

CITY OF SAN MARCOS
FULL TIME CLASSIFICATION AND COMPENSATION SCHEDULE

The following Classification and Compensation schedule is hereby adopted effective **06/19/2026** 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	\$28.46	\$39.38	Hourly
ACCOUNTANT I	At-Will	615	\$38.08	\$52.70	Hourly
ACCOUNTANT II	At-Will	616	\$40.37	\$55.86	Hourly
ACCOUNTING & TREASURY MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
ACCOUNTING MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
ACCOUNTING TECHNICIAN	At-Will	612	\$31.98	\$44.25	Hourly
ADMINISTRATIVE ANALYST	At-Will	614	\$35.93	\$49.72	Hourly
ADMINISTRATIVE SERVICES DIRECTOR	At-Will	IV	\$81.70	\$118.85	Hourly
ADMINISTRATIVE SERVICES MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
ASSISTANT CITY MANAGER	At-Will	VI	\$93.54	\$136.07	Hourly
ASSISTANT ENGINEER	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
ASSISTANT FINANCE DIRECTOR	At-Will	II	\$71.36	\$103.81	Hourly
ASSISTANT PARKS & RECREATION DIRECTOR	At-Will	321	\$59.85	\$82.82	Hourly
ASSISTANT PLANNER	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
ASSOCIATE CIVIL ENGINEER	Class. Misc. Association	620	\$54.41	\$75.29	Hourly
ASSOCIATE ENGINEER	Class. Misc. Association	618	\$46.22	\$63.96	Hourly
ASSOCIATE PLANNER	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
BUDGET & ANALYSIS MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
BUDGET & REVENUE OFFICER	At-Will	320	\$54.41	\$75.29	Hourly
BUILDING DIVISION DIRECTOR	At-Will	I	\$66.69	\$97.02	Hourly
BUILDING INSPECTOR I	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
BUILDING INSPECTOR II	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
BUILDING OFFICIAL	At-Will	322	\$65.83	\$91.10	Hourly
BUSINESS LICENSE OFFICER	At-Will	614	\$35.93	\$49.72	Hourly
BUSINESS LICENSE TECHNICIAN	At-Will	613	\$33.89	\$46.90	Hourly
BUSINESS PROCESS DIRECTOR/CITY CLERK	At-Will	III	\$76.36	\$111.07	Hourly
CAPITAL IMPROVEMENT PROGRAM MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
CHIEF INNOVATION OFFICER	At-Will	II	\$71.36	\$103.81	Hourly
CITY CLERK	At-Will	I	\$66.69	\$97.02	Hourly
CITY COUNCIL	Elected	CC	\$12,177	\$12,567	Annual
CITY ENGINEER	At-Will	IV	\$81.70	\$118.85	Hourly
CITY MANAGER	At-Will	VII	\$117.23	\$170.53	Hourly
CITY TRAFFIC ENGINEER	At-Will	322	\$65.83	\$91.10	Hourly
CODE COMPLIANCE OFFICER	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
CODE COMPLIANCE SUPERVISOR	Supervisory Association	616	\$40.37	\$55.86	Hourly
COMMUNICATION MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
COMMUNICATION OFFICER	At-Will	319	\$49.92	\$69.08	Hourly
COMMUNICATION SPECIALIST	At-Will	610	\$28.46	\$39.38	Hourly
COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
CONSTRUCTION MANAGER	Supervisory Association	621	\$59.85	\$82.82	Hourly
CONTRACT AND PROCUREMENT OFFICER	At-Will	319	\$49.92	\$69.08	Hourly
CONTRACT PROGRAM MANAGER	At-Will	320	\$54.41	\$75.29	Hourly
CONTRACTS, GRANTS & PROCUREMENT MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
DATABASE & SOFTWARE ADMINISTRATOR	At-Will	319	\$49.92	\$69.08	Hourly
DATABASE ANALYST	At-Will	616	\$40.37	\$55.86	Hourly

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DEPUTY CITY CLERK	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
DEPUTY CITY ENGINEER	At-Will	III-E	\$76.36	\$114.76	Hourly
DEPUTY CITY MANAGER	At-Will	V	\$87.42	\$127.17	Hourly
DEPUTY FIRE MARSHAL	At-Will	320	\$54.41	\$75.29	Hourly
DEPUTY PUBLIC WORKS DIRECTOR	At-Will	II	\$71.36	\$103.81	Hourly
DEVELOPMENT SERVICES DIRECTOR / CITY ENGINEER	At-Will	V	\$87.42	\$127.17	Hourly
DEVOPS ENGINEER	At-Will	616	\$40.37	\$55.86	Hourly
DIRECTOR OF FINANCE	At-Will	IV	\$81.70	\$118.85	Hourly
DIRECTOR OF IT	At-Will	IV	\$81.70	\$118.85	Hourly
DIRECTOR OF LEAN GOVERNMENT	At-Will	V	\$87.42	\$127.17	Hourly
DIRECTOR OF PARKS & RECREATION	At-Will	III	\$76.36	\$111.07	Hourly
ECONOMIC DEVELOPMENT & PUBLIC AFFAIRS DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
ECONOMIC DEVELOPMENT MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
EMERGENCY MANAGER	At-Will	320	\$54.41	\$75.29	Hourly
EMERGENCY MEDICAL TECHNICIAN (REPORTABLE TO CALPERS)	At-Will	EMT	\$20.95	\$28.99	Hourly
EMERGENCY MEDICAL TECHNICIAN (TOTAL COMPENSATION)	At-Will	EMT	\$23.94	\$33.13	Hourly
EMS COORDINATOR	At-Will	319	\$49.92	\$69.08	Hourly
ENGINEERING INSPECTOR	Class. Misc. Association	615	\$38.08	\$52.70	Hourly
ENGINEERING TECHNICIAN I	Class. Misc. Association	613	\$33.89	\$46.90	Hourly
FACILITIES MAINTENANCE SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
FIRE BATTALION CHIEF ADMIN	At-Will	322-FA	\$69.79	\$96.58	Hourly
FIRE BATTALION CHIEF SHIFT	At-Will	322-FS	\$49.71	\$68.79	Hourly
FIRE CAPTAIN	Fire Association	F3	\$39.15	\$54.17	Hourly
FIRE CHIEF	At-Will	V-F	\$92.68	\$134.81	Hourly
FIRE CHIEF, DIRECTOR OF PUBLIC SAFETY	At-Will	VI-F	\$100.23	\$145.80	Hourly
FIRE DIVISION CHIEF	At-Will	II-F	\$75.65	\$110.05	Hourly
FIRE ENGINEER	Fire Association	F2	\$33.88	\$46.89	Hourly
FIRE INSPECTOR	At-Will	615	\$38.08	\$52.70	Hourly
FIRE MARSHAL	At-Will	322-F	\$69.79	\$96.58	Hourly
FIRE PREVENTION TECHNICIAN	At-Will	610	\$28.46	\$39.38	Hourly
FIREFIGHTER/PARAMEDIC	Fire Association	F1	\$32.30	\$44.70	Hourly
FISCAL SERVICES & BUDGET MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
FLEET MAINT. SUPERINTENDENT	Supervisory Association	619	\$49.92	\$69.08	Hourly
FLEET MAINTENANCE SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
FLEET TECHNICIAN	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
GIS ADMINISTRATOR	At-Will	319	\$49.92	\$69.08	Hourly
GIS ANALYST	At-Will	317	\$43.20	\$59.77	Hourly
GIS TECHNICIAN	At-Will	612	\$31.98	\$44.25	Hourly
HOUSING & NEIGHBORHOOD SERVICES ADMINISTRATOR	At-Will	318	\$46.22	\$63.96	Hourly
HOUSING & NEIGHBORHOOD SERVICES COORDINATOR I	At-Will	613	\$33.89	\$46.90	Hourly
HOUSING & NEIGHBORHOOD SERVICES COORDINATOR II	At-Will	615	\$38.08	\$52.70	Hourly
HOUSING & NEIGHBORHOOD SERVICES DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
HOUSING & NEIGHBORHOOD SERVICES MANAGER	At-Will	322	\$65.83	\$91.10	Hourly

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HOUSING PROGRAM SPECIALIST	At-Will	615	\$38.08	\$52.70	Hourly
HOUSING PROGRAMS MANAGER	At-Will	320	\$54.41	\$75.29	Hourly
HR/RISK DIVISION DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
HRIS ANALYST	At-Will	616	\$40.37	\$55.86	Hourly
HUMAN RESOURCES/RISK MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
HUMAN RESOURCES/RISK TECHNICIAN	At-Will	612	\$31.98	\$44.25	Hourly
HVAC TECHNICIAN	Class. Misc. Association	613	\$33.89	\$46.90	Hourly
IT ANALYST	At-Will	616	\$40.37	\$55.86	Hourly
IT COORDINATOR	At-Will	615	\$38.08	\$52.70	Hourly
IT MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
IT SUPPORT TECHNICIAN II	At-Will	611	\$30.17	\$41.74	Hourly
LANDSCAPE INSPECTION SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
LANDSCAPE INSPECTOR I	Class. Misc. Association	613	\$33.89	\$46.90	Hourly
LANDSCAPE INSPECTOR II	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
LEAD MAINTENANCE TECHNICIAN	Class. Misc. Association	613	\$33.89	\$46.90	Hourly
LEASING ANALYST	At-Will	616	\$40.37	\$55.86	Hourly
LEGISLATIVE AFFAIRS DIRECTOR / CITY CLERK	At-Will	III	\$76.36	\$111.07	Hourly
MANAGEMENT ANALYST	At-Will	616	\$40.37	\$55.86	Hourly
MECHANIC ASSISTANT	Class. Misc. Association	610	\$28.46	\$39.38	Hourly
MEDICAL SERVICES OFFICER	At-Will	320	\$54.41	\$75.29	Hourly
NETWORK ANALYST	At-Will	616	\$40.37	\$55.86	Hourly
OFFICE SPECIALIST	At-Will	608	\$25.33	\$35.05	Hourly
PARK MAINTENANCE SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
PARK/STREET MAINTENANCE LEAD WORKER	Class. Misc. Association	613	\$33.89	\$46.90	Hourly
PARKING ENFORCEMENT OFFICER	Class. Misc. Association	610	\$28.46	\$39.38	Hourly
PAYROLL ADMINISTRATOR	At-Will	615	\$38.08	\$52.70	Hourly
PAYROLL COORDINATOR	At-Will	614	\$35.93	\$49.72	Hourly
PERMIT TECHNICIAN I	Class. Misc. Association	611	\$30.17	\$41.74	Hourly
PERMIT TECHNICIAN II	Class. Misc. Association	612	\$31.98	\$44.25	Hourly
PLANNING DIVISION DIRECTOR	At-Will	II	\$71.36	\$103.81	Hourly
PLANNING MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
PLANNING TECHNICIAN I	Class. Misc. Association	610	\$28.46	\$39.38	Hourly
PLANNING TECHNICIAN II	Class. Misc. Association	612	\$31.98	\$44.25	Hourly
PLANS EXAMINER	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
PRINCIPAL BUILDING INSPECTOR/PLAN CHECKER	At-Will	318	\$46.22	\$63.96	Hourly
PRINCIPAL CIVIL ENGINEER	At-Will	322-E	\$65.83	\$98.78	Hourly
PRINCIPAL PLANNER	At-Will	321	\$59.85	\$82.82	Hourly
PROGRAM MANAGER	At-Will	320	\$54.41	\$75.29	Hourly
PUBLIC SAFETY COORDINATOR	At-Will	615	\$38.08	\$52.70	Hourly
PUBLIC WORKS COORDINATOR	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
PUBLIC WORKS DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
PUBLIC WORKS INSPECTION SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
PUBLIC WORKS LEAD FIRE MECHANIC	Class. Misc. Association	615	\$38.08	\$52.70	Hourly

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PUBLIC WORKS MAINTENANCE WORKER I	Class. Misc. Association	610	\$28.46	\$39.38	Hourly
PUBLIC WORKS MAINTENANCE WORKER II	Class. Misc. Association	612	\$31.98	\$44.25	Hourly
PUBLIC WORKS MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
PUBLIC WORKS SUPERINTENDENT	Supervisory Association	619	\$49.92	\$69.08	Hourly
REAL PROPERTY SERVICES MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
RECREATION COORDINATOR	At-Will	612	\$31.98	\$44.25	Hourly
RECREATION LEADER	At-Will	608	\$25.33	\$35.05	Hourly
RECREATION PROGRAM MAINTENANCE AIDE	Class. Misc. Association	608	\$25.33	\$35.05	Hourly
RECREATION SUPERVISOR I	Supervisory Association	614	\$35.93	\$49.72	Hourly
RECREATION SUPERVISOR II	Supervisory Association	615	\$38.08	\$52.70	Hourly
RECREATION SUPERVISOR III	Supervisory Association	616	\$40.37	\$55.86	Hourly
SENIOR ACCOUNTANT	At-Will	617	\$43.20	\$59.77	Hourly
SENIOR BUILDING INSPECTOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
SENIOR CIVIL ENGINEER	Supervisory Association	621	\$59.85	\$82.82	Hourly
SENIOR DATABASE ANALYST	At-Will	617	\$43.20	\$59.77	Hourly
SENIOR MANAGEMENT ANALYST	At-Will	318	\$46.22	\$63.96	Hourly
SENIOR NETWORK ANALYST	At-Will	617	\$43.20	\$59.77	Hourly
SENIOR OFFICE SPECIALIST	At-Will	611	\$30.17	\$41.74	Hourly
SENIOR PERMIT TECHNICIAN	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
SENIOR PLANNER	Supervisory Association	619	\$49.92	\$69.08	Hourly
SENIOR PLANS EXAMINER	Supervisory Association	618	\$46.22	\$63.96	Hourly
SENIOR PROJECT MANAGER	Supervisory Association	621	\$59.85	\$82.82	Hourly
SENIOR PUBLIC WORKS COORDINATOR	Class. Misc. Association	617	\$43.20	\$59.77	Hourly
SPECIAL PROJECTS ENGINEER	At-Will	322-E	\$65.83	\$98.78	Hourly
SPECIAL PROJECTS MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
SR. ACCOUNTING TECHNICIAN	At-Will	613	\$33.89	\$46.90	Hourly
SR. ENGINEERING TECHNICIAN	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
STRATEGIC COMMUNICATIONS DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
STREET MAINTENANCE SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
SUSTAINABILITY PROGRAM MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
SYSTEMS & NETWORK ADMINISTRATOR	At-Will	319	\$49.92	\$69.08	Hourly
SYSTEMS & NETWORK ENGINEER	At-Will	619	\$49.92	\$69.08	Hourly
TRAFFIC SIGNAL/LIGHTING SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
TRAFFIC SIGNAL/LIGHTING TECHNICIAN	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
WATERSHED ADMINISTRATOR	At-Will	318	\$46.22	\$63.96	Hourly
WATERSHED PROGRAM MANAGER	At-Will	320	\$54.41	\$75.29	Hourly
WATERSHED SPECIALIST	At-Will	616	\$40.37	\$55.86	Hourly
WATERSHED TECHNICIAN	At-Will	613	\$33.89	\$46.90	Hourly