

**City of Poway
Non-Safety Salary Schedule**

Effective June 26, 2023							
Classification Title (In alphabetical order)	Grade	Approx. Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant I	240	3,112 - 3,783	17.9558	18.8535	19.7965	20.7859	21.8250
Administrative Assistant II	270	3,351 - 4,073	19.3364	20.3032	21.3186	22.3841	23.5031
Administrative Assistant III	330	3,886 - 4,724	22.4242	23.5457	24.7232	25.9587	27.2564
Aquatics Coordinator	320	3,792 - 4,609	21.8772	22.9714	24.1202	25.3255	26.5916
Box Office Coordinator	320	3,792 - 4,609	21.8772	22.9714	24.1202	25.3255	26.5916
Construction Maintenance Crew Leader	390	4,507 - 5,478	26.0052	27.3057	28.6713	30.1040	31.6091
Construction Maintenance Worker I	290	3,521 - 4,280	20.3152	21.3311	22.3979	23.5173	24.6929
Construction Maintenance Worker II	330	3,886 - 4,724	22.4242	23.5457	24.7232	25.9587	27.2564
Contract Specialist/Inspector	460	5,358 - 6,512	30.9120	32.4578	34.0811	35.7842	37.5732
Cross-Connection Specialist	500	5,914 - 7,188	34.1212	35.8273	37.6186	39.4995	41.4745
Customer Services Field Worker	430	4,975 - 6,047	28.7049	30.1404	31.6477	33.2292	34.8904
Customer Services Technician I	291	3,525 - 4,285	20.3393	21.3566	22.4241	23.5454	24.7225
Customer Services Technician II	332	3,917 - 4,761	22.5993	23.7293	24.9158	26.1616	27.4696
Development Services Aide	240	3,112 - 3,783	17.9558	18.8535	19.7965	20.7859	21.8250
Electrical, Instrumentation, and Controls Technician	520	6,213 - 7,552	35.8486	37.6412	39.5236	41.4989	43.5734
Engineering Inspector	470	5,492 - 6,675	31.6849	33.2693	34.9331	36.6789	38.5126
Engineering Technician I	430	4,975 - 6,047	28.7049	30.1404	31.6477	33.2292	34.8904
Engineering Technician II	470	5,492 - 6,675	31.6849	33.2693	34.9331	36.6789	38.5126
Equipment Mechanic	400	4,620 - 5,615	26.6553	27.9883	29.3881	30.8566	32.3993
Facilities Maintenance Technician I	330	3,886 - 4,724	22.4242	23.5457	24.7232	25.9587	27.2564
Facilities Maintenance Technician II	370	4,290 - 5,214	24.7521	25.9899	27.2898	28.6534	30.0860
Front of House Coordinator	320	3,792 - 4,609	21.8772	22.9714	24.1202	25.3255	26.5916
Interpretive Services Coordinator	320	3,792 - 4,609	21.8772	22.9714	24.1202	25.3255	26.5916
Lead Customer Services Field Worker	470	5,492 - 6,675	31.6849	33.2693	34.9331	36.6789	38.5126
Lead Engineering Inspector	550	6,691 - 8,133	38.6050	40.5356	42.5627	44.6897	46.9239
Park Ranger	270	3,351 - 4,073	19.3364	20.3032	21.3186	22.3841	23.5031
Parks Maintenance Crew Leader	390	4,507 - 5,478	26.0052	27.3057	28.6713	30.1040	31.6091
Parks Maintenance Worker I	290	3,521 - 4,280	20.3152	21.3311	22.3979	23.5173	24.6929
Parks Maintenance Worker II	330	3,886 - 4,724	22.4242	23.5457	24.7232	25.9587	27.2564
Recreation Coordinator	320	3,792 - 4,609	21.8772	22.9714	24.1202	25.3255	26.5916
Recreation Leader I	210	2,890 - 3,512	16.6737	17.5074	18.3829	19.3018	20.2667
Senior Administrative Assistant	370	4,290 - 5,214	24.7521	25.9899	27.2898	28.6534	30.0860
Senior Electrical, Instrumentation, and Controls Technician	580	7,206 - 8,758	41.5733	43.6520	45.8346	48.1263	50.5326
Senior Equipment Mechanic	452	5,278 - 6,415	30.4525	31.9751	33.5738	35.2525	37.0152
Senior Facilities Maintenance Technician	430	4,975 - 6,047	28.7049	30.1404	31.6477	33.2292	34.8904
Senior Lifeguard	290	3,521 - 4,280	20.3152	21.3311	22.3979	23.5173	24.6929
Senior Park Ranger	290	3,521 - 4,280	20.3152	21.3311	22.3979	23.5173	24.6929
Senior Utility Systems Mechanic	560	6,858 - 8,336	39.5701	41.5486	43.6261	45.8074	48.0977
Stormwater Maintenance and Construction Worker I	290	3,521 - 4,280	20.3152	21.3311	22.3979	23.5173	24.6929
Stormwater Maintenance and Construction Worker II	330	3,886 - 4,724	22.4242	23.5457	24.7232	25.9587	27.2564
Technical Theater Coordinator	320	3,792 - 4,609	21.8772	22.9714	24.1202	25.3255	26.5916
Utility Systems Mechanic	520	6,213 - 7,552	35.8486	37.6412	39.5236	41.4989	43.5734
Utility Systems Mechanic Crew Leader	580	7,206 - 8,758	41.5733	43.6520	45.8346	48.1263	50.5326
Warehouse Associate	370	4,290 - 5,214	24.7521	25.9899	27.2898	28.6534	30.0860
Wastewater Utilities Crew Leader	500	5,914 - 7,188	34.1212	35.8273	37.6186	39.4995	41.4745
Wastewater Utilities Worker I	390	4,507 - 5,478	26.0052	27.3057	28.6713	30.1040	31.6091
Wastewater Utilities Worker II	430	4,975 - 6,047	28.7049	30.1404	31.6477	33.2292	34.8904
Water Treatment Plant Lead Operator	610	7,760 - 9,432	44.7699	47.0085	49.3589	51.8268	54.4182
Water Treatment Plant Operator I	420	4,854 - 5,900	28.0048	29.4050	30.8753	32.4190	34.0400
Water Treatment Plant Operator II	470	5,492 - 6,675	31.6849	33.2693	34.9331	36.6789	38.5126
Water Treatment Plant Operator III	520	6,213 - 7,552	35.8486	37.6412	39.5236	41.4989	43.5734
Water Utilities Crew Leader	520	6,213 - 7,552	35.8486	37.6412	39.5236	41.4989	43.5734
Water Utilities Worker I	400	4,620 - 5,615	26.6553	27.9883	29.3881	30.8566	32.3993
Water Utilities Worker II	430	4,975 - 6,047	28.7049	30.1404	31.6477	33.2292	34.8904