

CITY OF SAN CARLOS
MANAGEMENT GROUP
Monthly Salary Schedule

APPENDIX A

Effective July 1, 2024

Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Services Director	\$19,282	\$20,248	\$21,262	\$22,324	\$23,442
Assistant Building Official	\$12,060	\$12,663	\$13,296	\$13,961	\$14,659
Assistant City Manager	\$20,582	\$21,612	\$22,694	\$23,826	\$25,019
Assistant Community Development Director	\$16,108	\$16,913	\$17,759	\$18,647	\$19,580
Assistant Public Works Director	\$16,523	\$17,349	\$18,216	\$19,127	\$20,083
Building Official	\$14,374	\$15,093	\$15,846	\$16,640	\$17,472
City Engineer	\$16,125	\$16,931	\$17,779	\$18,667	\$19,601
Communications Manager	\$11,812	\$12,403	\$13,023	\$13,673	\$14,358
Community Development Director	\$19,171	\$20,130	\$21,137	\$22,192	\$23,303
Director of Community Relations/City Clerk	\$13,169	\$13,827	\$14,521	\$15,244	\$16,007
Economic Development & Housing Manager	\$13,697	\$14,382	\$15,099	\$15,856	\$16,646
Economic Development Coordinator	\$10,411	\$10,930	\$11,476	\$12,050	\$12,654
Financial Services Manager	\$14,307	\$15,023	\$15,774	\$16,562	\$17,392
Human Resources Manager	\$14,264	\$14,977	\$15,724	\$16,510	\$17,337
Information Technology Manager	\$13,958	\$14,655	\$15,386	\$16,157	\$16,964
Parks & Recreation Director	\$18,165	\$19,073	\$20,027	\$21,026	\$22,079
Planning Manager	\$14,254	\$14,958	\$15,698	\$16,473	\$17,289
Principal Engineer	\$13,441	\$14,112	\$14,818	\$15,560	\$16,339
Principal Planner	\$12,730	\$13,365	\$14,035	\$14,738	\$15,476
Public Works Director	\$19,500	\$20,477	\$21,501	\$22,575	\$23,704
Public Works Superintendent	\$13,466	\$14,139	\$14,845	\$15,588	\$16,367
Recreation Manager	\$12,122	\$12,728	\$13,364	\$14,033	\$14,735
Senior Accountant	\$10,619	\$11,150	\$11,708	\$12,291	\$12,907
Senior Building Inspector	\$10,542	\$11,069	\$11,622	\$12,204	\$12,814
Senior Engineer	\$13,441	\$14,112	\$14,818	\$15,560	\$16,339
Senior Management Analyst	\$11,063	\$11,616	\$12,197	\$12,808	\$13,446
Senior Planner	\$10,975	\$11,522	\$12,100	\$12,704	\$13,339
Senior Sustainability Analyst	\$10,608	\$11,138	\$11,695	\$12,281	\$12,893
Senior Traffic Engineer	\$13,441	\$14,112	\$14,818	\$15,560	\$16,339

*Actual salary may be at or below this maximum at the discretion of the City Manager

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APPENDIX A

Effective July 14, 2025

Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Services Director	\$21,154	\$22,214	\$23,326	\$24,491	\$25,718
Assistant Building Official	\$12,422	\$13,043	\$13,695	\$14,380	\$15,098
Assistant City Manager	\$22,605	\$23,737	\$24,924	\$26,168	\$27,478
Assistant Community Development Director	\$17,333	\$18,199	\$19,110	\$20,065	\$21,068
Assistant Public Works Director	\$17,509	\$18,384	\$19,303	\$20,269	\$21,281
Building Official	\$15,644	\$16,426	\$17,246	\$18,110	\$19,015
City Engineer	\$17,087	\$17,942	\$18,840	\$19,781	\$20,771
Communications Manager	\$12,643	\$13,275	\$13,939	\$14,635	\$15,368
Community Development Director	\$20,680	\$21,715	\$22,801	\$23,938	\$25,137
Director of Community Relations/City Clerk	\$14,418	\$15,139	\$15,898	\$16,690	\$17,525
Economic Development & Housing Manager	\$14,683	\$15,417	\$16,186	\$16,998	\$17,845
Economic Development Coordinator	\$10,800	\$11,339	\$11,905	\$12,500	\$13,126
Financial Services Manager	\$15,203	\$15,964	\$16,762	\$17,599	\$18,481
Human Resources Manager	\$15,219	\$15,979	\$16,777	\$17,615	\$18,498
Information Technology Manager	\$14,886	\$15,630	\$16,410	\$17,232	\$18,093
Parks & Recreation Director	\$19,281	\$20,245	\$21,257	\$22,318	\$23,435
Planning Manager	\$15,076	\$15,821	\$16,603	\$17,423	\$18,286
Principal Engineer	\$13,892	\$14,586	\$15,316	\$16,082	\$16,887
Principal Planner	\$13,266	\$13,929	\$14,627	\$15,359	\$16,128
Public Works Director	\$20,627	\$21,660	\$22,743	\$23,880	\$25,074
Public Works Superintendent	\$14,157	\$14,864	\$15,607	\$16,387	\$17,206
Recreation Manager	\$12,543	\$13,169	\$13,828	\$14,520	\$15,246
Senior Accountant	\$11,097	\$11,653	\$12,236	\$12,845	\$13,489
Senior Building Inspector	\$11,192	\$11,752	\$12,339	\$12,956	\$13,604
Senior Engineer	\$13,892	\$14,586	\$15,316	\$16,082	\$16,887
Senior Management Analyst	\$12,018	\$12,619	\$13,250	\$13,914	\$14,607
Senior Planner	\$11,588	\$12,166	\$12,776	\$13,414	\$14,085
Senior Sustainability Analyst	\$11,285	\$11,849	\$12,441	\$13,065	\$13,716
Senior Traffic Engineer	\$13,892	\$14,586	\$15,316	\$16,082	\$16,887

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