

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	Hourly	\$22.39	\$23.51	\$24.69	\$25.92	\$27.22
	Office Specialist I	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	Hourly	\$24.69	\$25.92	\$27.22	\$28.58	\$30.01
	Senior Park Ranger	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

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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						

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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						

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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)							

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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

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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

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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