

City of Poway

Management / Confidential Salary Schedule

Effective June 19, 2018

Classification Title	Range No.	Approx. Monthly Salary Range	Step A	Step B	Step C	Step D	Step E
City Manager		20,787					
Group 1 Exempt At-Will							
Assistant City Manager	92.5	13,981 - 16,994	80.6623	84.6955	88.9300	93.3767	98.0420
Director of Community Services	87.5	11,612 - 14,115	66.9951	70.3449	73.8622	77.5553	81.4331
Director of Development Services	88.5	12,665 - 15,393	73.0694	76.7229	80.5591	84.5869	88.8056
Director of Finance	87.5	11,612 - 14,115	66.9951	70.3449	73.8622	77.5553	81.4331
Director of Human Resources & Risk Mgmt	85.5	11,060 - 13,443	63.8049	66.9951	70.3450	73.8622	77.5553
Director of Public Works	88.5	12,665 - 15,393	73.0694	76.7229	80.5591	84.5869	88.8056
Director of Safety Services	88.5	12,665 - 15,393	73.0694	76.7229	80.5591	84.5869	88.8056
Group 2A Exempt At-Will							
Asst Director of Public Works for Maintenance Operations	82.5	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Asst Director of Public Works for Utilities	82.5	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
City Clerk	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
City Engineer	84.5	10,436 - 12,687	60.2097	63.2202	66.3812	69.7002	73.1918
City Planner	82.5	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Community Services Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Deputy Fire Chief	84.5	10,436 - 12,687	60.2097	63.2202	66.3812	69.7002	73.1918
Finance Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Fire Battalion Chief (not at-will/2912 hrs/yr)	78.5	8,778 - 10,670	36.1722	37.9809	39.8799	41.8739	43.9701
Information Technology Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Public Works Operations Manager	78.5	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Group 2B Exempt							
Associate Civil Engineer	71.5	7,261 - 8,826	41.8893	43.9837	46.1827	48.4920	50.9165
Associate Planner	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Budget Administrator	75	7,744 - 9,413	44.6789	46.9109	49.2574	51.7195	54.3067
Community Outreach Coordinator	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Customer Services Supervisor	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Economic Development Administrator	75	7,744 - 9,413	44.6789	46.9109	49.2574	51.7195	54.3067
GIS Analyst	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Information Technology Analyst	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Management Analyst	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Network & Computer Systems Administrator	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Accountant	68	6,515 - 7,919	37.5868	39.4644	41.4385	43.5098	45.6863
Senior Civil Engineer	78.7	8,871 - 10,782	51.1773	53.7360	56.4230	59.2440	62.2062
Senior Code Compliance Officer	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Senior Fire Safety Inspector	66	6,201 - 7,537	35.7756	37.5628	39.4418	41.4133	43.4849
Senior Human Resources Analyst	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Management Analyst	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Planner	70	6,845 - 8,320	39.4897	41.4623	43.5364	45.7124	47.9992
Senior Recreation Supervisor	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Special Projects Engineer	69	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Water Treatment Plant Supervisor	72	7,191 - 8,741	41.4888	43.5614	45.7404	48.0266	50.4292
Water Utilities Distribution Supervisor	72	7,191 - 8,741	41.4888	43.5614	45.7404	48.0266	50.4292

Revised June 19, 2018

**This note added just for clarification purposes: Salaries referenced in this schedule were originally approved by the Poway City Council on June 20, 2017, to be effective June 18, 2018. The effective date noted above is in reference to classification updates approved by the City Council on June 19, 2018, as part of the FY2018/19 budget process.*

City of Poway

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Group 3 Non-Exempt							
Accountant	58.5	5,326 - 6,475	30.7255	32.2616	33.8747	35.5684	37.3547
Assistant Engineer	65	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Assistant Planner	61	5,481 - 6,662	31.6204	33.2000	34.8609	36.6033	38.4343
Code Compliance Officer	58	5,090 - 6,186	29.3627	30.8295	32.3718	33.9898	35.6900
Construction Maintenance Supervisor	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Facilities Maintenance & Special Districts Supervisor	62	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Fire Safety Inspector	58	5,090 - 6,186	29.3627	30.8295	32.3718	33.9898	35.6900
Fleet Maintenance Supervisor	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Management Assistant	61	5,481 - 6,662	31.6204	33.2000	34.8609	36.6033	38.4343
Parks Maintenance Supervisor	64	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Recreation Supervisor	56	4,844 - 5,888	27.9478	29.3440	30.8119	32.3520	33.9702
Senior Parks Maintenance Crew Leader	56	4,844 - 5,888	27.9478	29.3440	30.8119	32.3520	33.9702
Utility Systems Supervisor	70	6,845 - 8,320	39.4897	41.4623	43.5364	45.7124	47.9992
Wastewater Utilities Supervisor	70	6,845 - 8,320	39.4897	41.4623	43.5364	45.7124	47.9992
Group 4 Non-Exempt							
Accounting Technician II	44.5	3,721 - 4,523	21.4659	22.5393	23.6662	24.8498	26.0919
Senior Accounting Technician	49	4,075 - 4,954	23.5115	24.6860	25.9210	27.2166	28.5780
Administrative Assistant III	45	3,692 - 4,488	21.3002	22.3643	23.4831	24.6570	25.8903
Executive Assistant to the City Manager	57	4,965 - 6,035	28.6465	30.0776	31.5822	33.1608	34.8195
Human Resources Technician I	53	4,498 - 5,468	25.9523	27.2488	28.6119	30.0420	31.5448
Human Resources Technician II	57	4,965 - 6,035	28.6465	30.0776	31.5822	33.1608	34.8195
Senior Administrative Assistant	49	4,075 - 4,954	23.5115	24.6860	25.9210	27.2166	28.5780

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