

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 10/20/2020; Effective 10/20/2020

(C) Confidential
(E) Executive
(M) Mid-Management
(NC) Non-Confidential

Range Number	Title	Pay Period	Entry Step A	Step B	Step C	Step D	Maximum Step E
6		Hourly	--	--	--	--	\$14.35
		Monthly	--	--	--	--	\$2,486.67
7		Hourly	--	--	--	--	\$14.70
		Monthly	--	--	--	--	\$2,547.32
8	Golf Course Groundskeeper I	Hourly	--	--	--	\$14.35	\$15.06
		Monthly	--	--	--	\$2,486.67	\$2,611.00
9		Hourly	--	--	--	\$14.70	\$15.43
		Monthly	--	--	--	\$2,547.32	\$2,674.68
10		Hourly	--	--	\$14.35	\$15.06	\$15.82
		Monthly	--	--	\$2,486.67	\$2,611.00	\$2,741.55
11		Hourly	--	--	\$14.70	\$15.43	\$16.20
		Monthly	--	--	\$2,547.32	\$2,674.68	\$2,808.42
12		Hourly	--	\$14.35	\$15.06	\$15.82	\$16.61
		Monthly	--	\$2,486.67	\$2,611.00	\$2,741.55	\$2,878.63
13		Hourly	--	\$14.70	\$15.43	\$16.20	\$17.01
		Monthly	--	\$2,547.32	\$2,674.68	\$2,808.42	\$2,948.84
14		Hourly	\$14.35	\$15.06	\$15.82	\$16.61	\$17.44
		Monthly	\$2,486.67	\$2,611.00	\$2,741.55	\$2,878.63	\$3,022.56
15		Hourly	\$14.70	\$15.43	\$16.20	\$17.01	\$17.86
		Monthly	\$2,547.32	\$2,674.68	\$2,808.42	\$2,948.84	\$3,096.28
16		Hourly	\$15.06	\$15.82	\$16.61	\$17.44	\$18.31
		Monthly	\$2,611.00	\$2,741.55	\$2,878.63	\$3,022.56	\$3,173.69
17	Golf Course Groundskeeper II	Hourly	\$15.43	\$16.20	\$17.01	\$17.86	\$18.76
		Monthly	\$2,674.68	\$2,808.42	\$2,948.84	\$3,096.28	\$3,251.09
18		Hourly	\$15.82	\$16.61	\$17.44	\$18.31	\$19.23
		Monthly	\$2,741.55	\$2,878.63	\$3,022.56	\$3,173.69	\$3,332.37
19		Hourly	\$16.20	\$17.01	\$17.86	\$18.76	\$19.69
		Monthly	\$2,808.42	\$2,948.84	\$3,096.28	\$3,251.09	\$3,413.65
20		Hourly	\$16.61	\$17.44	\$18.31	\$19.23	\$20.19
		Monthly	\$2,878.63	\$3,022.56	\$3,173.69	\$3,332.37	\$3,498.99

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21		Hourly	\$17.01	\$17.86	\$18.76	\$19.69	\$20.68
		Monthly	\$2,948.84	\$3,096.28	\$3,251.09	\$3,413.65	\$3,584.33
22	Lead Park Ranger	Hourly	\$17.44	\$18.31	\$19.23	\$20.19	\$21.20
		Monthly	\$3,022.56	\$3,173.69	\$3,332.37	\$3,498.99	\$3,673.94
23		Hourly	\$17.86	\$18.76	\$19.69	\$20.68	\$21.71
		Monthly	\$3,096.28	\$3,251.09	\$3,413.65	\$3,584.33	\$3,763.55
24		Hourly	\$18.31	\$19.23	\$20.19	\$21.20	\$22.26
		Monthly	\$3,173.69	\$3,332.37	\$3,498.99	\$3,673.94	\$3,857.63
25		Hourly	\$18.76	\$19.69	\$20.68	\$21.71	\$22.80
		Monthly	\$3,251.09	\$3,413.65	\$3,584.33	\$3,763.55	\$3,951.72
26		Hourly	\$19.23	\$20.19	\$21.20	\$22.26	\$23.37
		Monthly	\$3,332.37	\$3,498.99	\$3,673.94	\$3,857.63	\$4,050.52
27		Hourly	\$19.69	\$20.68	\$21.71	\$22.80	\$23.94
		Monthly	\$3,413.65	\$3,584.33	\$3,763.55	\$3,951.72	\$4,149.31
28	Recreation Specialist	Hourly	\$20.19	\$21.20	\$22.26	\$23.37	\$24.54
		Monthly	\$3,498.99	\$3,673.94	\$3,857.63	\$4,050.52	\$4,253.04
29	Office Specialist I	Hourly	\$20.68	\$21.71	\$22.80	\$23.94	\$25.14
		Monthly	\$3,584.33	\$3,763.55	\$3,951.72	\$4,149.31	\$4,356.77
30		Hourly	\$21.20	\$22.26	\$23.37	\$24.54	\$25.76
		Monthly	\$3,673.94	\$3,857.63	\$4,050.52	\$4,253.04	\$4,465.69
31		Hourly	\$21.71	\$22.80	\$23.94	\$25.14	\$26.39
		Monthly	\$3,763.55	\$3,951.72	\$4,149.31	\$4,356.77	\$4,574.61
32		Hourly	\$22.26	\$23.37	\$24.54	\$25.76	\$27.05
		Monthly	\$3,857.63	\$4,050.52	\$4,253.04	\$4,465.69	\$4,688.98
33	Accounting Specialist I	Hourly	\$22.80	\$23.94	\$25.14	\$26.39	\$27.71
	Maintenance Worker I	Monthly	\$3,951.72	\$4,149.31	\$4,356.77	\$4,574.61	\$4,803.34
	Utility Billing Specialist I						
34		Hourly	\$23.37	\$24.54	\$25.76	\$27.05	\$28.40
		Monthly	\$4,050.52	\$4,253.04	\$4,465.69	\$4,688.98	\$4,923.43

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35	Customer Service Specialist II	Hourly	\$23.94	\$25.14	\$26.39	\$27.71	\$29.10
	Golf Course Maintenance Worker	Monthly	\$4,149.31	\$4,356.77	\$4,574.61	\$4,803.34	\$5,043.51
36	Office Specialist II	Hourly	\$24.54	\$25.76	\$27.05	\$28.40	\$29.82
		Monthly	\$4,253.04	\$4,465.69	\$4,688.98	\$4,923.43	\$5,169.60
37	Accounting Specialist II	Hourly	\$25.14	\$26.39	\$27.71	\$29.10	\$30.55
	Business License Specialist	Monthly	\$4,356.77	\$4,574.61	\$4,803.34	\$5,043.51	\$5,295.69
	Central Services Assistant						
	Maintenance Worker II						
	Senior Customer Service Specialist						
	Senior Office Specialist						
	Utility Billing Specialist II						
38		Hourly	\$25.76	\$27.05	\$28.40	\$29.82	\$31.32
		Monthly	\$4,465.69	\$4,688.98	\$4,923.43	\$5,169.60	\$5,428.08
39		Hourly	\$26.39	\$27.71	\$29.10	\$30.55	\$32.08
		Monthly	\$4,574.61	\$4,803.34	\$5,043.51	\$5,295.69	\$5,560.47
40		Hourly	\$27.05	\$28.40	\$29.82	\$31.32	\$32.88
		Monthly	\$4,688.98	\$4,923.43	\$5,169.60	\$5,428.08	\$5,699.48
41	Ocean Lifeguard Supervisor	Hourly	\$27.71	\$29.10	\$30.55	\$32.08	\$33.68
		Monthly	\$4,803.34	\$5,043.51	\$5,295.69	\$5,560.47	\$5,838.49
42	Administrative Assistant	Hourly	\$28.40	\$29.82	\$31.32	\$32.88	\$34.53
	Code Compliance Technician	Monthly	\$4,923.43	\$5,169.60	\$5,428.08	\$5,699.48	\$5,984.46
	Collection Systems Operator I						
	Distribution Operator I						
	Parking Meter Technician						
	Permit Technician						
	Plant Operator I						
	Senior Accounting Specialist						
Utility Billing Coordinator							
43	Electrician I	Hourly	\$29.10	\$30.55	\$32.08	\$33.68	\$35.37
	Golf Course Maintenance Leadworker	Monthly	\$5,043.51	\$5,295.69	\$5,560.47	\$5,838.49	\$6,130.42
	Golf Course Mechanic						
	Laboratory Technician I						
	Maintenance Leadworker						
	Recreation Coordinator						
Utilities Mechanic I							

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44	Environmental Services Coordinator	Hourly	\$29.82	\$31.32	\$32.88	\$34.53	\$36.25
	Human Resources Specialist (C)	Monthly	\$5,169.60	\$5,428.08	\$5,699.48	\$5,984.46	\$6,283.68
45	Community Development Technician I	Hourly	\$30.55	\$32.08	\$33.68	\$35.37	\$37.14
	Facilities Maintenance Specialist I	Monthly	\$5,295.69	\$5,560.47	\$5,838.49	\$6,130.42	\$6,436.94
46	Electrical Instrumentation Technician I	Hourly	\$31.32	\$32.88	\$34.53	\$36.25	\$38.06
	Maintenance Contract Inspector	Monthly	\$5,428.08	\$5,699.48	\$5,984.46	\$6,283.68	\$6,597.86
	Payroll Coordinator (C)						
	Records Management Coordinator						
47	Building Inspector I	Hourly	\$32.08	\$33.68	\$35.37	\$37.14	\$38.99
	Collection Systems Operator II	Monthly	\$5,560.47	\$5,838.49	\$6,130.42	\$6,436.94	\$6,758.79
	Contract Maintenance Coordinator						
	Distribution Operator II						
	Facilities Maintenance Specialist II						
	Laboratory Technician II						
	Plant Operator II						
	Senior Administrative Assistant (NC)						
	Senior Permit Technician						
	Utilities Mechanic II						
48	Code Compliance Officer	Hourly	\$32.88	\$34.53	\$36.25	\$38.06	\$39.97
	Engineering Technician	Monthly	\$5,699.48	\$5,984.46	\$6,283.68	\$6,597.86	\$6,927.76
	Recycled Water Specialist						
49	Electrical Instrumentation Technician II	Hourly	\$33.68	\$35.37	\$37.14	\$38.99	\$40.94
	Electrician II	Monthly	\$5,838.49	\$6,130.42	\$6,436.94	\$6,758.79	\$7,096.73
	Lead Operator						
	Senior Administrative Assistant (C)						
	Senior Facilities Maintenance Specialist Water Quality Code Compliance Officer						
50	Assistant Planner	Hourly	\$34.53	\$36.25	\$38.06	\$39.97	\$41.97
	Deputy City Clerk	Monthly	\$5,984.46	\$6,283.68	\$6,597.86	\$6,927.76	\$7,274.14
	Information Technology Analyst I						
	Marine Safety Officer						
51	Building Inspector II	Hourly	\$35.37	\$37.14	\$38.99	\$40.94	\$42.99
	Construction Inspector	Monthly	\$6,130.42	\$6,436.94	\$6,758.79	\$7,096.73	\$7,451.56
	Senior Electrician						

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52	Emergency Planning Coordinator	Hourly	\$36.25	\$38.06	\$39.97	\$41.97	\$44.06
	Human Resources Analyst I (C)	Monthly	\$6,283.68	\$6,597.86	\$6,927.76	\$7,274.14	\$7,637.85
	Management Analyst I						
	Recreation Supervisor						
	Revenue Supervisor						
	Senior Engineering Technician						
53	Executive Assistant (C)	Hourly	\$37.14	\$38.99	\$40.94	\$42.99	\$45.14
		Monthly	\$6,436.94	\$6,758.79	\$7,096.73	\$7,451.56	\$7,824.14
54	Facilities Maintenance Coordinator	Hourly	\$38.06	\$39.97	\$41.97	\$44.06	\$46.27
	Maintenance Inspection Coordinator	Monthly	\$6,597.86	\$6,927.76	\$7,274.14	\$7,637.85	\$8,019.74
	Plans Examiner						
	Plant Operator III						
	System Operations/Water Quality Coordinator						
	Systems Applications Analyst						
55	Accountant	Hourly	\$38.99	\$40.94	\$42.99	\$45.14	\$47.40
	Aquatics Supervisor	Monthly	\$6,758.79	\$7,096.73	\$7,451.56	\$7,824.14	\$8,215.35
	Assistant to the City Manager						
	Associate Planner I						
	Management Analyst II						
	Public Information Officer						
	Senior Code Compliance Officer						
	Water Conservation Analyst						
56	Marine Safety Lieutenant	Hourly	\$39.97	\$41.97	\$44.06	\$46.27	\$48.58
		Monthly	\$6,927.76	\$7,274.14	\$7,637.85	\$8,019.74	\$8,420.73
57	Associate Planner II	Hourly	\$40.94	\$42.99	\$45.14	\$47.40	\$49.77
	GIS Coordinator	Monthly	\$7,096.73	\$7,451.56	\$7,824.14	\$8,215.35	\$8,626.12
	Human Resources Analyst II (C)						
	Information Technology Analyst II						
	Senior Building Inspector						
58	Senior Construction Inspector						
	Chief Operator	Hourly	\$41.97	\$44.06	\$46.27	\$48.58	\$51.01
	CMMS Coordinator	Monthly	\$7,274.14	\$7,637.85	\$8,019.74	\$8,420.73	\$8,841.77
	Environmental Programs Supervisor (M)						
	Laboratory Coordinator						
	Lead Electrical Instrumentation Technician						
	Master Electrician						
Utilities Chief Mechanic							

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59		Hourly	\$42.99	\$45.14	\$47.40	\$49.77	\$52.25
		Monthly	\$7,451.56	\$7,824.14	\$8,215.35	\$8,626.12	\$9,057.42
60	Assistant Engineer	Hourly	\$44.06	\$46.27	\$48.58	\$51.01	\$53.56
	Chief Operator - Water Reclamation	Monthly	\$7,637.85	\$8,019.74	\$8,420.73	\$8,841.77	\$9,283.86
	Senior Accountant						
61	SCADA Specialist	Hourly	\$45.14	\$47.40	\$49.77	\$52.25	\$54.87
	Senior Planner (M)	Monthly	\$7,824.14	\$8,215.35	\$8,626.12	\$9,057.42	\$9,510.29
62	Golf Course Manager (M)	Hourly	\$46.27	\$48.58	\$51.01	\$53.56	\$56.24
	Maintenance Operations Supervisor (M)	Monthly	\$8,019.74	\$8,420.73	\$8,841.77	\$9,283.86	\$9,748.05
	Utilities Maintenance Supervisor (M)						
	Utilities Operations Supervisor - Sewer (M)						
63		Hourly	\$47.40	\$49.77	\$52.25	\$54.87	\$57.61
		Monthly	\$8,215.35	\$8,626.12	\$9,057.42	\$9,510.29	\$9,985.81
64	Associate Civil Engineer (M)	Hourly	\$48.58	\$51.01	\$53.56	\$56.24	\$59.05
		Monthly	\$8,420.73	\$8,841.77	\$9,283.86	\$9,748.05	\$10,235.45
65		Hourly	\$49.77	\$52.25	\$54.87	\$57.61	\$60.49
		Monthly	\$8,626.12	\$9,057.42	\$9,510.29	\$9,985.81	\$10,485.10
66	Code Compliance Manager (M)	Hourly	\$51.01	\$53.56	\$56.24	\$59.05	\$62.00
	Marine Safety Captain (M)	Monthly	\$8,841.77	\$9,283.86	\$9,748.05	\$10,235.45	\$10,747.22
67	Risk Management/Human Resources Officer (M)	Hourly	\$52.25	\$54.87	\$57.61	\$60.49	\$63.52
		Monthly	\$9,057.42	\$9,510.29	\$9,985.81	\$10,485.10	\$11,009.35
68	Assistant Utilities Manager (M)	Hourly	\$53.56	\$56.24	\$59.05	\$62.00	\$65.10
	Principal Planner (M)	Monthly	\$9,283.86	\$9,748.05	\$10,235.45	\$10,747.22	\$11,284.59
	Recreation Manager (M)						
	Senior Civil Engineer (M)						
69		Hourly	\$54.87	\$57.61	\$60.49	\$63.52	\$66.69
		Monthly	\$9,510.29	\$9,985.81	\$10,485.10	\$11,009.35	\$11,559.82
70	Legislative Administrator (M)	Hourly	\$56.24	\$59.05	\$62.00	\$65.10	\$68.36
		Monthly	\$9,748.05	\$10,235.45	\$10,747.22	\$11,284.59	\$11,848.81
71		Hourly	\$57.61	\$60.49	\$63.52	\$66.69	\$70.03
		Monthly	\$9,985.81	\$10,485.10	\$11,009.35	\$11,559.82	\$12,137.81

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72	Maintenance Manager (M)	Hourly	\$59.05	\$62.00	\$65.10	\$68.36	\$71.78
	Senior Plan Check Engineer (M)	Monthly	\$10,235.45	\$10,747.22	\$11,284.59	\$11,848.81	\$12,441.26
	Utilities Manager (M)						
73	Information Technology Manager (M)	Hourly	\$60.49	\$63.52	\$66.69	\$70.03	\$73.53
		Monthly	\$10,485.10	\$11,009.35	\$11,559.82	\$12,137.81	\$12,744.70
74	Financial Services Officer (M)	Hourly	\$62.00	\$65.10	\$68.36	\$71.78	\$75.37
	Human Resources Manager (M)	Monthly	\$10,747.22	\$11,284.59	\$11,848.81	\$12,441.26	\$13,063.32
75	Building Official (M)	Hourly	\$63.52	\$66.69	\$70.03	\$73.53	\$77.20
	City Planner (M)	Monthly	\$11,009.35	\$11,559.82	\$12,137.81	\$12,744.70	\$13,381.94
76		Hourly	\$65.10	\$68.36	\$71.78	\$75.37	\$79.13
		Monthly	\$11,284.59	\$11,848.81	\$12,441.26	\$13,063.32	\$13,716.48
77	Deputy Public Works Director (M)	Hourly	\$66.69	\$70.03	\$73.53	\$77.20	\$81.06
		Monthly	\$11,559.82	\$12,137.81	\$12,744.70	\$13,381.94	\$14,051.03
78		Hourly	\$68.36	\$71.78	\$75.37	\$79.13	\$83.09
		Monthly	\$11,848.81	\$12,441.26	\$13,063.32	\$13,716.48	\$14,402.31
79		Hourly	\$70.03	\$73.53	\$77.20	\$81.06	\$85.12
		Monthly	\$12,137.81	\$12,744.70	\$13,381.94	\$14,051.03	\$14,753.58
80		Hourly	\$71.78	\$75.37	\$79.13	\$83.09	\$87.24
		Monthly	\$12,441.26	\$13,063.32	\$13,716.48	\$14,402.31	\$15,122.42
81		Hourly	\$73.53	\$77.20	\$81.06	\$85.12	\$89.37
		Monthly	\$12,744.70	\$13,381.94	\$14,051.03	\$14,753.58	\$15,491.26
82	Community Development Director (E)	Hourly	\$75.37	\$79.13	\$83.09	\$87.24	\$91.61
		Monthly	\$13,063.32	\$13,716.48	\$14,402.31	\$15,122.42	\$15,878.55
83		Hourly	\$77.20	\$81.06	\$85.12	\$89.37	\$93.84
		Monthly	\$13,381.94	\$14,051.03	\$14,753.58	\$15,491.26	\$16,265.83
84	Public Works Director / City Engineer (E)	Hourly	\$79.13	\$83.09	\$87.24	\$91.61	\$96.19
	Utilities Director (E)	Monthly	\$13,716.48	\$14,402.31	\$15,122.42	\$15,878.55	\$16,672.47
85		Hourly	\$81.06	\$85.12	\$89.37	\$93.84	\$98.53
		Monthly	\$14,051.03	\$14,753.58	\$15,491.26	\$16,265.83	\$17,079.12
86		Hourly	\$83.09	\$87.24	\$91.61	\$96.19	\$101.00
		Monthly	\$14,402.31	\$15,122.42	\$15,878.55	\$16,672.47	\$17,506.10

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87		Hourly	\$85.12	\$89.37	\$93.84	\$98.53	\$103.46
		Monthly	\$14,753.58	\$15,491.26	\$16,265.83	\$17,079.12	\$17,933.07
88	Assistant City Manager / FAS Director (E)	Hourly	\$87.24	\$91.61	\$96.19	\$101.00	\$106.05
		Monthly	\$15,122.42	\$15,878.55	\$16,672.47	\$17,506.10	\$18,381.40
89		Hourly	\$89.37	\$93.84	\$98.53	\$103.46	\$108.63
		Monthly	\$15,491.26	\$16,265.83	\$17,079.12	\$17,933.07	\$18,829.73
90		Hourly	\$91.61	\$96.19	\$101.00	\$106.05	\$111.35
		Monthly	\$15,878.55	\$16,672.47	\$17,506.10	\$18,381.40	\$19,300.47
91		Hourly	\$93.84	\$98.53	\$103.46	\$108.63	\$114.06
		Monthly	\$16,265.83	\$17,079.12	\$17,933.07	\$18,829.73	\$19,771.21
92		Hourly	\$96.19	\$101.00	\$106.05	\$111.35	\$116.92
		Monthly	\$16,672.47	\$17,506.10	\$18,381.40	\$19,300.47	\$20,265.49
93		Hourly	\$98.53	\$103.46	\$108.63	\$114.06	\$119.77
		Monthly	\$17,079.12	\$17,933.07	\$18,829.73	\$19,771.21	\$20,759.77
94		Hourly	\$101.00	\$106.05	\$111.35	\$116.92	\$122.76
		Monthly	\$17,506.10	\$18,381.40	\$19,300.47	\$20,265.49	\$21,278.77
95		Hourly	\$103.46	\$108.63	\$114.06	\$119.77	\$125.76
		Monthly	\$17,933.07	\$18,829.73	\$19,771.21	\$20,759.77	\$21,797.76
96		Hourly	\$106.05	\$111.35	\$116.92	\$122.76	\$128.90
		Monthly	\$18,381.40	\$19,300.47	\$20,265.49	\$21,278.77	\$22,342.71
97		Hourly	\$108.63	\$114.06	\$119.77	\$125.76	\$132.04
		Monthly	\$18,829.73	\$19,771.21	\$20,759.77	\$21,797.76	\$22,887.65
98		Hourly	\$111.35	\$116.92	\$122.76	\$128.90	\$135.35
		Monthly	\$19,300.47	\$20,265.49	\$21,278.77	\$22,342.71	\$23,459.84
99	City Manager (E)	Hourly	\$114.06	\$119.77	\$125.76	\$132.04	\$138.65
		Monthly	\$19,771.21	\$20,759.77	\$21,797.76	\$22,887.65	\$24,032.03
100		Hourly	\$116.92	\$122.76	\$128.90	\$135.35	\$142.11
		Monthly	\$20,265.49	\$21,278.77	\$22,342.71	\$23,459.84	\$24,632.84