

Salary Survey Summary Data
 March 23, 2023

Survey Classification	Union	Top Step	Median Top Step	\$ to Reach Median Top Step	% to Reach Top Step Median	90% OF MEDIAN TOP STEP	\$ to Reach 90% of Median Top Step	% to Reach 90% of Top Step Median
Account Clerk II	SCEA	\$4,298	\$5,503	\$1,205	28.0%	\$4,953	\$655	15.2%
Accountant	SCMPEA	\$7,170	\$8,019	\$849	11.8%	\$7,217	\$47	0.7%
Accounting Technician	SCEA	\$5,275	\$6,262	\$987	18.7%	\$5,636	\$361	6.8%
Administrative Assistant II	SCEA	\$5,432	\$5,871	\$439	8.1%	\$5,284	(\$148)	-2.7%
Associate Engineer	SCMPEA	\$9,100	\$9,704	\$604	6.6%	\$8,734	(\$366)	-4.0%
Associate Planner	SCMPEA	\$7,888	\$8,287	\$399	5.1%	\$7,458	(\$430)	-5.4%
Building Inspection Services Manager	SCMPEA	\$9,100	\$10,408	\$1,308	14.4%	\$9,367	\$267	2.9%
Building Inspector II	SCEA	\$6,703	\$7,629	\$926	13.8%	\$6,866	\$163	2.4%
Building Maintenance Worker II	SCEA	\$4,947	\$5,610	\$663	13.4%	\$5,049	\$102	2.1%
Chief Building Official	Unrep	\$11,381	\$12,420	\$1,039	9.1%	\$11,178	(\$203)	-1.8%
City Engineer	SCMPEA	\$11,381	\$14,203	\$2,822	24.8%	\$12,783	\$1,402	12.3%
City Manager	Unrep	\$21,870	\$22,375	\$505	2.3%	\$20,138	(\$1,733)	-7.9%
Code Enforcement Officer II	SCEA	\$5,702	\$6,553	\$851	14.9%	\$5,898	\$196	3.4%
Community Services Officer II	SCEA	\$4,898	\$5,843	\$945	19.3%	\$5,258	\$360	7.4%
Computer Technician	SCEA	\$7,046	\$6,686	(\$360)	-5.1%	\$6,017	(\$1,029)	-14.6%
Deputy City Clerk	SCMPEA	\$6,289	\$8,402	\$2,113	33.6%	\$7,562	\$1,273	20.2%
Development Services Director	Unrep	\$13,146	\$16,001	\$2,855	21.7%	\$14,401	\$1,255	9.5%
Dispatch/Records Supervisor	SCMPEA	\$6,727	\$8,302	\$1,575	23.4%	\$7,472	\$745	11.1%
Division Fire Chief	SCMPEA	\$10,403	\$12,481	\$2,078	20.0%	\$11,232	\$829	8.0%
Finance Director	Unrep	\$13,146	\$15,914	\$2,768	21.1%	\$14,323	\$1,177	9.0%
Finance Manager	SCMPEA	\$9,100	\$12,234	\$3,134	34.4%	\$11,011	\$1,911	21.0%
Fire Captain	SCPFA	\$8,738	\$11,001	\$2,263	25.9%	\$9,900	\$1,162	13.3%
Fire Chief	Unrep	\$14,942	\$17,799	\$2,857	19.1%	\$16,019	\$1,077	7.2%
Fire Engineer	SCPFA	\$8,010	\$9,728	\$1,718	21.4%	\$8,755	\$745	9.3%
Fire Marshal	SCMPEA	\$10,403	\$12,529	\$2,126	20.4%	\$11,276	\$873	8.4%
Fleet Mechanic	SCEA	\$5,193	\$6,032	\$839	16.1%	\$5,428	\$235	4.5%
Housing Programs Manager	SCMPEA	\$9,403	\$10,450	\$1,047	11.1%	\$9,405	\$2	0.0%
Housing Specialist II	SCEA	\$5,702	\$6,438	\$736	12.9%	\$5,794	\$92	1.6%
Human Resources Administrator	Unrep	\$10,562	\$13,758	\$3,196	30.3%	\$12,382	\$1,820	17.2%
Human Resources Technician	SCEA	\$5,976	\$6,379	\$403	6.7%	\$5,741	(\$235)	-3.9%
IT Manager	SCMPEA	\$9,100	\$12,638	\$3,538	38.9%	\$11,374	\$2,274	25.0%
Maintenance Worker II	SCEA	\$4,947	\$6,295	\$1,348	27.3%	\$5,666	\$719	14.5%
Management Analyst II	SCMPEA	\$7,888	\$8,501	\$613	7.8%	\$7,651	(\$237)	-3.0%
Permit Technician II	SCEA	\$5,976	\$6,184	\$208	3.5%	\$5,566	(\$410)	-6.9%
Police Chief	Unrep	\$14,942	\$19,392	\$4,450	29.8%	\$17,453	\$2,511	16.8%
Police Commander	SCMPEA	\$11,402	\$16,066	\$4,664	40.9%	\$14,460	\$3,058	26.8%

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Police Evidence & Property Technician II	SCEA	\$4,898	\$5,832	\$934	19.1%	\$5,249	\$351	7.2%
Police Officer	POA	\$6,999	\$9,212	\$2,213	31.6%	\$8,291	\$1,292	18.5%
Police Sergeant	POA	\$9,195	\$11,051	\$1,856	20.2%	\$9,946	\$751	8.2%
Police Support Services Manager	SCMPEA	\$9,100	\$10,355	\$1,255	13.8%	\$9,319	\$219	2.4%
Project Manager	SCMPEA	\$8,282	\$10,450	\$2,168	26.2%	\$9,405	\$1,123	13.6%
Public Safety Dispatcher II	POA	\$5,560	\$7,421	\$1,861	33.5%	\$6,679	\$1,119	20.1%
Public Works Director/City Engineer	Unrep	\$13,146	\$17,358	\$4,212	32.0%	\$15,622	\$2,476	18.8%
Public Works Inspector	SCEA	\$6,781	\$7,935	\$1,154	17.0%	\$7,141	\$360	5.3%
Public Works Superintendent	SCMPEA	\$10,326	\$11,957	\$1,631	15.8%	\$10,761	\$435	4.2%
Public Works Supervisor	SCMPEA	\$6,695	\$8,679	\$1,984	29.6%	\$7,811	\$1,116	16.7%
Recreation Manager	SCMPEA	\$7,888	\$9,994	\$2,106	26.7%	\$8,995	\$1,107	14.0%
Recreation Supervisor	SCMPEA	\$5,825	\$7,692	\$1,867	32.1%	\$6,923	\$1,098	18.8%
Recreation, Parks & Marina Director	Unrep	\$13,146	\$14,876	\$1,730	13.2%	\$13,389	\$243	1.8%

Internal Alignment Criteria

Resolution Date: August 8, 2023

Job Class	Group	Internal Alignment Criteria
Account Clerk I	SCEA	10% below Account Clerk II
Account Clerk II	SCEA	Benchmark
Account Clerk III	SCEA	10% above Account Clerk II
Accountant	SCMPEA	Benchmark
Accounting Technician	SCEA	20% above Account Clerk II
Administrative Assistant I	SCEA	10% Below Admin Assistant II
Administrative Assistant II	SCEA	Benchmark
Assistant Engineer	SCMPEA	10% below Assoc Engineer
Assistant Planner	SCMPEA	10% below Assoc Planner
Associate Engineer	SCMPEA	Benchmark
Associate Planner	SCMPEA	Benchmark
Battalion Chief (2912 annual hours)	Unrep	10% Above Monthly Average of Fire Captain
Building Inspection Services Manager	SCMPEA	Benchmark
Building Inspector I	SCEA	10% below Bldg Insp II
Building Inspector II	SCEA	Benchmark
Building Maintenance Worker I	SCEA	10% below Building Maintenance Worker II
Building Maintenance Worker II	SCEA	Benchmark
Chief Building Official	Unrep	Benchmark
City Engineer	SCMPEA	Benchmark
City Manager	Unrep	Benchmark
Code Enforcement Officer I	SCEA	10% below Code Enforcement Officer II
Code Enforcement Officer II	SCEA	Benchmark
Community Services Officer I	SCEA	10% below Community Services Officer II
Community Services Officer II	SCEA	Benchmark
Computer Technician	SCEA	Benchmark
Deputy City Clerk (C)	SCMPEA	Benchmark
Deputy Fire Chief	SCMPEA	10% Above Division Fire Chief
Development Services Director	Unrep	Tier 1 Executive
Dispatch/Records Supervisor	SCMPEA	Benchmark
Division Fire Chief	SCMPEA	10% Above Monthly Average of Fire Captain
Finance Director	Unrep	Tier 1 Executive
Finance Manager	SCMPEA	Benchmark
Fire Captain	SCPFA	10% Above Fire Engineer
Fire Chief	Unrep	Tier 2 Executive
Fire Engineer	SCPFA	Benchmark
Fire Marshal	SCMPEA	10% Above Monthly Average of Fire Captain
Fleet Mechanic	SCEA	Benchmark
Housing Programs Manager	SCMPEA	Benchmark
Housing Specialist I	SCEA	10% below Housing Specialist II
Housing Specialist II	SCEA	Benchmark
Human Resources Administrator	Unrep	10% below Tier 1 Executive
Human Resources Technician (C)	SCEA	Match Acct Tech
IT Services Manager	SCMPEA	Benchmark
Maintenance Worker I	SCEA	10% below Maintenance Worker II
Maintenance Worker II	SCEA	Benchmark
Management Analyst I	SCMPEA	10% below Management Analyst II
Management Analyst II	SCMPEA	Benchmark
Marketing Manager	SCMPEA	15% below Project Manager
Office Assistant	SCEA	20% below Admin Asst II
Permit Technician I	SCEA	10% below Permit Technician II
Permit Technician II	SCEA	Benchmark
Police Chief	Unrep	Tier 3 Executive
Police Commander	SCMPEA	30% above Sergeants
Police Evidence and Property Technician I	SCEA	10% below Evidence Prop Tech II

Internal Alignment Criteria

Resolution Date: August 8, 2023

Job Class	Group	Internal Alignment Criteria
Police Evidence and Property Technician II	SCEA	Match Community Services Officer II
Police Officer	POA	Benchmark
Police Sergeant	POA	Benchmark
Police Support Services Manager	SCMPEA	Benchmark
Principal Planner	SCMPEA	20% above Sr. Planner
Project Manager	SCMPEA	Benchmark
Public Safety Dispatcher I	POA	10% below Public Safety Dispatcher II
Public Safety Dispatcher II	POA	Benchmark
Public Works Director/City Engineer	Unrep	Tier 2 Executive
Public Works Inspector	SCEA	Benchmark
Public Works Superintendent	SCMPEA	Benchmark
Public Works Supervisor	SCMPEA	Benchmark
Recreation Coordinator	SCEA	20% below Recreation Supervisor
Recreation Manager	SCMPEA	Benchmark
Recreation Supervisor	SCMPEA	Benchmark
Recreation, Parks & Marina Director	Unrep	Tier 1 Executive
Senior Accountant	SCMPEA	15% above Accountant
Senior Associate Engineer	SCMPEA	10% above Assoc Engineer
Senior Building Inspector	SCEA	20% above Bldg Insp II
Senior Maintenance Worker	SCEA	10% above Maintenance Worker II
Senior Management Analyst	SCMPEA	10% above Management Analyst II
Senior Planner	SCMPEA	10% above Assoc Planner
Senior Public Safety Dispatcher	POA	10% above Public Safety Dispatcher II
Youth Services Specialist	SCEA	25% above Community Services Officer II