

**CITY OF DEL MAR
MANAGEMENT AND PROFESSIONAL COMPENSATION PLAN
SALARY INCREASE 1.7%**

EFFECTIVE JULY 1, 2021

POSITION TITLE	RANGE	ANNUAL SALARY
City Manager	M500	VACANT
Assistant City Manager	M900	154,731.14 - 203,020.66
Department Directors	M850	138,152.80 - 181,268.44
Deputy Directors/Managers	M800	108,316.31 - 142,120.38
Finance Officer	M780	99,087.18 - 130,010.98
Information Technology Manager II	P287	96,939.27 - 127,192.72
Maintenance Superintendent II	P276	86,888.97 - 114,005.85
Information Technology Manager I	P274	85,176.91 - 111,759.48
Senior Management Analyst	P274	85,176.91 - 111,759.48
Senior Planner	P274	85,176.91 - 111,759.48
Maintenance Superintendent I	P269	81,042.90 - 106,335.31
Associate Management Analyst	P259	73,367.08 - 96,263.97
Associate Planner	P259	73,367.08 - 96,263.97
Facilities Supervisor	P249	66,418.26 - 87,146.52
Management Analyst	P244	63,194.70 - 82,916.93
Assistant Planner II	P244	63,194.70 - 82,916.93
Assistant Management Analyst	P233	56,642.91 - 74,320.41
Parking Enforcement Sergeant	P233	56,642.91 - 74,320.41
Lifeguard Sergeant	P233	56,642.91 - 74,320.41
Assistant Planner I	P229	54,432.72 - 71,420.44

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POSITION TITLE	Grade	A	B	C	D	E	F	G	H	I	J	K	L
Assistant City Manager	M900												
-Hourly		74,390.00	76,249.7	78,156.0	80,109.9	82,112.6	84,165.4	86,269.6	88,426.3	90,637.0	92,902.9	95,225.4	97,606.1
-Bi-Weekly		5,951.20	6,099.98	6,252.48	6,408.79	6,569.01	6,733.23	6,901.56	7,074.10	7,250.96	7,432.23	7,618.04	7,808.49
-Monthly		12,894.26	13,216.62	13,547.03	13,885.71	14,232.85	14,588.67	14,953.39	15,327.22	15,710.41	16,103.17	16,505.74	16,918.39
-Annual		154,731.14	158,599.41	162,564.40	166,628.51	170,794.22	175,064.08	179,440.68	183,926.70	188,524.86	193,237.99	198,068.94	203,020.66
Department Directors	M850												
-Hourly		66,419.6	68,080.1	69,782.1	71,526.7	73,314.8	75,147.7	77,026.4	78,952.0	80,925.9	82,949.0	85,022.7	87,148.3
-Bi-Weekly		5,313.57	5,446.41	5,582.57	5,722.13	5,865.19	6,011.82	6,162.11	6,316.16	6,474.07	6,635.92	6,801.82	6,971.86
-Monthly		11,512.73	11,800.55	12,095.57	12,397.95	12,707.90	13,025.60	13,351.24	13,685.02	14,027.15	14,377.83	14,737.27	15,105.70
-Annual		138,152.80	141,606.62	145,146.78	148,775.45	152,494.84	156,307.21	160,214.89	164,220.26	168,325.77	172,533.91	176,847.26	181,268.44
Deputy Directors/Managers*	M800												
-Hourly		52,075.1	53,377.0	54,711.5	56,079.2	57,481.2	58,918.2	60,391.2	61,901.0	63,448.5	65,034.7	66,660.6	68,327.1
-Bi-Weekly		4,166.01	4,270.16	4,376.92	4,486.34	4,598.50	4,713.46	4,831.30	4,952.08	5,075.88	5,202.78	5,332.85	5,466.17
-Monthly		9,026.36	9,252.02	9,483.32	9,720.40	9,963.41	10,212.50	10,467.81	10,729.50	10,997.74	11,272.69	11,554.50	11,843.37
-Annual		108,316.31	111,024.21	113,799.82	116,644.81	119,560.94	122,549.96	125,613.71	128,754.05	131,972.90	135,272.22	138,654.03	142,120.38
Finance Officer	M780												
-Hourly		47,638.1	48,829.0	50,049.8	51,301.0	52,583.5	53,898.1	55,245.6	56,626.7	58,042.4	59,493.4	60,980.8	62,505.3
-Bi-Weekly		3,811.05	3,906.32	4,003.98	4,104.08	4,206.68	4,311.85	4,419.64	4,530.14	4,643.39	4,759.47	4,878.46	5,000.42
-Monthly		8,257.27	8,463.70	8,675.29	8,892.17	9,114.48	9,342.34	9,575.90	9,815.29	10,060.68	10,312.19	10,570.00	10,834.25
-Annual		99,087.18	101,564.37	104,103.48	106,706.07	109,373.72	112,108.06	114,910.76	117,783.53	120,728.12	123,746.32	126,839.98	130,010.98
Information Technology Manager II	P287												
-Hourly		46,605.4	47,770.6	48,964.8	50,188.9	51,443.7	52,729.8	54,048.0	55,399.2	56,784.2	58,203.8	59,658.9	61,150.3
-Bi-Weekly		3,728.43	3,821.64	3,917.19	4,015.12	4,115.49	4,218.38	4,323.84	4,431.94	4,542.73	4,656.30	4,772.71	4,892.03
-Monthly		8,078.27	8,280.23	8,487.23	8,699.42	8,916.90	9,139.82	9,368.32	9,602.53	9,842.59	10,088.66	10,340.87	10,599.39
-Annual		96,939.27	99,362.75	101,846.82	104,392.99	107,002.82	109,677.89	112,419.83	115,230.33	118,111.09	121,063.86	124,090.46	127,192.72
Maintenance Superintendent II	P276												
-Hourly		41,773.5	42,817.9	43,888.3	44,985.5	46,110.2	47,262.9	48,444.5	49,655.6	50,897.0	52,169.4	53,473.7	54,810.5
-Bi-Weekly		3,341.88	3,425.43	3,511.07	3,598.84	3,688.81	3,781.03	3,875.56	3,972.45	4,071.76	4,173.55	4,277.89	4,384.84
-Monthly		7,240.75	7,421.77	7,607.31	7,797.49	7,992.43	8,192.24	8,397.05	8,606.97	8,822.15	9,042.70	9,268.77	9,500.49
-Annual		86,888.97	89,061.19	91,287.72	93,569.91	95,909.16	98,306.89	100,764.56	103,283.68	105,865.77	108,512.41	111,225.22	114,005.85
Information Technology Manager I	P274												
Senior Management Analyst													
Senior Planner													
-Hourly		40,950.4	41,974.2	43,023.6	44,099.1	45,201.6	46,331.7	47,490.0	48,677.2	49,894.1	51,141.5	52,420.0	53,730.5
-Bi-Weekly		3,276.03	3,357.94	3,441.88	3,527.93	3,616.13	3,706.53	3,799.20	3,894.18	3,991.53	4,091.32	4,193.60	4,298.44
-Monthly		7,098.08	7,275.53	7,457.42	7,643.85	7,834.95	8,030.82	8,231.59	8,437.38	8,648.32	8,864.52	9,086.14	9,313.29
-Annual		85,176.91	87,306.33	89,488.99	91,726.21	94,019.37	96,369.85	98,779.10	101,248.58	103,779.79	106,374.28	109,033.64	111,759.48

* **Deputy Directors/Managers**

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

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POSITION TITLE	Grade	A	B	C	D	E	F	G	H	I	J	K	L
Maintenance Superintendent I	P269												
-Hourly		38,962.9	39,937.0	40,935.4	41,958.8	43,007.8	44,083.0	45,185.1	46,314.7	47,472.6	48,659.4	49,875.9	51,122.7
-Bi-Weekly		3,117.03	3,194.96	3,274.83	3,356.71	3,440.62	3,526.64	3,614.80	3,705.17	3,797.80	3,892.75	3,990.07	4,089.82
-Monthly		6,753.58	6,922.41	7,095.48	7,272.86	7,454.68	7,641.05	7,832.08	8,027.88	8,228.58	8,434.29	8,645.15	8,861.28
-Annual		81,042.90	83,068.98	85,145.70	87,274.34	89,456.20	91,692.61	93,984.92	96,334.55	98,742.91	101,211.48	103,741.77	106,335.31
Associate Management Analyst Associate Planner	P259												
-Hourly		35,272.6	36,154.5	37,058.3	37,984.8	38,934.4	39,907.8	40,905.4	41,928.1	42,976.3	44,050.7	45,152.0	46,280.8
-Bi-Weekly		2,821.81	2,892.36	2,964.67	3,038.78	3,114.75	3,192.62	3,272.44	3,354.25	3,438.10	3,524.06	3,612.16	3,702.46
-Monthly		6,113.92	6,266.77	6,423.44	6,584.03	6,748.63	6,917.34	7,090.28	7,267.53	7,449.22	7,635.45	7,826.34	8,022.00
-Annual		73,367.08	75,201.26	77,081.29	79,008.33	80,983.53	83,008.12	85,083.32	87,210.41	89,390.67	91,625.43	93,916.07	96,263.97
Facilities Supervisor	P249												
-Hourly		31,931.9	32,730.2	33,548.4	34,387.1	35,246.8	36,128.0	37,031.2	37,956.9	38,905.9	39,878.5	40,875.5	41,897.4
-Bi-Weekly		2,554.55	2,618.41	2,683.87	2,750.97	2,819.74	2,890.24	2,962.49	3,036.56	3,112.47	3,190.28	3,270.04	3,351.79
-Monthly		5,534.86	5,673.23	5,815.06	5,960.43	6,109.44	6,262.18	6,418.74	6,579.20	6,743.68	6,912.28	7,085.08	7,262.21
-Annual		66,418.26	68,078.72	69,780.69	71,525.20	73,313.33	75,146.17	77,024.82	78,950.44	80,924.20	82,947.31	85,020.99	87,146.52
Management Analyst Assistant Planner II	P244												
-Hourly		30,382.1	31,141.6	31,920.2	32,718.2	33,536.1	34,374.5	35,233.9	36,114.7	37,017.6	37,943.0	38,891.6	39,863.9
-Bi-Weekly		2,430.57	2,491.33	2,553.61	2,617.45	2,682.89	2,749.96	2,818.71	2,889.18	2,961.41	3,035.44	3,111.33	3,189.11
-Monthly		5,266.23	5,397.88	5,532.83	5,671.15	5,812.93	5,958.25	6,107.21	6,259.89	6,416.38	6,576.79	6,741.21	6,909.74
-Annual		63,194.70	64,774.57	66,393.93	68,053.78	69,755.13	71,499.00	73,286.48	75,118.64	76,996.61	78,921.52	80,894.56	82,916.93
Assistant Management Analyst Parking Enforcement Sergeant Lifeguard Sergeant	P233												
-Hourly		27,232.2	27,913.0	28,610.8	29,326.1	30,059.2	30,810.7	31,581.0	32,370.5	33,179.8	34,009.2	34,859.5	35,731.0
-Bi-Weekly		2,178.57	2,233.04	2,288.86	2,346.09	2,404.74	2,464.86	2,526.48	2,589.64	2,654.38	2,720.74	2,788.76	2,858.48
-Monthly		4,720.24	4,838.25	4,959.20	5,083.18	5,210.26	5,340.52	5,474.03	5,610.89	5,751.16	5,894.94	6,042.31	6,193.37
-Annual		56,642.91	58,058.98	59,510.46	60,998.22	62,523.17	64,086.25	65,688.41	67,330.62	69,013.89	70,739.23	72,507.71	74,320.41
Assistant Planner I	P229												
-Hourly		26,169.6	26,823.8	27,494.4	28,181.8	28,886.3	29,608.5	30,348.7	31,107.4	31,885.1	32,682.2	33,499.3	34,336.8
-Bi-Weekly		2,093.57	2,145.91	2,199.55	2,254.54	2,310.91	2,368.68	2,427.89	2,488.59	2,550.81	2,614.58	2,679.94	2,746.94
-Monthly		4,536.06	4,649.46	4,765.70	4,884.84	5,006.96	5,132.14	5,260.44	5,391.95	5,526.75	5,664.92	5,806.54	5,951.70
-Annual		54,432.72	55,793.54	57,188.37	58,618.08	60,083.53	61,585.62	63,125.26	64,703.40	66,320.98	67,979.00	69,678.48	71,420.44