

**CITY OF DEL MAR
 PAY FOR PERFORMANCE/DEPARTMENT DIRECTORS
 SALARY INCREASE 3%**

EFFECTIVE JULY 1, 2018

REVISED

POSITION TITLE	Grade	MINIMUM	MAXIMUM
Assistant City Manager	M900		
-Hourly		68.9476	90.4652
-Bi-Weekly		5,515.81	7,237.21
-Monthly		11,950.91	15,680.63
-Annual		143,410.95	188,167.59
Department Directors	M850		
-Hourly		61.5603	80.7725
-Bi-Weekly		4,924.83	6,461.80
-Monthly		10,670.46	14,000.57
-Annual		128,045.49	168,006.78
Deputy Directors/Managers*	M800		
-Hourly		48.2653	63.3283
-Bi-Weekly		3,861.22	5,066.26
-Monthly		8,365.99	10,976.90
-Annual		100,391.84	131,722.81
Finance Officer	M780		
-Hourly		44.1529	57.9324
-Bi-Weekly		3,532.23	4,634.59
-Monthly		7,653.16	10,041.61
-Annual		91,837.93	120,499.33

*** Deputy Directors/Managers**

- Deputy Chief Lifeguard/Community Services Director
- Deputy Public Works Director
- Environmental Sustainability & Special Projects Manager
- Finance Manager/City Treasurer
- Principal Planner/Planning Manager

**CITY OF DEL MAR
 PAY FOR PERFORMANCE/SENIOR MANAGERS
 SALARY INCREASE**

3%

EFFECTIVE JULY 1, 2018

POSITION TITLE	Grade	MINIMUM	MAXIMUM
Information Technology Manager II	PFP 287		
-Hourly		43.1958	56.6766
-Bi-Weekly		3,455.66	4,534.13
-Monthly		7,487.26	9,823.94
-Annual		89,847.17	117,887.27
Maintenance Superintendent II	PFP 276		
-Hourly		38.7174	50.8006
-Bi-Weekly		3,097.39	4,064.05
-Monthly		6,711.01	8,805.43
-Annual		80,532.16	105,665.17
Information Technology Manager I Senior Management Analyst	PFP 274		
-Hourly		37.9545	49.7996
-Bi-Weekly		3,036.36	3,983.97
-Monthly		6,578.78	8,631.93
-Annual		78,945.34	103,583.13
Maintenance Superintendent I	PFP 269		
-Hourly		36.1124	47.3826
-Bi-Weekly		2,888.99	3,790.61
-Monthly		6,259.48	8,212.98
-Annual		75,113.78	98,555.80
Park Ranger	PFP 264		
-Hourly		34.3597	45.0829
-Bi-Weekly		2,748.78	3,606.63
-Monthly		5,955.68	7,814.37
-Annual		71,468.19	93,772.46
Parking Enforcement Lieutenant	PFP 254		
-Hourly		29.6066	38.8464
-Bi-Weekly		2,368.52	3,107.71
-Monthly		5,131.80	6,733.37
-Annual		61,581.62	80,800.43

Unfunded Positions: Lifeguard Lieutenant (Grade PFP259); Senior Accountant (Grade PFP274)

CITY OF DEL MAR
 PAY FOR PERFORMANCE/SENIOR MANAGERS
 SALARY INCREASE 3%

EFFECTIVE JULY 1, 2018

REVISED

POSITION TITLE	Grade	MINIMUM	B	C	D	E	F	G	H	I	J	K	MAXIMUM
Information Technology Manager II	PFP 287												
-Hourly		43,195.8	44,275.6	45,382.5	46,517.1	47,680.0	48,872.0	50,093.8	51,346.2	52,629.8	53,945.6	55,294.2	56,676.6
-Bi-Weekly		3,455.66	3,542.05	3,630.60	3,721.37	3,814.40	3,909.76	4,007.51	4,107.69	4,210.39	4,315.65	4,423.54	4,534.13
-Monthly		7,487.26	7,674.45	7,866.31	8,062.96	8,264.54	8,471.15	8,682.93	8,900.00	9,122.50	9,350.57	9,584.33	9,823.94
-Annual		89,847.17	92,093.35	94,395.68	96,755.57	99,174.46	101,653.82	104,195.17	106,800.05	109,470.05	112,206.80	115,011.97	117,887.27
Maintenance Superintendent II	PFP 276												
-Hourly		38,717.4	39,685.3	40,677.4	41,694.4	42,736.7	43,805.2	44,900.3	46,022.8	47,173.4	48,352.7	49,561.5	50,800.6
-Bi-Weekly		3,097.39	3,174.83	3,254.20	3,335.55	3,418.94	3,504.41	3,592.02	3,681.82	3,773.87	3,868.22	3,964.92	4,064.04
-Monthly		6,711.01	6,878.79	7,050.76	7,227.03	7,407.70	7,592.90	7,782.72	7,977.29	8,176.72	8,381.14	8,590.66	8,805.43
-Annual		80,532.16	82,545.46	84,609.10	86,724.32	88,892.43	91,114.74	93,392.61	95,727.43	98,120.61	100,573.63	103,087.97	105,665.17
Information Technology Manager I	PFP 274												
Senior Management Analyst													
-Hourly		37,954.5	38,903.4	39,875.9	40,872.8	41,894.7	42,942.0	44,015.6	45,116.0	46,243.9	47,400.0	48,585.0	49,799.6
-Bi-Weekly		3,036.36	3,112.27	3,190.08	3,269.83	3,351.57	3,435.36	3,521.25	3,609.28	3,699.51	3,792.00	3,886.80	3,983.97
-Monthly		6,578.78	6,743.25	6,911.83	7,084.63	7,261.74	7,443.28	7,629.37	7,820.10	8,015.60	8,215.99	8,421.39	8,631.93
-Annual		78,945.35	80,918.98	82,941.95	85,015.50	87,140.89	89,319.41	91,552.40	93,841.21	96,187.24	98,591.92	101,056.72	103,583.13
Maintenance Superintendent I	PFP 269												
-Hourly		36,112.4	37,015.2	37,940.6	38,889.1	39,861.3	40,857.9	41,879.3	42,926.3	43,999.5	45,099.4	46,226.9	47,382.6
-Bi-Weekly		2,888.99	2,961.22	3,035.25	3,111.13	3,188.91	3,268.63	3,350.35	3,434.10	3,519.96	3,607.96	3,698.15	3,790.61
-Monthly		6,259.48	6,415.97	6,576.37	6,740.78	6,909.30	7,082.03	7,259.08	7,440.56	7,626.57	7,817.24	8,012.67	8,212.98
-Annual		75,113.78	76,991.64	78,916.43	80,889.34	82,911.57	84,984.36	87,108.97	89,286.70	91,518.86	93,806.84	96,152.01	98,555.81
Park Ranger	PFP 264												
-Hourly		34,359.7	35,218.7	36,099.2	37,001.6	37,926.7	38,874.9	39,846.7	40,842.9	41,864.0	42,910.6	43,983.3	45,082.9
-Bi-Weekly		2,748.78	2,817.50	2,887.93	2,960.13	3,034.13	3,109.99	3,187.74	3,267.43	3,349.12	3,432.85	3,518.67	3,606.63
-Monthly		5,955.68	6,104.57	6,257.19	6,413.62	6,573.96	6,738.31	6,906.77	7,079.43	7,256.42	7,437.83	7,623.78	7,814.37
-Annual		71,468.19	73,254.89	75,086.27	76,963.42	78,887.51	80,859.70	82,881.19	84,953.22	87,077.05	89,253.97	91,485.32	93,772.46
Lifeguard Lieutenant	PFP 259												
-Hourly		32,692.1	33,509.4	34,347.1	35,205.8	36,085.9	36,988.1	37,912.8	38,860.6	39,832.1	40,827.9	41,848.6	42,894.8
-Bi-Weekly		2,615.37	2,680.75	2,747.77	2,816.46	2,886.88	2,959.05	3,033.02	3,108.85	3,186.57	3,266.23	3,347.89	3,431.59
-Monthly		5,666.63	5,808.29	5,953.50	6,102.34	6,254.90	6,411.27	6,571.55	6,735.84	6,904.24	7,076.84	7,253.76	7,435.11
-Annual		67,999.54	69,699.52	71,442.01	73,228.06	75,058.76	76,935.23	78,858.61	80,830.07	82,850.83	84,922.10	87,045.15	89,221.28
Parking Enforcement Lieutenant	PFP 254												
-Hourly		29,606.6	30,346.7	31,105.4	31,883.0	32,680.1	33,497.1	34,334.5	35,192.9	36,072.7	36,974.5	37,898.9	38,846.4
-Bi-Weekly		2,368.52	2,427.74	2,488.43	2,550.64	2,614.41	2,679.77	2,746.76	2,815.43	2,885.82	2,957.96	3,031.91	3,107.71
-Monthly		5,131.80	5,260.10	5,391.60	5,526.39	5,664.55	5,806.16	5,951.32	6,100.10	6,252.60	6,408.92	6,569.14	6,733.37
-Annual		61,581.62	63,121.17	64,699.20	66,316.68	67,974.59	69,673.96	71,415.81	73,201.20	75,031.23	76,907.01	78,829.69	80,800.43

**CITY OF DEL MAR
MANAGEMENT AND PROFESSIONAL COMPENSATION PLAN
SALARY INCREASE 3%**

EFFECTIVE JULY 1, 2018

POSITION TITLE	RANGE	ANNUAL SALARY	
Associate Management Analyst	P259	67,999.54	89,221.27
Associate Planner	P259	67,999.54	89,221.27
		-	
Facilities Supervisor	P249	61,559.08	80,770.85
		-	
Management Analyst	P244	58,571.35	76,850.69
Assistant Planner II	P244	58,571.35	76,850.69
		-	
Lifeguard Sergeant	P233	52,498.89	68,883.09
Assistant Management Analyst	P233	52,498.89	68,883.09
		-	
Assistant Planner I	P229	50,450.41	66,195.31

CITY OF DEL MAR
 MANAGEMENT AND PROFESSIONAL COMPENSATION PLAN
 SALARY INCREASE 3%

EFFECTIVE JULY 1, 2018

POSITION TITLE	Grade	A	B	C	D	E	F	G	H	I	J	K	L
Associate Management Analyst	P259												
Associate Planner													
-Hourly		32.6921	33.5094	34.3471	35.2058	36.0859	36.9881	37.9128	38.8606	39.8321	40.8279	41.8486	42.8948
-Bi-Weekly		2,615.37	2,680.75	2,747.77	2,816.46	2,886.88	2,959.05	3,033.02	3,108.85	3,186.57	3,266.23	3,347.89	3,431.59
-Monthly		5,666.63	5,808.29	5,953.50	6,102.34	6,254.90	6,411.27	6,571.55	6,735.84	6,904.23	7,076.84	7,253.76	7,435.11
-Annual		67,999.54	69,699.51	71,442.00	73,228.05	75,058.75	76,935.22	78,858.60	80,830.07	82,850.82	84,922.09	87,045.14	89,221.27
Facilities Supervisor	P249												
-Hourly		29.5957	30.3356	31.0940	31.8713	32.6681	33.4848	34.3220	35.1800	36.0595	36.9610	37.8850	38.8321
-Bi-Weekly		2,367.66	2,426.85	2,487.52	2,549.71	2,613.45	2,678.79	2,745.76	2,814.40	2,884.76	2,956.88	3,030.80	3,106.57
-Monthly		5,129.92	5,258.17	5,389.63	5,524.37	5,662.48	5,804.04	5,949.14	6,097.87	6,250.31	6,406.57	6,566.74	6,730.90
-Annual		61,559.08	63,098.06	64,675.51	66,292.40	67,949.71	69,648.45	71,389.66	73,174.40	75,003.76	76,878.86	78,800.83	80,770.85
Management Analyst	P244												
Assistant Planner II													
-Hourly		28.1593	28.8633	29.5849	30.3245	31.0826	31.8597	32.6562	33.4726	34.3094	35.1671	36.0463	36.9474
-Bi-Weekly		2,252.74	2,309.06	2,366.79	2,425.96	2,486.61	2,548.77	2,612.49	2,677.81	2,744.75	2,813.37	2,883.70	2,955.80
-Monthly		4,880.95	5,002.97	5,128.04	5,256.25	5,387.65	5,522.34	5,660.40	5,801.91	5,946.96	6,095.63	6,248.02	6,404.22
-Annual		58,571.35	60,035.64	61,536.53	63,074.94	64,651.81	66,268.11	67,924.81	69,622.93	71,363.51	73,147.59	74,976.28	76,850.69
Lifeguard Sergeant													
Assistant Management Analyst	P233												
-Hourly		25.2398	25.8708	26.5176	27.1806	27.8601	28.5566	29.2705	30.0022	30.7523	31.5211	32.3091	33.1169
-Bi-Weekly		2,019.19	2,069.67	2,121.41	2,174.44	2,228.81	2,284.53	2,341.64	2,400.18	2,460.18	2,521.69	2,584.73	2,649.35
-Monthly		4,374.91	4,484.28	4,596.39	4,711.30	4,829.08	4,949.81	5,073.55	5,200.39	5,330.40	5,463.66	5,600.25	5,740.26
-Annual		52,498.89	53,811.36	55,156.64	56,535.56	57,948.95	59,397.67	60,882.61	62,404.68	63,964.80	65,563.92	67,203.01	68,883.09
Assistant Planner I	P229												
-Hourly		24.2550	24.8614	25.4829	26.1200	26.7730	27.4423	28.1284	28.8316	29.5524	30.2912	31.0485	31.8247
-Bi-Weekly		1,940.40	1,988.91	2,038.63	2,089.60	2,141.84	2,195.38	2,250.27	2,306.53	2,364.19	2,423.29	2,483.88	2,545.97
-Monthly		4,204.20	4,309.31	4,417.04	4,527.46	4,640.65	4,756.67	4,875.58	4,997.47	5,122.41	5,250.47	5,381.73	5,516.28
-Annual		50,450.41	51,711.67	53,004.46	54,329.57	55,687.81	57,080.01	58,507.01	59,969.68	61,468.93	63,005.65	64,580.79	66,195.31

Unfunded Positons: Senior Planner (Grade 274)