

**SAN RAFAEL UNREPRESENTED EXECUTIVE MANAGEMENT
SALARY SCHEDULE**
Effective July 1, 2024

Grade	Position	A	B	C	D	E
2501	Assistant City Attorney	\$ 14,635	\$ 15,367	\$ 16,135	\$ 16,942	\$ 17,789
2001	Assistant City Manager	\$ 20,829	\$ 21,871	\$ 22,964	\$ 24,112	\$ 25,318
2300	Director of Community & Economic Development	\$ 15,770	\$ 16,559	\$ 17,387	\$ 18,256	\$ 19,169
4205	Director of Digital Service & Open Government	\$ 14,977	\$ 15,726	\$ 16,512	\$ 17,337	\$ 18,204
2801	Director of Economic Development & Innovation					
2205	District Manager/Engineer (SRSD)	\$ 14,088	\$ 14,792	\$ 15,532	\$ 16,308	\$ 17,124
2140	Finance Director	\$ 14,772	\$ 15,510	\$ 16,286	\$ 17,100	\$ 17,955
7101	Fire Chief	\$ 20,623	\$ 21,654	\$ 22,737	\$ 23,873	\$ 25,067
1106	Human Resources Director	\$ 14,908	\$ 15,654	\$ 16,436	\$ 17,258	\$ 18,121
2406	Library and Recreation Director	\$ 15,516	\$ 16,292	\$ 17,106	\$ 17,961	\$ 18,859
6101	Police Chief	\$ 20,623	\$ 21,654	\$ 22,737	\$ 23,873	\$ 25,067
2201	Public Works Director	\$ 16,075	\$ 16,879	\$ 17,723	\$ 18,609	\$ 19,540

Position	Monthly Salary
City Manager (Appointed)	\$ 24,494

**SAN RAFAEL UNREPRESENTED EXECUTIVE MANAGEMENT
SALARY SCHEDULE
Effective July 1, 2025**

Grade	Position	A	B	C	D	E
2501	Assistant City Attorney	\$ 15,659	\$ 16,442	\$ 17,264	\$ 18,128	\$ 19,034
2001	Assistant City Manager	\$ 21,454	\$ 22,527	\$ 23,653	\$ 24,836	\$ 26,078
2300	Director of Community & Economic Development	\$ 16,716	\$ 17,552	\$ 18,430	\$ 19,351	\$ 20,319
4205	Director of Digital Service & Open Government	\$ 16,325	\$ 17,141	\$ 17,998	\$ 18,898	\$ 19,843
2801	Director of Economic Development & Innovation					
2205	District Manager/Engineer (SRSD)	\$ 14,510	\$ 15,236	\$ 15,998	\$ 16,798	\$ 17,637
2140	Finance Director	\$ 15,953	\$ 16,751	\$ 17,589	\$ 18,468	\$ 19,391
7101	Fire Chief	\$ 21,241	\$ 22,303	\$ 23,419	\$ 24,590	\$ 25,819
1106	Human Resources Director	\$ 16,250	\$ 17,063	\$ 17,916	\$ 18,812	\$ 19,752
2406	Library and Recreation Director	\$ 16,602	\$ 17,432	\$ 18,304	\$ 19,219	\$ 20,180
6101	Police Chief	\$ 21,241	\$ 22,303	\$ 23,419	\$ 24,590	\$ 25,819
2201	Public Works Director	\$ 17,120	\$ 17,976	\$ 18,875	\$ 19,819	\$ 20,810

Position	Monthly Salary
City Manager (Appointed)	\$ 24,494

**SAN RAFAEL UNREPRESENTED EXECUTIVE MANAGEMENT
SALARY SCHEDULE
Effective July 1, 2026**

Grade	Position	A	B	C	D	E
2501	Assistant City Attorney	\$ 16,129	\$ 16,936	\$ 17,782	\$ 18,671	\$ 19,605
2001	Assistant City Manager	\$ 22,098	\$ 23,203	\$ 24,363	\$ 25,581	\$ 26,860
2300	Director of Community & Economic Development	\$ 17,218	\$ 18,079	\$ 18,983	\$ 19,932	\$ 20,929
4205	Director of Digital Service & Open Government	\$ 17,794	\$ 18,684	\$ 19,618	\$ 20,599	\$ 21,629
2801	Director of Economic Development & Innovation					
2205	District Manager/Engineer (SRSD)	\$ 14,946	\$ 15,693	\$ 16,478	\$ 17,302	\$ 18,167
2140	Finance Director	\$ 17,230	\$ 18,091	\$ 18,996	\$ 19,945	\$ 20,943
7101	Fire Chief	\$ 21,879	\$ 22,973	\$ 24,121	\$ 25,327	\$ 26,594
1106	Human Resources Director	\$ 17,550	\$ 18,428	\$ 19,349	\$ 20,316	\$ 21,332
2406	Library and Recreation Director	\$ 17,598	\$ 18,478	\$ 19,402	\$ 20,372	\$ 21,390
6101	Police Chief	\$ 21,879	\$ 22,973	\$ 24,121	\$ 25,327	\$ 26,594
2201	Public Works Director	\$ 17,634	\$ 18,516	\$ 19,441	\$ 20,413	\$ 21,434

Position	Monthly Salary
City Manager (Appointed)	\$ 24,494