

**City of Poway  
Management / Confidential Salary Schedule**

Effective February 7, 2023							
Classification Title		Approx. Monthly Salary Range	Hourly				
City Manager		22,664					
<b>Group 1 Exempt At-Will</b>		Min - Max	Min	Max			
Assistant City Manager		13,346 - 18,684	76.9976	107.7966			
Director of Community Services		12,710 - 17,795	73.3313	102.6635			
Director of Development Services		12,710 - 17,795	73.3313	102.6635			
Director of Finance		12,710 - 17,795	73.3313	102.6635			
Director of Human Resources & Risk Management		12,710 - 17,795	73.3313	102.6635			
Director of Public Works		12,710 - 17,795	73.3313	102.6635			
Fire Chief		12,710 - 17,795	73.3313	102.6635			
Classification Title	Grade	Approx. Monthly Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5
<b>Group 2A Exempt At-Will</b>							
Assistant Director of Public Works Utilities	731	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Assistant Director of Public Works Operations	731	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Assistant Director of Finance Operations	731	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
City Clerk	681	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
City Engineer	780	11,139 - 13,540	64.2668	67.4801	70.8541	74.3968	78.1167
City Planner	731	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Deputy Fire Chief	780	11,139 - 13,540	64.2668	67.4801	70.8541	74.3968	78.1167
Deputy Fire Marshal	620	7,503 - 9,121	43.2917	45.4563	47.7291	50.1156	52.6213
Finance Manager	681	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Fire Battalion Chief (not at-will/2912 hrs/yr)	570	9,285 - 11,286	38.2636	40.1767	42.1856	44.2948	46.5096
Parks and Trails Area Manager	560	6,470 - 7,865	37.3303	39.1968	41.1567	43.2145	45.3752
Principal Civil Engineer	731	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Principal Civil Engineer - Utilities	731	9,937 - 12,080	57.3277	60.1939	63.2037	66.3639	69.6909
Public Works Operations Manager	681	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Recreation Area Manager	560	6,470 - 7,865	37.3303	39.1968	41.1567	43.2145	45.3752
Recreation Area Manager (Y-Rated)	681	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Revenue and Operations Manager	681	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
Water Treatment Plant Manager	681	8,778 - 10,670	50.6411	53.1732	55.8319	58.6235	61.5582
<b>Group 2B Exempt</b>							
Accountant	481	5,326 - 6,475	30.7255	32.2616	33.8747	35.5684	37.3547
Associate Civil Engineer	602	7,261 - 8,826	41.8893	43.9837	46.1827	48.4920	50.9165
Associate Planner	521	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Community Outreach Coordinator	571	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Deputy City Clerk	571	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
GIS Analyst	531	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Information Technology Analyst	531	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Network & Computer Systems Analyst	550	6,312 - 7,673	36.4198	38.2411	40.1535	42.1601	44.2678
Management Analyst	531	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Network & Computer Systems Administrator	631	7,744 - 9,413	44.6789	46.9109	49.2574	51.7195	54.3067
Revenue and Operations Supervisor	571	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Accountant	561	6,515 - 7,919	37.5868	39.4644	41.4385	43.5098	45.6863
Senior Civil Engineer	682	8,871 - 10,782	51.1773	53.7360	56.4230	59.2440	62.2062
Senior Code Compliance Officer	501	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Senior Fire Safety Inspector	541	6,201 - 7,537	35.7756	37.5628	39.4418	41.4133	43.4849
Senior Human Resources Analyst	571	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Management Analyst	571	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Senior Planner	581	6,845 - 8,320	39.4897	41.4623	43.5364	45.7124	47.9992
Special Projects Engineer	571	6,678 - 8,117	38.5265	40.4510	42.4745	44.5975	46.8285
Utilities Administrator	631	7,744 - 9,413	44.6789	46.9109	49.2574	51.7195	54.3067
Water Utilities Distribution Supervisor	640	7,884 - 9,583	45.4833	47.7575	50.1454	52.6527	55.2853
<b>Group 3 Non-Exempt</b>							
Assistant Engineer	531	6,050 - 7,354	34.9030	36.6466	38.4798	40.4032	42.4243
Assistant Planner	491	5,481 - 6,662	31.6204	33.2000	34.8609	36.6033	38.4343
Code Compliance Officer	461	5,090 - 6,186	29.3627	30.8295	32.3718	33.9898	35.6900
Construction Maintenance Supervisor	501	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Facilities Maintenance and Special Districts Supervisor	501	5,618 - 6,829	32.4109	34.0300	35.7324	37.5184	39.3952
Fire Safety Inspector	461	5,090 - 6,186	29.3627	30.8295	32.3718	33.9898	35.6900
Fleet Maintenance Supervisor	521	5,902 - 7,174	34.0517	35.7528	37.5413	39.4178	41.3896
Management Assistant	491	5,481 - 6,662	31.6204	33.2000	34.8609	36.6033	38.4343
Parks Maintenance Supervisor	480	5,310 - 6,455	30.6387	32.1708	33.7797	35.4678	37.2409
Senior Accounting Technician	460	5,054 - 6,144	29.1623	30.6206	32.1520	33.7587	35.4464
Utility Systems Supervisor	650	8,081 - 9,822	46.6204	48.9514	51.3990	53.9690	56.6674
Wastewater Utilities Supervisor	620	7,504 - 9,121	43.2917	45.4563	47.7291	50.1156	52.6213
<b>Group 4 Non-Exempt</b>							
Accounting Technician II	360	3,948 - 4,799	22.7815	23.9206	25.1167	26.3725	27.6911
Administrative Assistant III	331	3,692 - 4,488	21.3002	22.3643	23.4831	24.6570	25.8903
Executive Assistant to the City Manager	451	4,965 - 6,035	28.6465	30.0776	31.5822	33.1608	34.8195
Human Resources Technician I	412	4,498 - 5,468	25.9523	27.2488	28.6119	30.0420	31.5448
Human Resources Technician II	451	4,965 - 6,035	28.6465	30.0776	31.5822	33.1608	34.8195
Senior Administrative Assistant - Confidential	380	4,148 - 5,042	23.9348	25.1318	26.3887	27.7073	29.0926