

## SAN RAFAEL UNREPRESENTED MID-MANAGEMENT

## SALARY SCHEDULE

Effective July 1, 2021

| Grade | Position  | A         | B         | C         | D         | E         |
|-------|---|-----------|-----------|-----------|-----------|-----------|
| 7315  | Accounting Manager                              | \$ 9,319  | \$ 9,785  | \$ 10,274 | \$ 10,788 | \$ 11,327 |
| 2400  | Assistant Library and Recreation Director       | \$ 10,600 | \$ 11,130 | \$ 11,686 | \$ 12,271 | \$ 12,884 |
| 2202  | Assistant Public Works Director / City Engineer | \$ 12,029 | \$ 12,631 | \$ 13,262 | \$ 13,925 | \$ 14,621 |
| 2302  | Chief Building Official                         | \$ 11,179 | \$ 11,738 | \$ 12,325 | \$ 12,941 | \$ 13,588 |
| 4203  | Civic Design Manager                            | \$ 9,910  | \$ 10,405 | \$ 10,926 | \$ 11,472 | \$ 12,045 |
| 2122  | Code Enforcement Supervisor                     | \$ 7,553  | \$ 7,930  | \$ 8,327  | \$ 8,743  | \$ 9,180  |
| 4204  | Data & Infrastructure Manager                   | \$ 10,974 | \$ 11,522 | \$ 12,098 | \$ 12,703 | \$ 13,338 |
| 1105  | Deputy City Attorney I                          | \$ 10,131 | \$ 10,637 | \$ 11,169 | \$ 11,728 | \$ 12,314 |
| 1109  | Deputy City Attorney II                         | \$ 11,170 | \$ 11,728 | \$ 12,315 | \$ 12,931 | \$ 13,577 |
| 2120  | Deputy Fire Marshall                            | \$ 9,515  | \$ 9,991  | \$ 10,490 | \$ 11,015 | \$ 11,566 |
| 2135  | Deputy Public Works Director                    | \$ 10,929 | \$ 11,475 | \$ 12,049 | \$ 12,651 | \$ 13,284 |
| 7313  | Economic Development Coordinator                | \$ 9,181  | \$ 9,640  | \$ 10,122 | \$ 10,628 | \$ 11,159 |
| 2128  | Economic Development Manager                    | \$ 10,095 | \$ 10,600 | \$ 11,130 | \$ 11,686 | \$ 12,271 |
| 7117  | Emergency Services Manager                      | \$ 8,957  | \$ 9,405  | \$ 9,875  | \$ 10,369 | \$ 10,888 |
| 2107  | Human Resources Operations Manager              | \$ 9,041  | \$ 9,493  | \$ 9,968  | \$ 10,466 | \$ 10,989 |
| 2208  | Operations and Maintenance Manager              | \$ 9,856  | \$ 10,349 | \$ 10,867 | \$ 11,410 | \$ 11,981 |
| 2208  | Operations and Maintenance Manager (SRSD)       | \$ 9,856  | \$ 10,349 | \$ 10,867 | \$ 11,410 | \$ 11,981 |
| 2703  | Parking Services Manager                        | \$ 9,181  | \$ 9,640  | \$ 10,122 | \$ 10,628 | \$ 11,159 |
| 7312  | Parks Superintendent                            | \$ 9,000  | \$ 9,450  | \$ 9,923  | \$ 10,419 | \$ 10,940 |
| 2116  | Planning Manager                                | \$ 10,330 | \$ 10,847 | \$ 11,389 | \$ 11,959 | \$ 12,557 |
| TBD   | Product Manager                                 | \$ 9,910  | \$ 10,405 | \$ 10,926 | \$ 11,472 | \$ 12,045 |
| 8103  | Recreation Supervisor                           | \$ 7,694  | \$ 8,079  | \$ 8,483  | \$ 8,907  | \$ 9,352  |
| 2206  | Senior Civil Engineer (SRSD)                    | \$ 10,639 | \$ 11,171 | \$ 11,729 | \$ 12,316 | \$ 12,932 |
| 7317  | Senior Code Enforcement Supervisor              | \$ 8,337  | \$ 8,753  | \$ 9,191  | \$ 9,651  | \$ 10,133 |
| 2105  | Senior Management Analyst                       | \$ 8,789  | \$ 9,229  | \$ 9,690  | \$ 10,175 | \$ 10,683 |
| 2203  | Senior Project Manager                          | \$ 9,171  | \$ 9,629  | \$ 10,111 | \$ 10,616 | \$ 11,147 |
| 8102  | Senior Recreation Supervisor                    | \$ 8,492  | \$ 8,917  | \$ 9,363  | \$ 9,831  | \$ 10,322 |
| 7310  | Sewer Maintenance Superintendent                | \$ 9,000  | \$ 9,450  | \$ 9,923  | \$ 10,419 | \$ 10,940 |
| 7311  | Street Maintenance Superintendent               | \$ 9,000  | \$ 9,450  | \$ 9,923  | \$ 10,419 | \$ 10,940 |
| 2150  | Sustainability Program Manager                  | \$ 7,408  | \$ 7,778  | \$ 8,167  | \$ 8,576  | \$ 9,005  |

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| Grade | Position  | A         | B         | C         | D         | E         |
|-------|---|-----------|-----------|-----------|-----------|-----------|
| 7315  | Accounting Manager                              | \$ 9,692  | \$ 10,177 | \$ 10,685 | \$ 11,220 | \$ 11,781 |
| 2400  | Assistant Library and Recreation Director       | \$ 10,971 | \$ 11,519 | \$ 12,095 | \$ 12,700 | \$ 13,335 |
| 2202  | Assistant Public Works Director / City Engineer | \$ 12,450 | \$ 13,073 | \$ 13,726 | \$ 14,413 | \$ 15,133 |
| 2302  | Chief Building Official                         | \$ 11,570 | \$ 12,149 | \$ 12,756 | \$ 13,394 | \$ 14,064 |
| 4203  | Civic Design Manager                            | \$ 10,068 | \$ 10,572 | \$ 11,100 | \$ 11,655 | \$ 12,238 |
| 2122  | Code Enforcement Supervisor                     | \$ 7,674  | \$ 8,057  | \$ 8,460  | \$ 8,883  | \$ 9,327  |
| 4204  | Data & Infrastructure Manager                   | \$ 11,149 | \$ 11,707 | \$ 12,292 | \$ 12,907 | \$ 13,552 |
| 1105  | Deputy City Attorney I                          | \$ 10,485 | \$ 11,010 | \$ 11,560 | \$ 12,138 | \$ 12,745 |
| 1109  | Deputy City Attorney II                         | \$ 11,561 | \$ 12,139 | \$ 12,746 | \$ 13,383 | \$ 14,052 |
| 2120  | Deputy Fire Marshall                            | \$ 9,848  | \$ 10,340 | \$ 10,857 | \$ 11,400 | \$ 11,970 |
| 2135  | Deputy Public Works Director                    | \$ 11,311 | \$ 11,877 | \$ 12,470 | \$ 13,094 | \$ 13,749 |
| 7313  | Economic Development Coordinator                | \$ 9,502  | \$ 9,977  | \$ 10,476 | \$ 11,000 | \$ 11,550 |
| 2128  | Economic Development Manager                    | \$ 10,448 | \$ 10,971 | \$ 11,519 | \$ 12,095 | \$ 12,700 |
| 7117  | Emergency Services Manager                      | \$ 9,271  | \$ 9,734  | \$ 10,221 | \$ 10,732 | \$ 11,269 |
| 2107  | Human Resources Operations Manager              | \$ 9,403  | \$ 9,873  | \$ 10,366 | \$ 10,885 | \$ 11,429 |
| 2208  | Operations and Maintenance Manager              | \$ 10,251 | \$ 10,763 | \$ 11,301 | \$ 11,867 | \$ 12,460 |
| 2208  | Operations and Maintenance Manager (SRSD)       | \$ 10,251 | \$ 10,763 | \$ 11,301 | \$ 11,867 | \$ 12,460 |
| 2703  | Parking Services Manager                        | \$ 9,502  | \$ 9,977  | \$ 10,476 | \$ 11,000 | \$ 11,550 |
| 7312  | Parks Superintendent                            | \$ 9,360  | \$ 9,829  | \$ 10,320 | \$ 10,836 | \$ 11,378 |
| 2116  | Planning Manager                                | \$ 10,743 | \$ 11,281 | \$ 11,845 | \$ 12,437 | \$ 13,059 |
| TBD   | Product Manager                                 | \$ 10,068 | \$ 10,572 | \$ 11,100 | \$ 11,655 | \$ 12,238 |
| 8103  | Recreation Supervisor                           | \$ 7,964  | \$ 8,362  | \$ 8,780  | \$ 9,219  | \$ 9,680  |
| 2206  | Senior Civil Engineer (SRSD)                    | \$ 11,011 | \$ 11,562 | \$ 12,140 | \$ 12,747 | \$ 13,384 |
| 7317  | Senior Code Enforcement Supervisor              | \$ 8,470  | \$ 8,893  | \$ 9,338  | \$ 9,805  | \$ 10,295 |
| 2105  | Senior Management Analyst                       | \$ 9,141  | \$ 9,598  | \$ 10,078 | \$ 10,582 | \$ 11,111 |
| 2203  | Senior Project Manager                          | \$ 9,446  | \$ 9,918  | \$ 10,414 | \$ 10,935 | \$ 11,481 |
| 8102  | Senior Recreation Supervisor                    | \$ 8,790  | \$ 9,229  | \$ 9,690  | \$ 10,175 | \$ 10,684 |
| 7310  | Sewer Maintenance Superintendent                | \$ 9,360  | \$ 9,829  | \$ 10,320 | \$ 10,836 | \$ 11,378 |
| 7311  | Street Maintenance Superintendent               | \$ 9,360  | \$ 9,829  | \$ 10,320 | \$ 10,836 | \$ 11,378 |
| 2150  | Sustainability Program Manager                  | \$ 7,704  | \$ 8,090  | \$ 8,494  | \$ 8,919  | \$ 9,365  |

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|-------|---|-----------|-----------|-----------|-----------|-----------|
| 7315  | Accounting Manager                              | \$ 10,080 | \$ 10,584 | \$ 11,113 | \$ 11,668 | \$ 12,252 |
| 2400  | Assistant Library and Recreation Director       | \$ 11,355 | \$ 11,923 | \$ 12,519 | \$ 13,145 | \$ 13,802 |
| 2202  | Assistant Public Works Director / City Engineer | \$ 12,886 | \$ 13,530 | \$ 14,207 | \$ 14,917 | \$ 15,663 |
| 2302  | Chief Building Official                         | \$ 11,975 | \$ 12,574 | \$ 13,202 | \$ 13,863 | \$ 14,556 |
| 4203  | Civic Design Manager                            | \$ 10,229 | \$ 10,741 | \$ 11,278 | \$ 11,842 | \$ 12,434 |
| 2122  | Code Enforcement Supervisor                     | \$ 7,796  | \$ 8,186  | \$ 8,595  | \$ 9,025  | \$ 9,477  |
| 4204  | Data & Infrastructure Manager                   | \$ 11,328 | \$ 11,894 | \$ 12,489 | \$ 13,113 | \$ 13,769 |
| 1105  | Deputy City Attorney I                          | \$ 10,852 | \$ 11,395 | \$ 11,965 | \$ 12,563 | \$ 13,191 |
| 1109  | Deputy City Attorney II                         | \$ 11,965 | \$ 12,564 | \$ 13,192 | \$ 13,852 | \$ 14,544 |
| 2120  | Deputy Fire Marshall                            | \$ 10,193 | \$ 10,702 | \$ 11,237 | \$ 11,799 | \$ 12,389 |
| 2135  | Deputy Public Works Director                    | \$ 11,707 | \$ 12,292 | \$ 12,907 | \$ 13,552 | \$ 14,230 |
| 7313  | Economic Development Coordinator                | \$ 9,834  | \$ 10,326 | \$ 10,842 | \$ 11,385 | \$ 11,954 |
| 2128  | Economic Development Manager                    | \$ 10,814 | \$ 11,355 | \$ 11,923 | \$ 12,519 | \$ 13,145 |
| 7117  | Emergency Services Manager                      | \$ 9,595  | \$ 10,075 | \$ 10,579 | \$ 11,108 | \$ 11,663 |
| 2107  | Human Resources Operations Manager              | \$ 9,779  | \$ 10,268 | \$ 10,781 | \$ 11,320 | \$ 11,886 |
| 2208  | Operations and Maintenance Manager              | \$ 10,661 | \$ 11,194 | \$ 11,754 | \$ 12,341 | \$ 12,958 |
| 2208  | Operations and Maintenance Manager (SRSD)       | \$ 10,661 | \$ 11,194 | \$ 11,754 | \$ 12,341 | \$ 12,958 |
| 2703  | Parking Services Manager                        | \$ 9,834  | \$ 10,326 | \$ 10,842 | \$ 11,385 | \$ 11,954 |
| 7312  | Parks Superintendent                            | \$ 9,735  | \$ 10,222 | \$ 10,733 | \$ 11,269 | \$ 11,833 |
| 2116  | Planning Manager                                | \$ 11,173 | \$ 11,732 | \$ 12,318 | \$ 12,934 | \$ 13,581 |
| TBD   | Product Manager                                 | \$ 10,229 | \$ 10,741 | \$ 11,278 | \$ 11,842 | \$ 12,434 |
| 8103  | Recreation Supervisor                           | \$ 8,242  | \$ 8,654  | \$ 9,087  | \$ 9,541  | \$ 10,019 |
| 2206  | Senior Civil Engineer (SRSD)                    | \$ 11,397 | \$ 11,966 | \$ 12,565 | \$ 13,193 | \$ 13,853 |
| 7317  | Senior Code Enforcement Supervisor              | \$ 8,605  | \$ 9,036  | \$ 9,487  | \$ 9,962  | \$ 10,460 |
| 2105  | Senior Management Analyst                       | \$ 9,507  | \$ 9,982  | \$ 10,481 | \$ 11,005 | \$ 11,555 |
| 2203  | Senior Project Manager                          | \$ 9,729  | \$ 10,216 | \$ 10,726 | \$ 11,263 | \$ 11,826 |
| 8102  | Senior Recreation Supervisor                    | \$ 9,097  | \$ 9,552  | \$ 10,030 | \$ 10,531 | \$ 11,058 |
| 7310  | Sewer Maintenance Superintendent                | \$ 9,735  | \$ 10,222 | \$ 10,733 | \$ 11,269 | \$ 11,833 |
| 7311  | Street Maintenance Superintendent               | \$ 9,735  | \$ 10,222 | \$ 10,733 | \$ 11,269 | \$ 11,833 |
| 2150  | Sustainability Program Manager                  | \$ 8,013  | \$ 8,413  | \$ 8,834  | \$ 9,275  | \$ 9,739  |