

SAN RAFAEL UNREPRESENTED MID-MANAGEMENT

SALARY SCHEDULE

Effective January 18, 2022

| 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 | \$ 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 |
| 7125 | Deputy Director of Emergency Management | \$ 12,029 | \$ 12,631 | \$ 13,262 | \$ 13,925 | \$ 14,621 |
| 7127 | Deputy Fire Chief | \$ 13,556 | \$ 14,234 | \$ 14,946 | \$ 15,693 | \$ 16,478 |
| 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 |
| 2138 | Housing Manager | \$ 10,330 | \$ 10,847 | \$ 11,389 | \$ 11,959 | \$ 12,557 |
| 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 |
| 4206 | 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 |
| 2101 | Senior Management Analyst I | \$ 7,382 | \$ 7,751 | \$ 8,139 | \$ 8,546 | \$ 8,973 |
| 2105 | Senior Management Analyst II | \$ 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 |

SAN RAFAEL UNREPRESENTED MID-MANAGEMENT

SALARY SCHEDULE

Effective July 1, 2022

| 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 | \$ 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 |
| 7125 | Deputy Director of Emergency Management | \$ 12,450 | \$ 13,073 | \$ 13,726 | \$ 14,412 | \$ 15,133 |
| 7127 | Deputy Fire Chief | \$ 14,099 | \$ 14,804 | \$ 15,544 | \$ 16,321 | \$ 17,137 |
| 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 |
| 2138 | Housing Manager | \$ 10,743 | \$ 11,281 | \$ 11,845 | \$ 12,437 | \$ 13,059 |
| 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 |
| 4206 | 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 |
| 2101 | Senior Management Analyst I | \$ 7,677 | \$ 8,061 | \$ 8,464 | \$ 8,888 | \$ 9,332 |
| 2105 | Senior Management Analyst II | \$ 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 |

SAN RAFAEL UNREPRESENTED MID-MANAGEMENT

SALARY SCHEDULE

Effective July 1, 2023

| Grade | Position | A | B | C | D | E |
|--------------|---|-----------|-----------|-----------|-----------|-----------|
| 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 | \$ 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 |
| 7125 | Deputy Director of Emergency Management | \$ 12,886 | \$ 13,530 | \$ 14,207 | \$ 14,917 | \$ 15,663 |
| 7127 | Deputy Fire Chief | \$ 14,663 | \$ 15,396 | \$ 16,166 | \$ 16,974 | \$ 17,823 |
| 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 |
| 2138 | Housing Manager | \$ 11,173 | \$ 11,732 | \$ 12,318 | \$ 12,934 | \$ 13,581 |
| 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 |
| 4206 | 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 |
| 2101 | Senior Management Analyst I | \$ 7,985 | \$ 8,384 | \$ 8,803 | \$ 9,243 | \$ 9,705 |
| 2105 | Senior Management Analyst II | \$ 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 |