

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 12/5/2023; Effective 1/8/2024
Revision Date: 12/5/2023

(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
20	Golf Course Groundskeeper I	Hourly	\$17.37	\$18.24	\$19.16	\$20.11	\$21.12
		Monthly	\$3,011.54	\$3,162.11	\$3,320.22	\$3,486.23	\$3,660.54
21		Hourly	\$17.80	\$18.69	\$19.62	\$20.60	\$21.63
		Monthly	\$3,084.99	\$3,239.24	\$3,401.20	\$3,571.26	\$3,749.82
22		Hourly	\$18.24	\$19.16	\$20.11	\$21.12	\$22.17
		Monthly	\$3,162.11	\$3,320.22	\$3,486.23	\$3,660.54	\$3,843.57
23		Hourly	\$18.69	\$19.62	\$20.60	\$21.63	\$22.72
		Monthly	\$3,239.24	\$3,401.20	\$3,571.26	\$3,749.82	\$3,937.31
24	Golf Course Groundskeeper II	Hourly	\$19.16	\$20.11	\$21.12	\$22.17	\$23.28
		Monthly	\$3,320.22	\$3,486.23	\$3,660.54	\$3,843.57	\$4,035.75
25		Hourly	\$19.62	\$20.60	\$21.63	\$22.72	\$23.85
		Monthly	\$3,401.20	\$3,571.26	\$3,749.82	\$3,937.31	\$4,134.18
26		Hourly	\$20.11	\$21.12	\$22.17	\$23.28	\$24.45
		Monthly	\$3,486.23	\$3,660.54	\$3,843.57	\$4,035.75	\$4,237.53
27		Hourly	\$20.60	\$21.63	\$22.72	\$23.85	\$25.04
		Monthly	\$3,571.26	\$3,749.82	\$3,937.31	\$4,134.18	\$4,340.89
28		Hourly	\$21.12	\$22.17	\$23.28	\$24.45	\$25.67
		Monthly	\$3,660.54	\$3,843.57	\$4,035.75	\$4,237.53	\$4,449.41
29	Customer Service Specialist I Office Specialist I	Hourly	\$21.63	\$22.72	\$23.85	\$25.04	\$26.30
		Monthly	\$3,749.82	\$3,937.31	\$4,134.18	\$4,340.89	\$4,557.93
30		Hourly	\$22.17	\$23.28	\$24.45	\$25.67	\$26.95
		Monthly	\$3,843.57	\$4,035.75	\$4,237.53	\$4,449.41	\$4,671.88
31		Hourly	\$22.72	\$23.85	\$25.04	\$26.30	\$27.61
		Monthly	\$3,937.31	\$4,134.18	\$4,340.89	\$4,557.93	\$4,785.83
32		Hourly	\$23.28	\$24.45	\$25.67	\$26.95	\$28.30
		Monthly	\$4,035.75	\$4,237.53	\$4,449.41	\$4,671.88	\$4,905.47
33	Recreation Specialist Senior Park Ranger	Hourly	\$23.85	\$25.04	\$26.30	\$27.61	\$28.99
		Monthly	\$4,134.18	\$4,340.89	\$4,557.93	\$4,785.83	\$5,025.12
34		Hourly	\$24.45	\$25.67	\$26.95	\$28.30	\$29.72
		Monthly	\$4,237.53	\$4,449.41	\$4,671.88	\$4,905.47	\$5,150.75

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 12/5/2023; Effective 1/8/2024
Revision Date: 12/5/2023

(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
35	Customer Service Specialist II	Hourly	\$25.04	\$26.30	\$27.61	\$28.99	\$30.44
	Office Specialist II	Monthly	\$4,340.89	\$4,557.93	\$4,785.83	\$5,025.12	\$5,276.38
36		Hourly	\$25.67	\$26.95	\$28.30	\$29.72	\$31.20
		Monthly	\$4,449.41	\$4,671.88	\$4,905.47	\$5,150.75	\$5,408.29
37	Accounting Specialist I	Hourly	\$26.30	\$27.61	\$28.99	\$30.44	\$31.96
	Golf Course Maintenance Worker	Monthly	\$4,557.93	\$4,785.83	\$5,025.12	\$5,276.38	\$5,540.19
	Maintenance Worker I						
	Senior Customer Service Specialist						
	Senior Office Specialist						
	Utility Billing Specialist I						
38		Hourly	\$26.95	\$28.30	\$29.72	\$31.20	\$32.76
		Monthly	\$4,671.88	\$4,905.47	\$5,150.75	\$5,408.29	\$5,678.70
39		Hourly	\$27.61	\$28.99	\$30.44	\$31.96	\$33.56
		Monthly	\$4,785.83	\$5,025.12	\$5,276.38	\$5,540.19	\$5,817.20
40	Facilities Maintenance Technician	Hourly	\$28.30	\$29.72	\$31.20	\$32.76	\$34.40
	Maintenance Worker II	Monthly	\$4,905.47	\$5,150.75	\$5,408.29	\$5,678.70	\$5,962.63
41	Accounting Specialist II	Hourly	\$28.99	\$30.44	\$31.96	\$33.56	\$35.24
	Business License Specialist	Monthly	\$5,025.12	\$5,276.38	\$5,540.19	\$5,817.20	\$6,108.06
	Utility Billing Specialist II						
42	Administrative Assistant	Hourly	\$29.72	\$31.20	\$32.76	\$34.40	\$36.12
	Park Ranger Supervisor	Monthly	\$5,150.75	\$5,408.29	\$5,678.70	\$5,962.63	\$6,260.77
43	Electrician I	Hourly	\$30.44	\$31.96	\$33.56	\$35.24	\$37.00
	Golf Course Maintenance Leadworker	Monthly	\$5,276.38	\$5,540.19	\$5,817.20	\$6,108.06	\$6,413.47
	Permit Technician						
44	Code Compliance Technician	Hourly	\$31.20	\$32.76	\$34.40	\$36.12	\$37.93
	Utility Billing Coordinator	Monthly	\$5,408.29	\$5,678.70	\$5,962.63	\$6,260.77	\$6,573.80
45	Facilities Maintenance Specialist I	Hourly	\$31.96	\$33.56	\$35.24	\$37.00	\$38.85
	Golf Course Mechanic	Monthly	\$5,540.19	\$5,817.20	\$6,108.06	\$6,413.47	\$6,734.14
	Maintenance Leadworker						
	Planning Technician						
	Recreation Coordinator						
	Senior Accounting Specialist						

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 12/5/2023; Effective 1/8/2024
Revision Date: 12/5/2023

(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
46	Human Resources Specialist (C)	Hourly	\$32.76	\$34.40	\$36.12	\$37.93	\$39.82
	Maintenance Contract Inspector	Monthly	\$5,678.70	\$5,962.63	\$6,260.77	\$6,573.80	\$6,902.49
47	Community Outreach Worker	Hourly	\$33.56	\$35.24	\$37.00	\$38.85	\$40.79
	Collection Systems Operator I	Monthly	\$5,817.20	\$6,108.06	\$6,413.47	\$6,734.14	\$7,070.85
	Contract Maintenance Coordinator						
	Distribution Operator I						
	Environmental Services Coordinator						
	Facilities Maintenance Specialist II						
	Senior Administrative Assistant (NC)						
	Utilities Mechanic I						
48	Engineering Technician	Hourly	\$34.40	\$36.12	\$37.93	\$39.82	\$41.81
	Records Management Coordinator	Monthly	\$5,962.63	\$6,260.77	\$6,573.80	\$6,902.49	\$7,247.62
	Senior Permit Technician						
49	Code Compliance Officer	Hourly	\$35.24	\$37.00	\$38.85	\$40.79	\$42.83
	Electrician II	Monthly	\$6,108.06	\$6,413.47	\$6,734.14	\$7,070.85	\$7,424.39
	Senior Administrative Assistant (C)						
50	Assistant Planner	Hourly	\$36.12	\$37.93	\$39.82	\$41.81	\$43.90
	Collection Systems Operator II	Monthly	\$6,260.77	\$6,573.80	\$6,902.49	\$7,247.62	\$7,610.00
	Distribution Operator II						
	Electrical Instrumentation Technician I						
	Utilities Mechanic II						
	Senior Facilities Maintenance Specialist						
51	Building Inspector I	Hourly	\$37.00	\$38.85	\$40.79	\$42.83	\$44.97
		Monthly	\$6,413.47	\$6,734.14	\$7,070.85	\$7,424.39	\$7,795.61
52	Information Technology Analyst I	Hourly	\$37.93	\$39.82	\$41.81	\$43.90	\$46.10
	Marine Safety Officer	Monthly	\$6,573.80	\$6,902.49	\$7,247.62	\$7,610.00	\$7,990.50
	Recreation Supervisor						
	Senior Engineering Technician						
53	Construction Inspector	Hourly	\$38.85	\$40.79	\$42.83	\$44.97	\$47.22
	Deputy City Clerk	Monthly	\$6,734.14	\$7,070.85	\$7,424.39	\$7,795.61	\$8,185.39
	Executive Assistant (C)						
54	Electrical Coordinator	Hourly	\$39.82	\$41.81	\$43.90	\$46.10	\$48.40
	Facilities Maintenance Coordinator	Monthly	\$6,902.49	\$7,247.62	\$7,610.00	\$7,990.50	\$8,390.03
	Human Resources Analyst I (C)						
	Lead Operator						
	Maintenance Inspection Coordinator						

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 12/5/2023; Effective 1/8/2024
Revision Date: 12/5/2023

(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
55	Accountant	Hourly	\$40.79	\$42.83	\$44.97	\$47.22	\$49.58
	Aquatics Supervisor	Monthly	\$7,070.85	\$7,424.39	\$7,795.61	\$8,185.39	\$8,594.66
	Associate Planner I						
	Building Inspector II						
	Electrical Instrumentation Technician II						
	Management Analyst I						
	Public Information Officer						
	Regulatory Compliance Analyst						
	System Operator						
	Water Conservation Analyst						
56	Revenue Supervisor	Hourly	\$41.81	\$43.90	\$46.10	\$48.40	\$50.82
	Senior Code Compliance Officer	Monthly	\$7,247.62	\$7,610.00	\$7,990.50	\$8,390.03	\$8,809.53
57	Associate Planner II	Hourly	\$42.83	\$44.97	\$47.22	\$49.58	\$52.06
	GIS Coordinator	Monthly	\$7,424.39	\$7,795.61	\$8,185.39	\$8,594.66	\$9,024.39
	Information Technology Analyst II						
	Plant Operator III						
	Systems Applications Analyst						
58	Lead Electrical Instrumentation Technician	Hourly	\$43.90	\$46.10	\$48.40	\$50.82	\$53.37
	Marine Safety Lieutenant	Monthly	\$7,610.00	\$7,990.50	\$8,390.03	\$8,809.53	\$9,250.00
	Plans Examiner I						
59	Economic Development Officer (M)	Hourly	\$44.97	\$47.22	\$49.58	\$52.06	\$54.67
	Environmental Programs Analyst (M)	Monthly	\$7,795.61	\$8,185.39	\$8,594.66	\$9,024.39	\$9,475.61
	Human Resources Analyst II (C)						
	Lead Project Planner						
	Management Analyst II						
	Senior Construction Inspector						
60	CMMS Coordinator	Hourly	\$46.10	\$48.40	\$50.82	\$53.37	\$56.03
		Monthly	\$7,990.50	\$8,390.03	\$8,809.53	\$9,250.00	\$9,712.50
61	Chief Operator	Hourly	\$47.22	\$49.58	\$52.06	\$54.67	\$57.40
	Chief Operator Water Reclamation	Monthly	\$8,185.39	\$8,594.66	\$9,024.39	\$9,475.61	\$9,949.39
	Chief Operator Water Systems						
	Laboratory Coordinator						
	Senior Building Inspector						
	Senior IT Analyst						
	Utilities Chief Mechanic						

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 12/5/2023; Effective 1/8/2024
Revision Date: 12/5/2023

(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
62	Assistant Engineer	Hourly	\$48.40	\$50.82	\$53.37	\$56.03	\$58.84
	Golf Course Manager (M)	Monthly	\$8,390.03	\$8,809.53	\$9,250.00	\$9,712.50	\$10,198.13
	Maintenance Operations Supervisor (M)						
	Plans Examiner II						
	SCADA Specialist						
	Senior Planner (M)						
63	Senior Management Analyst	Hourly	\$49.58	\$52.06	\$54.67	\$57.40	\$60.27
		Monthly	\$8,594.66	\$9,024.39	\$9,475.61	\$9,949.39	\$10,446.86
64	Accounting Supervisor (M)	Hourly	\$50.82	\$53.37	\$56.03	\$58.84	\$61.78
	Associate Civil Engineer (M)	Monthly	\$8,809.53	\$9,250.00	\$9,712.50	\$10,198.13	\$10,708.03
65		Hourly	\$52.06	\$54.67	\$57.40	\$60.27	\$63.28
		Monthly	\$9,024.39	\$9,475.61	\$9,949.39	\$10,446.86	\$10,969.21
66	Code Compliance Manager (M)	Hourly	\$53.37	\$56.03	\$58.84	\$61.78	\$64.87
	Marine Safety Captain (M)	Monthly	\$9,250.00	\$9,712.50	\$10,198.13	\$10,708.03	\$11,243.44
	Senior Plans Examiner (M)						
67	Principal Management Analyst (M)	Hourly	\$54.67	\$57.40	\$60.27	\$63.28	\$66.45
	Risk Management/Human Resources Officer (M)	Monthly	\$9,475.61	\$9,949.39	\$10,446.86	\$10,969.21	\$11,517.67
68	Coastal Administrator (M)	Hourly	\$56.03	\$58.84	\$61.78	\$64.87	\$68.11
	Principal Planner (M)	Monthly	\$9,712.50	\$10,198.13	\$10,708.03	\$11,243.44	\$11,805.61
	Recreation Manager (M)						
	Senior Civil Engineer (M)						
69		Hourly	\$57.40	\$60.27	\$63.28	\$66.45	\$69.77
		Monthly	\$9,949.39	\$10,446.86	\$10,969.21	\$11,517.67	\$12,093.55
70		Hourly	\$58.84	\$61.78	\$64.87	\$68.11	\$71.51
		Monthly	\$10,198.13	\$10,708.03	\$11,243.44	\$11,805.61	\$12,395.89
71	Marine Safety Chief (M)	Hourly	\$60.27	\$63.28	\$66.45	\$69.77	\$73.26
		Monthly	\$10,446.86	\$10,969.21	\$11,517.67	\$12,093.55	\$12,698.23
72	Legislative Administrator (M)	Hourly	\$61.78	\$64.87	\$68.11	\$71.51	\$75.09
	Maintenance Manager (M)	Monthly	\$10,708.03	\$11,243.44	\$11,805.61	\$12,395.89	\$13,015.68
	Utilities Superintendent Water Operations (M)						
	Utilities Superintendent Collections & Maint (M)						
	Utilities Superintendent Environmental Ops (M)						
73	Principal Civil Engineer (M)	Hourly	\$63.28	\$66.45	\$69.77	\$73.26	\$76.92
		Monthly	\$10,969.21	\$11,517.67	\$12,093.55	\$12,698.23	\$13,333.14

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 12/5/2023; Effective 1/8/2024
Revision Date: 12/5/2023

(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
74		Hourly	\$64.87	\$68.11	\$71.51	\$75.09	\$78.85
		Monthly	\$11,243.44	\$11,805.61	\$12,395.89	\$13,015.68	\$13,666.47
75	Assistant City Engineer (M)	Hourly	\$66.45	\$69.77	\$73.26	\$76.92	\$80.77
	Building Official (M)	Monthly	\$11,517.67	\$12,093.55	\$12,698.23	\$13,333.14	\$13,999.80
	City Planner (M)						
	Information Technology Manager (M)						
76		Hourly	\$68.11	\$71.51	\$75.09	\$78.85	\$82.79
		Monthly	\$11,805.61	\$12,395.89	\$13,015.68	\$13,666.47	\$14,349.79
77	Deputy Community Development Director (M)	Hourly	\$69.77	\$73.26	\$76.92	\$80.77	\$84.81
	Finance Manager (M)	Monthly	\$12,093.55	\$12,698.23	\$13,333.14	\$13,999.80	\$14,699.79
	Human Resources Manager (M)						
78		Hourly	\$71.51	\$75.09	\$78.85	\$82.79	\$86.93
		Monthly	\$12,395.89	\$13,015.68	\$13,666.47	\$14,349.79	\$15,067.28
79	Deputy Public Works Director (M)	Hourly	\$73.26	\$76.92	\$80.77	\$84.81	\$89.05
	Utilities Manager (M)	Monthly	\$12,698.23	\$13,333.14	\$13,999.80	\$14,699.79	\$15,434.78
80		Hourly	\$75.09	\$78.85	\$82.79	\$86.93	\$91.27
		Monthly	\$13,015.68	\$13,666.47	\$14,349.79	\$15,067.28	\$15,820.64
81		Hourly	\$76.92	\$80.77	\$84.81	\$89.05	\$93.50
		Monthly	\$13,333.14	\$13,999.80	\$14,699.79	\$15,434.78	\$16,206.51
82		Hourly	\$78.85	\$82.79	\$86.93	\$91.27	\$95.84
		Monthly	\$13,666.47	\$14,349.79	\$15,067.28	\$15,820.64	\$16,611.68
83	Beaches Parks and Recreation Director (E)	Hourly	\$80.77	\$84.81	\$89.05	\$93.50	\$98.17
		Monthly	\$13,999.80	\$14,699.79	\$15,434.78	\$16,206.51	\$17,016.84
84		Hourly	\$82.79	\$86.93	\$91.27	\$95.84	\$100.63
		Monthly	\$14,349.79	\$15,067.28	\$15,820.64	\$16,611.68	\$17,442.26
85		Hourly	\$84.81	\$89.05	\$93.50	\$98.17	\$103.08
		Monthly	\$14,699.79	\$15,434.78	\$16,206.51	\$17,016.84	\$17,867.68
86	Community Development Director (E)	Hourly	\$86.93	\$91.27	\$95.84	\$100.63	\$105.66
		Monthly	\$15,067.28	\$15,820.64	\$16,611.68	\$17,442.26	\$18,314.37
87		Hourly	\$89.05	\$93.50	\$98.17	\$103.08	\$108.24
		Monthly	\$15,434.78	\$16,206.51	\$17,016.84	\$17,867.68	\$18,761.07

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 12/5/2023; Effective 1/8/2024
Revision Date: 12/5/2023

(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
88	Public Works Director / City Engineer (E)	Hourly	\$91.27	\$95.84	\$100.63	\$105.66	\$110.94
		Monthly	\$15,820.64	\$16,611.68	\$17,442.26	\$18,314.37	\$19,230.09
89		Hourly	\$93.50	\$98.17	\$103.08	\$108.24	\$113.65
		Monthly	\$16,206.51	\$17,016.84	\$17,867.68	\$18,761.07	\$19,699.12
90		Hourly	\$95.84	\$100.63	\$105.66	\$110.94	\$116.49
		Monthly	\$16,611.68	\$17,442.26	\$18,314.37	\$19,230.09	\$20,191.60
91		Hourly	\$98.17	\$103.08	\$108.24	\$113.65	\$119.33
		Monthly	\$17,016.84	\$17,867.68	\$18,761.07	\$19,699.12	\$20,684.07
92	Chief Administrative Officer/ACM(E)	Hourly	\$100.63	\$105.66	\$110.94	\$116.49	\$122.31
		Monthly	\$17,442.26	\$18,314.37	\$19,230.09	\$20,191.60	\$21,201.18
93		Hourly	\$103.08	\$108.24	\$113.65	\$119.33	\$125.30
		Monthly	\$17,867.68	\$18,761.07	\$19,699.12	\$20,684.07	\$21,718.28
94		Hourly	\$105.66	\$110.94	\$116.49	\$122.31	\$128.43
		Monthly	\$18,314.37	\$19,230.09	\$20,191.60	\$21,201.18	\$22,261.24
95		Hourly	\$108.24	\$113.65	\$119.33	\$125.30	\$131.56
		Monthly	\$18,761.07	\$19,699.12	\$20,684.07	\$21,718.28	\$22,804.19
96		Hourly	\$110.94	\$116.49	\$122.31	\$128.43	\$134.85
		Monthly	\$19,230.09	\$20,191.60	\$21,201.18	\$22,261.24	\$23,374.30
97		Hourly	\$113.65	\$119.33	\$125.30	\$131.56	\$138.14
		Monthly	\$19,699.12	\$20,684.07	\$21,718.28	\$22,804.19	\$23,944.40
98		Hourly	\$116.49	\$122.31	\$128.43	\$134.85	\$141.59
		Monthly	\$20,191.60	\$21,201.18	\$22,261.24	\$23,374.30	\$24,543.01
99	City Manager (E)	Hourly	\$119.33	\$125.30	\$131.56	\$138.14	\$145.05
		Monthly	\$20,684.07	\$21,718.28	\$22,804.19	\$23,944.40	\$25,141.62
100		Hourly	\$122.31	\$128.43	\$134.85	\$141.59	\$148.67
		Monthly	\$21,201.18	\$22,261.24	\$23,374.30	\$24,543.01	\$25,770.16