



City of San Carlos
Salary Schedule Fiscal
Year 2023-2024

(Updated 1/8/2024)

City of San Carlos – Pay Rates and Ranges
Elected Officials
Effective 12/10/2018

| Classification Title | Monthly | Annually |
|-----------------------------|----------------|-----------------|
| City Council Members | \$560.00 | \$6,720.00 |

| Classification Title | Monthly | Annually |
|-----------------------------|----------------|-----------------|
| City Treasurer | \$560.00 | \$6,720.00 |

City of San Carlos – Pay Rates and Ranges
City Manager
Effective 3/13/2023

| Classification Title | Hourly | Bi-Weekly | Monthly | Annually |
|---|---------------|------------------|----------------|-----------------|
| City Manager (By Employment Agreement) | \$191.8269 | \$15,346.15 | \$33,250.00 | \$399,000 |

City of San Carlos – Pay Rates and Ranges

City Attorney

Effective 7/31/2023

| Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--|-------------|---------------|------------------|----------------|-----------------|
| City Attorney (By Employment Agreement) | | \$151.4423 | \$12,115.38 | \$26,250.00 | \$315,000 |

City of San Carlos – Pay Rates and Ranges
Management Group (Unrepresented)
Effective 7/3/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|--|-------------|---------------|------------------|----------------|-----------------|
| Exempt | Administrative Services Director | Step 1 | \$101.3978 | \$8,111.83 | \$17,576 | \$210,907 |
| | | Step 2 | \$106.4770 | \$8,518.16 | \$18,456 | \$221,472 |
| | | Step 3 | \$111.8095 | \$8,944.76 | \$19,380 | \$232,564 |
| | | Step 4 | \$117.3950 | \$9,391.60 | \$20,348 | \$244,182 |
| | | Step 5 | \$123.2751 | \$9,862.01 | \$21,368 | \$256,412 |
| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
| Exempt | Assistant City Manager | Step 1 | \$108.1150 | \$8,649.20 | \$18,740 | \$224,879 |
| | | Step 2 | \$113.5285 | \$9,082.28 | \$19,678 | \$236,139 |
| | | Step 3 | \$119.2094 | \$9,536.76 | \$20,663 | \$247,956 |
| | | Step 4 | \$125.1575 | \$10,012.60 | \$21,694 | \$260,328 |
| | | Step 5 | \$131.4209 | \$10,513.67 | \$22,780 | \$273,355 |
| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
| Exempt | Assistant Community Development Director | Step 1 | \$86.3647 | \$6,909.17 | \$14,970 | \$179,638 |
| | | Step 2 | \$90.6807 | \$7,254.45 | \$15,718 | \$188,616 |
| | | Step 3 | \$95.2181 | \$7,617.45 | \$16,504 | \$198,054 |
| | | Step 4 | \$99.9772 | \$7,998.17 | \$17,329 | \$207,953 |
| | | Step 5 | \$104.9767 | \$8,398.13 | \$18,196 | \$218,351 |
| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
| Exempt | Assistant Building Official | Step 1 | \$67.5493 | \$5,403.95 | \$11,709 | \$140,503 |
| | | Step 2 | \$70.9295 | \$5,674.36 | \$12,294 | \$147,533 |
| | | Step 3 | \$74.4732 | \$5,957.86 | \$12,909 | \$154,904 |
| | | Step 4 | \$78.1988 | \$6,255.90 | \$13,554 | \$162,653 |
| | | Step 5 | \$82.1060 | \$6,568.48 | \$14,232 | \$170,781 |
| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
| Exempt | Building Official | Step 1 | \$76.1969 | \$6,095.76 | \$13,207 | \$158,490 |
| | | Step 2 | \$80.0065 | \$6,400.52 | \$13,868 | \$166,414 |
| | | Step 3 | \$83.9993 | \$6,719.94 | \$14,560 | \$174,718 |
| | | Step 4 | \$88.2095 | \$7,056.76 | \$15,290 | \$183,476 |
| | | Step 5 | \$92.6165 | \$7,409.32 | \$16,054 | \$192,642 |
| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
| Exempt | City Clerk/Director of Community Relations | Step 1 | \$69.3921 | \$5,551.37 | \$12,028 | \$144,336 |
| | | Step 2 | \$72.8623 | \$5,828.99 | \$12,629 | \$151,554 |
| | | Step 3 | \$76.5170 | \$6,121.36 | \$13,263 | \$159,155 |
| | | Step 4 | \$80.3289 | \$6,426.31 | \$13,924 | \$167,084 |
| | | Step 5 | \$84.3457 | \$6,747.66 | \$14,620 | \$175,439 |
| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
| Exempt | City Engineer | Step 1 | \$87.7863 | \$7,022.90 | \$15,216 | \$182,595 |
| | | Step 2 | \$92.1766 | \$7,374.13 | \$15,977 | \$191,727 |
| | | Step 3 | \$96.7917 | \$7,743.33 | \$16,777 | \$201,327 |
| | | Step 4 | \$101.6250 | \$8,130.00 | \$17,615 | \$211,380 |
| | | Step 5 | \$106.7096 | \$8,536.77 | \$18,496 | \$221,956 |

City of San Carlos – Pay Rates and Ranges
Management Group (Unrepresented)
Effective 7/3/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|------------------------|--------|-----------|------------|----------|-----------|
| Exempt | Communications Manager | Step 1 | \$63.6671 | \$5,093.37 | \$11,036 | \$132,428 |
| | | Step 2 | \$66.8524 | \$5,348.19 | \$11,588 | \$139,053 |
| | | Step 3 | \$70.1950 | \$5,615.60 | \$12,167 | \$146,006 |
| | | Step 4 | \$73.7013 | \$5,896.11 | \$12,775 | \$153,299 |
| | | Step 5 | \$77.3901 | \$6,191.21 | \$13,414 | \$160,971 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|--------------------------------|--------|------------|------------|----------|-----------|
| Exempt | Community Development Director | Step 1 | \$102.5297 | \$8,202.37 | \$17,772 | \$213,262 |
| | | Step 2 | \$107.6604 | \$8,612.83 | \$18,661 | \$223,934 |
| | | Step 3 | \$113.0456 | \$9,043.64 | \$19,595 | \$235,135 |
| | | Step 4 | \$118.6852 | \$9,494.82 | \$20,572 | \$246,865 |
| | | Step 5 | \$124.6286 | \$9,970.28 | \$21,602 | \$259,227 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|--|--------|-----------|------------|----------|-----------|
| Exempt | Economic Development & Housing Manager | Step 1 | \$73.7106 | \$5,896.85 | \$12,777 | \$153,318 |
| | | Step 2 | \$77.3962 | \$6,191.70 | \$13,415 | \$160,984 |
| | | Step 3 | \$81.2557 | \$6,500.46 | \$14,084 | \$169,012 |
| | | Step 4 | \$85.3292 | \$6,826.33 | \$14,790 | \$177,485 |
| | | Step 5 | \$89.5833 | \$7,166.66 | \$15,528 | \$186,333 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------------------|--------|-----------|------------|----------|-----------|
| Exempt | Economic Development Coordinator | Step 1 | \$57.9025 | \$4,632.20 | \$10,036 | \$120,437 |
| | | Step 2 | \$60.7893 | \$4,863.14 | \$10,537 | \$126,442 |
| | | Step 3 | \$63.8248 | \$5,105.98 | \$11,063 | \$132,756 |
| | | Step 4 | \$67.0158 | \$5,361.26 | \$11,616 | \$139,393 |
| | | Step 5 | \$70.3749 | \$5,629.99 | \$12,198 | \$146,380 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------------|--------|-----------|------------|----------|-----------|
| Exempt | Financial Services Manager | Step 1 | \$77.6784 | \$6,214.28 | \$13,464 | \$161,571 |
| | | Step 2 | \$81.5637 | \$6,525.10 | \$14,138 | \$169,653 |
| | | Step 3 | \$85.6412 | \$6,851.30 | \$14,844 | \$178,134 |
| | | Step 4 | \$89.9177 | \$7,193.41 | \$15,586 | \$187,029 |
| | | Step 5 | \$94.4260 | \$7,554.08 | \$16,367 | \$196,406 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|-------------------------|--------|-----------|------------|----------|-----------|
| Exempt | Human Resources Manager | Step 1 | \$77.1292 | \$6,170.34 | \$13,369 | \$160,429 |
| | | Step 2 | \$80.9837 | \$6,478.69 | \$14,037 | \$168,446 |
| | | Step 3 | \$85.0247 | \$6,801.97 | \$14,738 | \$176,851 |
| | | Step 4 | \$89.2718 | \$7,141.74 | \$15,474 | \$185,685 |
| | | Step 5 | \$93.7454 | \$7,499.63 | \$16,249 | \$194,990 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|--------------------------------|--------|-----------|------------|----------|-----------|
| Exempt | Information Technology Manager | Step 1 | \$75.5023 | \$6,040.18 | \$13,087 | \$157,045 |
| | | Step 2 | \$79.2755 | \$6,342.04 | \$13,741 | \$164,893 |
| | | Step 3 | \$83.2282 | \$6,658.26 | \$14,426 | \$173,115 |
| | | Step 4 | \$87.4007 | \$6,992.06 | \$15,149 | \$181,794 |
| | | Step 5 | \$91.7660 | \$7,341.28 | \$15,906 | \$190,873 |

City of San Carlos – Pay Rates and Ranges
Management Group (Unrepresented)
Effective 7/3/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|-----------------------------|--------|------------|------------|----------|-----------|
| Exempt | Parks & Recreation Director | Step 1 | \$98.7366 | \$7,898.93 | \$17,114 | \$205,372 |
| | | Step 2 | \$103.6704 | \$8,293.64 | \$17,970 | \$215,635 |
| | | Step 3 | \$108.8559 | \$8,708.47 | \$18,868 | \$226,420 |
| | | Step 4 | \$114.2865 | \$9,142.92 | \$19,810 | \$237,716 |
| | | Step 5 | \$120.0085 | \$9,600.68 | \$20,801 | \$249,618 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------|--------|-----------|------------|----------|-----------|
| Exempt | Planning Manager | Step 1 | \$77.7526 | \$6,220.21 | \$13,477 | \$161,725 |
| | | Step 2 | \$81.5933 | \$6,527.47 | \$14,143 | \$169,714 |
| | | Step 3 | \$85.6254 | \$6,850.03 | \$14,842 | \$178,101 |
| | | Step 4 | \$89.8556 | \$7,188.45 | \$15,575 | \$186,900 |
| | | Step 5 | \$94.3036 | \$7,544.29 | \$16,346 | \$196,151 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------|--------|-----------|------------|----------|-----------|
| Exempt | Principal Engineer | Step 1 | \$75.0263 | \$6,002.11 | \$13,005 | \$156,055 |
| | | Step 2 | \$78.7732 | \$6,301.85 | \$13,654 | \$163,848 |
| | | Step 3 | \$82.7134 | \$6,617.07 | \$14,337 | \$172,044 |
| | | Step 4 | \$86.8535 | \$6,948.28 | \$15,055 | \$180,655 |
| | | Step 5 | \$91.2001 | \$7,296.01 | \$15,808 | \$189,696 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------|--------|-----------|------------|----------|-----------|
| Exempt | Principal Planner | Step 1 | \$70.4708 | \$5,637.66 | \$12,215 | \$146,579 |
| | | Step 2 | \$73.9887 | \$5,919.09 | \$12,825 | \$153,896 |
| | | Step 3 | \$77.6984 | \$6,215.87 | \$13,468 | \$161,613 |
| | | Step 4 | \$81.5857 | \$6,526.86 | \$14,142 | \$169,698 |
| | | Step 5 | \$85.6722 | \$6,853.78 | \$14,850 | \$178,198 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|-----------------------|--------|------------|-------------|----------|-----------|
| Exempt | Public Works Director | Step 1 | \$106.3576 | \$8,508.60 | \$18,435 | \$221,224 |
| | | Step 2 | \$111.6837 | \$8,934.69 | \$19,359 | \$232,302 |
| | | Step 3 | \$117.2672 | \$9,381.38 | \$20,326 | \$243,916 |
| | | Step 4 | \$123.1279 | \$9,850.23 | \$21,342 | \$256,106 |
| | | Step 5 | \$129.2857 | \$10,342.85 | \$22,410 | \$268,914 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|-----------------------------|--------|-----------|------------|----------|-----------|
| Exempt | Public Works Superintendent | Step 1 | \$73.8984 | \$5,911.87 | \$12,809 | \$153,709 |
| | | Step 2 | \$77.5914 | \$6,207.31 | \$13,449 | \$161,390 |
| | | Step 3 | \$81.4681 | \$6,517.44 | \$14,121 | \$169,454 |
| | | Step 4 | \$85.5414 | \$6,843.31 | \$14,827 | \$177,926 |
| | | Step 5 | \$89.8181 | \$7,185.45 | \$15,568 | \$186,822 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------|--------|-----------|------------|----------|-----------|
| Exempt | Recreation Manager | Step 1 | \$67.5939 | \$5,407.51 | \$11,716 | \$140,595 |
| | | Step 2 | \$70.9711 | \$5,677.69 | \$12,302 | \$147,620 |
| | | Step 3 | \$74.5188 | \$5,961.50 | \$12,917 | \$154,999 |
| | | Step 4 | \$78.2490 | \$6,259.92 | \$13,563 | \$162,758 |
| | | Step 5 | \$82.1618 | \$6,572.94 | \$14,241 | \$170,897 |

City of San Carlos – Pay Rates and Ranges
Management Group (Unrepresented)
Effective 7/3/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------|--------|-----------|------------|----------|-----------|
| Exempt | Senior Accountant | Step 1 | \$58.6205 | \$4,689.64 | \$10,161 | \$121,931 |
| | | Step 2 | \$61.5550 | \$4,924.40 | \$10,670 | \$128,034 |
| | | Step 3 | \$64.6327 | \$5,170.62 | \$11,203 | \$134,436 |
| | | Step 4 | \$67.8539 | \$5,428.32 | \$11,761 | \$141,136 |
| | | Step 5 | \$71.2511 | \$5,700.09 | \$12,350 | \$148,202 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|---------------------------|--------|-----------|------------|----------|-----------|
| Exempt | Senior Building Inspector | Step 1 | \$57.2846 | \$4,582.77 | \$9,929 | \$119,152 |
| | | Step 2 | \$60.1488 | \$4,811.90 | \$10,426 | \$125,109 |
| | | Step 3 | \$63.1562 | \$5,052.49 | \$10,947 | \$131,365 |
| | | Step 4 | \$66.3140 | \$5,305.12 | \$11,494 | \$137,933 |
| | | Step 5 | \$69.6298 | \$5,570.38 | \$12,069 | \$144,830 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------|--------|-----------|------------|----------|-----------|
| Exempt | Senior Engineer | Step 1 | \$75.0263 | \$6,002.11 | \$13,005 | \$156,055 |
| | | Step 2 | \$78.7732 | \$6,301.85 | \$13,654 | \$163,848 |
| | | Step 3 | \$82.7134 | \$6,617.07 | \$14,337 | \$172,044 |
| | | Step 4 | \$86.8535 | \$6,948.28 | \$15,055 | \$180,655 |
| | | Step 5 | \$91.2001 | \$7,296.01 | \$15,808 | \$189,696 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|---------------------------|--------|-----------|------------|----------|-----------|
| Exempt | Senior Management Analyst | Step 1 | \$58.7529 | \$4,700.23 | \$10,184 | \$122,206 |
| | | Step 2 | \$61.6878 | \$4,935.02 | \$10,693 | \$128,311 |
| | | Step 3 | \$64.7719 | \$5,181.75 | \$11,227 | \$134,726 |
| | | Step 4 | \$68.0187 | \$5,441.49 | \$11,790 | \$141,479 |
| | | Step 5 | \$71.4077 | \$5,712.62 | \$12,377 | \$148,528 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------|--------|-----------|------------|----------|-----------|
| Exempt | Senior Planner | Step 1 | \$59.9651 | \$4,797.21 | \$10,394 | \$124,728 |
| | | Step 2 | \$62.9561 | \$5,036.49 | \$10,912 | \$130,949 |
| | | Step 3 | \$66.1119 | \$5,288.95 | \$11,459 | \$137,513 |
| | | Step 4 | \$69.4125 | \$5,553.00 | \$12,032 | \$144,378 |
| | | Step 5 | \$72.8845 | \$5,830.76 | \$12,633 | \$151,600 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|-------------------------------|--------|-----------|------------|----------|-----------|
| Exempt | Senior Sustainability Analyst | Step 1 | \$57.5330 | \$4,602.64 | \$9,972 | \$119,669 |
| | | Step 2 | \$60.4070 | \$4,832.56 | \$10,471 | \$125,647 |
| | | Step 3 | \$63.4269 | \$5,074.16 | \$10,994 | \$131,928 |
| | | Step 4 | \$66.6063 | \$5,328.50 | \$11,545 | \$138,541 |
| | | Step 5 | \$69.9250 | \$5,594.00 | \$12,120 | \$145,444 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|-------------------------|--------|-----------|------------|----------|-----------|
| Exempt | Senior Traffic Engineer | Step 1 | \$75.0263 | \$6,002.11 | \$13,005 | \$156,055 |
| | | Step 2 | \$78.7731 | \$6,301.85 | \$13,654 | \$163,848 |
| | | Step 3 | \$82.7134 | \$6,617.07 | \$14,337 | \$172,044 |
| | | Step 4 | \$86.8535 | \$6,948.28 | \$15,055 | \$180,655 |
| | | Step 5 | \$91.2001 | \$7,296.01 | \$15,808 | \$189,696 |

City of San Carlos – Pay Rates and Ranges
Confidential Unit
Effective 7/3/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|-----------------------------|-------------|---------------|------------------|----------------|-----------------|
| Non-Exempt | Accountant | Step 1 | \$47.1240 | \$3,769.92 | \$8,168 | \$98,018 |
| | | Step 2 | \$49.4802 | \$3,958.41 | \$8,577 | \$102,919 |
| | | Step 3 | \$51.9542 | \$4,156.34 | \$9,005 | \$108,065 |
| | | Step 4 | \$54.5519 | \$4,364.15 | \$9,456 | \$113,468 |
| | | Step 5 | \$57.2795 | \$4,582.36 | \$9,928 | \$119,141 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|-----------------------------|-------------|---------------|------------------|----------------|-----------------|
| Non-Exempt | Administrative Assistant | Step 1 | \$38.4492 | \$3,075.93 | \$6,665 | \$79,974 |
| | | Step 2 | \$40.3727 | \$3,229.82 | \$6,998 | \$83,975 |
| | | Step 3 | \$42.3964 | \$3,391.71 | \$7,349 | \$88,184 |
| | | Step 4 | \$44.5090 | \$3,560.72 | \$7,715 | \$92,579 |
| | | Step 5 | \$46.7439 | \$3,739.51 | \$8,102 | \$97,227 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|-----------------------------|-------------|---------------|------------------|----------------|-----------------|
| Exempt | Deputy City Clerk | Step 1 | \$44.5174 | \$3,561.40 | \$7,716 | \$92,596 |
| | | Step 2 | \$46.7434 | \$3,739.47 | \$8,102 | \$97,226 |
| | | Step 3 | \$49.0805 | \$3,926.44 | \$8,507 | \$102,087 |
| | | Step 4 | \$51.5345 | \$4,122.76 | \$8,933 | \$107,192 |
| | | Step 5 | \$54.1112 | \$4,328.90 | \$9,379 | \$112,551 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|-----------------------------|-------------|---------------|------------------|----------------|-----------------|
| Exempt | Executive Assistant | Step 1 | \$45.2253 | \$3,618.02 | \$7,839 | \$94,069 |
| | | Step 2 | \$47.4904 | \$3,799.23 | \$8,232 | \$98,780 |
| | | Step 3 | \$49.8675 | \$3,989.40 | \$8,644 | \$103,724 |
| | | Step 4 | \$52.3566 | \$4,188.53 | \$9,075 | \$108,902 |
| | | Step 5 | \$54.9872 | \$4,398.98 | \$9,531 | \$114,373 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|------------------------------------|-------------|---------------|------------------|----------------|-----------------|
| Exempt | Human Resources Management Analyst | Step 1 | \$51.5881 | \$4,127.05 | \$8,942 | \$107,303 |
| | | Step 2 | \$54.1854 | \$4,334.83 | \$9,392 | \$112,706 |
| | | Step 3 | \$56.8865 | \$4,550.92 | \$9,860 | \$118,324 |
| | | Step 4 | \$59.7370 | \$4,778.96 | \$10,354 | \$124,253 |
| | | Step 5 | \$62.7175 | \$5,017.40 | \$10,871 | \$130,452 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|-----------------------------|-------------|---------------|------------------|----------------|-----------------|
| Exempt | Legal Secretary | Step 1 | \$42.9216 | \$3,433.73 | \$7,440 | \$89,277 |
| | | Step 2 | \$45.0678 | \$3,605.42 | \$7,812 | \$93,741 |
| | | Step 3 | \$47.3211 | \$3,785.69 | \$8,202 | \$98,428 |
| | | Step 4 | \$49.6871 | \$3,974.97 | \$8,612 | \$103,349 |
| | | Step 5 | \$52.1715 | \$4,173.72 | \$9,043 | \$108,517 |

City of San Carlos – Pay Rates and Ranges
Confidential Unit
Effective 7/3/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|-----------------------------|-------------|---------------|------------------|----------------|-----------------|
| Non-Exempt | Management Analyst | Step 1 | \$49.7885 | \$3,983.08 | \$8,630 | \$103,560 |
| | | Step 2 | \$52.2869 | \$4,182.95 | \$9,063 | \$108,757 |
| | | Step 3 | \$54.8871 | \$4,390.97 | \$9,514 | \$114,165 |
| | | Step 4 | \$57.6456 | \$4,611.65 | \$9,992 | \$119,903 |
| | | Step 5 | \$60.5172 | \$4,841.37 | \$10,490 | \$125,876 |

City of San Carlos – Pay Rates and Ranges

Teamsters

Effective 9/11/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|-----------------------------|-------------|---------------|------------------|----------------|-----------------|
| Non-Exempt | Maintenance Worker | Step 1 | \$36.0520 | \$2,884.16 | \$6,249.01 | \$74,988 |
| | | Step 2 | \$37.8545 | \$3,028.36 | \$6,561.45 | \$78,737 |
| | | Step 3 | \$39.7472 | \$3,179.78 | \$6,889.52 | \$82,674 |
| | | Step 4 | \$41.7344 | \$3,338.76 | \$7,233.97 | \$86,808 |
| | | Step 5 | \$43.8215 | \$3,505.72 | \$7,595.72 | \$91,149 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|-----------------------------|-------------|---------------|------------------|----------------|-----------------|
| Non-Exempt | Senior Maintenance Worker | Step 1 | \$43.1600 | \$3,452.80 | \$7,481.06 | \$89,773 |
| | | Step 2 | \$45.3178 | \$3,625.42 | \$7,855.08 | \$94,261 |
| | | Step 3 | \$47.5837 | \$3,806.70 | \$8,247.85 | \$98,974 |
| | | Step 4 | \$49.9629 | \$3,997.03 | \$8,660.24 | \$103,923 |
| | | Step 5 | \$52.4614 | \$4,196.91 | \$9,093.31 | \$109,120 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|-------------|-----------------------------|-------------|---------------|------------------|----------------|-----------------|
| Non-Exempt | Senior Mechanic | Step 1 | \$43.7448 | \$3,499.58 | \$7,582.43 | \$90,989 |
| | | Step 2 | \$45.9320 | \$3,674.56 | \$7,961.55 | \$95,539 |
| | | Step 3 | \$48.2286 | \$3,858.29 | \$8,359.63 | \$100,316 |
| | | Step 4 | \$50.6400 | \$4,051.20 | \$8,777.61 | \$105,331 |
| | | Step 5 | \$53.1720 | \$4,253.76 | \$9,216.49 | \$110,598 |

City of San Carlos – Pay Rates and Ranges

AFSCME

Effective 07/3/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|-------------------------|--------|---------|------------|------------|----------|
| Non-Exempt | Accounting Technician I | Step 1 | 30.4973 | \$2,439.78 | \$5,286.19 | \$63,434 |
| | | Step 2 | 32.0232 | \$2,561.86 | \$5,550.69 | \$66,608 |
| | | Step 3 | 33.6437 | \$2,691.50 | \$5,831.58 | \$69,979 |
| | | Step 4 | 35.3047 | \$2,824.37 | \$6,119.48 | \$73,434 |
| | | Step 5 | 37.0680 | \$2,965.44 | \$6,425.12 | \$77,101 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|--------------------------|--------|---------|------------|------------|----------|
| Non-Exempt | Accounting Technician II | Step 1 | 35.0654 | \$2,805.23 | \$6,077.99 | \$72,936 |
| | | Step 2 | 36.8159 | \$2,945.28 | \$6,381.43 | \$76,577 |
| | | Step 3 | 38.6603 | \$3,092.82 | \$6,701.12 | \$80,413 |
| | | Step 4 | 40.5906 | \$3,247.25 | \$7,035.71 | \$84,429 |
| | | Step 5 | 42.6225 | \$3,409.80 | \$7,387.89 | \$88,655 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|----------------------|--------|---------|------------|------------|----------|
| Non-Exempt | Administrative Clerk | Step 1 | 28.2353 | \$2,258.83 | \$4,894.13 | \$58,730 |
| | | Step 2 | 29.6427 | \$2,371.41 | \$5,138.06 | \$61,657 |
| | | Step 3 | 31.1252 | \$2,490.01 | \$5,395.03 | \$64,740 |
| | | Step 4 | 32.6829 | \$2,614.63 | \$5,665.04 | \$67,980 |
| | | Step 5 | 34.3159 | \$2,745.27 | \$5,948.09 | \$71,377 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|----------------------|--------|---------|------------|-------------|-----------|
| Non-Exempt | Assistant Planner | Step 1 | 48.1788 | \$3,854.31 | \$8,351.00 | \$100,212 |
| | | Step 2 | 50.5880 | \$4,047.04 | \$8,768.58 | \$105,223 |
| | | Step 3 | 53.1185 | \$4,249.48 | \$9,207.20 | \$110,486 |
| | | Step 4 | 55.7705 | \$4,461.64 | \$9,666.89 | \$116,003 |
| | | Step 5 | 58.5596 | \$4,684.76 | \$10,150.32 | \$121,804 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------|--------|---------|------------|-------------|-----------|
| Exempt | Associate Engineer | Step 1 | 61.5949 | \$4,927.59 | \$10,676.45 | \$128,117 |
| | | Step 2 | 64.6702 | \$5,173.62 | \$11,209.51 | \$134,514 |
| | | Step 3 | 67.9101 | \$5,432.81 | \$11,771.08 | \$141,253 |
| | | Step 4 | 71.2995 | \$5,703.96 | \$12,358.58 | \$148,303 |
| | | Step 5 | 74.8686 | \$5,989.49 | \$12,977.23 | \$155,727 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|----------------------|--------|---------|------------|-------------|-----------|
| Exempt | Associate Planner | Step 1 | 53.7556 | \$4,300.45 | \$9,317.63 | \$111,812 |
| | | Step 2 | 56.4390 | \$4,515.12 | \$9,782.76 | \$117,393 |
| | | Step 3 | 59.2621 | \$4,740.97 | \$10,272.10 | \$123,265 |
| | | Step 4 | 62.2249 | \$4,977.99 | \$10,785.65 | \$129,428 |
| | | Step 5 | 65.3349 | \$5,226.79 | \$11,324.72 | \$135,897 |

City of San Carlos – Pay Rates and Ranges

AFSCME

Effective 07/3/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|----------------------|--------|---------|------------|------------|-----------|
| Non-Exempt | Building Inspector I | Step 1 | 45.4714 | \$3,637.71 | \$7,881.71 | \$94,580 |
| | | Step 2 | 47.7447 | \$3,819.58 | \$8,275.75 | \$99,309 |
| | | Step 3 | 50.1294 | \$4,010.35 | \$8,689.09 | \$104,269 |
| | | Step 4 | 52.6339 | \$4,210.72 | \$9,123.22 | \$109,479 |
| | | Step 5 | 55.2660 | \$4,421.28 | \$9,579.44 | \$114,953 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|-----------------------|--------|---------|------------|-------------|-----------|
| Non-Exempt | Building Inspector II | Step 1 | 50.4815 | \$4,038.52 | \$8,750.13 | \$105,002 |
| | | Step 2 | 53.0068 | \$4,240.55 | \$9,187.85 | \$110,254 |
| | | Step 3 | 55.6588 | \$4,452.70 | \$9,647.52 | \$115,770 |
| | | Step 4 | 58.4373 | \$4,674.99 | \$10,129.14 | \$121,550 |
| | | Step 5 | 61.3585 | \$4,908.68 | \$10,635.47 | \$127,626 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|-----------------------------|--------|---------|------------|-------------|-----------|
| Non-Exempt | Civil Engineering Assistant | Step 1 | 50.8187 | \$4,065.49 | \$8,808.57 | \$105,703 |
| | | Step 2 | 53.3595 | \$4,268.76 | \$9,248.99 | \$110,988 |
| | | Step 3 | 56.0279 | \$4,482.24 | \$9,711.51 | \$116,538 |
| | | Step 4 | 58.8239 | \$4,705.91 | \$10,196.14 | \$122,354 |
| | | Step 5 | 61.7711 | \$4,941.69 | \$10,706.98 | \$128,484 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|------------------------------|--------|---------|------------|------------|-----------|
| Non-Exempt | Civil Engineering Technician | Step 1 | 42.8829 | \$3,430.63 | \$7,433.04 | \$89,196 |
| | | Step 2 | 45.0168 | \$3,601.34 | \$7,802.91 | \$93,635 |
| | | Step 3 | 47.2733 | \$3,781.86 | \$8,194.03 | \$98,328 |
| | | Step 4 | 49.6328 | \$3,970.62 | \$8,603.02 | \$103,236 |
| | | Step 5 | 52.1161 | \$4,169.28 | \$9,033.45 | \$108,401 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|----------------------------|--------|---------|------------|------------|----------|
| Non-Exempt | Communications Coordinator | Step 1 | 35.8131 | \$2,865.05 | \$6,207.60 | \$74,491 |
| | | Step 2 | 37.6012 | \$3,008.10 | \$6,517.55 | \$78,211 |
| | | Step 3 | 39.4861 | \$3,158.89 | \$6,844.26 | \$82,131 |
| | | Step 4 | 41.4603 | \$3,316.82 | \$7,186.45 | \$86,237 |
| | | Step 5 | 43.5314 | \$3,482.51 | \$7,545.45 | \$90,545 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|----------------------|--------|---------|------------|------------|----------|
| Non-Exempt | Cook | Step 1 | 32.8546 | \$2,628.37 | \$5,694.80 | \$68,338 |
| | | Step 2 | 34.4985 | \$2,759.88 | \$5,979.73 | \$71,757 |
| | | Step 3 | 36.2300 | \$2,898.40 | \$6,279.86 | \$75,358 |
| | | Step 4 | 38.0382 | \$3,043.05 | \$6,593.28 | \$79,119 |
| | | Step 5 | 39.9340 | \$3,194.72 | \$6,921.90 | \$83,063 |

City of San Carlos – Pay Rates and Ranges

AFSCME

Effective 07/3/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|----------------------|--------|---------|------------|------------|----------|
| Non-Exempt | Facility Attendant | Step 1 | 19.9221 | \$1,593.77 | \$3,453.16 | \$41,438 |
| | | Step 2 | 20.9181 | \$1,673.45 | \$3,625.80 | \$43,510 |
| | | Step 3 | 21.9640 | \$1,757.12 | \$3,807.09 | \$45,685 |
| | | Step 4 | 23.0623 | \$1,844.98 | \$3,997.47 | \$47,970 |
| | | Step 5 | 24.2154 | \$1,937.23 | \$4,197.34 | \$50,368 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|-------------------------|--------|---------|------------|-------------|-----------|
| Non-Exempt | Fire Prevention Officer | Step 1 | 63.9412 | \$5,115.30 | \$11,083.14 | \$132,998 |
| | | Step 2 | 67.1406 | \$5,371.25 | \$11,637.70 | \$139,652 |
| | | Step 3 | 70.5094 | \$5,640.75 | \$12,221.63 | \$146,660 |
| | | Step 4 | 74.0288 | \$5,922.30 | \$12,831.66 | \$153,980 |
| | | Step 5 | 77.7270 | \$6,218.16 | \$13,472.68 | \$161,672 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|----------------------|--------|---------|------------|------------|----------|
| Non-Exempt | Permit Technician | Step 1 | 36.8329 | \$2,946.63 | \$6,384.36 | \$76,612 |
| | | Step 2 | 38.6744 | \$3,093.95 | \$6,703.57 | \$80,443 |
| | | Step 3 | 40.6081 | \$3,248.65 | \$7,038.74 | \$84,465 |
| | | Step 4 | 42.6386 | \$3,411.09 | \$7,390.70 | \$88,688 |
| | | Step 5 | 44.7705 | \$3,581.64 | \$7,760.23 | \$93,123 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|---------------------------------------|--------|---------|------------|-------------|-----------|
| Exempt | Public Works Assistant Superintendent | Step 1 | 54.8276 | \$4,386.21 | \$9,503.45 | \$114,041 |
| | | Step 2 | 57.5691 | \$4,605.53 | \$9,978.64 | \$119,744 |
| | | Step 3 | 60.4475 | \$4,835.80 | \$10,477.56 | \$125,731 |
| | | Step 4 | 63.4699 | \$5,077.59 | \$11,001.45 | \$132,017 |
| | | Step 5 | 66.6433 | \$5,331.46 | \$11,551.51 | \$138,618 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|------------------------|--------|---------|------------|-------------|-----------|
| Non-Exempt | Public Works Inspector | Step 1 | 50.6460 | \$4,051.68 | \$8,778.64 | \$105,344 |
| | | Step 2 | 53.1807 | \$4,254.45 | \$9,217.98 | \$110,616 |
| | | Step 3 | 55.8381 | \$4,467.05 | \$9,678.60 | \$116,143 |
| | | Step 4 | 58.6261 | \$4,690.09 | \$10,161.86 | \$121,942 |
| | | Step 5 | 61.5600 | \$4,924.80 | \$10,670.41 | \$128,045 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|------------------------|--------|---------|------------|------------|----------|
| Exempt | Recreation Coordinator | Step 1 | 38.1748 | \$3,053.99 | \$6,616.97 | \$79,404 |
| | | Step 2 | 40.0809 | \$3,206.47 | \$6,947.36 | \$83,368 |
| | | Step 3 | 42.0901 | \$3,367.21 | \$7,295.62 | \$87,547 |
| | | Step 4 | 44.1945 | \$3,535.56 | \$7,660.38 | \$91,925 |
| | | Step 5 | 46.4022 | \$3,712.18 | \$8,043.06 | \$96,517 |

City of San Carlos – Pay Rates and Ranges

AFSCME

Effective 07/3/2023

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|-----------------------|--------|---------|------------|-------------|-----------|
| Exempt | Recreation Supervisor | Step 1 | 50.7262 | \$4,058.09 | \$8,792.54 | \$105,510 |
| | | Step 2 | 53.2581 | \$4,260.65 | \$9,231.40 | \$110,777 |
| | | Step 3 | 55.9244 | \$4,473.95 | \$9,693.57 | \$116,323 |
| | | Step 4 | 58.7177 | \$4,697.41 | \$10,177.73 | \$122,133 |
| | | Step 5 | 61.6530 | \$4,932.24 | \$10,686.52 | \$128,238 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|-----------------------------|--------|---------|------------|------------|----------|
| Non-Exempt | Senior Administrative Clerk | Step 1 | 33.9868 | \$2,718.95 | \$5,891.05 | \$70,693 |
| | | Step 2 | 35.6828 | \$2,854.62 | \$6,185.02 | \$74,220 |
| | | Step 3 | 37.4707 | \$2,997.66 | \$6,494.92 | \$77,939 |
| | | Step 4 | 39.3431 | \$3,147.45 | \$6,819.47 | \$81,834 |
| | | Step 5 | 41.3075 | \$3,304.60 | \$7,159.97 | \$85,920 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|---------------------------|--------|---------|------------|------------|----------|
| Non-Exempt | Senior Facility Attendant | Step 1 | 28.8261 | \$2,306.09 | \$4,996.53 | \$59,958 |
| | | Step 2 | 30.2674 | \$2,421.39 | \$5,246.35 | \$62,956 |
| | | Step 3 | 31.7808 | \$2,542.47 | \$5,508.68 | \$66,104 |
| | | Step 4 | 33.3698 | \$2,669.59 | \$5,784.10 | \$69,409 |
| | | Step 5 | 35.0384 | \$2,803.07 | \$6,073.32 | \$72,880 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|--------|------------------------|--------|---------|------------|-------------|-----------|
| Exempt | Senior Systems Analyst | Step 1 | 60.8222 | \$4,865.77 | \$10,542.51 | \$126,510 |
| | | Step 2 | 63.8636 | \$5,109.09 | \$11,069.69 | \$132,836 |
| | | Step 3 | 67.0567 | \$5,364.53 | \$11,623.16 | \$139,478 |
| | | Step 4 | 70.4098 | \$5,632.78 | \$12,204.36 | \$146,452 |
| | | Step 5 | 73.9302 | \$5,914.41 | \$12,814.56 | \$153,775 |

| FLSA | Classification Title | Step | Hourly | Bi-Weekly | Monthly | Annually |
|------------|----------------------|--------|---------|------------|-------------|-----------|
| Non-Exempt | Systems Analyst | Step 1 | 53.0074 | \$4,240.59 | \$9,187.94 | \$110,255 |
| | | Step 2 | 55.6597 | \$4,452.78 | \$9,647.68 | \$115,772 |
| | | Step 3 | 58.4455 | \$4,675.64 | \$10,130.55 | \$121,567 |
| | | Step 4 | 61.3645 | \$4,909.16 | \$10,636.52 | \$127,638 |
| | | Step 5 | 64.4328 | \$5,154.63 | \$11,168.36 | \$134,020 |

City of San Carlos – Pay Rates and Ranges
Part-Time Employee Group
Effective 01/03/2024

| FLSA | Classification Title | Step | Hourly |
|-------------|-----------------------------|-------------|---------------|
| Non-Exempt | Facility Attendant | Step 1 | \$18.77 |
| | | Step 2 | \$19.72 |
| | | Step 3 | \$20.71 |
| | | Step 4 | \$21.74 |
| | | Step 5 | \$22.83 |

| FLSA | Classification Title | Step | Hourly |
|-------------|-----------------------------|-------------|---------------|
| Non-Exempt | Intern | Step 1 | \$21.00 |
| | | Step 2 | \$22.05 |
| | | Step 3 | \$23.15 |
| | | Step 4 | \$24.31 |
| | | Step 5 | \$25.53 |

| FLSA | Classification Title | Step | Hourly |
|-------------|-----------------------------|-------------|---------------|
| Non-Exempt | Program Coordinator | Step 1 | \$25.64 |
| | | Step 2 | \$26.92 |
| | | Step 3 | \$28.28 |
| | | Step 4 | \$29.68 |
| | | Step 5 | \$31.17 |

| FLSA | Classification Title | Step | Hourly |
|-------------|-----------------------------|-------------|---------------|
| Non-Exempt | Recreation Leader I | Step 1 | \$18.23 |
| | | Step 2 | \$19.13 |

| FLSA | Classification Title | Step | Hourly |
|-------------|-----------------------------|-------------|---------------|
| Non-Exempt | Recreation Leader II | Step 1 | \$20.10 |
| | | Step 2 | \$21.09 |
| | | Step 3 | \$22.16 |
| | | Step 4 | \$23.26 |
| | | Step 5 | \$24.42 |