



ATTACHMENT 5

Exhibit A: Classification and Compensation Schedule

CITY OF SAN MARCOS
CLASSIFICATION AND COMPENSATION SCHEDULE
(Including Grades and Steps)
EFFECTIVE June 26, 2021

The following Classification and Compensation schedule is hereby adopted effective June 26, 2021 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	206,385	280,372	Annually
ASSISTANT CITY MANAGER	At Will	VI	164,679	223,715	Annually
FIRE CHIEF	At Will	V-F	157,325	213,726	Annually
DEPUTY CITY MANAGER	At Will	V	153,905	209,080	Annually
DEVELOPMENT SERVICES DIRECTOR	At Will	V	153,905	209,080	Annually
CITY ENGINEER	At Will	IV	143,837	195,401	Annually
DIRECTOR OF FINANCE	At Will	IV	143,837	195,401	Annually
BUSINESS PROCESS DIRECTOR/CITY CLERK	At Will	III	134,427	182,618	Annually
DEPUTY CITY ENGINEER	At Will	III	134,427	182,618	Annually
DIRECTOR OF PARKS & RECREATION	At Will	III	134,427	182,618	Annually
COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR	At Will	III	134,427	182,618	Annually
HR/RISK DIVISION DIRECTOR	At Will	III	134,427	182,618	Annually
PUBLIC WORKS DIRECTOR	At Will	III	134,427	182,618	Annually
FIRE DIVISION CHIEF	At Will	II-F	128,425	174,464	Annually
ASSISTANT FINANCE DIRECTOR	At Will	II	125,633	170,671	Annually
CHIEF INNOVATION OFFICER	At Will	II	125,633	170,671	Annually
DEPUTY PUBLIC WORKS DIRECTOR	At Will	II	125,633	170,671	Annually
PLANNING DIVISION DIRECTOR	At Will	II	125,633	170,671	Annually
BUILDING DIVISION DIRECTOR	At Will	I	117,414	159,506	Annually
CITY CLERK	At Will	I	117,414	159,506	Annually
CITY COUNCIL		CC		11,732	Annually
FIRE BATTALION CHIEF	At Will	322-F	118,478	154,587	Annually
FIRE MARSHAL	At Will	322-F	118,478	154,587	Annually
BUILDING OFFICIAL	At Will	322	115,902	151,226	Annually
CAPITAL IMPROVEMENT PROGRAM MANAGER	At Will	322	115,902	151,226	Annually
CONTRACTS, GRANTS & PROCUREMENT MANAGER	At Will	322	115,902	151,226	Annually
ECONOMIC DEVELOPMENT MANAGER	At Will	322	115,902	151,226	Annually
HUMAN RESOURCES/RISK MANAGER	At Will	322	115,902	151,226	Annually
INFORMATION SYSTEMS MANAGER	At Will	322	115,902	151,226	Annually
PLANNING MANAGER	At Will	322	115,902	151,226	Annually
PRINCIPAL CIVIL ENGINEER	At Will	322	115,902	151,226	Annually
PUBLIC WORKS MANAGER	At Will	322	115,902	151,226	Annually
SPECIAL PROJECTS MANAGER	At Will	322	115,902	151,226	Annually

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	Classification	Grade	Min	Max	Time Base
ACCOUNTING MANAGER	At Will	321	105,366	137,479	Annually
ADMINISTRATIVE SERVICES MANAGER	At Will	321	105,366	137,479	Annually
ASSISTANT PARKS & RECREATION DIRECTOR	At Will	321	105,366	137,479	Annually
COMMUNICATIONS MANAGER	At Will	321	105,366	137,479	Annually
FISCAL SERVICES & BUDGET MANAGER	At Will	321	105,366	137,479	Annually
PRINCIPAL PLANNER	At Will	321	105,366	137,479	Annually
REAL PROPERTY SERVICES MANAGER	At Will	321	105,366	137,479	Annually
BUDGET & REVENUE OFFICER	At Will	320	95,787	124,980	Annually
CONTRACT PROGRAM MANAGER	At Will	320	95,787	124,980	Annually
DEPUTY FIRE MARSHAL	At Will	320	95,787	124,980	Annually
HOUSING PROGRAMS MANAGER	At Will	320	95,787	124,980	Annually
PROGRAM MANAGER	At Will	320	95,787	124,980	Annually
WATERSHED PROGRAM MANAGER	At Will	320	95,787	124,980	Annually
COMMUNICATIONS OFFICER	At Will	319	87,878	114,661	Annually
DATABASE & SOFTWARE ADMINISTRATOR	At Will	319	87,878	114,661	Annually
EMS COORDINATOR	At Will	319	87,878	114,661	Annually
GIS ADMINISTRATOR	At Will	319	87,878	114,661	Annually
SYSTEMS & NETWORK ADMINISTRATOR	At Will	319	87,878	114,661	Annually
PRINCIPAL BUILDING INSPECTOR/PLAN CHECKER	At Will	318	81,369	106,168	Annually
SENIOR MANAGEMENT ANALYST	At Will	318	81,369	106,168	Annually
GIS ANALYST	At Will	317	76,045	99,222	Annually
CONSTRUCTION MANAGER	Supervisory	621	105,366	137,479	Annually
SENIOR CIVIL ENGINEER	Supervisory	621	105,366	137,479	Annually
ASSOCIATE CIVIL ENGINEER	Class. Misc.	620	95,787	124,980	Annually
FLEET MAINT. SUPERINTENDENT	Supervisory	619	87,878	114,661	Annually
PUBLIC WORKS SUPERINTENDENT	Supervisory	619	87,878	114,661	Annually
SENIOR PLANNER	Supervisory	619	87,878	114,661	Annually
SENIOR PLANS EXAMINER	Supervisory	618	81,369	106,168	Annually

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	Classification	Grade	Min	Max	Time Base
FACILITIES MAINTENANCE SUPERVISOR	Supervisory	617	76,045	99,222	Annually
LANDSCAPE INSPECTION SUPERVISOR	Supervisory	617	76,045	99,222	Annually
PARK MAINTENANCE SUPERVISOR	Supervisory	617	76,045	99,222	Annually
PUBLIC WORKS INSPECTION SUPERVISOR	Supervisory	617	76,045	99,222	Annually
SENIOR ACCOUNTANT	At Will	617	76,045	99,222	Annually
SENIOR BUILDING INSPECTOR	Supervisory	617	76,045	99,222	Annually
SENIOR DATABASE ANALYST	At Will	617	76,045	99,222	Annually
SENIOR NETWORK ANALYST	At Will	617	76,045	99,222	Annually
STREET MAINTENANCE SUPERVISOR	Supervisory	617	76,045	99,222	Annually
TRAFFIC SIGNAL/LIGHTING SUPERVISOR	Supervisory	617	76,045	99,222	Annually
ACCOUNTANT II	At Will	616	71,071	92,731	Annually
ASSISTANT ENGINEER	Class. Misc.	616	71,071	92,731	Annually
ASSOCIATE PLANNER	Class. Misc.	616	71,071	92,731	Annually
CODE COMPLIANCE SUPERVISOR	Supervisory	616	71,071	92,731	Annually
DATABASE ANALYST	At Will	616	71,071	92,731	Annually
DEPUTY CITY CLERK	Class. Misc.	616	71,071	92,731	Annually
HRIS ANALYST	At Will	616	71,071	92,731	Annually
IT ANALYST	At Will	616	71,071	92,731	Annually
LANDSCAPE INSPECTOR II	Class. Misc.	616	71,071	92,731	Annually
LEASING ANALYST	At Will	616	71,071	92,731	Annually
MANAGEMENT ANALYST	At Will	616	71,071	92,731	Annually
NETWORK ANALYST	At Will	616	71,071	92,731	Annually
RECREATION SUPERVISOR III	Supervisory	616	71,071	92,731	Annually
WATERSHED SPECIALIST	At Will	616	71,071	92,731	Annually
ACCOUNTANT I	At Will	615	67,048	87,482	Annually
BUILDING INSPECTOR	Class. Misc.	615	67,048	87,482	Annually
FIRE INSPECTOR	At Will	615	67,048	87,482	Annually
HOUSING PROGRAM SPECIALIST	At Will	615	67,048	87,482	Annually
PUBLIC SAFETY COORDINATOR	At Will	615	67,048	87,482	Annually
ENGINEERING INSPECTOR	Class. Misc.	615	67,048	87,482	Annually
RECREATION SUPERVISOR II	Supervisory	615	67,048	87,482	Annually
ASSISTANT PLANNER	Class. Misc.	614	63,253	82,530	Annually
BUSINESS LICENSE OFFICER	At Will	614	63,253	82,530	Annually
CODE COMPLIANCE OFFICER	Class. Misc.	614	63,253	82,530	Annually
NEIGHBORHOOD SERVICES SPEC. II	At Will	614	63,253	82,530	Annually
RECREATION SUPERVISOR I	Supervisory	614	63,253	82,530	Annually
SR. ENGINEERING TECHNICIAN	Class. Misc.	614	63,253	82,530	Annually
TRAFFIC SIGNAL/LIGHTING TECHNICIAN	Class. Misc.	614	63,253	82,530	Annually

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ENGINEERING TECHNICIAN I	Class. Misc.	613	59,672	77,859	Annually
HVAC TECHNICIAN	Class. Misc.	613	59,672	77,859	Annually
LEAD MAINTENANCE TECHNICIAN	Class. Misc.	613	59,672	77,859	Annually
LANDSCAPE INSPECTOR I	Class. Misc.	613	59,672	77,859	Annually
MECHANIC	Class. Misc.	613	59,672	77,859	Annually
PARK/STREET MAINTENANCE LEAD WORKER	Class. Misc.	613	59,672	77,859	Annually
SR. ACCOUNTING TECHNICIAN	At Will	613	59,672	77,859	Annually
WATERSHED TECHNICIAN	At Will	613	59,672	77,859	Annually
ACCOUNTING TECHNICIAN	At Will	612	56,294	73,452	Annually
FACILITIES MAINTENANCE WORKER II	Class. Misc.	612	56,294	73,452	Annually
HUMAN RESOURCES/RISK TECHNICIAN	At Will	612	56,294	73,452	Annually
PARK MAINTENANCE WORKER II	Class. Misc.	612	56,294	73,452	Annually
PERMIT TECHNICIAN	Class. Misc.	612	56,294	73,452	Annually
PLANNING TECHNICIAN II	Class. Misc.	612	56,294	73,452	Annually
RECREATION COORDINATOR	At Will	612	56,294	73,452	Annually
STREET MAINTENANCE WORKER II	Class. Misc.	612	56,294	73,452	Annually
SENIOR OFFICE SPECIALIST	At Will	611	53,108	69,294	Annually
ACCOUNT CLERK	Class. Misc.	610	50,102	65,372	Annually
FACILITIES MAINTENANCE WORKER I	Class. Misc.	610	50,102	65,372	Annually
FIRE PREVENTION TECHNICIAN	At Will	610	50,102	65,372	Annually
MECHANIC ASSISTANT	Class. Misc.	610	50,102	65,372	Annually
NEIGHBORHOOD SERVICES SPEC. I	At Will	610	50,102	65,372	Annually
PARK MAINTENANCE WORKER I	Class. Misc.	610	50,102	65,372	Annually
PARKING ENFORCEMENT OFFICER	Class. Misc.	610	50,102	65,372	Annually
PLANNING TECHNICIAN I	Class. Misc.	610	50,102	65,372	Annually
STREET MAINTENANCE WORKER I	Class. Misc.	610	50,102	65,372	Annually
EMERGENCY MEDICAL TECHNICIAN	At Will	EMT	49,965	65,192	Annually
OFFICE SPECIALIST	At Will	608	44,591	58,181	Annually
RECREATION LEADER	At Will	608	44,591	58,181	Annually
RECREATION PROGRAM MAINTENANCE AIDE	Class. Misc.	608	44,591	58,181	Annually
FIRE CAPTAIN	Fire Safety	F3	93,308	121,746	Annually
FIRE ENGINEER	Fire Safety	F2	80,758	105,370	Annually
FIREFIGHTER/PARAMEDIC	Fire Safety	F1	74,824	97,628	Annually

Min wage - \$15/hour

EFFECTIVE: January 1, 2022

Group A			Grade		Grade in Munis		Minimum	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
			1/1/2022				\$15.00	\$19.57	\$15.00	\$15.45	\$15.91	\$16.39	\$16.88	\$17.39	\$17.91	\$18.45	\$19.00	\$19.57	
Camp Safety Officer	A	9157																	
Copy Center Assistant	A	9123																	
Custodian	A	9131																	
Customer Service Representative	A	9132																	
Facility Attendant	A	9124																	
Fleet Assistant	A	9133																	
Front Desk Attendant	A	9122																	
Lifeguard	A	9128																	
Office Assistant	A	9134																	
Paid Interns	A	9129																	
Park Caretaker	A	9125																	
Park Host	A	9156																	
Recreation Leader	A	9126																	
Group B			1/1/2022				Minimum	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
							\$16.35	\$21.33	\$16.35	\$16.84	\$17.35	\$17.87	\$18.40	\$18.95	\$19.52	\$20.11	\$20.71	\$21.33	
Aquatics Instructor	B	9130																	
Sr. Recreation Leader	B	9135																	
Emergency Medical Technician	B	9127																	
Maintenance Worker	B	9137																	
Recreation Maintenance Specialist	B	9155																	
Group C			1/1/2022				Minimum	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
							\$17.82	\$23.25	\$17.82	\$18.36	\$18.91	\$19.47	\$20.06	\$20.66	\$21.28	\$21.92	\$22.58	\$23.25	
Head Lifeguard	C	9136																	
Recreation Technician	C	9138																	
Fire/EMS Support Specialist	C	9151																	
Senior Customer Service Representative	C	9140																	
Parking Enforcement Officer	C	9141																	
Parks & Trail Ranger	C	9142																	
Group D			1/1/2022				Minimum	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
							\$19.43	\$25.35	\$19.43	\$20.01	\$20.61	\$21.23	\$21.86	\$22.52	\$23.19	\$23.89	\$24.61	\$25.35	
Recreation Program Specialist	D	9143																	
Lead Parks & Trail Ranger	D	9154																	
Group E			1/1/2022				Minimum	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
							\$21.17	\$27.63	\$21.17	\$21.81	\$22.46	\$23.14	\$23.83	\$24.55	\$25.28	\$26.04	\$26.82	\$27.63	
Pool Manager	E	9144																	
Senior Recreation Program Specialist	E	9145																	
Communications Specialist	E	9139																	
Engineering Aid	E	9146																	
Group F			1/1/2022				Minimum	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
							\$23.08	\$30.11	\$23.08	\$23.77	\$24.48	\$25.22	\$25.98	\$26.76	\$27.56	\$28.38	\$29.24	\$30.11	
IT Help Desk Technician	F	9147																	
GIS Technician	F	9148																	
Group G			1/1/2022				Minimum	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
							\$25.16	\$32.82	\$25.16	\$25.91	\$26.69	\$27.49	\$28.31	\$29.16	\$30.04	\$30.94	\$31.87	\$32.82	
Housing Program Specialist	G	9158																	
Part Time Temporary	G	9152																	
Group H			1/1/2022				Minimum	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
							\$27.42	\$35.78	\$27.42	\$28.24	\$29.09	\$29.96	\$30.86	\$31.79	\$32.74	\$33.72	\$34.74	\$35.78	
Assistant Emergency Management Coordinator	H	9149																	
Stormwater Inspector	H	9150																	
Group J			1/1/2022				Minimum	Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
							\$15.00	\$50.00											\$0.00
Part Time - Grant Funded	J	9153																	