



AGENDA REPORT

CITY OF SAN CLEMENTE

CITY COUNCIL MEETING

910 Calle Negocio
2nd Floor
San Clemente, California
www.san-clemente.org

Meeting Date: September 17, 2024

Agenda Item: 11H

Submitted By: Finance and Administrative Services

Prepared By: Brian Brower, Administrative Services Director
Hanne Thordahl, Human Resources Manager
Jake Rahn, Finance Manager

Subject:

CONSIDERATION OF A RESOLUTION APPROVING AND ADOPTING COMPENSATION CHANGES FOR CERTAIN CLASSIFICATIONS BASED ON CITY MANAGER CLASSIFICATION AND COMPENSATION “DESK AUDIT” FINDINGS AND ADOPTION OF A REVISED SALARY SCHEDULE

Fiscal Impact:

A one-time estimated cost of \$9,150 to implement the changes retroactively to January 8, 2024 and an increase to salaries of \$20,000 for Fiscal Year 2024-25 are within the current funding levels for salaries. Increases to FY 2025-26 budgeted costs of \$70,000 will be incorporated through the budget process mid-cycle adjustments.

Summary:

The City Council is being asked to consider Resolution 24-149 that would implement compensation changes for specific classifications as a result of City Manager “desk audits”. The recommended changes finalize the City Manager’s commitment to further review the study results relating to specific classifications as a follow up to the classification and compensation study implemented on January 8, 2024. If adopted, the changes will be processed with the revised salary schedule date of September 17, 2024 and applied retroactively to the implementation date of January 8, 2024.

Background:

The City contracted with Ewing Consulting to complete a classification and compensation study of the City of San Clemente benefitted employee classifications. The study results were presented to the City Council at their December 5, 2023 meeting and approved with an implementation date of January 8, 2024.

Prior to the presentation to the City Council, the recommendations affecting positions represented by San Clemente City Employee Association (SCCEA) were discussed with their board members at a meeting on November 15, 2023. In an effort to better understand the methodology of the recommendations as it related to specific classifications, the City Manager committed to providing additional consultant data to SCCEA and conduct desk audits as requested by individual employees and/or work groups. The desk audits were initiated after the study findings were fully implemented and performed over several months earlier this year.

The City Manager completed the desk audits with input from Department Heads and provided his recommendations for compensation changes for specific positions based on these reviews. There are several work groups unique to the City where collecting comparable compensation data in a classification and compensation study presents challenges, such as Marine Safety and Utilities Wastewater operations. The recommendations for changes are primarily related to these work groups but also include specific positions in Engineering and Code Compliance. Staff has included a draft resolution that will implement the changes retroactively to January 8, 2024 and a revised salary schedule with an effective date of September 17, 2024.

Council Options:

- Adopt the Resolution, approving and adopting the recommended compensation changes and revised salary schedule.
- Modify and adopt the Resolution.
- Continue the item with direction given to staff.
- Deny the Resolution.

Environmental Review/Analysis:

Not a “project” under the California Environmental Quality Act.

Recommended Actions:

Staff Recommendation

Staff recommends that the City Council adopt the Resolution to approve certain compensation changes retroactively to January 8, 2024 and approve the revised salary schedule.

Attachments:

1. Resolution No. 24-149
Exhibit A to Resolution No. 24-149 - Revised Salary Schedule for Benefited Positions effective September 17, 2024

Notification:

None.

RESOLUTION NO. 24-149

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN CLEMENTE, CALIFORNIA, ADOPTING REVISED SALARY SCHEDULE AND CLASSIFICATION CHANGES AND AMENDING RESOLUTION NO. 24-128 AND ANY OTHER RESOLUTIONS IN CONFLICT THEREWITH

WHEREAS, Section 37206 of the Government Code requires the City Council to prescribe the time and method of paying salaries and wages of officers and employees of the City; and

WHEREAS, the City Council is authorized and directed under the provisions of its adopted Personnel Rules and Regulations to prepare the compensation schedules covering all classes of positions in the competitive service; and

WHEREAS a classification and compensation study of the benefited classifications was undertaken and the findings and recommendations were approved as presented to the City Council on December 5, 2023 and implemented on January 8, 2024; and

WHEREAS, following the implementation of the classification and compensation study recommendations, the City Manager completed “desk audits” of selected classifications in coordination with the San Clemente City Employees Association (SCCEA); and

WHEREAS, the City Manager’s findings recommend certain changes to classification and/or compensation and the City Council desires to implement those changes retroactively to January 8, 2024.

NOW, THEREFORE, the City Council of the City of San Clemente does hereby resolve as follows:

Section 1. The foregoing recitals are true and correct and incorporated herein.

Section 2. Resolution No. 24-128 is hereby amended to make the following classification changes:

- Reclassify one Management Analyst II (1 FTE) allocated to the Utilities Division to Senior Management Analyst (1 FTE) at range 63 and assign the salary anniversary retroactively to the full-time employee classification and compensation implementation date of January 8, 2024.
- Adjust the salary ranges for the following classifications in the table as follows:

Classification	Current Range	New Range
Associate Civil Engineer	64	66
Chief Operator-Water Reclamation	61	66

Community Outreach Worker	47	49
Environmental Services Coordinator	47	54
Laboratory Coordinator	61	65
Lead Electrical Instrumentation Technician	58	65
Marine Safety Lieutenant	58	64
Marine Safety Officer	52	58
Plant Operator III	57	61
SCADA Specialist	62	68
Senior Civil Engineer	68	70
Senior Construction Inspector	59	61

With regrade of the classification, place current employees in the step of the range per section 10.14 of the personnel rules - Compensation on Change in Range Assignment. The salary anniversary shall be assigned retroactively to the full-time employee classification and compensation implementation date of January 8, 2024 for those employees who were in active status on that date.

Section 3. The amended and restated Benefitted Employees Salary Schedule attached hereto as Exhibit A and fully incorporated herein by this reference is hereby approved effective September 17, 2024.

Section 4. Any resolutions in conflict with the provisions of this resolution are hereby amended to be consistent with the provisions hereof.

Section 5. The City Clerk shall certify to the passage and adoption of this resolution and enter it into the book of original resolutions.

PASSED AND ADOPTED this _____ day of _____, _____.

ATTEST:

 City Clerk of the City of
 San Clemente, California

 Mayor of the City of San
 Clemente, California

STATE OF CALIFORNIA)
COUNTY OF ORANGE) §
CITY OF SAN CLEMENTE)

I, LAURA CAMPAGNOLO, City Clerk of the City of San Clemente, California, do hereby certify that Resolution No. 24-149 was adopted at a regular meeting of the City Council of the City of San Clemente held on the _____ day of _____, _____, by the following vote:

AYES:

NOES:

ABSENT:

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the City of San Clemente, California, this _____ day of _____, _____.

CITY CLERK of the City of
San Clemente, California

Approved as to form:

Elizabeth A. Mitchell, City Attorney

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 9/17/24; Effective 9/17/24
Revision Date: 9/17/24

(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	\$17.98	\$18.88	\$19.83	\$20.82	\$21.86
		Monthly	\$3,116.94	\$3,272.79	\$3,436.43	\$3,608.25	\$3,788.66
21		Hourly	\$18.42	\$19.34	\$20.31	\$21.32	\$22.39
		Monthly	\$3,192.96	\$3,352.61	\$3,520.24	\$3,696.25	\$3,881.07
22		Hourly	\$18.88	\$19.83	\$20.82	\$21.86	\$22.95
		Monthly	\$3,272.79	\$3,436.43	\$3,608.25	\$3,788.66	\$3,978.09
23		Hourly	\$19.34	\$20.31	\$21.32	\$22.39	\$23.51
		Monthly	\$3,352.61	\$3,520.24	\$3,696.25	\$3,881.07	\$4,075.12
24	Golf Course Groundskeeper II	Hourly	\$19.83	\$20.82	\$21.86	\$22.95	\$24.10
		Monthly	\$3,436.43	\$3,608.25	\$3,788.66	\$3,978.09	\$4,177.00
25		Hourly	\$20.31	\$21.32	\$22.39	\$23.51	\$24.69
		Monthly	\$3,520.24	\$3,696.25	\$3,881.07	\$4,075.12	\$4,278.87
26		Hourly	\$20.82	\$21.86	\$22.95	\$24.10	\$25.30
		Monthly	\$3,608.25	\$3,788.66	\$3,978.09	\$4,177.00	\$4,385.85
27		Hourly	\$21.32	\$22.39	\$23.51	\$24.69	\$25.92
		Monthly	\$3,696.25	\$3,881.07	\$4,075.12	\$4,278.87	\$4,492.82
28		Hourly	\$21.86	\$22.95	\$24.10	\$25.30	\$26.57
		Monthly	\$3,788.66	\$3,978.09	\$4,177.00	\$4,385.85	\$4,605.14
29	Customer Service Specialist I Office Specialist I	Hourly	\$22.39	\$23.51	\$24.69	\$25.92	\$27.22
		Monthly	\$3,881.07	\$4,075.12	\$4,278.87	\$4,492.82	\$4,717.46
30		Hourly	\$22.95	\$24.10	\$25.30	\$26.57	\$27.90
		Monthly	\$3,978.09	\$4,177.00	\$4,385.85	\$4,605.14	\$4,835.40
31		Hourly	\$23.51	\$24.69	\$25.92	\$27.22	\$28.58
		Monthly	\$4,075.12	\$4,278.87	\$4,492.82	\$4,717.46	\$4,953.33
32		Hourly	\$24.10	\$25.30	\$26.57	\$27.90	\$29.29
		Monthly	\$4,177.00	\$4,385.85	\$4,605.14	\$4,835.40	\$5,077.17
33	Recreation Specialist Senior Park Ranger	Hourly	\$24.69	\$25.92	\$27.22	\$28.58	\$30.01
		Monthly	\$4,278.87	\$4,492.82	\$4,717.46	\$4,953.33	\$5,201.00
34		Hourly	\$25.30	\$26.57	\$27.90	\$29.29	\$30.76
		Monthly	\$4,385.85	\$4,605.14	\$4,835.40	\$5,077.17	\$5,331.02

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 9/17/24; Effective 9/17/24
Revision Date: 9/17/24

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Range Number	Title	Pay Period	Entry Step A	Step B	Step C	Step D	Maximum Step E
35	Customer Service Specialist II	Hourly	\$25.92	\$27.22	\$28.58	\$30.01	\$31.51
	Office Specialist II	Monthly	\$4,492.82	\$4,717.46	\$4,953.33	\$5,201.00	\$5,461.05
36		Hourly	\$26.57	\$27.90	\$29.29	\$30.76	\$32.29
		Monthly	\$4,605.14	\$4,835.40	\$5,077.17	\$5,331.02	\$5,597.58
37	Accounting Specialist I	Hourly	\$27.22	\$28.58	\$30.01	\$31.51	\$33.08
	Golf Course Maintenance Worker	Monthly	\$4,717.46	\$4,953.33	\$5,201.00	\$5,461.05	\$5,734.10
	Maintenance Worker I						
	Senior Customer Service Specialist						
	Senior Office Specialist						
	Utility Billing Specialist I						
38		Hourly	\$27.90	\$29.29	\$30.76	\$32.29	\$33.91
		Monthly	\$4,835.40	\$5,077.17	\$5,331.02	\$5,597.58	\$5,877.45
39		Hourly	\$28.58	\$30.01	\$31.51	\$33.08	\$34.74
		Monthly	\$4,953.33	\$5,201.00	\$5,461.05	\$5,734.10	\$6,020.81
40	Facilities Maintenance Technician	Hourly	\$29.29	\$30.76	\$32.29	\$33.91	\$35.60
	Maintenance Worker II	Monthly	\$5,077.17	\$5,331.02	\$5,597.58	\$5,877.45	\$6,171.33
41	Accounting Specialist II	Hourly	\$30.01	\$31.51	\$33.08	\$34.74	\$36.47
	Business License Specialist	Monthly	\$5,201.00	\$5,461.05	\$5,734.10	\$6,020.81	\$6,321.85
	Utility Billing Specialist II						
42	Administrative Assistant	Hourly	\$30.76	\$32.29	\$33.91	\$35.60	\$37.38
	Park Ranger Supervisor	Monthly	\$5,331.02	\$5,597.58	\$5,877.45	\$6,171.33	\$6,479.89
43	Electrician I	Hourly	\$31.51	\$33.08	\$34.74	\$36.47	\$38.30
	Golf Course Maintenance Leadworker	Monthly	\$5,461.05	\$5,734.10	\$6,020.81	\$6,321.85	\$6,637.94
	Permit Technician						
44	Code Compliance Technician	Hourly	\$32.29	\$33.91	\$35.60	\$37.38	\$39.25
		Monthly	\$5,597.58	\$5,877.45	\$6,171.33	\$6,479.89	\$6,803.89
45	Facilities Maintenance Specialist I	Hourly	\$33.08	\$34.74	\$36.47	\$38.30	\$40.21
	Golf Course Mechanic	Monthly	\$5,734.10	\$6,020.81	\$6,321.85	\$6,637.94	\$6,969.84
	Maintenance Leadworker						
	Planning Technician						
	Recreation Coordinator						
	Senior Accounting Specialist						
	Senior Utility Billing Specialist						

City of San Clemente
Salary Schedule - Benefited Positions
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Adopted 9/17/24; Effective 9/17/24
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Range Number	Title	Pay Period	Entry Step A	Step B	Step C	Step D	Maximum Step E
46	Human Resources Specialist (C)	Hourly	\$33.91	\$35.60	\$37.38	\$39.25	\$41.22
	Maintenance Contract Inspector	Monthly	\$5,877.45	\$6,171.33	\$6,479.89	\$6,803.89	\$7,144.08
47	Collection Systems Operator I	Hourly	\$34.74	\$36.47	\$38.30	\$40.21	\$42.22
	Distribution Operator I	Monthly	\$6,020.81	\$6,321.85	\$6,637.94	\$6,969.84	\$7,318.33
	Facilities Maintenance Specialist II						
	Utilities Mechanic I						
48	Engineering Technician	Hourly	\$35.60	\$37.38	\$39.25	\$41.22	\$43.28
	Records Management Coordinator	Monthly	\$6,171.33	\$6,479.89	\$6,803.89	\$7,144.08	\$7,501.29
	Senior Permit Technician						
49	Code Compliance Officer	Hourly	\$36.47	\$38.30	\$40.21	\$42.22	\$44.33
	Community Development Coordinator	Monthly	\$6,321.85	\$6,637.94	\$6,969.84	\$7,318.33	\$7,684.24
	Community Outreach Worker						
	Electrician II						
	Senior Administrative Assistant (C)						
50	Assistant Planner	Hourly	\$37.38	\$39.25	\$41.22	\$43.28	\$45.44
	Collection Systems Operator II	Monthly	\$6,479.89	\$6,803.89	\$7,144.08	\$7,501.29	\$7,876.35
	Distribution Operator II						
	Electrical Instrumentation Technician I						
	Utilities Mechanic II						
	Senior Facilities Maintenance Specialist						
51	Building Inspector I	Hourly	\$38.30	\$40.21	\$42.22	\$44.33	\$46.55
		Monthly	\$6,637.94	\$6,969.84	\$7,318.33	\$7,684.24	\$8,068.46
52	Information Technology Analyst I	Hourly	\$39.25	\$41.22	\$43.28	\$45.44	\$47.71
	Recreation Supervisor	Monthly	\$6,803.89	\$7,144.08	\$7,501.29	\$7,876.35	\$8,270.17
	Senior Engineering Technician						
53	Construction Inspector	Hourly	\$40.21	\$42.22	\$44.33	\$46.55	\$48.88
	Deputy City Clerk	Monthly	\$6,969.84	\$7,318.33	\$7,684.24	\$8,068.46	\$8,471.88
54	Contract Maintenance Coordinator	Hourly	\$41.22	\$43.28	\$45.44	\$47.71	\$50.10
	Electrical Coordinator	Monthly	\$7,144.08	\$7,501.29	\$7,876.35	\$8,270.17	\$8,683.68
	Environmental Services Coordinator						
	Facilities Maintenance Coordinator						
	Human Resources Analyst I (C)						
	Lead Operator						

City of San Clemente
Salary Schedule - Benefited Positions
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55	Accountant	Hourly	\$42.22	\$44.33	\$46.55	\$48.88	\$51.32
	Aquatics Supervisor	Monthly	\$7,318.33	\$7,684.24	\$8,068.46	\$8,471.88	\$8,895.47
	Associate Planner I						
	Building Inspector II						
	Electrical Instrumentation Technician II						
	Executive Analyst (C)						
	Management Analyst I						
	Public Information Coordinator (C)						
	Regulatory Compliance Analyst						
	System Operator						
	Water Conservation Analyst						
56	Revenue Supervisor	Hourly	\$43.28	\$45.44	\$47.71	\$50.10	\$52.60
	Senior Code Compliance Officer	Monthly	\$7,501.29	\$7,876.35	\$8,270.17	\$8,683.68	\$9,117.86
57	Associate Planner II	Hourly	\$44.33	\$46.55	\$48.88	\$51.32	\$53.89
	GIS Coordinator	Monthly	\$7,684.24	\$8,068.46	\$8,471.88	\$8,895.47	\$9,340.25
	Information Technology Analyst II						
	Systems Applications Analyst						
58	Marine Safety Officer	Hourly	\$45.44	\$47.71	\$50.10	\$52.60	\$55.23
	Plans Examiner I	Monthly	\$7,876.35	\$8,270.17	\$8,683.68	\$9,117.86	\$9,573.75
59	Environmental Programs Analyst (M)	Hourly	\$46.55	\$48.88	\$51.32	\$53.89	\$56.58
	Human Resources Analyst II (C)	Monthly	\$8,068.46	\$8,471.88	\$8,895.47	\$9,340.25	\$9,807.26
	Lead Project Planner						
	Management Analyst II						
60	CMMS Coordinator	Hourly	\$47.71	\$50.10	\$52.60	\$55.23	\$57.99
		Monthly	\$8,270.17	\$8,683.68	\$9,117.86	\$9,573.75	\$10,052.44
61	Chief Operator	Hourly	\$48.88	\$51.32	\$53.89	\$56.58	\$59.41
	Chief Operator Water Systems	Monthly	\$8,471.88	\$8,895.47	\$9,340.25	\$9,807.26	\$10,297.62
	Plant Operator III						
	Senior Building Inspector						
	Senior Construction Inspector						
	Senior IT Analyst						
	Utilities Chief Mechanic						
62	Assistant Engineer	Hourly	\$50.10	\$52.60	\$55.23	\$57.99	\$60.89
	Emergency Services Officer (M)	Monthly	\$8,683.68	\$9,117.86	\$9,573.75	\$10,052.44	\$10,555.06
	Golf Course Manager (M)						
	Maintenance Operations Supervisor (M)						
	Plans Examiner II						
Senior Planner (M)							

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 9/17/24; Effective 9/17/24
Revision Date: 9/17/24

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63	Senior Management Analyst	Hourly	\$51.32	\$53.89	\$56.58	\$59.41	\$62.38
		Monthly	\$8,895.47	\$9,340.25	\$9,807.26	\$10,297.62	\$10,812.50
64	Accounting Supervisor (M) Marine Safety Lieutenant	Hourly	\$52.60	\$55.23	\$57.99	\$60.89	\$63.94
		Monthly	\$9,117.86	\$9,573.75	\$10,052.44	\$10,555.06	\$11,082.82
65	Laboratory Coordinator Lead Electrical Instrumentation Technician	Hourly	\$53.89	\$56.58	\$59.41	\$62.38	\$65.50
		Monthly	\$9,340.25	\$9,807.26	\$10,297.62	\$10,812.50	\$11,353.13
66	Associate Civil Engineer (M)	Hourly	\$55.23	\$57.99	\$60.89	\$63.94	\$67.14
	Chief Operator Water Reclamation	Monthly	\$9,573.75	\$10,052.44	\$10,555.06	\$11,082.82	\$11,636.96
	Code Compliance Manager (M)						
	Marine Safety Captain (M)						
	Senior Plans Examiner (M)						
67	Principal Management Analyst (M) Risk Management/Human Resources Officer (M)	Hourly	\$56.58	\$59.41	\$62.38	\$65.50	\$68.77
		Monthly	\$9,807.26	\$10,297.62	\$10,812.50	\$11,353.13	\$11,920.79
68	Coastal Administrator (M)	Hourly	\$57.99	\$60.89	\$63.94	\$67.14	\$70.49
	Principal Planner (M)	Monthly	\$10,052.44	\$10,555.06	\$11,082.82	\$11,636.96	\$12,218.80
	Recreation Manager (M)						
	SCADA Specialist						
69		Hourly	\$59.41	\$62.38	\$65.50	\$68.77	\$72.21
		Monthly	\$10,297.62	\$10,812.50	\$11,353.13	\$11,920.79	\$12,516.82
70	Senior Civil Engineer (M)	Hourly	\$60.89	\$63.94	\$67.14	\$70.49	\$74.02
		Monthly	\$10,555.06	\$11,082.82	\$11,636.96	\$12,218.80	\$12,829.75
71	Marine Safety Chief (M)	Hourly	\$62.38	\$65.50	\$68.77	\$72.21	\$75.82
		Monthly	\$10,812.50	\$11,353.13	\$11,920.79	\$12,516.82	\$13,142.67
72	Legislative Administrator (M)	Hourly	\$63.94	\$67.14	\$70.49	\$74.02	\$77.72
	Maintenance Manager (M)	Monthly	\$11,082.82	\$11,636.96	\$12,218.80	\$12,829.75	\$13,471.23
	Utilities Superintendent Water Operations (M)						
	Utilities Superintendent Collections & Maint (M)						
	Utilities Superintendent Environmental Ops (M)						
73	Principal Civil Engineer (M)	Hourly	\$65.50	\$68.77	\$72.21	\$75.82	\$79.61
		Monthly	\$11,353.13	\$11,920.79	\$12,516.82	\$13,142.67	\$13,799.80
74		Hourly	\$67.14	\$70.49	\$74.02	\$77.72	\$81.60
		Monthly	\$11,636.96	\$12,218.80	\$12,829.75	\$13,471.23	\$14,144.79

City of San Clemente
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Range Number	Title	Pay Period	Entry Step A	Step B	Step C	Step D	Maximum Step E
75	Assistant City Engineer (M)	Hourly	\$68.77	\$72.21	\$75.82	\$79.61	\$83.59
	Building Official (M)	Monthly	\$11,920.79	\$12,516.82	\$13,142.67	\$13,799.80	\$14,489.79
	City Planner (M)						
	Information Technology Manager (M)						
76		Hourly	\$70.49	\$74.02	\$77.72	\$81.60	\$85.68
		Monthly	\$12,218.80	\$12,829.75	\$13,471.23	\$14,144.79	\$14,852.03
77	Deputy Community Development Director (M)	Hourly	\$72.21	\$75.82	\$79.61	\$83.59	\$87.77
	Finance Manager (M)	Monthly	\$12,516.82	\$13,142.67	\$13,799.80	\$14,489.79	\$15,214.28
	Human Resources Manager (M)						
78		Hourly	\$74.02	\$77.72	\$81.60	\$85.68	\$89.97
		Monthly	\$12,829.75	\$13,471.23	\$14,144.79	\$14,852.03	\$15,594.64
79	Deputy Public Works Director (M)	Hourly	\$75.82	\$79.61	\$83.59	\$87.77	\$92.16
	Utilities Manager (M)	Monthly	\$13,142.67	\$13,799.80	\$14,489.79	\$15,214.28	\$15,974.99
80		Hourly	\$77.72	\$81.60	\$85.68	\$89.97	\$94.47
		Monthly	\$13,471.23	\$14,144.79	\$14,852.03	\$15,594.64	\$16,374.37
81		Hourly	\$79.61	\$83.59	\$87.77	\$92.16	\$96.77
		Monthly	\$13,799.80	\$14,489.79	\$15,214.28	\$15,974.99	\$16,773.74
82		Hourly	\$81.60	\$85.68	\$89.97	\$94.47	\$99.19
		Monthly	\$14,144.79	\$14,852.03	\$15,594.64	\$16,374.37	\$17,193.09
83	Beaches Parks and Recreation Director (E)	Hourly	\$83.59	\$87.77	\$92.16	\$96.77	\$101.61
		Monthly	\$14,489.79	\$15,214.28	\$15,974.99	\$16,773.74	\$17,612.43
84		Hourly	\$85.68	\$89.97	\$94.47	\$99.19	\$104.15
		Monthly	\$14,852.03	\$15,594.64	\$16,374.37	\$17,193.09	\$18,052.74
85		Hourly	\$87.77	\$92.16	\$96.77	\$101.61	\$106.69
		Monthly	\$15,214.28	\$15,974.99	\$16,773.74	\$17,612.43	\$18,493.05
86	Administrative Services Director (E)	Hourly	\$89.97	\$94.47	\$99.19	\$104.15	\$109.36
	Community Development Director (E)	Monthly	\$15,594.64	\$16,374.37	\$17,193.09	\$18,052.74	\$18,955.38
87		Hourly	\$92.16	\$96.77	\$101.61	\$106.69	\$112.03
		Monthly	\$15,974.99	\$16,773.74	\$17,612.43	\$18,493.05	\$19,417.70
88	Public Works Director / City Engineer (E)	Hourly	\$94.47	\$99.19	\$104.15	\$109.36	\$114.83
		Monthly	\$16,374.37	\$17,193.09	\$18,052.74	\$18,955.38	\$19,903.15

City of San Clemente
Salary Schedule - Benefited Positions
2.5% Between Ranges, 5.0% Between Steps
Adopted 9/17/24; Effective 9/17/24
Revision Date: 9/17/24

(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
89		Hourly	\$96.77	\$101.61	\$106.69	\$112.03	\$117.63
		Monthly	\$16,773.74	\$17,612.43	\$18,493.05	\$19,417.70	\$20,388.59
90		Hourly	\$99.19	\$104.15	\$109.36	\$114.83	\$120.57
		Monthly	\$17,193.09	\$18,052.74	\$18,955.38	\$19,903.15	\$20,898.30
91		Hourly	\$101.61	\$106.69	\$112.03	\$117.63	\$123.51
		Monthly	\$17,612.43	\$18,493.05	\$19,417.70	\$20,388.59	\$21,408.02
92	Chief Administrative Officer/ACM(E)	Hourly	\$104.15	\$109.36	\$114.83	\$120.57	\$126.60
		Monthly	\$18,052.74	\$18,955.38	\$19,903.15	\$20,898.30	\$21,943.22
93		Hourly	\$106.69	\$112.03	\$117.63	\$123.51	\$129.68
		Monthly	\$18,493.05	\$19,417.70	\$20,388.59	\$21,408.02	\$22,478.42
94		Hourly	\$109.36	\$114.83	\$120.57	\$126.60	\$132.93
		Monthly	\$18,955.38	\$19,903.15	\$20,898.30	\$21,943.22	\$23,040.38
95		Hourly	\$112.03	\$117.63	\$123.51	\$129.68	\$136.17
		Monthly	\$19,417.70	\$20,388.59	\$21,408.02	\$22,478.42	\$23,602.34
96		Hourly	\$114.83	\$120.57	\$126.60	\$132.93	\$139.57
		Monthly	\$19,903.15	\$20,898.30	\$21,943.22	\$23,040.38	\$24,192.40
97		Hourly	\$117.63	\$123.51	\$129.68	\$136.17	\$142.98
		Monthly	\$20,388.59	\$21,408.02	\$22,478.42	\$23,602.34	\$24,782.46
98		Hourly	\$120.57	\$126.60	\$132.93	\$139.57	\$146.55
		Monthly	\$20,898.30	\$21,943.22	\$23,040.38	\$24,192.40	\$25,402.02
99	City Manager (E)	Hourly	\$123.51	\$129.68	\$136.17	\$142.98	\$150.12
		Monthly	\$21,408.02	\$22,478.42	\$23,602.34	\$24,782.46	\$26,021.58
100		Hourly	\$126.60	\$132.93	\$139.57	\$146.55	\$153.88
		Monthly	\$21,943.22	\$23,040.38	\$24,192.40	\$25,402.02	\$26,672.12