Clerk	610	\$46,263.73	\$47,651.65	\$49,081.20	\$50,553.63	\$52,070.25	\$53,632.35	\$55,241.32	\$56,898.56	\$58,605.52	\$60,363.69		
Facilities Maintenance Worker I	610	\$46,263.73	\$47,651.65	\$49,081.20	\$50,553.63	\$52,070.25	\$53,632.35	\$55,241.32	\$56,898.56	\$58,605.52	\$60,363.69		
Fire Prevention Technician	610	\$46,263.73	\$47,651.65	\$49,081.20	\$50,553.63	\$52,070.25	\$53,632.35	\$55,241.32	\$56,898.56	\$58,605.52	\$60,363.69		
Mechanic Assistant	610	\$46,263.73	\$47,651.65	\$49,081.20	\$50,553.63	\$52,070.25	\$53,632.35	\$55,241.32	\$56,898.56	\$58,605.52	\$60,363.69		
Neighborhood Services Specialist I	610	\$46,263.73	\$47,651.65	\$49,081.20	\$50,553.63	\$52,070.25	\$53,632.35	\$55,241.32	\$56,898.56	\$58,605.52	\$60,363.69		
Office Specialist III	610	\$46,263.73	\$47,651.65	\$49,081.20	\$50,553.63	\$52,070.25	\$53,632.35	\$55,241.32	\$56,898.56	\$58,605.52	\$60,363.69		
Office Specialist III (used to be IV)	610-A	\$46,263.73	\$47,651.65	\$53,928.00	\$56,628.00	\$59,460.00	\$62,424.00	\$65,556.00	\$67,524.00	\$69,540.00	\$71,640.00	\$73,776.00	\$75,996.00
Park Maint. Worker I	610	\$46,263.73	\$47,651.65	\$49,081.20	\$50,553.63	\$52,070.25	\$53,632.35	\$55,241.32	\$56,898.56	\$58,605.52	\$60,363.69		
Parking Enforcement Officer	610	\$46,263.73	\$47,651.65	\$49,081.20	\$50,553.63	\$52,070.25	\$53,632.35	\$55,241.32	\$56,898.56	\$58,605.52	\$60,363.69		
Planning Technician I	610	\$46,263.73	\$47,651.65	\$49,081.20	\$50,553.63	\$52,070.25	\$53,632.35	\$55,241.32	\$56,898.56	\$58,605.52	\$60,363.69		
Street Maint. Worker I	610	\$46,263.73	\$47,651.65	\$49,081.20	\$50,553.63	\$52,070.25	\$53,632.35	\$55,241.32	\$56,898.56	\$58,605.52	\$60,363.69		
Senior Office Specialist	611	\$49,039.56	\$50,510.75	\$52,026.07	\$53,586.85	\$55,194.46	\$56,850.29	\$58,555.80	\$60,312.48	\$62,121.85	\$63,985.50		
Accounting Technician	612	\$51,981.93	\$53,541.39	\$55,147.64	\$56,802.06	\$58,506.12	\$60,261.31	\$62,069.15	\$63,931.22	\$65,849.16	\$67,824.63		
Facilities Maintenance Worker II	612	\$51,981.93	\$53,541.39	\$55,147.64	\$56,802.06	\$58,506.12	\$60,261.31	\$62,069.15	\$63,931.22	\$65,849.16	\$67,824.63		
Human Resources/Risk Technician	612	\$51,981.93	\$53,541.39	\$55,147.64	\$56,802.06	\$58,506.12	\$60,261.31	\$62,069.15	\$63,931.22	\$65,849.16	\$67,824.63		
Park Maint. Worker II	612	\$51,981.93	\$53,541.39	\$55,147.64	\$56,802.06	\$58,506.12	\$60,261.31	\$62,069.15	\$63,931.22	\$65,849.16	\$67,824.63		
Permit Technician	612	\$51,981.93	\$53,541.39	\$55,147.64	\$56,802.06	\$58,506.12	\$60,261.31	\$62,069.15	\$63,931.22	\$65,849.16	\$67,824.63		
Planning Technician II	612	\$51,981.93	\$53,541.39	\$55,147.64	\$56,802.06	\$58,506.12	\$60,261.31	\$62,069.15	\$63,931.22	\$65,849.16	\$67,824.63		
Recreation Coordinator	612	\$51,981.93	\$53,541.39	\$55,147.64	\$56,802.06	\$58,506.12	\$60,261.31	\$62,069.15	\$63,931.22	\$65,849.16	\$67,824.63		
Street Maint. Worker II	612	\$51,981.93	\$53,541.39	\$55,147.64	\$56,802.06	\$58,506.12	\$60,261.31	\$62,069.15	\$63,931.22	\$65,849.16	\$67,824.63		
Engineering Technician	613	\$55,100.85	\$56,753.87	\$58,456.50	\$60,210.18	\$62,016.49	\$63,876.98	\$65,793.30	\$67,767.10	\$69,800.11	\$71,894.11		
HVAC Technician	613	\$55,100.85	\$56,753.87	\$58,456.50	\$60,210.18	\$62,016.49	\$63,876.98	\$65,793.30	\$67,767.10	\$69,800.11	\$71,894.11		
Landscape Inspector I	613	\$55,100.85	\$56,753.87	\$58,456.50	\$60,210.18	\$62,016.49	\$63,876.98	\$65,793.30	\$67,767.10	\$69,800.11	\$71,894.11		
Lead Maintenance Technician	613	\$55,100.85	\$56,753.87	\$58,456.50	\$60,210.18	\$62,016.49	\$63,876.98	\$65,793.30	\$67,767.10	\$69,800.11	\$71,894.11		
Mechanic	613	\$55,100.85	\$56,753.87	\$58,456.50	\$60,210.18	\$62,016.49	\$63,876.98	\$65,793.30	\$67,767.10	\$69,800.11	\$71,894.11		
Park/Street Maint. Lead Worker	613	\$55,100.85	\$56,753.87	\$58,456.50	\$60,210.18	\$62,016.49	\$63,876.98	\$65,793.30	\$67,767.10	\$69,800.11	\$71,894.11		
Sr. Accounting Technician	613	\$55,100.85	\$56,753.87	\$58,456.50	\$60,210.18	\$62,016.49	\$63,876.98	\$65,793.30	\$67,767.10	\$69,800.11	\$71,894.11		
Assistant Planner	614	\$58,406.90	\$60,159.11	\$61,963.88	\$63,822.79	\$65,737.48	\$67,709.60	\$69,740.90	\$71,833.12	\$73,988.12	\$76,207.76		
Code Compliance Officer	614	\$58,406.90	\$60,159.11	\$61,963.88	\$63,822.79	\$65,737.48	\$67,709.60	\$69,740.90	\$71,833.12	\$73,988.12	\$76,207.76		
Neighborhood Services Specialist II	614	\$58,406.90	\$60,159.11	\$61,963.88	\$63,822.79	\$65,737.48	\$67,709.60	\$69,740.90	\$71,833.12	\$73,988.12	\$76,207.76		
Recreation Supervisor I	614	\$58,406.90	\$60,159.11	\$61,963.88	\$63,822.79	\$65,737.48	\$67,709.60	\$69,740.90	\$71,833.12	\$73,988.12	\$76,207.76		
Sr. Engineering Technician	614	\$58,406.90	\$60,159.11	\$61,963.88	\$63,822.79	\$65,737.48	\$67,709.60	\$69,740.90	\$71,833.12	\$73,988.12	\$76,207.76		
Traffic/Signal Lighting Tech.	614	\$58,406.90	\$60,159.11	\$61,963.88	\$63,822.79	\$65,737.48	\$67,709.60	\$69,740.90	\$71,833.12	\$73,988.12	\$76,207.76		
Building Inspector	615	\$61,911.32	\$63,768.66	\$65,681.72	\$67,652.17	\$69,681.73	\$71,772.18	\$73,925.35	\$76,143.11	\$78,427.40	\$80,780.22		
Fire Inspector	615	\$61,911.32	\$63,768.66	\$65,681.72	\$67,652.17	\$69,681.73	\$71,772.18	\$73,925.35	\$76,143.11	\$78,427.40	\$80,780.22		
Housing Program Specialist	615	\$61,911.32	\$63,768.66	\$65,681.72	\$67,652.17	\$69,681.73	\$71,772.18	\$73,925.35	\$76,143.11	\$78,427.40	\$80,780.22		
Public Safety Coordinator	615	\$61,911.32	\$63,768.66	\$65,681.72	\$67,652.17	\$69,681.73	\$71,772.18	\$73,925.35	\$76,143.11	\$78,427.40	\$80,780.22		
PW Inspector	615	\$61,911.32	\$63,768.66	\$65,681.72	\$67,652.17	\$69,681.73	\$71,772.18	\$73,925.35	\$76,143.11	\$78,427.40	\$80,780.22		
Recreation Supervisor II	615	\$61,911.32	\$63,768.66	\$65,681.72	\$67,652.17	\$69,681.73	\$71,772.18	\$73,925.35	\$76,143.11	\$78,427.40	\$80,780.22		

CITY OF SAN MARCOS													
POSITION	Grade	PAY GRADES AND STEPS											
		Steps											
		1	2	3	4	5	6	7	8	9	10	11	12
Assistant Engineer	616	\$65,626.00	\$67,594.78	\$69,622.61	\$71,711.30	\$73,862.64	\$76,078.51	\$78,360.87	\$80,711.69	\$83,133.04	\$85,627.03		
Associate Planner	616	\$65,626.00	\$67,594.78	\$69,622.61	\$71,711.30	\$73,862.64	\$76,078.51	\$78,360.87	\$80,711.69	\$83,133.04	\$85,627.03		
Associate Planner	616-A	\$65,626.00	\$67,625.28	\$71,005.28	\$74,561.85	\$78,294.99	\$80,640.81	\$83,062.31	\$85,548.00	\$88,119.70	\$90,756.00		
Deputy City Clerk	616	\$65,626.00	\$67,594.78	\$69,622.61	\$71,711.30	\$73,862.64	\$76,078.51	\$78,360.87	\$80,711.69	\$83,133.04	\$85,627.03		
Landscape Inspector II	616	\$65,626.00	\$67,594.78	\$69,622.61	\$71,711.30	\$73,862.64	\$76,078.51	\$78,360.87	\$80,711.69	\$83,133.04	\$85,627.03		
Management Analyst	616	\$65,626.00	\$67,594.78	\$69,622.61	\$71,711.30	\$73,862.64	\$76,078.51	\$78,360.87	\$80,711.69	\$83,133.04	\$85,627.03		
Recreation Supervisor III	616	\$65,626.00	\$67,594.78	\$69,622.61	\$71,711.30	\$73,862.64	\$76,078.51	\$78,360.87	\$80,711.69	\$83,133.04	\$85,627.03		
Stormwater Specialist	616	\$65,626.00	\$67,594.78	\$69,622.61	\$71,711.30	\$73,862.64	\$76,078.51	\$78,360.87	\$80,711.69	\$83,133.04	\$85,627.03		
Database Analyst	617	\$70,219.81	\$72,326.41	\$74,496.20	\$76,731.09	\$79,033.02	\$81,404.01	\$83,846.13	\$86,361.52	\$88,952.36	\$91,620.93		
Landscape Inspection Sup.	617	\$70,219.81	\$72,326.41	\$74,496.20	\$76,731.09	\$79,033.02	\$81,404.01	\$83,846.13	\$86,361.52	\$88,952.36	\$91,620.93		
Network Analyst	617	\$70,219.81	\$72,326.41	\$74,496.20	\$76,731.09	\$79,033.02	\$81,404.01	\$83,846.13	\$86,361.52	\$88,952.36	\$91,620.93		
Park Maintenance Sup.	617	\$70,219.81	\$72,326.41	\$74,496.20	\$76,731.09	\$79,033.02	\$81,404.01	\$83,846.13	\$86,361.52	\$88,952.36	\$91,620.93		
Senior Accountant	617	\$70,219.81	\$72,326.41	\$74,496.20	\$76,731.09	\$79,033.02	\$81,404.01	\$83,846.13	\$86,361.52	\$88,952.36	\$91,620.93		
Street Maintenance Sup.	617	\$70,219.81	\$72,326.41	\$74,496.20	\$76,731.09	\$79,033.02	\$81,404.01	\$83,846.13	\$86,361.52	\$88,952.36	\$91,620.93		
Traffic Signal/Lighting Sup.	617	\$70,219.81	\$72,326.41	\$74,496.20	\$76,731.09	\$79,033.02	\$81,404.01	\$83,846.13	\$86,361.52	\$88,952.36	\$91,620.93		
Senior Plans Examiner	618	\$75,135.20	\$77,389.26	\$79,710.94	\$82,102.27	\$84,565.33	\$87,102.29	\$89,715.36	\$92,406.82	\$95,179.02	\$98,034.39		
Fleet Maint. Superintendent	619	\$81,146.02	\$82,806.50	\$85,290.70	\$87,849.42	\$90,484.91	\$93,199.45	\$95,995.43	\$98,875.30	\$101,841.55	\$104,896.81		
Senior Planner	619	\$81,146.02	\$82,806.50	\$85,290.70	\$87,849.42	\$90,484.91	\$93,199.45	\$95,995.43	\$98,875.30	\$101,841.55	\$104,896.81		
Associate Civil Engineer	620	\$88,449.16	\$91,102.64	\$93,835.72	\$96,650.79	\$99,550.32	\$102,536.81	\$105,612.91	\$108,781.31	\$112,044.75	\$115,406.09		
Construction Manager	621	\$97,294.07	\$100,212.90	\$103,219.28	\$106,315.86	\$109,505.33	\$112,790.50	\$116,174.22	\$119,659.44	\$123,249.22	\$126,946.69		
Senior Civil Engineer	621	\$97,294.07	\$100,212.90	\$103,219.28	\$106,315.86	\$109,505.33	\$112,790.50	\$116,174.22	\$119,659.44	\$123,249.22	\$126,946.69		
GIS Analyst	317	\$70,219.81	\$72,326.41	\$74,496.20	\$76,731.09	\$79,033.02	\$81,404.01	\$83,846.13	\$86,361.52	\$88,952.36	\$91,620.93		
Principal Building Inspector/Plan Checker	318	\$75,135.20	\$77,389.26	\$79,710.94	\$82,102.27	\$84,565.33	\$87,102.29	\$89,715.36	\$92,406.82	\$95,179.02	\$98,034.39		
Sr. Management Analyst	318	\$75,135.20	\$77,389.26	\$79,710.94	\$82,102.27	\$84,565.33	\$87,102.29	\$89,715.36	\$92,406.82	\$95,179.02	\$98,034.39		
Communications Officer	319	\$81,146.02	\$82,806.50	\$85,290.70	\$87,849.42	\$90,484.91	\$93,199.45	\$95,995.43	\$98,875.30	\$101,841.55	\$104,896.81		
EMS Coordinator	319	\$81,146.02	\$82,806.50	\$85,290.70	\$87,849.42	\$90,484.91	\$93,199.45	\$95,995.43	\$98,875.30	\$101,841.55	\$104,896.81		
Budget and Revenue Officer	320	\$88,449.16	\$91,102.64	\$93,835.72	\$96,650.79	\$99,550.32	\$102,536.81	\$105,612.91	\$108,781.31	\$112,044.75	\$115,406.09		
Deputy Fire Marshal	320	\$88,449.16	\$91,102.64	\$93,835.72	\$96,650.79	\$99,550.32	\$102,536.81	\$105,612.91	\$108,781.31	\$112,044.75	\$115,406.09		
Housing Programs Manager	320	\$88,449.16	\$91,102.64	\$93,835.72	\$96,650.79	\$99,550.32	\$102,536.81	\$105,612.91	\$108,781.31	\$112,044.75	\$115,406.09		
Program Manager	320	\$88,449.16	\$91,102.64	\$93,835.72	\$96,650.79	\$99,550.32	\$102,536.81	\$105,612.91	\$108,781.31	\$112,044.75	\$115,406.09		
Stormwater Programs Manager	320	\$88,449.16	\$91,102.64	\$93,835.72	\$96,650.79	\$99,550.32	\$102,536.81	\$105,612.91	\$108,781.31	\$112,044.75	\$115,406.09		
Accounting Manager	321	\$97,294.07	\$100,212.90	\$103,219.28	\$106,315.86	\$109,505.33	\$112,790.50	\$116,174.22	\$119,659.44	\$123,249.22	\$126,946.69		
Administrative Services Manager	321	\$97,294.07	\$100,212.90	\$103,219.28	\$106,315.86	\$109,505.33	\$112,790.50	\$116,174.22	\$119,659.44	\$123,249.22	\$126,946.69		
Assistant Com. Svcs. Director	321	\$97,294.07	\$100,212.90	\$103,219.28	\$106,315.86	\$109,505.33	\$112,790.50	\$116,174.22	\$119,659.44	\$123,249.22	\$126,946.69		
Contracts, Grants & Procurement Manager	321	\$97,294.07	\$100,212.90	\$103,219.28	\$106,315.86	\$109,505.33	\$112,790.50	\$116,174.22	\$119,659.44	\$123,249.22	\$126,946.69		
Fiscal Services & Debt Manager	321	\$97,294.07	\$100,212.90	\$103,219.28	\$106,315.86	\$109,505.33	\$112,790.50	\$116,174.22	\$119,659.44	\$123,249.22	\$126,946.69		
Fiscal Services & Debt Manager	321-A (band)	\$97,294.07	\$135,000.00										
HR/Risk Manager	321	\$97,294.07	\$100,212.90	\$103,219.28	\$106,315.86	\$109,505.33	\$112,790.50	\$116,174.22	\$119,659.44	\$123,249.22	\$126,946.69		
Principal Planner	321	\$97,294.07	\$100,212.90	\$103,219.28	\$106,315.86	\$109,505.33	\$112,790.50	\$116,174.22	\$119,659.44	\$123,249.22	\$126,946.69		
Principal Planner	321-A (band)	\$97,294.07	\$135,000.00										
Real Property Services Manager	321	\$97,294.07	\$100,212.90	\$103,219.28	\$106,315.86	\$109,505.33	\$112,790.50	\$116,174.22	\$119,659.44	\$123,249.22	\$126,946.69		
Building Official	322	\$107,023.48	\$110,234.19	\$113,541.21	\$116,947.44	\$120,455.87	\$124,069.54	\$127,791.63	\$131,625.39	\$135,574.14	\$139,641.37		
Economic Development Manager	322	\$107,023.48	\$110,234.19	\$113,541.21	\$116,947.44	\$120,455.87	\$124,069.54	\$127,791.63	\$131,625.39	\$135,574.14	\$139,641.37		
Fire Battalion Chief	322	\$107,023.48	\$110,234.19	\$113,541.21	\$116,947.44	\$120,455.87	\$124,069.54	\$127,791.63	\$131,625.39	\$135,574.14	\$139,641.37		
Fire Marshal	322	\$107,023.48	\$110,234.19	\$113,541.21	\$116,947.44	\$120,455.87	\$124,069.54	\$127,791.63	\$131,625.39	\$135,574.14	\$139,641.37		
Information System Manager	322	\$107,023.48	\$110,234.19	\$113,541.21	\$116,947.44	\$120,455.87	\$124,069.54	\$127,791.63	\$131,625.39	\$135,574.14	\$139,641.37		

POSITION	Grade	CITY OF SAN MARCOS											
		PAY GRADES AND STEPS											
		Steps											
		1	2	3	4	5	6	7	8	9	10	11	12
Planning Manager	322	\$107,023.48	\$110,234.19	\$113,541.21	\$116,947.44	\$120,455.87	\$124,069.54	\$127,791.63	\$131,625.39	\$135,574.14	\$139,641.37		
Principal Civil Engineer	322	\$107,023.48	\$110,234.19	\$113,541.21	\$116,947.44	\$120,455.87	\$124,069.54	\$127,791.63	\$131,625.39	\$135,574.14	\$139,641.37		
Public Works Manager	322	\$107,023.48	\$110,234.19	\$113,541.21	\$116,947.44	\$120,455.87	\$124,069.54	\$127,791.63	\$131,625.39	\$135,574.14	\$139,641.37		
Firefighter/Paramedic	F1	\$67,589.59	\$69,617.32	\$71,705.87	\$73,828.29	\$76,042.76	\$78,324.18	\$80,705.65	\$83,126.86	\$85,620.63	\$88,189.37		
Firefighter/Paramedic	F1-A	\$67,589.59	\$69,617.32	\$71,705.87	\$73,857.37	\$76,072.90	\$78,355.13	\$81,318.13	\$83,757.87	\$86,270.56	\$88,858.60		
Fire Engineer	F2	\$72,950.07	\$75,138.37	\$77,392.56	\$79,714.35	\$82,105.68	\$84,569.04	\$87,105.71	\$89,719.25	\$92,410.42	\$95,183.02		
Fire Captain	F3	\$84,287.33	\$86,815.79	\$89,420.44	\$92,102.88	\$94,865.82	\$97,712.01	\$100,643.27	\$103,662.61	\$106,772.63	\$109,975.67		
City Council	CC	\$11,731.68											
City Clerk	I	\$108,418.87	\$147,286.38										
Building Division Director	I	\$108,418.87	\$147,286.38										
Planning Division Director	II	\$116,008.71	\$157,596.43										
Deputy Public Works Director	II	\$116,008.71	\$157,596.43										
Fire Division Chief	II	\$116,008.71	\$157,596.43										
Business Process Director/City Clerk	II	\$116,008.71	\$157,596.43										
Deputy City Engineer	III	\$124,128.60	\$168,628.18										
Director of Community Services	III	\$124,128.60	\$168,628.18										
HR/Risik Division Director	III	\$124,128.60	\$168,628.18										
Director of Finance	IV	\$132,818.28	\$180,432.15										
Housing & Neighborhood Svcs. Div. Dir.	IV	\$132,818.28	\$180,432.15										
Fire Chief	V	\$142,115.18	\$193,062.77										
Deputy City Manager	V	\$142,115.18	\$193,062.77										
Development Services Dir.	V	\$142,115.18	\$193,062.77										
PW Director	V	\$142,115.18	\$193,062.77										
Assistant City Manager	VI	\$152,063.45	\$206,576.76										
City Manager	VII	\$190,574.63	\$258,893.71										