

RESOLUTION NO. 2026-9629

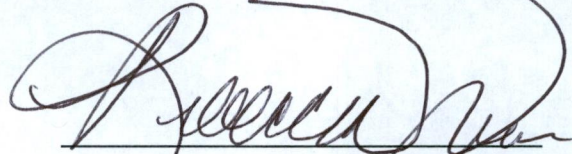
A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
SAN MARCOS ADOPTING AN UPDATED FULL-TIME
CLASSIFICATION AND COMPENSATION SCHEDULE

WHEREAS, updates to the Full-Time Classification and Compensation schedule were prepared for the City Council's consideration, to allow departments to remain competitive in recruitment actions and in compliance with across-the-board cost of labor increases in accordance with existing Memorandum of Understandings resulting in an updated schedule.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of San Marcos does hereby adopt the Full-Time Classification and Compensation Schedule attached hereto and incorporated herein by this reference, effective as of June 19, 2026.

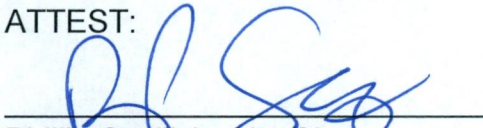
PASSED, APPROVED, and ADOPTED by the City Council of the City of San Marcos, California, on the 23rd of June, 2026, by the following vote:

AYES: COUNCILMEMBERS: LEBLANG, MUSGROVE, NUÑEZ, SANNELLA, JONES
NOES: COUNCILMEMBERS: NONE
ABSENT: COUNCILMEMBERS: NONE



Rebecca D. Jones, Mayor
City of San Marcos

ATTEST:


Phillip Scollick, City Clerk
City of San Marcos

CITY OF SAN MARCOS
FULL TIME CLASSIFICATION AND COMPENSATION SCHEDULE

The following Classification and Compensation schedule is hereby adopted effective **06/19/2026** and continuing until such time as a new Classification and Compensation schedule becomes effective.

Position Title	Classification	Schedule Grade	Minimum Salary	Maximum Salary	Time Base
ACCOUNT CLERK	Class. Misc. Association	610	\$28.46	\$39.38	Hourly
ACCOUNTANT I	At-Will	615	\$38.08	\$52.70	Hourly
ACCOUNTANT II	At-Will	616	\$40.37	\$55.86	Hourly
ACCOUNTING & TREASURY MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
ACCOUNTING MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
ACCOUNTING TECHNICIAN	At-Will	612	\$31.98	\$44.25	Hourly
ADMINISTRATIVE ANALYST	At-Will	614	\$35.93	\$49.72	Hourly
ADMINISTRATIVE SERVICES DIRECTOR	At-Will	IV	\$81.70	\$118.85	Hourly
ADMINISTRATIVE SERVICES MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
ASSISTANT CITY MANAGER	At-Will	VI	\$93.54	\$136.07	Hourly
ASSISTANT ENGINEER	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
ASSISTANT FINANCE DIRECTOR	At-Will	II	\$71.36	\$103.81	Hourly
ASSISTANT PARKS & RECREATION DIRECTOR	At-Will	321	\$59.85	\$82.82	Hourly
ASSISTANT PLANNER	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
ASSOCIATE CIVIL ENGINEER	Class. Misc. Association	620	\$54.41	\$75.29	Hourly
ASSOCIATE ENGINEER	Class. Misc. Association	618	\$46.22	\$63.96	Hourly
ASSOCIATE PLANNER	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
BUDGET & ANALYSIS MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
BUDGET & REVENUE OFFICER	At-Will	320	\$54.41	\$75.29	Hourly
BUILDING DIVISION DIRECTOR	At-Will	I	\$66.69	\$97.02	Hourly
BUILDING INSPECTOR I	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
BUILDING INSPECTOR II	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
BUILDING OFFICIAL	At-Will	322	\$65.83	\$91.10	Hourly
BUSINESS LICENSE OFFICER	At-Will	614	\$35.93	\$49.72	Hourly
BUSINESS LICENSE TECHNICIAN	At-Will	613	\$33.89	\$46.90	Hourly
BUSINESS PROCESS DIRECTOR/CITY CLERK	At-Will	III	\$76.36	\$111.07	Hourly
CAPITAL IMPROVEMENT PROGRAM MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
CHIEF INNOVATION OFFICER	At-Will	II	\$71.36	\$103.81	Hourly
CITY CLERK	At-Will	I	\$66.69	\$97.02	Hourly
CITY COUNCIL	Elected	CC	\$12,177	\$12,567	Annual
CITY ENGINEER	At-Will	IV	\$81.70	\$118.85	Hourly
CITY MANAGER	At-Will	VII	\$117.23	\$170.53	Hourly
CITY TRAFFIC ENGINEER	At-Will	322	\$65.83	\$91.10	Hourly
CODE COMPLIANCE OFFICER	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
CODE COMPLIANCE SUPERVISOR	Supervisory Association	616	\$40.37	\$55.86	Hourly
COMMUNICATION MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
COMMUNICATION OFFICER	At-Will	319	\$49.92	\$69.08	Hourly
COMMUNICATION SPECIALIST	At-Will	610	\$28.46	\$39.38	Hourly
COMMUNITY & ECONOMIC DEVELOPMENT DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
CONSTRUCTION MANAGER	Supervisory Association	621	\$59.85	\$82.82	Hourly
CONTRACT AND PROCUREMENT OFFICER	At-Will	319	\$49.92	\$69.08	Hourly
CONTRACT PROGRAM MANAGER	At-Will	320	\$54.41	\$75.29	Hourly
CONTRACTS, GRANTS & PROCUREMENT MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
DATABASE & SOFTWARE ADMINISTRATOR	At-Will	319	\$49.92	\$69.08	Hourly
DATABASE ANALYST	At-Will	616	\$40.37	\$55.86	Hourly

CITY OF SAN MARCOS
FULL TIME CLASSIFICATION AND COMPENSATION SCHEDULE

The following Classification and Compensation schedule is hereby adopted effective **06/19/2026** and continuing until such time as a new Classification and Compensation schedule becomes effective.

Position Title	Classification	Schedule Grade	Minimum Salary	Maximum Salary	Time Base
DEPUTY CITY CLERK	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
DEPUTY CITY ENGINEER	At-Will	III-E	\$76.36	\$114.76	Hourly
DEPUTY CITY MANAGER	At-Will	V	\$87.42	\$127.17	Hourly
DEPUTY FIRE MARSHAL	At-Will	320	\$54.41	\$75.29	Hourly
DEPUTY PUBLIC WORKS DIRECTOR	At-Will	II	\$71.36	\$103.81	Hourly
DEVELOPMENT SERVICES DIRECTOR / CITY ENGINEER	At-Will	V	\$87.42	\$127.17	Hourly
DEVOPS ENGINEER	At-Will	616	\$40.37	\$55.86	Hourly
DIRECTOR OF FINANCE	At-Will	IV	\$81.70	\$118.85	Hourly
DIRECTOR OF IT	At-Will	IV	\$81.70	\$118.85	Hourly
DIRECTOR OF LEAN GOVERNMENT	At-Will	V	\$87.42	\$127.17	Hourly
DIRECTOR OF PARKS & RECREATION	At-Will	III	\$76.36	\$111.07	Hourly
ECONOMIC DEVELOPMENT & PUBLIC AFFAIRS DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
ECONOMIC DEVELOPMENT MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
EMERGENCY MANAGER	At-Will	320	\$54.41	\$75.29	Hourly
EMERGENCY MEDICAL TECHNICIAN (REPORTABLE TO CALPERS)	At-Will	EMT	\$20.95	\$28.99	Hourly
EMERGENCY MEDICAL TECHNICIAN (TOTAL COMPENSATION)	At-Will	EMT	\$23.94	\$33.13	Hourly
EMS COORDINATOR	At-Will	319	\$49.92	\$69.08	Hourly
ENGINEERING INSPECTOR	Class. Misc. Association	615	\$38.08	\$52.70	Hourly
ENGINEERING TECHNICIAN I	Class. Misc. Association	613	\$33.89	\$46.90	Hourly
FACILITIES MAINTENANCE SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
FIRE BATTALION CHIEF ADMIN	At-Will	322-FA	\$69.79	\$96.58	Hourly
FIRE BATTALION CHIEF SHIFT	At-Will	322-FS	\$49.71	\$68.79	Hourly
FIRE CAPTAIN	Fire Association	F3	\$39.15	\$54.17	Hourly
FIRE CHIEF	At-Will	V-F	\$92.68	\$134.81	Hourly
FIRE CHIEF, DIRECTOR OF PUBLIC SAFETY	At-Will	VI-F	\$100.23	\$145.80	Hourly
FIRE DIVISION CHIEF	At-Will	II-F	\$75.65	\$110.05	Hourly
FIRE ENGINEER	Fire Association	F2	\$33.88	\$46.89	Hourly
FIRE INSPECTOR	At-Will	615	\$38.08	\$52.70	Hourly
FIRE MARSHAL	At-Will	322-F	\$69.79	\$96.58	Hourly
FIRE PREVENTION TECHNICIAN	At-Will	610	\$28.46	\$39.38	Hourly
FIREFIGHTER/PARAMEDIC	Fire Association	F1	\$32.30	\$44.70	Hourly
FISCAL SERVICES & BUDGET MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
FLEET MAINT. SUPERINTENDENT	Supervisory Association	619	\$49.92	\$69.08	Hourly
FLEET MAINTENANCE SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
FLEET TECHNICIAN	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
GIS ADMINISTRATOR	At-Will	319	\$49.92	\$69.08	Hourly
GIS ANALYST	At-Will	317	\$43.20	\$59.77	Hourly
GIS TECHNICIAN	At-Will	612	\$31.98	\$44.25	Hourly
HOUSING & NEIGHBORHOOD SERVICES ADMINISTRATOR	At-Will	318	\$46.22	\$63.96	Hourly
HOUSING & NEIGHBORHOOD SERVICES COORDINATOR I	At-Will	613	\$33.89	\$46.90	Hourly
HOUSING & NEIGHBORHOOD SERVICES COORDINATOR II	At-Will	615	\$38.08	\$52.70	Hourly
HOUSING & NEIGHBORHOOD SERVICES DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
HOUSING & NEIGHBORHOOD SERVICES MANAGER	At-Will	322	\$65.83	\$91.10	Hourly

CITY OF SAN MARCOS
FULL TIME CLASSIFICATION AND COMPENSATION SCHEDULE

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Position Title	Classification	Schedule Grade	Minimum Salary	Maximum Salary	Time Base
HOUSING PROGRAM SPECIALIST	At-Will	615	\$38.08	\$52.70	Hourly
HOUSING PROGRAMS MANAGER	At-Will	320	\$54.41	\$75.29	Hourly
HR/RISK DIVISION DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
HRIS ANALYST	At-Will	616	\$40.37	\$55.86	Hourly
HUMAN RESOURCES/RISK MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
HUMAN RESOURCES/RISK TECHNICIAN	At-Will	612	\$31.98	\$44.25	Hourly
HVAC TECHNICIAN	Class. Misc. Association	613	\$33.89	\$46.90	Hourly
IT ANALYST	At-Will	616	\$40.37	\$55.86	Hourly
IT COORDINATOR	At-Will	615	\$38.08	\$52.70	Hourly
IT MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
IT SUPPORT TECHNICIAN II	At-Will	611	\$30.17	\$41.74	Hourly
LANDSCAPE INSPECTION SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
LANDSCAPE INSPECTOR I	Class. Misc. Association	613	\$33.89	\$46.90	Hourly
LANDSCAPE INSPECTOR II	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
LEAD MAINTENANCE TECHNICIAN	Class. Misc. Association	613	\$33.89	\$46.90	Hourly
LEASING ANALYST	At-Will	616	\$40.37	\$55.86	Hourly
LEGISLATIVE AFFAIRS DIRECTOR / CITY CLERK	At-Will	III	\$76.36	\$111.07	Hourly
MANAGEMENT ANALYST	At-Will	616	\$40.37	\$55.86	Hourly
MECHANIC ASSISTANT	Class. Misc. Association	610	\$28.46	\$39.38	Hourly
MEDICAL SERVICES OFFICER	At-Will	320	\$54.41	\$75.29	Hourly
NETWORK ANALYST	At-Will	616	\$40.37	\$55.86	Hourly
OFFICE SPECIALIST	At-Will	608	\$25.33	\$35.05	Hourly
PARK MAINTENANCE SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
PARK/STREET MAINTENANCE LEAD WORKER	Class. Misc. Association	613	\$33.89	\$46.90	Hourly
PARKING ENFORCEMENT OFFICER	Class. Misc. Association	610	\$28.46	\$39.38	Hourly
PAYROLL ADMINISTRATOR	At-Will	615	\$38.08	\$52.70	Hourly
PAYROLL COORDINATOR	At-Will	614	\$35.93	\$49.72	Hourly
PERMIT TECHNICIAN I	Class. Misc. Association	611	\$30.17	\$41.74	Hourly
PERMIT TECHNICIAN II	Class. Misc. Association	612	\$31.98	\$44.25	Hourly
PLANNING DIVISION DIRECTOR	At-Will	II	\$71.36	\$103.81	Hourly
PLANNING MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
PLANNING TECHNICIAN I	Class. Misc. Association	610	\$28.46	\$39.38	Hourly
PLANNING TECHNICIAN II	Class. Misc. Association	612	\$31.98	\$44.25	Hourly
PLANS EXAMINER	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
PRINCIPAL BUILDING INSPECTOR/PLAN CHECKER	At-Will	318	\$46.22	\$63.96	Hourly
PRINCIPAL CIVIL ENGINEER	At-Will	322-E	\$65.83	\$98.78	Hourly
PRINCIPAL PLANNER	At-Will	321	\$59.85	\$82.82	Hourly
PROGRAM MANAGER	At-Will	320	\$54.41	\$75.29	Hourly
PUBLIC SAFETY COORDINATOR	At-Will	615	\$38.08	\$52.70	Hourly
PUBLIC WORKS COORDINATOR	Class. Misc. Association	616	\$40.37	\$55.86	Hourly
PUBLIC WORKS DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
PUBLIC WORKS INSPECTION SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
PUBLIC WORKS LEAD FIRE MECHANIC	Class. Misc. Association	615	\$38.08	\$52.70	Hourly

CITY OF SAN MARCOS
FULL TIME CLASSIFICATION AND COMPENSATION SCHEDULE

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Position Title	Classification	Schedule Grade	Minimum Salary	Maximum Salary	Time Base
PUBLIC WORKS MAINTENANCE WORKER I	Class. Misc. Association	610	\$28.46	\$39.38	Hourly
PUBLIC WORKS MAINTENANCE WORKER II	Class. Misc. Association	612	\$31.98	\$44.25	Hourly
PUBLIC WORKS MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
PUBLIC WORKS SUPERINTENDENT	Supervisory Association	619	\$49.92	\$69.08	Hourly
REAL PROPERTY SERVICES MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
RECREATION COORDINATOR	At-Will	612	\$31.98	\$44.25	Hourly
RECREATION LEADER	At-Will	608	\$25.33	\$35.05	Hourly
RECREATION PROGRAM MAINTENANCE AIDE	Class. Misc. Association	608	\$25.33	\$35.05	Hourly
RECREATION SUPERVISOR I	Supervisory Association	614	\$35.93	\$49.72	Hourly
RECREATION SUPERVISOR II	Supervisory Association	615	\$38.08	\$52.70	Hourly
RECREATION SUPERVISOR III	Supervisory Association	616	\$40.37	\$55.86	Hourly
SENIOR ACCOUNTANT	At-Will	617	\$43.20	\$59.77	Hourly
SENIOR BUILDING INSPECTOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
SENIOR CIVIL ENGINEER	Supervisory Association	621	\$59.85	\$82.82	Hourly
SENIOR DATABASE ANALYST	At-Will	617	\$43.20	\$59.77	Hourly
SENIOR MANAGEMENT ANALYST	At-Will	318	\$46.22	\$63.96	Hourly
SENIOR NETWORK ANALYST	At-Will	617	\$43.20	\$59.77	Hourly
SENIOR OFFICE SPECIALIST	At-Will	611	\$30.17	\$41.74	Hourly
SENIOR PERMIT TECHNICIAN	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
SENIOR PLANNER	Supervisory Association	619	\$49.92	\$69.08	Hourly
SENIOR PLANS EXAMINER	Supervisory Association	618	\$46.22	\$63.96	Hourly
SENIOR PROJECT MANAGER	Supervisory Association	621	\$59.85	\$82.82	Hourly
SENIOR PUBLIC WORKS COORDINATOR	Class. Misc. Association	617	\$43.20	\$59.77	Hourly
SPECIAL PROJECTS ENGINEER	At-Will	322-E	\$65.83	\$98.78	Hourly
SPECIAL PROJECTS MANAGER	At-Will	322	\$65.83	\$91.10	Hourly
SR. ACCOUNTING TECHNICIAN	At-Will	613	\$33.89	\$46.90	Hourly
SR. ENGINEERING TECHNICIAN	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
STRATEGIC COMMUNICATIONS DIRECTOR	At-Will	III	\$76.36	\$111.07	Hourly
STREET MAINTENANCE SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
SUSTAINABILITY PROGRAM MANAGER	At-Will	321	\$59.85	\$82.82	Hourly
SYSTEMS & NETWORK ADMINISTRATOR	At-Will	319	\$49.92	\$69.08	Hourly
SYSTEMS & NETWORK ENGINEER	At-Will	619	\$49.92	\$69.08	Hourly
TRAFFIC SIGNAL/LIGHTING SUPERVISOR	Supervisory Association	617	\$43.20	\$59.77	Hourly
TRAFFIC SIGNAL/LIGHTING TECHNICIAN	Class. Misc. Association	614	\$35.93	\$49.72	Hourly
WATERSHED ADMINISTRATOR	At-Will	318	\$46.22	\$63.96	Hourly
WATERSHED PROGRAM MANAGER	At-Will	320	\$54.41	\$75.29	Hourly
WATERSHED SPECIALIST	At-Will	616	\$40.37	\$55.86	Hourly
WATERSHED TECHNICIAN	At-Will	613	\$33.89	\$46.90	Hourly