

EXHIBIT A

CITY OF SAN MARCOS CLASSIFICATION AND COMPENSATION SCHEDULE EFFECTIVE July 1, 2016

The following Classification and Compensation schedule is hereby adopted effective July 1, 2016, and continuing until such time as a new Classification and Compensation Schedule becomes effective.

Pay Structure				
	Grade	Min	Max	Time Base
CITY MANAGER	VII	186,746	253,693	Annually
ASSISTANT CITY MANAGER	VI	149,009	202,427	Annually
DEPUTY CITY MANAGER	V	139,260	189,184	Annually
FIRE CHIEF	V	139,260	189,184	Annually
PUBLIC WORKS DIRECTOR	V	139,260	189,184	Annually
DEVELOPMENT SERVICES DIRECTOR/CITY ENGINEER	V	139,260	189,184	Annually
DIRECTOR OF FINANCE	IV	130,150	176,808	Annually
HOUSING & NEIGHBORHOOD SERVICES DIVISION DIRECTOR	IV	130,150	176,808	Annually
DEPUTY CITY ENGINEER	III	121,635	165,241	Annually
DIRECTOR OF COMMUNITY SERVICES	III	121,635	165,241	Annually
HR/RISK DIVISION DIRECTOR	III	121,635	165,241	Annually
DEPUTY PUBLIC WORKS DIRECTOR	II	113,678	154,431	Annually
FIRE DIVISION CHIEF	II	113,678	154,431	Annually
PLANNING DIVISION DIRECTOR	II	113,678	154,431	Annually
BUSINESS PROCESS DIRECTOR/CITY CLERK	II	113,678	154,431	Annually
BUILDING DIVISION DIRECTOR	I	106,241	144,328	Annually
CITY CLERK	I	106,241	144,328	Annually
CITY COUNCIL	CC		11,732	Annually
BUILDING OFFICIAL	322	104,874	136,836	Annually
ECONOMIC DEVELOPMENT MANAGER	322	104,874	136,836	Annually
FIRE BATTALION CHIEF	322	104,874	136,836	Annually
INFORMATION SYSTEMS MANAGER	322	104,874	136,836	Annually
PLANNING MANAGER	322	104,874	136,836	Annually
PRINCIPAL CIVIL ENGINEER	322	104,874	136,836	Annually
PUBLIC WORKS MANAGER	322	104,874	136,836	Annually
ACCOUNTING MANAGER	321	95,340	124,397	Annually
ADMINISTRATIVE SERVICES MANAGER	321	95,340	124,397	Annually
ASSISTANT COM. SVCS. DIRECTOR	321	95,340	124,397	Annually
CONTRACTS, GRANTS & PROCUREMENT MANAGER	321	95,340	124,397	Annually
FISCAL SERVICES & DEBT MANAGER	321	95,340	124,397	Annually
FISCAL SERVICES & DEBT MANAGER**	321-A	93,470	135,000	Annually
HUMAN RESOURCES/RISK MANAGER	321	95,340	124,397	Annually
PRINCIPAL PLANNER	321	95,340	124,397	Annually
PRINCIPAL PLANNER**	321-A	93,470	135,000	Annually

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

Pay Structure				
	Grade	Min	Max	Time Base
REAL PROPERTY SERVICES MANAGER	321	95,340	124,397	Annually
BUDGET & REVENUE OFFICER	320	86,672	113,088	Annually
PROGRAM MANAGER	320	86,672	113,088	Annually
HOUSING PROGRAMS MANAGER	320	86,672	113,088	Annually
STORMWATER PROGRAMS MANAGER	320	86,672	113,088	Annually
EMS COORDINATOR	319	79,516	103,750	Annually
COMMUNICATIONS OFFICER	319	79,516	103,750	Annually
PRINCIPAL BUILDING INSPECTOR/PLAN CHECKER	318	73,626	96,065	Annually
SENIOR MANAGEMENT ANALYST	318	73,626	96,065	Annually
GIS ANALYST	317	68,809	89,780	Annually
CONSTRUCTION MANAGER	621	95,340	124,397	Annually
SENIOR CIVIL ENGINEER	621	95,340	124,397	Annually
ASSOCIATE CIVIL ENGINEER	620	86,672	113,088	Annually
FLEET MAINT. SUPERINTENDENT	619	79,516	103,750	Annually
SENIOR PLANNER	619	79,516	103,750	Annually
SENIOR PLANS EXAMINER	618	73,626	96,065	Annually
DATABASE ANALYST	617	68,809	89,780	Annually
LANDSCAPE INSPECTION SUPERVISOR	617	68,809	89,780	Annually
NETWORK ANALYST	617	68,809	89,780	Annually
PARK MAINTENANCE SUPERVISOR	617	68,809	89,780	Annually
SENIOR ACCOUNTANT	617	68,809	89,780	Annually
STREET MAINTENANCE SUPERVISOR	617	68,809	89,780	Annually
TRAFFIC SIGNAL/LIGHTING SUPERVISOR	617	68,809	89,780	Annually
ASSISTANT ENGINEER	616	64,308	83,907	Annually
ASSOCIATE PLANNER	616	64,308	83,907	Annually
ASSOCIATE PLANNER**	616-A	63,047	90,756	Annually
DEPUTY CITY CLERK	616	64,308	83,907	Annually
LANDSCAPE INSPECTOR II	616	64,308	83,907	Annually
MANAGEMENT ANALYST	616	64,308	83,907	Annually
RECREATION SUPERVISOR III	616	64,308	83,907	Annually
STORMWATER SPECIALIST	616	64,308	83,907	Annually
BUILDING INSPECTOR	615	60,668	79,157	Annually
FIRE INSPECTOR	615	60,668	79,157	Annually
HOUSING PROGRAM SPECIALIST	615	60,668	79,157	Annually
PUBLIC SAFETY COORDINATOR	615	60,668	79,157	Annually
PUBLIC WORKS INSPECTOR	615	60,668	79,157	Annually
RECREATION SUPERVISOR II	615	60,668	79,157	Annually
ASSISTANT PLANNER	614	57,234	74,677	Annually
CODE COMPLIANCE OFFICER	614	57,234	74,677	Annually
NEIGHBORHOOD SERVICES SPEC. II	614	57,234	74,677	Annually
RECREATION SUPERVISOR I	614	57,234	74,677	Annually
SR. ENGINEERING TECHNICIAN	614	57,234	74,677	Annually
TRAFFIC SIGNAL/LIGHTING TECHNICIAN	614	57,234	74,677	Annually

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

Pay Structure				
	Grade	Min	Max	Time Base
ENGINEERING TECHNICIAN I	613	53,994	70,450	Annually
HVAC TECHNICIAN	613	53,994	70,450	Annually
LEAD MAINTENANCE TECHNICIAN	613	53,994	70,450	Annually
LANDSCAPE INSPECTOR I	613	53,994	70,450	Annually
MECHANIC	613	53,994	70,450	Annually
PARK/STREET MAINTENANCE LEAD WORKER	613	53,994	70,450	Annually
SR. ACCOUNTING TECHNICIAN	613	53,994	70,450	Annually
ACCOUNTING TECHNICIAN	612	50,938	66,462	Annually
FACILITIES MAINTENANCE WORKER II	612	50,938	66,462	Annually
HUMAN RESOURCES/RISK TECHNICIAN	612	50,938	66,462	Annually
PARK MAINTENANCE WORKER II	612	50,938	66,462	Annually
PERMIT TECHNICIAN	612	50,938	66,462	Annually
PLANNING TECHNICIAN II	612	50,938	66,462	Annually
RECREATION COORDINATOR	612	50,938	66,462	Annually
STREET MAINTENANCE WORKER II	612	50,938	66,462	Annually
SENIOR OFFICE SPECIALIST	611	48,054	62,700	Annually
ACCOUNT CLERK	610	45,334	59,151	Annually
FACILITIES MAINTENANCE WORKER I	610	45,334	59,151	Annually
FIRE PREVENTION TECHNICIAN	610	45,334	59,151	Annually
MECHANIC ASSISTANT	610	45,334	59,151	Annually
NEIGHBORHOOD SERVICES SPEC. I	610	45,334	59,151	Annually
NEIGHBORHOOD SERVICES SPEC. I**	610-A	44,445	59,544	Annually
OFFICE SPECIALIST III	610	45,334	59,151	Annually
OFFICE SPECIALIST III**	610-A	44,445	75,996	Annually
PARK MAINTENANCE WORKER I	610	45,334	59,151	Annually
PARKING ENFORCEMENT OFFICER	610	45,334	59,151	Annually
PLANNING TECHNICIAN I	610	45,334	59,151	Annually
STREET MAINTENANCE WORKER I	610	45,334	59,151	Annually
OFFICE SPECIALIST II	609	42,768	55,803	Annually
EMERGENCY MEDICAL TECHNICIAN	608	40,347	52,644	Annually
EMERGENCY MEDICAL TECHNICIAN**	608-A	39,556	53,952	Annually
OFFICE SPECIALIST I	608	40,347	52,644	Annually
RECREATION LEADER	608	40,347	52,644	Annually
RECREATION PROGRAM MAINTENANCE AIDE	608	40,347	52,644	Annually
FIRE CAPTAIN	F3	82,594	107,767	Annually
FIRE ENGINEER	F2	71,485	93,271	Annually
FIRE ENGINEER**	F2-A	70,083	94,191	Annually
FIREFIGHTER/PARAMEDIC	F1	64,933	84,723	Annually
FIREFIGHTER/PARAMEDIC**	F1-A	63,660	88,858	Annually

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