

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

Effective June 26, 2023							
Classification Title		Approx. Monthly Salary Range	Hourly				
City Manager		25,826					
Group 1 Exempt At-Will		Min - Max	Min	Max			
Assistant City Manager		14,147 - 19,805	81.6175	114.2644			
Director of Community Services		13,473 - 18,862	77.7312	108.8233			
Director of Development Services		13,473 - 18,862	77.7312	108.8233			
Director of Finance		13,473 - 18,862	77.7312	108.8233			
Director of Human Resources & Risk Management		13,473 - 18,862	77.7312	108.8233			
Director of Public Works		13,473 - 18,862	77.7312	108.8233			
Fire Chief		13,473 - 18,862	77.7312	108.8233			
Classification Title	Grade	Approx. Monthly Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5
Group 2A Exempt At-Will							
Assistant Director of Public Works for Utilities	731	10,533 - 12,804	60.7674	63.8055	66.9959	70.3457	73.8724
Assistant Director of Public Works for Maintenance Operations	731	10,533 - 12,804	60.7674	63.8055	66.9959	70.3457	73.8724
Assistant Director of Finance Operations	731	10,533 - 12,804	60.7674	63.8055	66.9959	70.3457	73.8724
City Clerk	681	9,304 - 11,310	53.6796	56.3636	59.1818	62.1409	65.2517
City Engineer	780	11,807 - 14,352	68.1228	71.5289	75.1053	78.8606	82.8037
City Planner	731	10,533 - 12,804	60.7674	63.8055	66.9959	70.3457	73.8724
Deputy Fire Chief	780	11,807 - 14,352	68.1228	71.5289	75.1053	78.8606	82.8037
Deputy Fire Marshal	620	7,954 - 9,668	45.8892	48.1837	50.5928	53.1225	55.7786
Finance Manager	681	9,304 - 11,310	53.6796	56.3636	59.1818	62.1409	65.2517
Fire Battalion Chief (not at-will/2912 hrs/yr)	570	7,030 - 8,545	40.5594	42.5873	44.7167	46.9525	49.3002
Parks and Trails Area Manager	560	6,858 - 8,336	39.5701	41.5486	43.6261	45.8074	48.0977
Principal Civil Engineer	731	10,533 - 12,804	60.7674	63.8055	66.9959	70.3457	73.8724
Principal Civil Engineer - Utilities	731	10,533 - 12,804	60.7674	63.8055	66.9959	70.3457	73.8724
Public Works Operations Manager	681	9,304 - 11,310	53.6796	56.3636	59.1818	62.1409	65.2517
Recreation Area Manager	560	6,858 - 8,336	39.5701	41.5486	43.6261	45.8074	48.0977
Recreation Area Manager (Y-Rated)	681	9,304 - 11,310	53.6796	56.3636	59.1818	62.1409	65.2517
Revenue and Operations Manager	681	9,304 - 11,310	53.6796	56.3636	59.1818	62.1409	65.2517
Water Treatment Plant Manager	681	9,304 - 11,310	53.6796	56.3636	59.1818	62.1409	65.2517
Group 2B Exempt							
Accountant	481	5,645 - 6,863	32.5690	34.1973	35.9072	37.7025	39.5960
Associate Civil Engineer	602	7,696 - 9,355	44.4027	46.6227	48.9537	51.4015	53.9715
Associate Planner	521	6,256 - 7,604	36.0948	37.8980	39.7938	41.7829	43.8730
Community Outreach Coordinator	571	7,078 - 8,603	40.8381	42.8781	45.0230	47.2734	49.6382
Deputy City Clerk	571	7,078 - 8,603	40.8381	42.8781	45.0230	47.2734	49.6382
GIS Analyst	531	6,412 - 7,794	36.9972	38.8454	40.7886	42.8274	44.9698
Information Technology Analyst	531	6,412 - 7,794	36.9972	38.8454	40.7886	42.8274	44.9698
Management Analyst	531	6,412 - 7,794	36.9972	38.8454	40.7886	42.8274	44.9698
Network and Computer Systems Analyst	550	6,691 - 8,133	38.6050	40.5356	42.5627	44.6897	46.9239
Network and Computer Systems Administrator	631	8,208 - 9,977	47.3596	49.7256	52.2128	54.8227	57.5651
Revenue and Operations Supervisor	571	7,078 - 8,603	40.8381	42.8781	45.0230	47.2734	49.6382
Senior Accountant	561	6,905 - 8,394	39.8420	41.8323	43.9248	46.1204	48.4275
Senior Civil Engineer	682	9,402 - 11,429	54.2479	56.9602	59.8084	62.7986	65.9386
Senior Code Compliance Officer	501	5,954 - 7,238	34.3556	36.0718	37.8763	39.7695	41.7589
Senior Fire Safety Inspector	541	6,573 - 7,989	37.9221	39.8166	41.8083	43.8981	46.0940
Senior Human Resources Analyst	571	7,078 - 8,603	40.8381	42.8781	45.0230	47.2734	49.6382
Senior Management Analyst	571	7,078 - 8,603	40.8381	42.8781	45.0230	47.2734	49.6382
Senior Planner	581	7,255 - 8,819	41.8591	43.9500	46.1486	48.4551	50.8792
Special Projects Engineer	571	7,078 - 8,603	40.8381	42.8781	45.0230	47.2734	49.6382
Utilities Administrator	631	8,208 - 9,977	47.3596	49.7256	52.2128	54.8227	57.5651
Water Utilities Distribution Supervisor	640	8,356 - 10,157	48.2123	50.6230	53.1541	55.8119	58.6024
Group 3 Non-Exempt							
Assistant Engineer	531	6,412 - 7,794	36.9972	38.8454	40.7886	42.8274	44.9698
Assistant Planner	491	5,809 - 7,061	33.5176	35.1920	36.9526	38.7995	40.7404
Code Compliance Officer	461	5,394 - 6,557	31.1245	32.6793	34.3141	36.0292	37.8314
Construction Maintenance Supervisor	501	5,954 - 7,238	34.3556	36.0718	37.8763	39.7695	41.7589
Facilities Maintenance and Special Districts Supervisor	501	5,954 - 7,238	34.3556	36.0718	37.8763	39.7695	41.7589
Fire Safety Inspector	461	5,394 - 6,557	31.1245	32.6793	34.3141	36.0292	37.8314
Fleet Maintenance Supervisor	521	6,256 - 7,604	36.0948	37.8980	39.7938	41.7829	43.8730
Management Assistant	491	5,809 - 7,061	33.5176	35.1920	36.9526	38.7995	40.7404
Parks Maintenance Supervisor	480	5,629 - 6,842	32.4770	34.1010	35.8065	37.5959	39.4754
SCADA, Electrical, and Instrumentation Controls Supervisor	650	8,565 - 10,411	49.4176	51.8885	54.4829	57.2071	60.0674
Senior Accounting Technician	460	5,358 - 6,512	30.9120	32.4578	34.0811	35.7842	37.5732
Utility Systems Supervisor	650	8,565 - 10,411	49.4176	51.8885	54.4829	57.2071	60.0674
Wastewater Utilities Supervisor	620	7,954 - 9,668	45.8892	48.1837	50.5928	53.1225	55.7786
Group 4 Non-Exempt							
Accounting Technician II	360	4,185 - 5,087	24.1484	25.3558	26.6237	27.9549	29.3526
Administrative Assistant III	331	3,913 - 4,756	22.5782	23.7062	24.8921	26.1364	27.4437
Executive Assistant to the City Manager	451	5,263 - 6,397	30.3653	31.8823	33.4771	35.1504	36.9087
Human Resources Technician I	412	4,768 - 5,795	27.5094	28.8837	30.3286	31.8445	33.4375
Human Resources Technician II	451	5,263 - 6,397	30.3653	31.8823	33.4771	35.1504	36.9087
Senior Administrative Assistant - Confidential	380	4,397 - 5,345	25.3709	26.6397	27.9720	29.3697	30.8382