



City of San Carlos  
Salary Schedule Fiscal  
Year 2024-2025

(Updated 12/09/2024)

City of San Carlos – Pay Rates and Ranges  
Elected Officials  
Effective 12/09/2024

<b>Classification Title</b>	<b>Monthly</b>	<b>Annually</b>
City Council Members	\$950.00	\$11,400.00

<b>Classification Title</b>	<b>Monthly</b>	<b>Annually</b>
City Treasurer	\$560.00	\$6,720.00

City of San Carlos – Pay Rates and Ranges

City Manager

Effective 3/25/2024

<b>Classification Title</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
City Manager (By Employment Agreement)	\$197.5817	\$15,806.54	\$34,247.50	\$410,970.0

City of San Carlos – Pay Rates and Ranges

City Attorney

Effective 7/29/2024

Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
City Attorney (By Employment Agreement)		\$155.9856	\$12,478.85	\$27,037.50	\$324,450

City of San Carlos – Pay Rates and Ranges  
Management Group (Unrepresented)  
Effective 7/1/2024

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Administrative Services Director	Step 1	\$111.2422	\$8,899.38	\$19,282	\$231,384
		Step 2	\$116.8146	\$9,345.17	\$20,248	\$242,974
		Step 3	\$122.6648	\$9,813.18	\$21,262	\$255,143
		Step 4	\$128.7926	\$10,303.41	\$22,324	\$267,889
		Step 5	\$135.2436	\$10,819.48	\$23,442	\$281,307

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Assistant Building Official	Step 1	\$69.5758	\$5,566.06	\$12,060	\$144,718
		Step 2	\$73.0574	\$5,844.59	\$12,663	\$151,959
		Step 3	\$76.7074	\$6,136.59	\$13,296	\$159,551
		Step 4	\$80.5448	\$6,443.58	\$13,961	\$167,533
		Step 5	\$84.5692	\$6,765.53	\$14,659	\$175,904

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Assistant City Manager	Step 1	\$118.7415	\$9,499.32	\$20,582	\$246,982
		Step 2	\$124.6871	\$9,974.97	\$21,612	\$259,349
		Step 3	\$130.9264	\$10,474.11	\$22,694	\$272,327
		Step 4	\$137.4591	\$10,996.73	\$23,826	\$285,915
		Step 5	\$144.3381	\$11,547.05	\$25,019	\$300,223

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Assistant Community Development Director	Step 1	\$92.9320	\$7,434.56	\$16,108	\$193,298
		Step 2	\$97.5762	\$7,806.09	\$16,913	\$202,958
		Step 3	\$102.4586	\$8,196.69	\$17,759	\$213,114
		Step 4	\$107.5796	\$8,606.37	\$18,647	\$223,765
		Step 5	\$112.9592	\$9,036.74	\$19,580	\$234,955

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Assistant Public Works Director	Step 1	\$95.3231	\$7,625.85	\$16,523	\$198,272
		Step 2	\$100.0892	\$8,007.14	\$17,349	\$208,186
		Step 3	\$105.0937	\$8,407.50	\$18,216	\$218,595
		Step 4	\$110.3484	\$8,827.87	\$19,127	\$229,525
		Step 5	\$115.8658	\$9,269.26	\$20,083	\$241,001

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Building Official	Step 1	\$82.9275	\$6,634.20	\$14,374	\$172,489
		Step 2	\$87.0737	\$6,965.89	\$15,093	\$181,113
		Step 3	\$91.4192	\$7,313.53	\$15,846	\$190,152
		Step 4	\$96.0013	\$7,680.10	\$16,640	\$199,683
		Step 5	\$100.7975	\$8,063.80	\$17,472	\$209,659

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	City Clerk/Director of Community Relations	Step 1	\$75.9743	\$6,077.95	\$13,169	\$158,027
		Step 2	\$79.7737	\$6,381.90	\$13,827	\$165,929
		Step 3	\$83.7751	\$6,702.01	\$14,521	\$174,252
		Step 4	\$87.9486	\$7,035.88	\$15,244	\$182,933
		Step 5	\$92.3464	\$7,387.71	\$16,007	\$192,080

City of San Carlos – Pay Rates and Ranges  
Management Group (Unrepresented)  
Effective 7/1/2024

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	City Engineer	Step 1	\$93.0270	\$7,442.16	\$16,125	\$193,496
		Step 2	\$97.6794	\$7,814.35	\$16,931	\$203,173
		Step 3	\$102.5700	\$8,205.60	\$17,779	\$213,346
		Step 4	\$107.6918	\$8,615.35	\$18,667	\$223,999
		Step 5	\$113.0800	\$9,046.40	\$19,601	\$235,206
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Communications Manager	Step 1	\$68.1455	\$5,451.64	\$11,812	\$141,743
		Step 2	\$71.5549	\$5,724.39	\$12,403	\$148,834
		Step 3	\$75.1326	\$6,010.61	\$13,023	\$156,276
		Step 4	\$78.8856	\$6,310.85	\$13,673	\$164,082
		Step 5	\$82.8338	\$6,626.71	\$14,358	\$172,294
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Community Development Director	Step 1	\$110.6007	\$8,848.06	\$19,171	\$230,050
		Step 2	\$116.1353	\$9,290.83	\$20,130	\$241,561
		Step 3	\$121.9444	\$9,755.55	\$21,137	\$253,644
		Step 4	\$128.0280	\$10,242.24	\$22,192	\$266,298
		Step 5	\$134.4392	\$10,755.14	\$23,303	\$279,634
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Economic Development & Housing Manager	Step 1	\$79.0195	\$6,321.56	\$13,697	\$164,361
		Step 2	\$82.9706	\$6,637.65	\$14,382	\$172,579
		Step 3	\$87.1081	\$6,968.64	\$15,099	\$181,185
		Step 4	\$91.4750	\$7,318.00	\$15,856	\$190,268
		Step 5	\$96.0354	\$7,682.84	\$16,646	\$199,754
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Economic Development Coordinator	Step 1	\$60.0650	\$4,805.20	\$10,411	\$124,935
		Step 2	\$63.0596	\$5,044.77	\$10,930	\$131,164
		Step 3	\$66.2085	\$5,296.68	\$11,476	\$137,714
		Step 4	\$69.5187	\$5,561.49	\$12,050	\$144,599
		Step 5	\$73.0032	\$5,840.26	\$12,654	\$151,847
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Financial Services Manager	Step 1	\$82.5424	\$6,603.39	\$14,307	\$171,688
		Step 2	\$86.6709	\$6,933.68	\$15,023	\$180,276
		Step 3	\$91.0038	\$7,280.30	\$15,774	\$189,288
		Step 4	\$95.5480	\$7,643.84	\$16,562	\$198,740
		Step 5	\$100.3386	\$8,027.09	\$17,392	\$208,704
FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Human Resources Manager	Step 1	\$82.2924	\$6,583.39	\$14,264	\$171,168
		Step 2	\$86.4050	\$6,912.40	\$14,977	\$179,722
		Step 3	\$90.7165	\$7,257.32	\$15,724	\$188,690
		Step 4	\$95.2479	\$7,619.83	\$16,510	\$198,116
		Step 5	\$100.0210	\$8,001.68	\$17,337	\$208,044

City of San Carlos – Pay Rates and Ranges  
Management Group (Unrepresented)  
Effective 7/1/2024

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Information Technology Manager	Step 1	\$80.5255	\$6,442.04	\$13,958	\$167,493
		Step 2	\$84.5498	\$6,763.98	\$14,655	\$175,863
		Step 3	\$88.7654	\$7,101.23	\$15,386	\$184,632
		Step 4	\$93.2155	\$7,457.24	\$16,157	\$193,888
		Step 5	\$97.8713	\$7,829.70	\$16,964	\$203,572

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Parks & Recreation Director	Step 1	\$104.8005	\$8,384.04	\$18,165	\$217,985
		Step 2	\$110.0373	\$8,802.99	\$19,073	\$228,878
		Step 3	\$115.5413	\$9,243.30	\$20,027	\$240,326
		Step 4	\$121.3054	\$9,704.43	\$21,026	\$252,315
		Step 5	\$127.3788	\$10,190.31	\$22,079	\$264,948

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Planning Manager	Step 1	\$82.2368	\$6,578.94	\$14,254	\$171,053
		Step 2	\$86.2990	\$6,903.92	\$14,958	\$179,502
		Step 3	\$90.5636	\$7,245.09	\$15,698	\$188,372
		Step 4	\$95.0378	\$7,603.02	\$16,473	\$197,679
		Step 5	\$99.7423	\$7,979.39	\$17,289	\$207,464

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Principal Engineer	Step 1	\$77.5450	\$6,203.60	\$13,441	\$161,294
		Step 2	\$81.4177	\$6,513.41	\$14,112	\$169,349
		Step 3	\$85.4901	\$6,839.21	\$14,818	\$177,819
		Step 4	\$89.7692	\$7,181.54	\$15,560	\$186,720
		Step 5	\$94.2617	\$7,540.94	\$16,339	\$196,064

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Principal Planner	Step 1	\$73.4414	\$5,875.31	\$12,730	\$152,758
		Step 2	\$77.1076	\$6,168.61	\$13,365	\$160,384
		Step 3	\$80.9737	\$6,477.90	\$14,035	\$168,425
		Step 4	\$85.0249	\$6,801.99	\$14,738	\$176,852
		Step 5	\$89.2836	\$7,142.69	\$15,476	\$185,710

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Public Works Director	Step 1	\$112.5025	\$9,000.20	\$19,500	\$234,005
		Step 2	\$118.1363	\$9,450.90	\$20,477	\$245,724
		Step 3	\$124.0424	\$9,923.39	\$21,501	\$258,008
		Step 4	\$130.2417	\$10,419.34	\$22,575	\$270,903
		Step 5	\$136.7553	\$10,940.42	\$23,704	\$284,451

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Public Works Superintendent	Step 1	\$77.6884	\$6,215.07	\$13,466	\$161,592
		Step 2	\$81.5708	\$6,525.66	\$14,139	\$169,667
		Step 3	\$85.6463	\$6,851.71	\$14,845	\$178,144
		Step 4	\$89.9285	\$7,194.28	\$15,588	\$187,051
		Step 5	\$94.4246	\$7,553.97	\$16,367	\$196,403

City of San Carlos – Pay Rates and Ranges  
Management Group (Unrepresented)  
Effective 7/1/2024

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Recreation Manager	Step 1	\$69.9373	\$5,594.99	\$12,122	\$145,470
		Step 2	\$73.4316	\$5,874.53	\$12,728	\$152,738
		Step 3	\$77.1023	\$6,168.19	\$13,364	\$160,373
		Step 4	\$80.9618	\$6,476.95	\$14,033	\$168,401
		Step 5	\$85.0103	\$6,800.82	\$14,735	\$176,821

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Accountant	Step 1	\$61.2627	\$4,901.01	\$10,619	\$127,426
		Step 2	\$64.3294	\$5,146.35	\$11,150	\$133,805
		Step 3	\$67.5458	\$5,403.67	\$11,708	\$140,495
		Step 4	\$70.9122	\$5,672.98	\$12,291	\$147,497
		Step 5	\$74.4626	\$5,957.00	\$12,907	\$154,882

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Engineer	Step 1	\$77.5450	\$6,203.60	\$13,441	\$161,294
		Step 2	\$81.4177	\$6,513.41	\$14,112	\$169,349
		Step 3	\$85.4901	\$6,839.21	\$14,818	\$177,819
		Step 4	\$89.7692	\$7,181.54	\$15,560	\$186,720
		Step 5	\$94.2617	\$7,540.94	\$16,339	\$196,064

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Management Analyst	Step 1	\$63.8257	\$5,106.05	\$11,063	\$132,757
		Step 2	\$67.0140	\$5,361.12	\$11,616	\$139,389
		Step 3	\$70.3644	\$5,629.15	\$12,196	\$146,358
		Step 4	\$73.8915	\$5,911.32	\$12,808	\$153,694
		Step 5	\$77.5731	\$6,205.85	\$13,446	\$161,352

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Planner	Step 1	\$63.3164	\$5,065.31	\$10,975	\$131,698
		Step 2	\$66.4745	\$5,317.96	\$11,522	\$138,267
		Step 3	\$69.8067	\$5,584.54	\$12,100	\$145,198
		Step 4	\$73.2918	\$5,863.34	\$12,704	\$152,447
		Step 5	\$76.9578	\$6,156.63	\$13,339	\$160,072

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Sustainability Analyst	Step 1	\$61.2027	\$4,896.21	\$10,608	\$127,302
		Step 2	\$64.2600	\$5,140.80	\$11,138	\$133,661
		Step 3	\$67.4725	\$5,397.80	\$11,695	\$140,343
		Step 4	\$70.8547	\$5,668.38	\$12,281	\$147,378
		Step 5	\$74.3851	\$5,950.81	\$12,893	\$154,721

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Senior Traffic Engineer	Step 1	\$77.5450	\$6,203.60	\$13,441	\$161,294
		Step 2	\$81.4176	\$6,513.41	\$14,112	\$169,349
		Step 3	\$85.4901	\$6,839.21	\$14,818	\$177,819
		Step 4	\$89.7692	\$7,181.54	\$15,560	\$186,720
		Step 5	\$94.2617	\$7,540.94	\$16,339	\$196,064



City of San Carlos – Pay Rates and Ranges  
Confidential Unit  
Effective 7/1/2024

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Accountant	Step 1	\$49.8369	\$3,986.95	\$8,638	\$103,661
		Step 2	\$52.3288	\$4,186.30	\$9,070	\$108,844
		Step 3	\$54.9452	\$4,395.61	\$9,524	\$114,286
		Step 4	\$57.6924	\$4,615.39	\$10,000	\$120,000
		Step 5	\$60.5771	\$4,846.16	\$10,500	\$126,000

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Administrative Assistant	Step 1	\$40.7155	\$3,257.24	\$7,057	\$84,688
		Step 2	\$42.7524	\$3,420.19	\$7,410	\$88,925
		Step 3	\$44.8954	\$3,591.63	\$7,782	\$93,382
		Step 4	\$47.1325	\$3,770.60	\$8,170	\$98,036
		Step 5	\$49.4991	\$3,959.93	\$8,580	\$102,958

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Deputy City Clerk	Step 1	\$48.7952	\$3,903.61	\$8,458	\$101,494
		Step 2	\$51.2351	\$4,098.80	\$8,881	\$106,569
		Step 3	\$53.7967	\$4,303.74	\$9,325	\$111,897
		Step 4	\$56.4865	\$4,518.92	\$9,791	\$117,492
		Step 5	\$59.3108	\$4,744.87	\$10,281	\$123,367

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Executive Assistant	Step 1	\$47.7295	\$3,818.36	\$8,273	\$99,277
		Step 2	\$50.1201	\$4,009.60	\$8,687	\$104,250
		Step 3	\$52.6288	\$4,210.30	\$9,122	\$109,468
		Step 4	\$55.2557	\$4,420.46	\$9,578	\$114,932
		Step 5	\$58.0320	\$4,642.56	\$10,059	\$120,706

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Human Resources Management Analyst	Step 1	\$55.2966	\$4,423.73	\$9,585	\$115,017
		Step 2	\$58.0806	\$4,646.45	\$10,067	\$120,808
		Step 3	\$60.9759	\$4,878.07	\$10,569	\$126,830
		Step 4	\$64.0313	\$5,122.50	\$11,099	\$133,185
		Step 5	\$67.2261	\$5,378.08	\$11,653	\$139,830

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Legal Secretary	Step 1	\$44.7309	\$3,578.47	\$7,753	\$93,040
		Step 2	\$46.9676	\$3,757.41	\$8,141	\$97,693
		Step 3	\$49.3159	\$3,945.27	\$8,548	\$102,577
		Step 4	\$51.7816	\$4,142.53	\$8,975	\$107,706
		Step 5	\$54.3707	\$4,349.66	\$9,424	\$113,091

City of San Carlos – Pay Rates and Ranges  
Confidential Unit  
Effective 7/1/2024

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Non-Exempt	Management Analyst	Step 1	\$53.6069	\$4,288.55	\$9,292	\$111,502
		Step 2	\$56.2970	\$4,503.76	\$9,758	\$117,098
		Step 3	\$59.0966	\$4,727.73	\$10,243	\$122,921
		Step 4	\$62.0667	\$4,965.33	\$10,758	\$129,099
		Step 5	\$65.1584	\$5,212.67	\$11,294	\$135,530

City of San Carlos – Pay Rates and Ranges

Teamsters

Effective 9/11/2023

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Non-Exempt	Maintenance Worker	Step 1	\$36.0520	\$2,884.16	\$6,249	\$74,988
		Step 2	\$37.8545	\$3,028.36	\$6,561	\$78,737
		Step 3	\$39.7472	\$3,179.78	\$6,890	\$82,674
		Step 4	\$41.7344	\$3,338.76	\$7,234	\$86,808
		Step 5	\$43.8215	\$3,505.72	\$7,596	\$91,149

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Non-Exempt	Senior Maintenance Worker	Step 1	\$43.1600	\$3,452.80	\$7,481	\$89,773
		Step 2	\$45.3178	\$3,625.42	\$7,855	\$94,261
		Step 3	\$47.5837	\$3,806.70	\$8,248	\$98,974
		Step 4	\$49.9629	\$3,997.03	\$8,660	\$103,923
		Step 5	\$52.4614	\$4,196.91	\$9,093	\$109,120

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Non-Exempt	Senior Mechanic	Step 1	\$43.7448	\$3,499.58	\$7,582	\$90,989
		Step 2	\$45.9320	\$3,674.56	\$7,962	\$95,539
		Step 3	\$48.2286	\$3,858.29	\$8,360	\$100,316
		Step 4	\$50.6400	\$4,051.20	\$8,778	\$105,331
		Step 5	\$53.1720	\$4,253.76	\$9,216	\$110,598

City of San Carlos – Pay Rates and Ranges

Teamsters

Effective 9/9/2024

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Non-Exempt	Maintenance Worker	Step 1	\$38.0730	\$3,045.84	\$6,599	\$79,192
		Step 2	\$39.9766	\$3,198.13	\$6,929	\$83,151
		Step 3	\$41.9754	\$3,358.03	\$7,276	\$87,309
		Step 4	\$44.0740	\$3,525.92	\$7,639	\$91,674
		Step 5	\$46.2781	\$3,702.25	\$8,022	\$96,258

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Non-Exempt	Senior Maintenance Worker	Step 1	\$45.7884	\$3,663.08	\$7,937	\$95,240
		Step 2	\$48.0777	\$3,846.21	\$8,333	\$100,002
		Step 3	\$50.4815	\$4,038.52	\$8,750	\$105,002
		Step 4	\$53.0056	\$4,240.45	\$9,188	\$110,252
		Step 5	\$55.6563	\$4,452.50	\$9,647	\$115,765

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Non-Exempt	Senior Mechanic	Step 1	\$46.4404	\$3,715.23	\$8,050	\$96,596
		Step 2	\$48.7624	\$3,900.99	\$8,452	\$101,426
		Step 3	\$51.2005	\$4,096.04	\$8,875	\$106,497
		Step 4	\$53.7605	\$4,300.84	\$9,318	\$111,822
		Step 5	\$56.4485	\$4,515.88	\$9,784	\$117,413

## City of San Carlos – Pay Rates and Ranges

## AFSCME

Effective 07/1/2024

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Accounting Technician I	Step 1	\$32.3672	\$2,589.37	\$5,610.31	\$67,324
		Step 2	\$33.9866	\$2,718.93	\$5,891.01	\$70,692
		Step 3	\$35.7065	\$2,856.52	\$6,189.12	\$74,269
		Step 4	\$37.4693	\$2,997.54	\$6,494.68	\$77,936
		Step 5	\$39.3407	\$3,147.26	\$6,819.06	\$81,829

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Accounting Technician II	Step 1	\$36.7819	\$2,942.55	\$6,375.53	\$76,506
		Step 2	\$38.6181	\$3,089.45	\$6,693.81	\$80,326
		Step 3	\$40.5528	\$3,244.22	\$7,029.15	\$84,350
		Step 4	\$42.5776	\$3,406.21	\$7,380.12	\$88,561
		Step 5	\$44.7090	\$3,576.72	\$7,749.55	\$92,995

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Administrative Clerk	Step 1	\$29.0824	\$2,326.59	\$5,040.94	\$60,491
		Step 2	\$30.5320	\$2,442.56	\$5,292.21	\$63,507
		Step 3	\$32.0590	\$2,564.72	\$5,556.89	\$66,683
		Step 4	\$33.6634	\$2,693.07	\$5,834.99	\$70,020
		Step 5	\$35.3454	\$2,827.63	\$6,126.53	\$73,518

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Assistant Planner	Step 1	\$49.6242	\$3,969.93	\$8,601.52	\$103,218
		Step 2	\$52.1056	\$4,168.45	\$9,031.64	\$108,380
		Step 3	\$54.7121	\$4,376.96	\$9,483.42	\$113,801
		Step 4	\$57.4436	\$4,595.49	\$9,956.89	\$119,483
		Step 5	\$60.3164	\$4,825.31	\$10,454.84	\$125,458

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Associate Engineer	Step 1	\$63.7029	\$5,096.23	\$11,041.83	\$132,502
		Step 2	\$66.8834	\$5,350.67	\$11,593.12	\$139,117
		Step 3	\$70.2342	\$5,618.73	\$12,173.93	\$146,087
		Step 4	\$73.7396	\$5,899.17	\$12,781.53	\$153,378
		Step 5	\$77.4308	\$6,194.47	\$13,421.34	\$161,056

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Associate Planner	Step 1	\$55.9607	\$4,476.86	\$9,699.86	\$116,398
		Step 2	\$58.7542	\$4,700.33	\$10,184.06	\$122,209
		Step 3	\$61.6931	\$4,935.45	\$10,693.47	\$128,322
		Step 4	\$64.7774	\$5,182.19	\$11,228.09	\$134,737
		Step 5	\$68.0150	\$5,441.20	\$11,789.27	\$141,471

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Building Inspector I	Step 1	\$48.6809	\$3,894.47	\$8,438.02	\$101,256
		Step 2	\$51.1143	\$4,089.14	\$8,859.81	\$106,318
		Step 3	\$53.6676	\$4,293.41	\$9,302.39	\$111,629
		Step 4	\$56.3489	\$4,507.91	\$9,767.14	\$117,206
		Step 5	\$59.1668	\$4,733.34	\$10,255.58	\$123,067

## City of San Carlos – Pay Rates and Ranges

## AFSCME

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FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Building Inspector II	Step 1	\$53.6390	\$4,291.12	\$9,297.43	\$111,569
		Step 2	\$56.3223	\$4,505.78	\$9,762.53	\$117,150
		Step 3	\$59.1401	\$4,731.21	\$10,250.96	\$123,012
		Step 4	\$62.0924	\$4,967.39	\$10,762.69	\$129,152
		Step 5	\$65.1964	\$5,215.71	\$11,300.70	\$135,608

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Civil Engineering Assistant	Step 1	\$54.3323	\$4,346.58	\$9,417.60	\$113,011
		Step 2	\$57.0488	\$4,563.90	\$9,888.45	\$118,661
		Step 3	\$59.9017	\$4,792.13	\$10,382.96	\$124,595
		Step 4	\$62.8964	\$5,031.71	\$10,902.05	\$130,825
		Step 5	\$66.0420	\$5,283.36	\$11,447.27	\$137,367

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Civil Engineering Technician	Step 1	\$44.2136	\$3,537.08	\$7,663.68	\$91,964
		Step 2	\$46.4137	\$3,713.09	\$8,045.04	\$96,540
		Step 3	\$48.7402	\$3,899.22	\$8,448.30	\$101,380
		Step 4	\$51.1729	\$4,093.83	\$8,869.97	\$106,440
		Step 5	\$53.7333	\$4,298.66	\$9,313.77	\$111,765

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Communications Coordinator	Step 1	\$36.8875	\$2,951.00	\$6,393.83	\$76,726
		Step 2	\$38.7292	\$3,098.34	\$6,713.07	\$80,557
		Step 3	\$40.6707	\$3,253.65	\$7,049.59	\$84,595
		Step 4	\$42.7041	\$3,416.33	\$7,402.05	\$88,825
		Step 5	\$44.8373	\$3,586.99	\$7,771.81	\$93,262

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Cook	Step 1	\$35.3191	\$2,825.52	\$6,121.97	\$73,464
		Step 2	\$37.0862	\$2,966.90	\$6,428.28	\$77,139
		Step 3	\$38.9476	\$3,115.81	\$6,750.93	\$81,011
		Step 4	\$40.8915	\$3,271.32	\$7,087.86	\$85,054
		Step 5	\$42.9295	\$3,434.36	\$7,441.11	\$89,293

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Facility Attendant	Step 1	\$20.5198	\$1,641.58	\$3,556.76	\$42,681
		Step 2	\$21.5456	\$1,723.65	\$3,734.58	\$44,815
		Step 3	\$22.6229	\$1,809.83	\$3,921.31	\$47,056
		Step 4	\$23.7542	\$1,900.33	\$4,117.39	\$49,409
		Step 5	\$24.9419	\$1,995.35	\$4,323.26	\$51,879

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Fire Prevention Officer	Step 1	\$65.8594	\$5,268.75	\$11,415.64	\$136,988
		Step 2	\$69.1548	\$5,532.39	\$11,986.84	\$143,842
		Step 3	\$72.6247	\$5,809.97	\$12,588.28	\$151,059
		Step 4	\$76.2497	\$6,099.97	\$13,216.61	\$158,599
		Step 5	\$80.0588	\$6,404.70	\$13,876.86	\$166,522

## City of San Carlos – Pay Rates and Ranges

## AFSCME

Effective 07/1/2024

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Permit Technician	Step 1	\$38.8484	\$3,107.87	\$6,733.72	\$80,805
		Step 2	\$40.7907	\$3,263.25	\$7,070.38	\$84,845
		Step 3	\$42.8302	\$3,426.41	\$7,423.90	\$89,087
		Step 4	\$44.9718	\$3,597.74	\$7,795.11	\$93,541
		Step 5	\$47.2203	\$3,777.63	\$8,184.86	\$98,218

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Public Works Assistant Superintendent	Step 1	\$59.0815	\$4,726.52	\$10,240.79	\$122,889
		Step 2	\$62.0357	\$4,962.85	\$10,752.85	\$129,034
		Step 3	\$65.1374	\$5,210.99	\$11,290.48	\$135,486
		Step 4	\$68.3943	\$5,471.54	\$11,855.01	\$142,260
		Step 5	\$71.8139	\$5,745.11	\$12,447.74	\$149,373

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Public Works Inspector	Step 1	\$52.2123	\$4,176.99	\$9,050.14	\$108,602
		Step 2	\$54.8254	\$4,386.03	\$9,503.07	\$114,037
		Step 3	\$57.5650	\$4,605.20	\$9,977.93	\$119,735
		Step 4	\$60.4392	\$4,835.14	\$10,476.13	\$125,714
		Step 5	\$63.4639	\$5,077.11	\$11,000.40	\$132,005

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Recreation Coordinator	Step 1	\$40.6884	\$3,255.07	\$7,052.65	\$84,632
		Step 2	\$42.7200	\$3,417.60	\$7,404.80	\$88,858
		Step 3	\$44.8615	\$3,588.92	\$7,775.99	\$93,312
		Step 4	\$47.1044	\$3,768.36	\$8,164.77	\$97,977
		Step 5	\$49.4575	\$3,956.60	\$8,572.63	\$102,872

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Exempt	Recreation Supervisor	Step 1	\$53.8729	\$4,309.83	\$9,337.97	\$112,056
		Step 2	\$56.5619	\$4,524.95	\$9,804.06	\$117,649
		Step 3	\$59.3936	\$4,751.48	\$10,294.88	\$123,539
		Step 4	\$62.3601	\$4,988.81	\$10,809.09	\$129,709
		Step 5	\$65.4775	\$5,238.20	\$11,349.44	\$136,193

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Senior Administrative Clerk	Step 1	\$35.0064	\$2,800.51	\$6,067.78	\$72,813
		Step 2	\$36.7533	\$2,940.26	\$6,370.57	\$76,447
		Step 3	\$38.5948	\$3,087.59	\$6,689.77	\$80,277
		Step 4	\$40.5234	\$3,241.87	\$7,024.05	\$84,289
		Step 5	\$42.5467	\$3,403.74	\$7,374.77	\$88,497

FLSA	Classification Title	Step	Hourly	Bi-Weekly	Monthly	Annually
Non-Exempt	Senior Facility Attendant	Step 1	\$30.7330	\$2,458.64	\$5,327.06	\$63,925
		Step 2	\$32.2697	\$2,581.57	\$5,593.41	\$67,121
		Step 3	\$33.8832	\$2,710.66	\$5,873.09	\$70,477
		Step 4	\$35.5773	\$2,846.18	\$6,166.73	\$74,001
		Step 5	\$37.3563	\$2,988.50	\$6,475.09	\$77,701

City of San Carlos – Pay Rates and Ranges

AFSCME

Effective 07/1/2024

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Exempt	Senior Systems Analyst	Step 1	\$65.1715	\$5,213.72	\$11,296.40	\$135,557
		Step 2	\$68.4304	\$5,474.43	\$11,861.27	\$142,335
		Step 3	\$71.8519	\$5,748.15	\$12,454.32	\$149,452
		Step 4	\$75.4447	\$6,035.58	\$13,077.09	\$156,925
		Step 5	\$79.2169	\$6,337.35	\$13,730.92	\$164,771

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>	<b>Bi-Weekly</b>	<b>Monthly</b>	<b>Annually</b>
Non-Exempt	Systems Analyst	Step 1	\$55.8315	\$4,466.52	\$9,677.46	\$116,130
		Step 2	\$58.6251	\$4,690.01	\$10,161.69	\$121,940
		Step 3	\$61.5594	\$4,924.75	\$10,670.29	\$128,043
		Step 4	\$64.6339	\$5,170.71	\$11,203.21	\$134,438
		Step 5	\$67.8657	\$5,429.25	\$11,763.38	\$141,161



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

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

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

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

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>
Non-Exempt	Recreation Leader I	Step 1	\$18.23
		Step 2	\$19.13

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>
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

City of San Carlos – Pay Rates and Ranges  
Part-Time Employee Group  
Effective 01/13/2025

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>
Non-Exempt	Facility Attendant	Step 1	\$19.33
		Step 2	\$20.31
		Step 3	\$21.33
		Step 4	\$22.39
		Step 5	\$23.51

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>
Non-Exempt	Intern	Step 1	\$21.63
		Step 2	\$22.71
		Step 3	\$23.85
		Step 4	\$25.04
		Step 5	\$26.29

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>
Non-Exempt	Program Coordinator	Step 1	\$26.41
		Step 2	\$27.73
		Step 3	\$29.12
		Step 4	\$30.57
		Step 5	\$32.11

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>
Non-Exempt	Recreation Leader I	Step 1	\$18.77
		Step 2	\$19.70

<b>FLSA</b>	<b>Classification Title</b>	<b>Step</b>	<b>Hourly</b>
Non-Exempt	Recreation Leader II	Step 1	\$20.70
		Step 2	\$21.73
		Step 3	\$22.82
		Step 4	\$23.96
		Step 5	\$25.16