

**City of Encinitas**  
**Salary Schedule for Fiscal Year 2023-24**  
**Effective November 15, 2023**

**Exhibit A**

Classification Title	HOURLY		MONTHLY	
	MIN.	MAX.	MIN.	MAX.
Accountant I	29.5049	41.5163	5,114	7,196
Accountant II	32.1660	45.2609	5,575	7,845
Accountant III	35.3573	49.7513	6,129	8,624
Administrative Fire Battalion Chief (40 hrs. a week)	58.4699	90.7062	10,135	15,722
Administrative Services Director	69.5433	113.2783	12,054	19,635
Administrative Services Manager	46.6947	68.9894	8,094	11,958
Arts Assistant	19.8159	26.5551	3,435	4,603
Arts Program Administrator	41.0156	60.5987	7,109	10,504
Assistant Center Manager	36.8910	54.5049	6,394	9,448
Assistant City Manager	72.1421	117.5118	12,505	20,369
Assistant Director of Development Services	59.0803	96.2359	10,241	16,681
Assistant Director of Engineering	59.0803	96.2359	10,241	16,681
Assistant Finance Director	59.0803	96.2359	10,241	16,681
Assistant Public Works Director/Assistant General Manager	59.0803	96.2359	10,241	16,681
Center Manager	41.0156	60.5987	7,109	10,504
City Clerk & Legislative Services Director	69.5433	113.2738	12,054	19,635
City Manager	141.8312	141.8312	24,584	24,584
City Traffic Engineer	53.3178	82.7135	9,242	14,337
Code Enforcement Officer I	29.5049	41.5163	5,114	7,196
Code Enforcement Officer II	32.1660	45.2609	5,575	7,845
Code Enforcement Officer III	35.3573	49.7513	6,129	8,624
Code Enforcement Supervisor	36.2078	53.4956	6,276	9,273
Department Administrative Support Coordinator	27.3799	38.5262	4,746	6,678
Department Manager I / Chief Information Officer I	53.3178	82.7135	9,242	14,337
Department Manager II	59.0803	96.2359	10,241	16,681
Deputy City Clerk	36.8910	54.5049	6,394	9,448
Deputy City Manager	72.0168	117.3078	12,483	20,334
Deputy Fire Chief	66.4286	103.0528	11,515	17,863
Deputy Fire Marshal I	32.1660	45.2609	5,575	7,845
Deputy Fire Marshal II	35.3573	49.7513	6,129	8,624
Development Services Director	69.5433	113.2783	12,054	19,635
Director of Engineering / City Engineer	69.5433	113.2783	12,054	19,635
Engineer I	42.7905	63.2212	7,417	10,958
Engineer II	45.8299	67.7118	7,944	11,737
Engineering Specialist I	29.5049	41.5163	5,114	7,196
Engineering Specialist II	32.1660	45.2609	5,575	7,845
Engineering Specialist III	35.3573	49.7513	6,129	8,624
Environmental Project Manager	48.8944	75.8515	8,475	13,148
Executive Assistant	32.7729	46.1150	5,681	7,993
Facilities Specialist	27.3799	38.5262	4,746	6,678
Facilities Supervisor	35.3573	49.7513	6,129	8,624
Finance & City Treasurer Director	69.5433	113.2738	12,054	19,635
Finance Analyst I	32.7729	46.1150	5,681	7,993
Finance Analyst II	36.0244	50.6900	6,244	8,786
Finance Analyst III	38.9533	57.5519	6,752	9,976
Finance Manager I	41.0156	60.5987	7,109	10,504
Finance Manager II	46.9306	72.8052	8,135	12,620
Finance Manager III	48.8944	75.8515	8,475	13,148

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Classification Title	HOURLY		MONTHLY	
	MIN.	MAX.	MIN.	MAX.
Finance Technician I	24.2793	32.5365	4,208	5,640
Finance Technician I - Confidential	24.7374	33.1503	4,288	5,746
Finance Technician II	25.2544	35.5354	4,377	6,159
Finance Technician II - Confidential	25.7309	36.2058	4,460	6,276
Finance Technician III	27.3799	38.5262	4,746	6,678
Finance Technician III - Confidential	27.8965	39.2531	4,835	6,804
Fire Administrative Manager	46.6947	68.9894	8,094	11,958
Fire Battalion Chief (56 hrs. a week)	37.9685	58.9017	9,213	14,292
Fire Chief	72.0168	117.3078	12,483	20,334
Fire Marshal	50.6517	78.5772	8,780	13,620
Fleet Maintenance Supervisor	35.3573	49.7513	6,129	8,624
Geographic Information Systems Analyst I	32.1660	45.2609	5,575	7,845
Geographic Information Systems Analyst II	36.2078	53.4956	6,276	9,273
Geographic Information Systems Analyst III	38.2320	56.4861	6,627	9,791
Geographic Information Systems Technician I	24.2793	32.5365	4,208	5,640
Geographic Information Systems Technician II	27.3799	38.5262	4,746	6,678
Heavy Equipment Mechanic I	24.2793	32.5365	4,208	5,640
Heavy Equipment Mechanic II	27.3799	38.5262	4,746	6,678
Heavy Equipment Mechanic III	29.5049	41.5163	5,114	7,196
Homeless Solutions Manager	46.6947	68.9894	8,094	11,958
Housing Services Manager	48.8944	75.8515	8,475	13,148
Human Resources Director	69.5433	113.2783	12,054	19,635
Human Resources Analyst I	32.7729	46.1150	5,681	7,993
Human Resources Analyst II	36.0244	50.6900	6,244	8,786
Human Resources Analyst III	38.9533	57.5519	6,752	9,976
Human Resources Manager	46.6947	68.9894	8,094	11,958
Human Resources Specialist	30.0616	42.2996	5,211	7,332
Human Resources Technician I	24.7374	33.1503	4,288	5,746
Human Resources Technician II	25.7309	36.2058	4,460	6,276
Information & Technology Director	69.5433	113.2783	12,054	19,635
Information Technology Analyst I	32.1660	45.2609	5,575	7,845
Information Technology Analyst II	36.2078	53.4956	6,276	9,273
Information Technology Analyst III	38.2320	56.4861	6,627	9,791
Information Technology Project Manager	41.0156	60.5987	7,109	10,504
Information Technology Supervisor	43.5979	64.4140	7,557	11,165
Information Technology Technician I	24.2793	32.5365	4,208	5,640
Information Technology Technician II	27.3799	38.5262	4,746	6,678
Lead Inspector	38.2320	56.4861	6,627	9,791
Management Analyst I	32.7729	46.1150	5,681	7,993
Management Analyst II	36.0244	50.6900	6,244	8,786
Management Analyst III	38.9533	57.5519	6,752	9,976
Marine Safety Captain	46.1380	68.1672	7,997	11,816
Marine Safety Lieutenant	34.0400	47.8979	5,900	8,302
Marine Safety Sergeant	31.2236	43.9345	5,412	7,615
Mobility Manager	38.9533	57.5519	6,752	9,976
Park Operations Manager	48.8944	75.8515	8,475	13,148
Parks & Beach Supervisor I	32.1660	45.2609	5,575	7,845
Parks & Beach Supervisor II	35.3573	49.7513	6,129	8,624
Parks, Recreation & Cultural Arts Director	69.5433	113.2783	12,054	19,635

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Classification Title	HOURLY		MONTHLY	
	MIN.	MAX.	MIN.	MAX.
Pavroll Specialist	30.0616	42.2996	5,211	7,332
Planner I	27.3799	38.5262	4,746	6,678
Planner II	29.5049	41.5163	5,114	7,196
Planner III	32.1660	45.2609	5,575	7,845
Planner IV	36.2078	53.4956	6,276	9,273
Planning Manager	53.3178	82.7135	9,242	14,337
Principal Engineer	53.3178	82.7135	9,242	14,337
Principal Planner	50.8578	78.8975	8,815	13,676
Program Administrator	41.0156	60.5987	7,109	10,504
Program Assistant I	19.8159	26.5551	3,435	4,603
Program Assistant I - Confidential	20.1897	27.0562	3,500	4,690
Program Assistant II	24.2793	32.5365	4,208	5,640
Program Assistant II - Confidential	24.7374	33.1503	4,288	5,746
Program Assistant III	25.2544	35.5354	4,377	6,159
Program Assistant III - Confidential	25.7309	36.2058	4,460	6,276
Program Coordinator	27.3799	38.5262	4,746	6,678
Public Works Director	69.5433	113.2783	12,054	19,635
Recreation Services Manager	48.8944	75.8515	8,475	13,148
Recreation Supervisor I	29.5049	41.5163	5,114	7,196
Recreation Supervisor II	32.1660	45.2609	5,575	7,845
Risk/Safety Analyst I- Confidential	32.7729	46.1150	5,681	7,993
Risk/Safety Analyst II-Confidential	36.0244	50.6900	6,244	8,786
Risk/Safety Analyst III- Confidential	38.9533	57.5519	6,752	9,976
Senior Deputy Fire Marshal	38.2320	56.4861	6,627	9,791
Senior Engineer	50.8578	78.8975	8,815	13,676
Senior Finance Analyst	41.0156	60.5987	7,109	10,504
Senior Human Resources Analyst	41.0156	60.5987	7,109	10,504
Senior Ocean Lifeguard	24.7592	34.8387	4,292	6,039
Senior Management Analyst	41.0156	60.5987	7,109	10,504
Senior Payroll Specialist	32.7729	46.1150	5,681	7,993
Senior Planner I	43.5979	64.4140	7,557	11,165
Senior Planner I - Mobility Coordinator	43.5979	64.4140	7,557	11,165
Senior Planner II	46.6947	68.9894	8,094	11,958
Senior Risk Analyst	41.0156	60.5987	7,109	10,504
Special Events & Projects Supervisor	36.0244	50.6900	6,244	8,786
Stormwater Environmental Specialist I	29.5049	41.5163	5,114	7,196
Stormwater Environmental Specialist II	32.1660	45.2609	5,575	7,845
Stormwater Environmental Specialist III	35.3573	49.7513	6,129	8,624
Superintendent	48.8944	75.8515	8,475	13,148
Sustainability Manager	48.8944	75.8515	8,475	13,148
Utility & Maintenance Field Supervisor	35.3573	49.7513	6,129	8,624
Utility & Maintenance Supervisor I	36.8910	54.5049	6,394	9,448
Utility & Maintenance Supervisor II	38.9533	57.5519	6,752	9,976
Utility & Maintenance Technician I	24.2793	32.5365	4,208	5,640
Utility & Maintenance Technician II	25.2544	35.5354	4,377	6,159
Utility & Maintenance Technician III	27.3799	38.5262	4,746	6,678
Utility & Maintenance Technician IV	29.5049	41.5163	5,114	7,196

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	<b>HOURLY</b>		<b>MONTHLY</b>	
	<b>MIN.</b>	<b>MAX.</b>	<b>MIN.</b>	<b>MAX.</b>
<b>Fire Fighter Association (EFAA)</b>				
<b>Probationary FF/Paramedic</b>	<b>31.4714</b>	<b>31.4714</b>	<b>7,637</b>	<b>7,637</b>
<b>Firefighter/Paramedic III</b>	<b>36.9788</b>	<b>36.9788</b>	<b>8,974</b>	<b>8,974</b>
<b>Firefighter/Paramedic II</b>	<b>37.7654</b>	<b>37.7654</b>	<b>9,164</b>	<b>9,164</b>
<b>Firefighter/Paramedic I</b>	<b>38.9459</b>	<b>38.9459</b>	<b>9,451</b>	<b>9,451</b>
<b>Fire Engineer</b>	<b>39.7191</b>	<b>39.7191</b>	<b>9,638</b>	<b>9,638</b>
<b>Fire Captain</b>	<b>46.6057</b>	<b>46.6057</b>	<b>11,310</b>	<b>11,310</b>
<b>Administrative Fire Captain (40 hour per week)</b>	<b>71.7726</b>	<b>71.7726</b>	<b>12,441</b>	<b>12,441</b>