

CITY OF DEL MAR
 MANAGEMENT AND PROFESSIONAL COMPENSATION PLAN
 SALARY INCREASE 2.0%

EFFECTIVE JULY 1, 2022

POSITION TITLE	RANGE	ANNUAL SALARY	
City Manager	M500	Contract	240,000.00
Assistant City Manager	M900	157,825.76 -	207,081.07
Department Directors	M850	140,915.85 -	184,893.81
Deputy Directors/Managers	M800	110,482.63 -	144,962.79
Finance Officer	M780	101,068.92 -	132,611.20
Information Technology Manager II	P287	98,878.05 -	129,736.57
Public Works Operations Manager II	P287	98,878.05 -	129,736.57
Maintenance & Construction Superintendent II	P276	88,626.74 -	116,285.97
Associate Engineer	P276	88,626.74 -	116,285.97
Information Technology Manager I	P274	86,880.44 -	113,994.67
Senior Management Analyst	P274	86,880.44 -	113,994.67
Senior Planner	P274	86,880.44 -	113,994.67
Public Works Operations Manager I	P274	86,880.44 -	113,994.67
Maintenance & Construction Superintendent I	P269	82,663.76 -	108,462.02
Associate Management Analyst	P259	74,834.42 -	98,189.25
Associate Planner	P259	74,834.42 -	98,189.25
Facilities Supervisor	P249	67,746.63 -	88,889.45
Management Analyst	P244	64,458.60 -	84,575.27
Assistant Planner II	P244	64,458.60 -	84,575.27
Assistant Management Analyst	P233	57,775.77 -	75,806.82
Parking Enforcement Sergeant	P233	57,775.77 -	75,806.82
Lifeguard Sergeant	P233	57,775.77 -	75,806.82
Assistant Planner I	P229	55,521.37 -	72,848.85

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POSITION TITLE	Grade	A	B	C	D	E	F	G	H	I	J	K	L
Assistant City Manager	M900												
-Hourly		75,877.8	77,774.7	79,719.1	81,712.1	83,754.9	85,848.7	87,994.9	90,194.8	92,449.7	94,760.9	97,130.0	99,558.2
-Bi-Weekly		6,070.22	6,221.98	6,377.53	6,536.96	6,700.39	6,867.90	7,039.60	7,215.59	7,395.98	7,580.87	7,770.40	7,964.66
-Monthly		13,152.15	13,480.95	13,817.97	14,163.42	14,517.51	14,880.45	15,252.46	15,633.77	16,024.61	16,425.23	16,835.86	17,256.76
-Annual		157,825.76	161,771.40	165,815.69	169,961.08	174,210.11	178,565.36	183,029.49	187,605.23	192,295.36	197,102.75	202,030.32	207,081.07
Department Directors	M850												
-Hourly		67,748.0	69,441.7	71,177.7	72,957.2	74,781.1	76,650.6	78,566.9	80,531.1	82,544.4	84,608.0	86,723.2	88,891.3
-Bi-Weekly		5,419.84	5,555.34	5,694.22	5,836.58	5,982.49	6,132.05	6,285.35	6,442.49	6,603.55	6,768.64	6,937.85	7,111.30
-Monthly		11,742.99	12,036.56	12,337.48	12,645.91	12,962.06	13,286.11	13,618.27	13,958.72	14,307.69	14,665.38	15,032.02	15,407.82
-Annual		140,915.85	144,438.75	148,049.72	151,750.96	155,544.73	159,433.35	163,419.19	167,504.67	171,692.28	175,984.59	180,384.20	184,893.81
Deputy Directors/Managers*	M800												
-Hourly		53,116.7	54,444.6	55,805.7	57,200.8	58,630.8	60,096.6	61,599.0	63,139.0	64,717.5	66,335.4	67,993.8	69,693.6
-Bi-Weekly		4,249.33	4,355.57	4,464.45	4,576.07	4,690.47	4,807.73	4,927.92	5,051.12	5,177.40	5,306.83	5,439.50	5,575.49
-Monthly		9,206.89	9,437.06	9,672.98	9,914.81	10,162.68	10,416.75	10,677.17	10,944.09	11,217.70	11,498.14	11,785.59	12,080.23
-Annual		110,482.63	113,244.70	116,075.82	118,977.71	121,952.15	125,000.96	128,125.98	131,329.13	134,612.36	137,977.67	141,427.11	144,962.79
Finance Officer	M780												
-Hourly		48,590.8	49,805.6	51,050.7	52,327.0	53,635.2	54,976.1	56,350.5	57,759.2	59,203.2	60,683.3	62,200.4	63,755.4
-Bi-Weekly		3,887.27	3,984.45	4,084.06	4,186.16	4,290.82	4,398.09	4,508.04	4,620.74	4,736.26	4,854.66	4,976.03	5,100.43
-Monthly		8,422.41	8,632.97	8,848.80	9,070.02	9,296.77	9,529.19	9,767.41	10,011.60	10,261.89	10,518.44	10,781.40	11,050.93
-Annual		101,068.92	103,595.66	106,185.55	108,840.19	111,561.19	114,350.22	117,208.98	120,139.20	123,142.68	126,221.25	129,376.78	132,611.20
Information Technology Manager II	P287												
Public Works Operations Manager II													
-Hourly		47,537.5	48,726.0	49,944.1	51,192.7	52,472.5	53,784.3	55,129.0	56,507.2	57,919.9	59,367.9	60,852.1	62,373.4
-Bi-Weekly		3,803.00	3,898.08	3,995.53	4,095.42	4,197.80	4,302.75	4,410.32	4,520.57	4,633.59	4,749.43	4,868.16	4,989.87
-Monthly		8,239.84	8,445.83	8,656.98	8,873.40	9,095.24	9,322.62	9,555.69	9,794.58	10,039.44	10,290.43	10,547.69	10,811.38
-Annual		98,878.05	101,350.00	103,883.75	106,480.85	109,142.87	111,871.44	114,668.23	117,534.93	120,473.31	123,485.14	126,572.27	129,736.57
Maintenance & Construction Superintendent II	P276												
Associate Engineer													
-Hourly		42,609.0	43,674.2	44,766.1	45,885.2	47,032.4	48,208.2	49,413.4	50,648.7	51,914.9	53,212.8	54,543.1	55,906.7
-Bi-Weekly		3,408.72	3,493.94	3,581.29	3,670.82	3,762.59	3,856.65	3,953.07	4,051.90	4,153.20	4,257.03	4,363.45	4,472.54
-Monthly		7,385.56	7,570.20	7,759.46	7,953.44	8,152.28	8,356.09	8,564.99	8,779.11	8,998.59	9,223.55	9,454.14	9,690.50
-Annual		88,626.74	90,842.41	93,113.47	95,441.31	97,827.34	100,273.02	102,779.85	105,349.35	107,983.08	110,682.66	113,449.72	116,285.97
Information Technology Manager I	P274												
Senior Management Analyst													
Senior Planner													
Public Works Operations Manager I													
-Hourly		41,769.4	42,813.7	43,884.0	44,981.1	46,105.7	47,258.3	48,439.7	49,650.7	50,892.0	52,164.3	53,468.4	54,805.1
-Bi-Weekly		3,341.56	3,425.09	3,510.72	3,598.49	3,688.45	3,780.66	3,875.18	3,972.06	4,071.36	4,173.14	4,277.47	4,384.41
-Monthly		7,240.04	7,421.04	7,606.56	7,796.73	7,991.65	8,191.44	8,396.22	8,606.13	8,821.28	9,041.81	9,267.86	9,499.56
-Annual		86,880.44	89,052.45	91,278.77	93,560.73	95,899.75	98,297.25	100,754.68	103,273.54	105,855.38	108,501.77	111,214.31	113,994.67

* Deputy Directors/Managers

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

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POSITION TITLE	Grade	A	B	C	D	E	F	G	H	I	J	K	L
Maintenance & Construction Superintendent I	P269												
-Hourly		39,7422	40,7357	41,7541	42,7980	43,8679	44,9646	46,0888	47,2410	48,4220	49,6326	50,8734	52,1452
-Bi-Weekly		3,179.38	3,258.86	3,340.33	3,423.84	3,509.44	3,597.17	3,687.10	3,779.28	3,873.76	3,970.60	4,069.87	4,171.62
-Monthly		6,888.65	7,060.86	7,237.38	7,418.32	7,603.78	7,793.87	7,988.72	8,188.44	8,393.15	8,602.98	8,818.05	9,038.50
-Annual		82,663.76	84,730.35	86,848.61	89,019.83	91,245.32	93,526.46	95,864.62	98,261.23	100,717.76	103,235.71	105,816.60	108,462.02
Associate Management Analyst Associate Planner	P259												
-Hourly		35,9781	36,8775	37,7995	38,7445	39,7131	40,7059	41,7236	42,7666	43,8358	44,9317	46,0550	47,2064
-Bi-Weekly		2,878.25	2,950.20	3,023.96	3,099.56	3,177.05	3,256.47	3,337.88	3,421.33	3,506.86	3,594.54	3,684.40	3,776.51
-Monthly		6,236.20	6,392.11	6,551.91	6,715.71	6,883.60	7,055.69	7,232.08	7,412.88	7,598.21	7,788.16	7,982.87	8,182.44
-Annual		74,834.42	76,705.28	78,622.92	80,588.49	82,603.20	84,668.28	86,784.99	88,954.61	91,178.48	93,457.94	95,794.39	98,189.25
Facilities Supervisor	P249												
-Hourly		32,5705	33,3848	34,2194	35,0749	35,9517	36,8505	37,7718	38,7161	39,6840	40,6761	41,6930	42,7353
-Bi-Weekly		2,605.64	2,670.78	2,737.55	2,805.99	2,876.14	2,948.04	3,021.74	3,097.29	3,174.72	3,254.09	3,335.44	3,418.83
-Monthly		5,645.55	5,786.69	5,931.36	6,079.64	6,231.63	6,387.42	6,547.11	6,710.79	6,878.56	7,050.52	7,226.78	7,407.45
-Annual		67,746.63	69,440.30	71,176.30	72,955.71	74,779.60	76,649.09	78,565.32	80,529.45	82,542.69	84,606.26	86,721.42	88,889.45
Management Analyst Assistant Planner II	P244												
-Hourly		30,9897	31,7645	32,5586	33,3725	34,2068	35,0620	35,9386	36,8370	37,7580	38,7019	39,6695	40,6612
-Bi-Weekly		2,479.18	2,541.16	2,604.69	2,669.80	2,736.55	2,804.96	2,875.09	2,946.96	3,020.64	3,096.15	3,173.56	3,252.89
-Monthly		5,371.55	5,505.84	5,643.48	5,784.57	5,929.19	6,077.42	6,229.35	6,385.08	6,544.71	6,708.33	6,876.04	7,047.94
-Annual		64,458.60	66,070.06	67,721.82	69,414.86	71,150.23	72,928.99	74,752.21	76,621.02	78,536.54	80,499.96	82,512.46	84,575.27
Assistant Management Analyst Parking Enforcement Sergeant Lifeguard Sergeant	P233												
-Hourly		27,7768	28,4712	29,1830	29,9126	30,6604	31,4269	32,2126	33,0179	33,8433	34,6894	35,5567	36,4456
-Bi-Weekly		2,222.15	2,277.70	2,334.64	2,393.01	2,452.83	2,514.15	2,577.01	2,641.43	2,707.47	2,775.15	2,844.53	2,915.65
-Monthly		4,814.65	4,935.01	5,058.39	5,184.85	5,314.47	5,447.33	5,583.52	5,723.10	5,866.18	6,012.84	6,163.16	6,317.23
-Annual		57,775.77	59,220.17	60,700.67	62,218.19	63,773.64	65,367.98	67,002.18	68,677.24	70,394.17	72,154.02	73,957.87	75,806.82
Assistant Planner I	P229												
-Hourly		26,6930	27,3603	28,0443	28,7454	29,4640	30,2006	30,9557	31,7295	32,5228	33,3359	34,1693	35,0235
-Bi-Weekly		2,135.44	2,188.82	2,243.54	2,299.63	2,357.12	2,416.05	2,476.45	2,538.36	2,601.82	2,666.87	2,733.54	2,801.88
-Monthly		4,626.78	4,742.45	4,861.01	4,982.54	5,107.10	5,234.78	5,365.65	5,499.79	5,637.28	5,778.22	5,922.67	6,070.74
-Annual		55,521.37	56,909.40	58,332.14	59,790.44	61,285.20	62,817.33	64,387.77	65,997.46	67,647.40	69,338.58	71,072.05	72,848.85