

CITY OF SAN MARCOS
FULL TIME CLASSIFICATION AND COMPENSATION SCHEDULE

The following Classification and Compensation schedule is hereby adopted effective **02/10/2026** 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
ACCOUNT CLERK	Class. Misc. Association	610	\$27.10	\$37.51	Hourly
ACCOUNTANT I	At-Will	615	\$36.27	\$50.19	Hourly
ACCOUNTANT II	At-Will	616	\$38.45	\$53.20	Hourly
ACCOUNTING & TREASURY MANAGER	At-Will	321	\$57.00	\$78.88	Hourly
ACCOUNTING MANAGER	At-Will	321	\$57.00	\$78.88	Hourly
ACCOUNTING TECHNICIAN	At-Will	612	\$30.45	\$42.14	Hourly
ADMINISTRATIVE ANALYST	At-Will	614	\$34.22	\$47.35	Hourly
ADMINISTRATIVE SERVICES DIRECTOR	At-Will	IV	\$77.81	\$113.19	Hourly
ADMINISTRATIVE SERVICES MANAGER	At-Will	321	\$57.00	\$78.88	Hourly
ASSISTANT CITY MANAGER	At-Will	VI	\$89.09	\$129.59	Hourly
ASSISTANT ENGINEER	Class. Misc. Association	616	\$38.45	\$53.20	Hourly
ASSISTANT FINANCE DIRECTOR	At-Will	II	\$67.96	\$98.87	Hourly
ASSISTANT PARKS & RECREATION DIRECTOR	At-Will	321	\$57.00	\$78.88	Hourly
ASSISTANT PLANNER	Class. Misc. Association	614	\$34.22	\$47.35	Hourly
ASSOCIATE CIVIL ENGINEER	Class. Misc. Association	620	\$51.82	\$71.71	Hourly
ASSOCIATE ENGINEER	Class. Misc. Association	618	\$44.02	\$60.91	Hourly
ASSOCIATE PLANNER	Class. Misc. Association	616	\$38.45	\$53.20	Hourly
BUDGET & ANALYSIS MANAGER	At-Will	322	\$62.70	\$86.77	Hourly
BUDGET & REVENUE OFFICER	At-Will	320	\$51.82	\$71.71	Hourly
BUILDING DIVISION DIRECTOR	At-Will	I	\$63.52	\$92.40	Hourly
BUILDING INSPECTOR I	Class. Misc. Association	614	\$34.22	\$47.35	Hourly
BUILDING INSPECTOR II	Class. Misc. Association	616	\$38.45	\$53.20	Hourly
BUILDING OFFICIAL	At-Will	322	\$62.70	\$86.77	Hourly
BUSINESS LICENSE OFFICER	At-Will	614	\$34.22	\$47.35	Hourly
BUSINESS LICENSE TECHNICIAN	At-Will	613	\$32.28	\$44.67	Hourly
BUSINESS PROCESS DIRECTOR/CITY CLERK	At-Will	III	\$72.72	\$105.79	Hourly
CAPITAL IMPROVEMENT PROGRAM MANAGER	At-Will	322	\$62.70	\$86.77	Hourly
CHIEF INNOVATION OFFICER	At-Will	II	\$67.96	\$98.87	Hourly
CITY CLERK	At-Will	I	\$63.52	\$92.40	Hourly
CITY COUNCIL	Elected	CC	\$12,177	\$12,177	Annual
CITY ENGINEER	At-Will	IV-E	\$77.81	\$113.19	Hourly
CITY MANAGER	At-Will	VII	\$111.65	\$162.41	Hourly
CITY TRAFFIC ENGINEER	At-Will	322	\$62.70	\$86.77	Hourly
CODE COMPLIANCE OFFICER	Class. Misc. Association	614	\$34.22	\$47.35	Hourly
CODE COMPLIANCE SUPERVISOR	Supervisory Association	616	\$38.45	\$53.20	Hourly
COMMUNICATIONS MANAGER	At-Will	321	\$57.00	\$78.88	Hourly
COMMUNICATIONS OFFICER	At-Will	319	\$47.54	\$65.79	Hourly
COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR	At-Will	III	\$72.72	\$105.79	Hourly
CONSTRUCTION MANAGER	Supervisory Association	621	\$57.00	\$78.88	Hourly
CONTRACT AND PROCUREMENT OFFICER	At-Will	319	\$47.54	\$65.79	Hourly
CONTRACT PROGRAM MANAGER	At-Will	320	\$51.82	\$71.71	Hourly
CONTRACTS, GRANTS & PROCUREMENT MANAGER	At-Will	322	\$62.70	\$86.77	Hourly
DATABASE & SOFTWARE ADMINISTRATOR	At-Will	319	\$47.54	\$65.79	Hourly
DATABASE ANALYST	At-Will	616	\$38.45	\$53.20	Hourly

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DEPUTY CITY CLERK	Class. Misc. Association	616	\$38.45	\$53.20	Hourly
DEPUTY CITY ENGINEER	At-Will	III-E	\$72.72	\$109.30	Hourly
DEPUTY CITY MANAGER	At-Will	V	\$83.26	\$121.11	Hourly
DEPUTY FIRE MARSHAL	At-Will	320	\$51.82	\$71.71	Hourly
DEPUTY PUBLIC WORKS DIRECTOR	At-Will	II	\$67.96	\$98.87	Hourly
DEVELOPMENT SERVICES DIRECTOR / CITY ENGINEER	At-Will	V	\$83.26	\$121.11	Hourly
DEVOPS ENGINEER	At-Will	616	\$38.45	\$53.20	Hourly
DIRECTOR OF FINANCE	At-Will	IV	\$77.81	\$113.19	Hourly
DIRECTOR OF IT	At-Will	IV	\$77.81	\$113.19	Hourly
DIRECTOR OF LEAN GOVERNMENT	At-Will	V	\$83.26	\$121.11	Hourly
DIRECTOR OF PARKS & RECREATION	At-Will	III	\$72.72	\$105.79	Hourly
ECONOMIC DEVELOPMENT & PUBLIC AFFAIRS DIRECTOR	At-Will	III	\$72.72	\$105.79	Hourly
ECONOMIC DEVELOPMENT MANAGER	At-Will	322	\$62.70	\$86.77	Hourly
EMERGENCY MANAGER	At-Will	320	\$51.82	\$71.71	Hourly
EMERGENCY MEDICAL TECHNICIAN (REPORTABLE TO CALPERS)	At-Will	EMT	\$19.95	\$27.61	Hourly
EMERGENCY MEDICAL TECHNICIAN (TOTAL COMPENSATION)	At-Will	EMT	\$22.80	\$31.55	Hourly
EMS COORDINATOR	At-Will	319	\$47.54	\$65.79	Hourly
ENGINEERING INSPECTOR	Class. Misc. Association	615	\$36.27	\$50.19	Hourly
ENGINEERING TECHNICIAN I	Class. Misc. Association	613	\$32.28	\$44.67	Hourly
FACILITIES MAINTENANCE SUPERVISOR	Supervisory Association	617	\$41.14	\$56.93	Hourly
FIRE BATTALION CHIEF ADMIN	At-Will	322-FA	\$66.47	\$91.98	Hourly
FIRE BATTALION CHIEF SHIFT	At-Will	322-FS	\$47.34	\$65.51	Hourly
FIRE CAPTAIN	Fire Association	F3	\$37.28	\$51.59	Hourly
FIRE CHIEF	At-Will	V-F	\$88.26	\$128.39	Hourly
FIRE CHIEF, DIRECTOR OF PUBLIC SAFETY	At-Will	VI-F	\$95.46	\$138.86	Hourly
FIRE DIVISION CHIEF	At-Will	II-F	\$72.05	\$104.81	Hourly
FIRE ENGINEER	Fire Association	F2	\$32.27	\$44.66	Hourly
FIRE INSPECTOR	At-Will	615	\$36.27	\$50.19	Hourly
FIRE MARSHAL	At-Will	322-F	\$66.47	\$91.98	Hourly
FIRE PREVENTION TECHNICIAN	At-Will	610	\$27.10	\$37.51	Hourly
FIREFIGHTER/PARAMEDIC	Fire Association	F1	\$30.77	\$42.57	Hourly
FISCAL SERVICES & BUDGET MANAGER	At-Will	321	\$57.00	\$78.88	Hourly
FLEET MAINT. SUPERINTENDENT	Supervisory Association	619	\$47.54	\$65.79	Hourly
FLEET MAINTENANCE SUPERVISOR	Supervisory Association	617	\$41.14	\$56.93	Hourly
FLEET TECHNICIAN	Class. Misc. Association	614	\$34.22	\$47.35	Hourly
GIS ADMINISTRATOR	At-Will	319	\$47.54	\$65.79	Hourly
GIS ANALYST	At-Will	317	\$41.14	\$56.93	Hourly
GIS TECHNICIAN	At-Will	612	\$30.45	\$42.14	Hourly
HOUSING & NEIGHBORHOOD SERVICES ADMINISTRATOR	At-Will	318	\$44.02	\$60.91	Hourly
HOUSING & NEIGHBORHOOD SERVICES COORDINATOR I	At-Will	613	\$32.28	\$44.67	Hourly
HOUSING & NEIGHBORHOOD SERVICES COORDINATOR II	At-Will	615	\$36.27	\$50.19	Hourly
HOUSING & NEIGHBORHOOD SERVICES DIRECTOR	At-Will	III	\$72.72	\$105.79	Hourly

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HOUSING & NEIGHBORHOOD SERVICES MANAGER	At-Will	322	\$62.70	\$86.77	Hourly
HOUSING PROGRAM SPECIALIST	At-Will	615	\$36.27	\$50.19	Hourly
HOUSING PROGRAMS MANAGER	At-Will	320	\$51.82	\$71.71	Hourly
HR/RISK DIVISION DIRECTOR	At-Will	III	\$72.72	\$105.79	Hourly
HRIS ANALYST	At-Will	616	\$38.45	\$53.20	Hourly
HUMAN RESOURCES/RISK MANAGER	At-Will	322	\$62.70	\$86.77	Hourly
HUMAN RESOURCES/RISK TECHNICIAN	At-Will	612	\$30.45	\$42.14	Hourly
HVAC TECHNICIAN	Class. Misc. Association	613	\$32.28	\$44.67	Hourly
IT COORDINATOR	At-Will	615	\$36.27	\$50.19	Hourly
IT HELP DESK TECHNICIAN	At-Will	611	\$28.73	\$39.76	Hourly
IT MANAGER	At-Will	322	\$62.70	\$86.77	Hourly
LANDSCAPE INSPECTION SUPERVISOR	Supervisory Association	617	\$41.14	\$56.93	Hourly
LANDSCAPE INSPECTOR I	Class. Misc. Association	613	\$32.28	\$44.67	Hourly
LANDSCAPE INSPECTOR II	Class. Misc. Association	616	\$38.45	\$53.20	Hourly
LEAD MAINTENANCE TECHNICIAN	Class. Misc. Association	613	\$32.28	\$44.67	Hourly
LEASING ANALYST	At-Will	616	\$38.45	\$53.20	Hourly
LEGISLATIVE AFFAIRS DIRECTOR / CITY CLERK	At-Will	III	\$72.72	\$105.79	Hourly
MANAGEMENT ANALYST	At-Will	616	\$38.45	\$53.20	Hourly
MECHANIC ASSISTANT	Class. Misc. Association	610	\$27.10	\$37.51	Hourly
MEDICAL SERVICES OFFICER	At-Will	320	\$51.82	\$71.71	Hourly
NETWORK ANALYST	At-Will	616	\$38.45	\$53.20	Hourly
OFFICE SPECIALIST	At-Will	608	\$24.12	\$33.38	Hourly
PARK MAINTENANCE SUPERVISOR	Supervisory Association	617	\$41.14	\$56.93	Hourly
PARK/STREET MAINTENANCE LEAD WORKER	Class. Misc. Association	613	\$32.28	\$44.67	Hourly
PARKING ENFORCEMENT OFFICER	Class. Misc. Association	610	\$27.10	\$37.51	Hourly
PAYROLL ADMINISTRATOR	At-Will	615	\$36.27	\$50.19	Hourly
PAYROLL COORDINATOR	At-Will	614	\$34.22	\$47.35	Hourly
PERMIT TECHNICIAN I	Class. Misc. Association	611	\$28.73	\$39.76	Hourly
PERMIT TECHNICIAN II	Class. Misc. Association	612	\$30.45	\$42.14	Hourly
PLANNING DIVISION DIRECTOR	At-Will	II	\$67.96	\$98.87	Hourly
PLANNING MANAGER	At-Will	322	\$62.70	\$86.77	Hourly
PLANNING TECHNICIAN I	Class. Misc. Association	610	\$27.10	\$37.51	Hourly
PLANNING TECHNICIAN II	Class. Misc. Association	612	\$30.45	\$42.14	Hourly
PLANS EXAMINER	Class. Misc. Association	616	\$38.45	\$53.20	Hourly
PRINCIPAL BUILDING INSPECTOR/PLAN CHECKER	At-Will	318	\$44.02	\$60.91	Hourly
PRINCIPAL CIVIL ENGINEER	At-Will	322-E	\$62.70	\$94.08	Hourly
PRINCIPAL PLANNER	At-Will	321	\$57.00	\$78.88	Hourly
PROGRAM MANAGER	At-Will	320	\$51.82	\$71.71	Hourly
PUBLIC SAFETY COORDINATOR	At-Will	615	\$36.27	\$50.19	Hourly
PUBLIC WORKS COORDINATOR	Class. Misc. Association	616	\$38.45	\$53.20	Hourly
PUBLIC WORKS DIRECTOR	At-Will	III	\$72.72	\$105.79	Hourly
PUBLIC WORKS INSPECTION SUPERVISOR	Supervisory Association	617	\$41.14	\$56.93	Hourly
PUBLIC WORKS LEAD FIRE MECHANIC	Class. Misc. Association	615	\$36.27	\$50.19	Hourly

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PUBLIC WORKS MAINTENANCE WORKER I	Class. Misc. Association	610	\$27.10	\$37.51	Hourly
PUBLIC WORKS MAINTENANCE WORKER II	Class. Misc. Association	612	\$30.45	\$42.14	Hourly
PUBLIC WORKS MANAGER	At-Will	322	\$62.70	\$86.77	Hourly
PUBLIC WORKS SUPERINTENDENT	Supervisory Association	619	\$47.54	\$65.79	Hourly
REAL PROPERTY SERVICES MANAGER	At-Will	321	\$57.00	\$78.88	Hourly
RECREATION COORDINATOR	At-Will	612	\$30.45	\$42.14	Hourly
RECREATION LEADER	At-Will	608	\$24.12	\$33.38	Hourly
RECREATION PROGRAM MAINTENANCE AIDE	Class. Misc. Association	608	\$24.12	\$33.38	Hourly
RECREATION SUPERVISOR I	Supervisory Association	614	\$34.22	\$47.35	Hourly
RECREATION SUPERVISOR II	Supervisory Association	615	\$36.27	\$50.19	Hourly
RECREATION SUPERVISOR III	Supervisory Association	616	\$38.45	\$53.20	Hourly
SENIOR ACCOUNTANT	At-Will	617	\$41.14	\$56.93	Hourly
SENIOR BUILDING INSPECTOR	Supervisory Association	617	\$41.14	\$56.93	Hourly
SENIOR CIVIL ENGINEER	Supervisory Association	621	\$57.00	\$78.88	Hourly
SENIOR DATABASE ANALYST	At-Will	617	\$41.14	\$56.93	Hourly
SENIOR MANAGEMENT ANALYST	At-Will	318	\$44.02	\$60.91	Hourly
SENIOR NETWORK ANALYST	At-Will	617	\$41.14	\$56.93	Hourly
SENIOR OFFICE SPECIALIST	At-Will	611	\$28.73	\$39.76	Hourly
SENIOR PERMIT TECHNICIAN	Class. Misc. Association	614	\$34.22	\$47.35	Hourly
SENIOR PLANNER	Supervisory Association	619	\$47.54	\$65.79	Hourly
SENIOR PLANS EXAMINER	Supervisory Association	618	\$44.02	\$60.91	Hourly
SENIOR PROJECT MANAGER	Supervisory Association	621	\$57.00	\$78.88	Hourly
SENIOR PUBLIC WORKS COORDINATOR	Class. Misc. Association	617	\$41.14	\$56.93	Hourly
SPECIAL PROJECTS ENGINEER	At-Will	322-E	\$62.70	\$94.08	Hourly
SPECIAL PROJECTS MANAGER	At-Will	322	\$62.70	\$86.77	Hourly
SR. ACCOUNTING TECHNICIAN	At-Will	613	\$32.28	\$44.67	Hourly
SR. ENGINEERING TECHNICIAN	Class. Misc. Association	614	\$34.22	\$47.35	Hourly
STRATEGIC COMMUNICATIONS DIRECTOR	At-Will	III	\$72.72	\$105.79	Hourly
STREET MAINTENANCE SUPERVISOR	Supervisory Association	617	\$41.14	\$56.93	Hourly
SUSTAINABILITY PROGRAM MANAGER	At-Will	321	\$57.00	\$78.88	Hourly
SYSTEMS & NETWORK ADMINISTRATOR	At-Will	319	\$47.54	\$65.79	Hourly
SYSTEMS & NETWORK ENGINEER	At-Will	619	\$47.54	\$65.79	Hourly
TRAFFIC SIGNAL/LIGHTING SUPERVISOR	Supervisory Association	617	\$41.14	\$56.93	Hourly
TRAFFIC SIGNAL/LIGHTING TECHNICIAN	Class. Misc. Association	614	\$34.22	\$47.35	Hourly
WATERSHED ADMINISTRATOR	At-Will	318	\$44.02	\$60.91	Hourly
WATERSHED PROGRAM MANAGER	At-Will	320	\$51.82	\$71.71	Hourly
WATERSHED SPECIALIST	At-Will	616	\$38.45	\$53.20	Hourly
WATERSHED TECHNICIAN	At-Will	613	\$32.28	\$44.67	Hourly