

**Appendix of Tables
for the
2024 Compensation Study and FY 2025 Salary Plan
Conducted for the
City of San Luis
by PSPC**

**City of San Luis
2024 Salary Survey**

Table 1 - External Prevailing Rates Comparison

Class Code	Functional Title	San Luis Midpoint	07/01/24 Survey Midpoint	Variance	
				\$	%
1147	Water/Wastewater Plant Operator 3	\$50,794	\$69,012	-\$18,218	-35.87%
1023	Building Permit Technician	\$38,750	\$51,103	-\$12,353	-31.88%
1136	Senior Services Assistant	\$34,726	\$45,760	-\$11,034	-31.78%
1142	Manager, Water/Wastewater	\$83,803	\$110,145	-\$26,342	-31.43%
1093	Court Clerk I	\$36,296	\$47,544	-\$11,248	-30.99%
1022	Building Official	\$83,803	\$109,369	-\$25,566	-30.51%
1069	Supervisor, Fleet Services	\$69,264	\$90,366	-\$21,102	-30.47%
1054	Meter Reader	\$34,726	\$45,272	-\$10,546	-30.37%
1020	Building Inspector I	\$50,794	\$66,217	-\$15,424	-30.37%
1109	Police Communications Officer	\$44,356	\$57,695	-\$13,339	-30.07%
1082	IT Help Desk Technician	\$41,465	\$53,393	-\$11,928	-28.77%
1089	Video Prod. and Operation Spec.	\$50,794	\$65,335	-\$14,542	-28.63%
1146	Water/Wastewater Plant Operator 2	\$47,476	\$60,513	-\$13,037	-27.46%
FY101	Maintenance Technician (Streets)	\$36,296	\$45,689	-\$9,393	-25.88%
1126	Manager, Public Works	\$83,803	\$105,218	-\$21,415	-25.55%
1066	Maintenance Worker/Parts Runner	\$36,296	\$45,126	-\$8,830	-24.33%
1014	City Clerk	\$111,550	\$138,591	-\$27,041	-24.24%
1105	Animal Control Officer	\$44,356	\$54,395	-\$10,039	-22.63%
1101	Recreation Coordinator	\$50,794	\$62,243	-\$11,450	-22.54%
1031	Principal Planner	\$76,190	\$93,327	-\$17,137	-22.49%
1145	Water/Wastewater Plant Operator 1	\$44,356	\$54,225	-\$9,869	-22.25%
1037	Building Maintenance Technician	\$36,296	\$44,042	-\$7,746	-21.34%
1026	Director of Development Services	\$125,861	\$152,633	-\$26,773	-21.27%
1061	Fire Engineer	\$62,968	\$76,122	-\$13,153	-20.89%
1078	Manager, Human Resources	\$83,803	\$101,003	-\$17,199	-20.52%
1106	Chief of Police	\$138,434	\$166,411	-\$27,977	-20.21%
1084	IT Technician	\$50,794	\$60,980	-\$10,186	-20.05%
1058	Fire Battalion Chief	\$92,192	\$110,605	-\$18,413	-19.97%
1081	Graphics & Media Specialist	\$57,252	\$68,631	-\$11,379	-19.88%
1132	Safety Officer	\$69,264	\$82,757	-\$13,493	-19.48%
1059	Fire Captain	\$76,192	\$90,913	-\$14,721	-19.32%
1047	Director of Finance	\$138,434	\$164,973	-\$26,538	-19.17%
1086	Manager, Info Technology	\$92,196	\$109,510	-\$17,314	-18.78%
1001	Assistant City Manager	\$152,287	\$180,695	-\$28,408	-18.65%
1060	Fire Chief	\$138,434	\$164,233	-\$25,798	-18.64%
1011	City Prosecutor	\$111,550	\$131,834	-\$20,284	-18.18%
1111	Police Lieutenant	\$101,410	\$119,483	-\$18,073	-17.82%
1116	Property & Evidence Technician	\$44,356	\$52,202	-\$7,846	-17.69%
1074	Human Resources Analyst	\$62,972	\$73,637	-\$10,665	-16.94%
1115	Police Sergeant	\$83,803	\$97,484	-\$13,681	-16.33%
1112	Police Officer	\$62,972	\$72,922	-\$9,950	-15.80%
1096	Court Security Officer	\$44,356	\$51,322	-\$6,966	-15.70%
1107	Police Administrator	\$83,803	\$96,800	-\$12,996	-15.51%
1005	Public Information Officer	\$69,264	\$79,775	-\$10,511	-15.18%
1070	Equipment Operator (light to med)	\$44,356	\$51,033	-\$6,677	-15.05%
1141	Office Assistant	\$34,726	\$39,776	-\$5,051	-14.54%
1034	Grant Writer	\$62,972	\$72,094	-\$9,122	-14.49%
1038	Custodian	\$34,726	\$39,676	-\$4,950	-14.25%
1095	Court Interpreter	\$47,476	\$53,915	-\$6,439	-13.56%
1138	Heavy Equipment Operator	\$47,476	\$53,914	-\$6,438	-13.56%
1002	City Manager	\$184,267	\$209,002	-\$24,735	-13.42%
1073	Director of Human Resources	\$125,861	\$142,517	-\$16,656	-13.23%
1042	Supervisor, Facilities	\$69,264	\$78,422	-\$9,158	-13.22%
1072	Maintenance Technician (Parks)	\$36,296	\$41,051	-\$4,755	-13.10%
1062	Fire Fighter	\$57,244	\$64,730	-\$7,486	-13.08%
1052	Customer Service Representative	\$36,296	\$40,752	-\$4,456	-12.28%

City of San Luis
2024 Salary Survey
Table 1 - External Prevailing Rates Comparison

Class Code	Functional Title	San Luis Midpoint	07/01/24 Survey Midpoint	Variance	
				\$	%
1123	Director of Public Works	\$138,434	\$154,533	-\$16,099	-11.63%
1003	Executive Assistant	\$57,252	\$63,717	-\$6,465	-11.29%
1077	Human Resources Assistant (title change requested 3/6/24)	\$44,356	\$49,089	-\$4,733	-10.67%
1080	GIS Analyst	\$69,264	\$76,522	-\$7,258	-10.48%
1032	Director, Economic Development	\$125,861	\$138,888	-\$13,027	-10.35%
1009	Assistant City Attorney	\$125,861	\$138,860	-\$12,999	-10.33%
1124	Electrician	\$57,252	\$62,828	-\$5,576	-9.74%
1050	Accountant I	\$62,972	\$68,980	-\$6,008	-9.54%
1013	Paralegal	\$57,252	\$62,534	-\$5,282	-9.23%
1024	Building Plans Examiner	\$62,972	\$68,739	-\$5,767	-9.16%
1133	Cook	\$34,726	\$37,751	-\$3,026	-8.71%
1040	Manager, Facilities	\$92,196	\$99,955	-\$7,759	-8.42%
1056	Manager, Finance	\$101,410	\$109,735	-\$8,325	-8.21%
1114	Police Records Specialist	\$44,356	\$47,908	-\$3,552	-8.01%
1010	City Attorney	\$152,287	\$164,025	-\$11,737	-7.71%
1139	Administrative Assistant	\$44,356	\$47,572	-\$3,216	-7.25%
1088	Systems Administrator	\$83,803	\$89,732	-\$5,929	-7.07%
1100	Recreation Assistant	\$34,726	\$36,954	-\$2,229	-6.42%
1067	Mechanic	\$47,476	\$49,946	-\$2,470	-5.20%
1087	Network & II Security Admin	\$83,803	\$86,801	-\$2,998	-3.58%
1068	Mechanic Assistant	\$38,750	\$40,061	-\$1,310	-3.38%
1025	Code Enforcement Officer	\$57,252	\$59,007	-\$1,755	-3.07%
1076	Human Resources Coordinator	\$50,794	\$52,153	-\$1,359	-2.68%
1130	Lead Mechanic	\$57,252	\$58,549	-\$1,297	-2.27%
1121	Civil Engineer	\$101,410	\$103,343	-\$1,933	-1.91%
1030	Planning Technician	\$57,252	\$57,642	-\$390	-0.68%
1008	Life Guard	\$34,726	\$34,938	-\$212	-0.61%
1041	Project Coordinator	\$50,794	\$51,067	-\$274	-0.54%
1044	Accounting Specialist	\$47,476	\$47,601	-\$125	-0.26%
1097	Magistrate	\$138,434	\$138,409	\$25	0.02%
1012	Legal Secretary	\$50,794	\$50,699	\$95	0.19%
1125	Engineering Technician	\$57,252	\$56,227	\$1,025	1.79%
1134	Driver	\$44,356	\$43,072	\$1,284	2.89%
1015	Deputy City Clerk	\$83,803	\$77,479	\$6,324	7.55%
1039	Lead Custodian	\$47,476	\$41,240	\$6,236	13.14%
New02	Engineering Technician, Senior	New	\$61,455	--	--
New01	Heavy Equipment Operator, Senior	New	\$58,826	--	--
New03	Heavy Equipment Operator, Water/Wastewater	New	\$47,601	--	--
For Information Only - scope concerns					
1091	Court Administrator	\$69,264	\$108,333	-\$39,069	-56.41%
1099	Director of Parks & Rec	\$111,550	\$150,908	-\$39,358	-35.28%

City of San Luis Current Salary Structure

Pay Grade Schedule - FY 2023-24 (eff 1/1/24)

Grade	Hourly Rates			Annual at 2080 hrs / year			Salary Range Spread	Mdpt. Progress	Min. Wage Increase %
	Min	Designated Mid	Max	Min	Designated Mid	Max			
103	\$14.35	\$16.70	\$19.04	\$29,848.00	\$34,736.00	\$39,611.00	32.71%		3.61%
104	\$14.54	\$17.45	\$20.36	\$30,243.20	\$36,296.00	\$42,348.80	40.03%	4.49%	
105	\$15.27	\$18.63	\$21.99	\$31,761.60	\$38,750.40	\$45,739.20	44.01%	6.76%	
106	\$16.34	\$19.93	\$23.53	\$33,987.20	\$41,454.40	\$48,942.40	44.00%	6.98%	
107	\$17.48	\$21.33	\$25.17	\$36,358.40	\$44,366.40	\$52,353.60	43.99%	7.02%	
108	\$18.71	\$22.82	\$26.94	\$38,916.80	\$47,465.60	\$56,035.20	43.99%	6.99%	
109	\$20.02	\$24.42	\$28.82	\$41,641.60	\$50,793.60	\$59,945.60	43.96%	7.01%	
200	\$22.02	\$27.52	\$33.03	\$45,801.60	\$57,241.60	\$68,702.40	50.00%	12.69%	
201	\$24.22	\$30.27	\$36.33	\$50,377.60	\$62,961.60	\$75,566.40	50.00%	9.99%	
202	\$26.64	\$33.30	\$39.96	\$55,411.20	\$69,264.00	\$83,116.80	50.00%	10.01%	
203	\$29.30	\$36.63	\$43.96	\$60,944.00	\$76,190.40	\$91,436.80	50.03%	10.00%	
204	\$32.23	\$40.29	\$48.35	\$67,038.40	\$83,803.20	\$100,568.00	50.02%	9.99%	
205	\$35.46	\$44.32	\$53.19	\$73,756.80	\$92,185.60	\$110,635.20	50.00%	10.00%	
206	\$39.00	\$48.76	\$58.51	\$81,120.00	\$101,420.80	\$121,700.80	50.03%	10.02%	
207	\$42.90	\$53.63	\$64.36	\$89,232.00	\$111,550.40	\$133,868.80	50.02%	9.99%	
208	\$47.20	\$60.51	\$73.82	\$98,176.00	\$125,860.80	\$153,545.60	56.40%	12.83%	
209	\$51.91	\$66.56	\$81.20	\$107,972.80	\$138,444.80	\$168,896.00	56.42%	10.00%	
300	\$57.11	\$73.21	\$89.32	\$118,788.80	\$152,276.80	\$185,785.60	56.40%	9.99%	
301	\$62.82	\$80.53	\$98.25	\$130,665.60	\$167,502.40	\$204,360.00	56.40%	9.99%	
302	\$69.10	\$88.59	\$108.08	\$143,728.00	\$184,267.20	\$224,806.40	56.41%	9.99%	

Salary Range Spread

Administrative/Operative	40%
Professional/Management	50%
Executives	50-65%

City of San Luis Proposed Salary Range Table

Salary Range	Minimum	Midpoint	Maximum		Salary Range	Minimum	Midpoint	Maximum
1	\$31,200	\$37,310	\$41,638		39	\$76,282	\$95,353	\$114,423
2	\$31,741	\$37,210	\$42,679		40	\$78,189	\$97,736	\$117,284
3	\$32,535	\$38,140	\$43,746		41	\$80,144	\$100,180	\$120,216
4	\$33,348	\$39,094	\$44,840		42	\$82,147	\$102,684	\$123,221
5	\$34,182	\$40,071	\$45,961		43	\$84,201	\$105,251	\$126,302
6	\$35,037	\$41,073	\$47,110		44	\$86,306	\$107,883	\$129,459
7	\$35,913	\$42,100	\$48,287		45	\$88,464	\$110,580	\$132,696
8	\$36,810	\$43,152	\$49,494		46	\$90,675	\$113,344	\$136,013
9	\$37,731	\$44,231	\$50,732		47	\$92,942	\$116,178	\$139,413
10	\$38,674	\$45,337	\$52,000		48	\$95,266	\$119,082	\$142,899
11	\$39,641	\$46,470	\$53,300		49	\$97,647	\$122,059	\$146,471
12	\$40,632	\$47,632	\$54,633		50	\$100,089	\$125,111	\$150,133
13	\$41,648	\$48,823	\$55,998		51	\$102,591	\$128,239	\$153,886
14	\$42,689	\$50,044	\$57,398		52	\$105,156	\$131,444	\$157,733
15	\$43,756	\$51,295	\$58,833		53	\$107,784	\$134,731	\$161,677
16	\$44,850	\$52,577	\$60,304		54	\$110,479	\$138,099	\$165,719
17	\$44,310	\$55,387	\$66,464		55	\$113,241	\$141,551	\$169,862
18	\$45,417	\$56,772	\$68,126		56	\$116,072	\$145,090	\$174,108
19	\$46,553	\$58,191	\$69,829		57	\$118,974	\$148,717	\$178,461
20	\$47,717	\$59,646	\$71,575		58	\$117,253	\$152,435	\$187,617
21	\$48,909	\$61,137	\$73,364		59	\$120,185	\$156,246	\$192,308
22	\$50,132	\$62,665	\$75,198		60	\$123,189	\$160,152	\$197,116
23	\$51,385	\$64,232	\$77,078		61	\$126,269	\$164,156	\$202,043
24	\$52,670	\$65,838	\$79,005		62	\$129,426	\$168,260	\$207,094
25	\$53,987	\$67,484	\$80,980		63	\$132,661	\$172,467	\$212,272
26	\$55,337	\$69,171	\$83,005		64	\$135,978	\$176,778	\$217,579
27	\$56,720	\$70,900	\$85,080		65	\$139,377	\$181,198	\$223,018
28	\$58,138	\$72,672	\$87,207		66	\$142,862	\$185,728	\$228,594
29	\$59,591	\$74,489	\$89,387		67	\$146,433	\$190,371	\$234,308
30	\$61,081	\$76,351	\$91,622		68	\$150,094	\$195,130	\$240,166
31	\$62,608	\$78,260	\$93,912		69	\$153,846	\$200,008	\$246,170
32	\$64,173	\$80,217	\$96,260		70	\$157,693	\$205,009	\$252,325
33	\$65,778	\$82,222	\$98,667		71	\$161,635	\$210,134	\$258,633
34	\$67,422	\$84,278	\$101,133		72	\$165,676	\$215,387	\$265,098
35	\$69,108	\$86,385	\$103,662		73	\$169,818	\$220,772	\$271,726
36	\$70,835	\$88,544	\$106,253		74	\$174,063	\$226,291	\$278,519
37	\$72,606	\$90,758	\$108,909		75	\$178,415	\$231,948	\$285,482
38	\$74,421	\$93,027	\$111,632					

Separation @ MP	
2.50%	

Range Spread		
	40.00%	Ranges 1 thru 16
	50.00%	16 thru 57
	60.00%	58 thru 75

Note: The Minimum for salary range 1 has been increased to reflect the \$15.00 per hour Minimum wage effective 1/1/25. The Midpoint and Maximums for salary range 1 were not recalculated to preserve the structural separation of 2.5% between the Midpoints and Maximums of salary ranges 1 and 2.

**City of San Luis
FY 2025 Salary Plan
Salary Rates for Fire Occupations**

**Fire Occupation Salary Schedules
Proposed FY 2025 Rates for Fire Occupations**

Class Code	Class Title	Annual Hours	Grade	Annual Rates			Hourly Rates		
				Min	Mid	Max	Min	Midpoint	Max
1060	Fire Chief	2080	59	\$120,184.57	\$156,246.19	\$192,307.81	\$57.78	\$75.12	\$92.46
1057	Assistant Fire Chief	2080	50	\$100,088.61	\$125,110.76	\$150,132.91	\$48.12	\$60.15	\$72.18
1058	Fire Battalion Chief (40 hrs)	2080	41	\$80,143.79	\$100,179.73	\$120,215.68	\$38.53	\$48.16	\$57.80
1058	Fire Battalion Chief (2756)	2756	F44	\$80,143.79	\$100,179.73	\$120,215.68	\$29.08	\$36.35	\$43.62
1059	Fire Captain (40 hours)	2080	34	\$67,422.18	\$84,277.73	\$101,133.27	\$32.41	\$40.52	\$48.62
	Fire Captain (2756)	2756	F37	\$67,422.18	\$84,277.73	\$101,133.27	\$24.46	\$30.58	\$36.70
1061	Fire Engineer (40 hrs)	2080	26	\$55,336.52	\$69,170.65	\$83,004.79	\$26.60	\$33.26	\$39.91
	Fire Engineer (2756)	2756	F29	\$55,336.52	\$69,170.65	\$83,004.79	\$20.08	\$25.10	\$30.12
1062	Fire Fighter (40 hrs)	2080	20	\$47,716.51	\$59,645.64	\$71,574.77	\$22.94	\$28.68	\$34.41
	Fire Fighter (2756)	2756	F23	\$47,716.51	\$59,645.64	\$71,574.77	\$17.31	\$21.64	\$25.97

Note: All annual salary amounts come from the "Proposed Permanent Salary Schedule". The hourly rates are calculated base on the "normal" hours worked per year.

**City of San Luis
FY 2025 Pay Plan**

Table 2 - Recommended Salary Ranges per Classification - Job Family Order

survey	Job Family	Classification	Job (Functional) Title	Department	Recommended FY 2025 Salary Plan			
					Range	Min	Calc'd MP	Max
					92.5%			
*	Administration	City Manager	City Manager	Administration	68	\$150,094	\$195,130	\$240,166
*	Administration	Assistant City Manager	Assistant City Manager	Administration	62	\$129,426	\$168,260	\$207,094
*	Administration	Public Information Officer	Public Information Officer	Administration - Communications	29	\$59,591	\$74,489	\$89,387
	Administration	Coordinator V (reclass eff 7/1/24)	Operations Coordinator (eff. 7/1/24 will reclassified to a manager level)	Administration	27	\$56,720	\$70,900	\$85,080
*	Administration	Executive Assistant	Executive Assistant	Administration	20	\$47,717	\$59,646	\$71,575
	Administration	Intern	Intern	Agency-wide	1	\$31,200	\$37,310	\$41,638
	Clerical and Office Support	Management Analyst	Management Analyst	Administration	28	\$58,138	\$72,672	\$87,207
	Clerical and Office Support	Coordinator III	Operations Coordinator	Fire Department	19	\$46,553	\$58,191	\$69,829
	Clerical and Office Support	Coordinator I	Administrative Coordinator	Various	11	\$39,641	\$47,760	\$53,300
*	Clerical and Office Support	Administrative Assistant	Administrative Assistant	Various	7	\$35,913	\$43,268	\$48,287
*	Clerical and Office Support	Office Assistant	Office Assistant	Various	1	\$31,200	\$37,310	\$41,638
*	City Clerk	City Clerk	City Clerk	City Clerk	51	\$102,591	\$128,239	\$153,886
*	City Clerk	Deputy City Clerk	Deputy City Clerk	City Clerk	31	\$62,608	\$78,260	\$93,912
	City Clerk	Records Management Specialist	Records Management Specialist	City Clerk	15	\$43,756	\$52,718	\$58,833
*	Court	Magistrate	Magistrate	Municipal Court	51	\$102,591	\$128,239	\$153,886
	Court	Court Administrator	Court Administrator	Municipal Court	37	\$72,606	\$90,758	\$108,909
	Court	Chief Court Clerk	Court Chief Clerk	Municipal Court	15	\$43,756	\$52,718	\$58,833
*	Court	Court Interpreter	Court Interpreter	Municipal Court	13	\$41,648	\$50,178	\$55,998
	Court	Bailiff	Bailiff	Municipal Court	11	\$39,641	\$47,760	\$53,300
	Court	Court Clerk II	Court Clerk II	Municipal Court	11	\$39,641	\$47,760	\$53,300
*	Court	Court Security Officer	Court Security Officer	Municipal Court	11	\$39,641	\$47,760	\$53,300
*	Court	Court Clerk I	Court Clerk I	Municipal Court	8	\$36,810	\$44,350	\$49,494
*	Development Svc	Director II	Director of Development Services	Development Services	55	\$113,241	\$141,551	\$169,862
	Development Svc	Assistant Director II	Assistant Director - Development Svcs	Development Services	47	\$92,942	\$116,178	\$139,413
*	Development Svc	Building Official	Building Official	Development Services	42	\$82,147	\$102,684	\$123,221
*	Development Svc	Principal Planner	Principal Planner	Development Services	35	\$69,108	\$86,385	\$103,662
	Development Svc	Associate Planner	Associate Planner	Development Services	31	\$62,608	\$78,260	\$93,912
	Development Svc	Assistant Planner	Assistant Planner	Development Services	27	\$56,720	\$70,900	\$85,080
*	Development Svc	Building Plans Examiner	Building Plans Examiner	Development Services	23	\$51,385	\$64,232	\$77,078
	Development Svc	Coordinator IV	Planning Coordinator	Development Services	23	\$51,385	\$64,232	\$77,078
	Development Svc	Building Inspector II	Building Inspector II	Development Services	21	\$48,909	\$61,137	\$73,364
	Development Svc	Coordinator III	Permit Service Coordinator	Development Services	19	\$46,553	\$58,191	\$69,829
*	Development Svc	Code Enforcement Officer	Code Enforcement Officer	Development Services	16	\$44,850	\$54,036	\$60,304
	Development Svc	GIS Specialist	GIS Specialist	Development Services	16	\$44,850	\$54,036	\$60,304
*	Development Svc	Planning Technician	Planning Technician	Development Services	16	\$44,850	\$54,036	\$60,304
*	Development Svc	Building Inspector I	Building Inspector I	Development Services	16	\$44,850	\$54,036	\$60,304
*	Development Svc	Building Permit Technician	Building Permit Technician	Development Services	10	\$38,674	\$46,595	\$52,000

**City of San Luis
FY 2025 Pay Plan**

Table 2 - Recommended Salary Ranges per Classification - Job Family Order

survey	Job Family	Classification	Job (Functional) Title	Department	Recommended FY 2025 Salary Plan			
					Range	Min	Calc'd MP	Max
*	Economic Dev	Director I	Director, Economic Development	Economic Development	51	\$102,591	\$128,239	\$153,886
	Economic Dev	Economic Development Assistant	Economic Development Assistant	Economic Development	23	\$51,385	\$64,232	\$77,078
	Engineering	City Engineer	City Engineer	Engineering Division	52	\$105,156	\$131,444	\$157,733
*	Engineering	Civil Engineer	Civil Engineer	Engineering Division	39	\$76,282	\$95,353	\$114,423
	Engineering	Engineer in Training (EIT)	Engineer in Training (EIT)	Engineering Division	36	\$70,835	\$88,544	\$106,253
	Engineering	Engineering Technician, Senior	Engineering Technician, Senior	Engineering Division	19	\$46,553	\$58,191	\$69,829
*	Engineering	Engineering Technician	Engineering Technician	Engineering Division	15	\$43,756	\$52,718	\$58,833
*	Facilities	Manager III	Manager, Facilities	Facilities	38	\$74,421	\$93,027	\$111,632
*	Facilities	Supervisor II	Supervisor, Facilities	Facilities	23	\$51,385	\$64,232	\$77,078
*	Facilities	Coordinator II	Project Coordinator	Facilities	15	\$43,756	\$52,718	\$58,833
*	Facilities	Lead Custodian	Lead Custodian	Facilities	8	\$36,810	\$44,350	\$49,494
*	Facilities	Building Maintenance Technician	Building Maintenance Technician	Facilities	5	\$34,182	\$41,183	\$45,961
*	Facilities	Custodian	Custodian	Facilities	1	\$31,200	\$37,310	\$41,638
*	Finance	Director III	Director of Finance	Finance	58	\$117,253	\$152,435	\$187,617
	Finance	Assistant Director II	Assistant Director - Finance	Finance	47	\$92,942	\$116,178	\$139,413
*	Finance	Manager IV	Manager, Finance	Finance Department	42	\$82,147	\$102,684	\$123,221
	Finance	Manager II	Manager, Billing & Collections	Finance - Billing & Collections	35	\$69,108	\$86,385	\$103,662
	Finance	Accountant II	Accountant II	Finance	27	\$56,720	\$70,900	\$85,080
*	Finance	Accountant I	Accountant I	Finance	23	\$51,385	\$64,232	\$77,078
*	Finance	Coordinator IV	Grant Coordinator	Economic Development	23	\$51,385	\$64,232	\$77,078
	Finance	Coordinator IV	Purchasing Coordinator	Finance	23	\$51,385	\$64,232	\$77,078
	Finance	Coordinator III	Ambulance Billing Coordinator	Finance - Ambulance	19	\$46,553	\$58,191	\$69,829
*	Finance	Accounting Specialist	Accounting Specialist	Finance	11	\$39,641	\$47,760	\$53,300
*	Finance	Customer Service Representative	Customer Service Representative	Finance - Billing & Collections	1	\$31,200	\$37,310	\$41,638
*	Fire	Fire Chief	Fire Chief	Fire Department	59	\$120,185	\$156,246	\$192,308
	Fire	Assistant Fire Chief	Assistant Fire Chief	Fire Department	50	\$100,089	\$125,111	\$150,133
*	Fire	Fire Battalion Chief	Fire Battalion Chief	Fire Department	41	\$80,144	\$100,180	\$120,216
*	Fire	Fire Captain	Fire Captain	Fire Department	34	\$67,422	\$84,278	\$101,133
	Fire	Fire Inspector	Fire Inspector	Fire Department	30	\$61,081	\$76,351	\$91,622
*	Fire	Fire Engineer	Fire Engineer	Fire Department	26	\$55,337	\$69,171	\$83,005
*	Fire	Fire Fighter	Fire Fighter	Fire Department	20	\$47,717	\$59,646	\$71,575
	Fire	Fire Fighter Recruit	Fire Fighter Recruit	Fire Department	3	\$32,535	\$39,199	\$43,746
*	Human Resources	Director II	Director of Human Resources	Human Resources	55	\$113,241	\$141,551	\$169,862
*	Human Resources	Manager III	Manager, Human Resources	Human Resources	38	\$74,421	\$93,027	\$111,632
	Human Resources	Manager III	Manager, Risk Management	Human Resources	38	\$74,421	\$93,027	\$111,632
	Human Resources	Human Resources Senior Analyst	Human Resources Analyst - Senior	Human Resources	30	\$61,081	\$76,351	\$91,622
	Human Resources	Risk Property Analyst	Risk Property Analyst	Risk Management	30	\$61,081	\$76,351	\$91,622
*	Human Resources	Safety Officer	Safety Officer	Risk Management	30	\$61,081	\$76,351	\$91,622
*	Human Resources	Human Resources Analyst	Human Resources Analyst	Human Resources	26	\$55,337	\$69,171	\$83,005
*	Human Resources	Coordinator II	Human Resources Coordinator	Human Resources	15	\$43,756	\$52,718	\$58,833
*	Human Resources	Human Resources Technician	Human Resources Technician	Human Resources	9	\$37,731	\$45,459	\$50,732

**City of San Luis
FY 2025 Pay Plan**

Table 2 - Recommended Salary Ranges per Classification - Job Family Order

survey	Job Family	Classification	Job (Functional) Title	Department	Recommended FY 2025 Salary Plan			
					Range	Min	Calc'd MP	Max
*	IT Family	Manager IV	Manager, Info Technology	Info. Technology	42	\$82,147	\$102,684	\$123,221
*	IT Family	Systems Administrator	Network & II Security Admin	Info. Technology	32	\$64,173	\$80,217	\$96,260
*	IT Family	Systems Administrator	Systems Administrator	Info. Technology	32	\$64,173	\$80,217	\$96,260
*	IT Family	Video Prod. and Operation Spec.	Video Prod. and Operation Spec.	Administration - Communications	29	\$59,591	\$74,489	\$89,387
*	IT Family	GIS Analyst	GIS Analyst	Development Services	27	\$56,720	\$70,900	\$85,080
	IT Family	IT Specialist - Public Safety	IT Specialist - Public Safety	Info. Technology	27	\$56,720	\$70,900	\$85,080
	IT Family	IT Technician II	IT Technician - Senior	Info. Technology	23	\$51,385	\$64,232	\$77,078
*	IT Family	Graphics & Media Specialist	Graphics & Media Specialist	Administration - Communications	23	\$51,385	\$64,232	\$77,078
*	IT Family	IT Technician I	IT Technician	Info. Technology	18	\$45,417	\$56,772	\$68,126
*	IT Family	IT Help Desk Technician	IT Help Desk Technician	Info. Technology	12	\$40,632	\$48,954	\$54,633
* Legal		City Attorney	City Attorney	City Attorney	58	\$117,253	\$152,435	\$187,617
* Legal		Assistant City Attorney	Assistant City Attorney	City Attorney	51	\$102,591	\$128,239	\$153,886
* Legal		City Prosecutor	City Prosecutor	City Attorney	49	\$97,647	\$122,059	\$146,471
* Legal		Paralegal	Paralegal	City Attorney	19	\$46,553	\$58,191	\$69,829
* Legal		Legal Secretary	Legal Secretary	City Attorney	10	\$38,674	\$46,595	\$52,000
* PARD		Director I	Director of Parks & Rec	Parks And Recreation	51	\$102,591	\$128,239	\$153,886
PARD		Assistant Director I	Assistant Director - PARD	Parks And Recreation	35	\$69,108	\$86,385	\$103,662
	Parks - Grounds	Supervisor II	Supervisor, Parks	Parks Grounds	23	\$51,385	\$64,232	\$77,078
	Parks - Grounds	Maintenance Specialist I	Maintenance Specialist (Parks)	Parks Grounds	11	\$39,641	\$47,760	\$53,300
*	Parks - Grounds	Maintenance Technician I	Maintenance Technician (Parks)	Parks Grounds	2	\$31,741	\$38,243	\$42,679
	PARD - Rec	Supervisor II	Supervisor, Recreation	Parks And Recreation	23	\$51,385	\$64,232	\$77,078
* PARD - Rec		Coordinator II	Recreation Coordinator	Parks And Recreation	15	\$43,756	\$52,718	\$58,833
	PARD - Rec	Recreation Specialist	Recreation Specialist	Parks And Recreation	11	\$39,641	\$47,760	\$53,300
	PARD - Rec	Head Life Guard	Head Life Guard	Aquatic Center	3	\$32,535	\$39,199	\$43,746
* PARD - Rec		Life Guard	Life Guard	Aquatic Center	1	\$31,200	\$37,310	\$41,638
* PARD - Rec		Recreation Assistant	Recreation Assistant	Parks And Recreation	1	\$31,200	\$37,310	\$41,638
	PARD - Senior Center	Manager I	Manager, Senior Services	Senior Center	31	\$62,608	\$78,260	\$93,912
	PARD - Senior Center	Coordinator II	Senior Services Coordinator	Senior Center	15	\$43,756	\$52,718	\$58,833
* PARD - Senior Center		Senior Services Assistant I	Senior Services Assistant	Senior Center	6	\$35,037	\$42,213	\$47,110
* PARD - Senior Center		Driver	Driver	Senior Center	5	\$34,182	\$41,183	\$45,961
* PARD - Senior Center		Cook	Cook	Senior Center	1	\$31,200	\$37,310	\$41,638
* Police Support		Chief of Police	Chief of Police	Police Department	59	\$120,185	\$156,246	\$192,308
* Police Support		Police Administrator	Police Administrator	Police Department	37	\$72,606	\$90,758	\$108,909
	Police Support	Supervisor III	Supervisor, Police Records	Police Department	27	\$56,720	\$70,900	\$85,080
	Police Support	Supervisor III	Supervisor, Police Communications	Police Department	27	\$56,720	\$70,900	\$85,080
* Police Support		Police Communications Officer	Police Communications Officer	Police Department	16	\$44,850	\$54,036	\$60,304
	Police Support	Police Officer Recruit	Police Officer Recruit	Police Department	14	\$42,689	\$51,432	\$57,398
* Police Support		Animal Control Officer	Animal Control Officer	Police Department	13	\$41,648	\$50,178	\$55,998
* Police Support		Property & Evidence Technician	Property & Evidence Technician	Police Department	12	\$40,632	\$48,954	\$54,633
	Police Support	Transit Enforcement Officer	Transit Enforcement Officer	Police Department	9	\$37,731	\$45,459	\$50,732
* Police Support		Police Records Specialist	Police Records Specialist	Police Department	8	\$36,810	\$44,350	\$49,494

**City of San Luis
FY 2025 Pay Plan**

Table 2 - Recommended Salary Ranges per Classification - Job Family Order

survey	Job Family	Classification	Job (Functional) Title	Department	Recommended FY 2025 Salary Plan			
					Range	Min	Calc'd MP	Max
	Police - sworn	Police Commander	Police Commander	Police Department	49	\$97,647	\$122,059	\$146,471
*	Police - sworn	Police Lieutenant	Police Lieutenant	Police Department	45	\$88,464	\$110,580	\$132,696
*	Police - sworn	Police Sergeant	Police Sergeant	Police Department	37	\$72,606	\$90,758	\$108,909
	Police - sworn	Police Corporal	Police Corporal	Police Department	29	\$59,591	\$74,489	\$89,387
*	Police - sworn	Police Officer	Police Officer	Police Department	25	\$53,987	\$67,484	\$80,980
*	Public Works	Director III	Director of Public Works	Public Works	58	\$117,253	\$152,435	\$187,617
	Public Works	Assistant Director II	Assistant Director - PW	Public Works	47	\$92,942	\$116,178	\$139,413
*	Public Works	Manager III	Manager, Public Works	Public Works	38	\$74,421	\$93,027	\$111,632
	Public Works	Project Manager	Project Manager	Public Works	32	\$64,173	\$80,217	\$96,260
*	Public Works	Electrician	Electrician	Public Works	22	\$50,132	\$62,665	\$75,198
	Public Works	Code Compliance Specialist	Code Compliance Specialist	Public Works	16	\$44,850	\$54,036	\$60,304
*	Public Works - Fleet	Supervisor IV	Supervisor, Fleet Services	Fleet Services	31	\$62,608	\$78,260	\$93,912
*	Public Works - Fleet	Lead Mechanic	Lead Mechanic	Fleet Services	16	\$44,850	\$54,036	\$60,304
*	Public Works - Fleet	Mechanic	Mechanic	Fleet Services	10	\$38,674	\$46,595	\$52,000
*	Public Works - Fleet	Mechanic Assistant	Mechanic Assistant	Fleet Services	1	\$31,200	\$37,310	\$41,638
*	Public Works - Fleet	Maintenance Worker	Maintenance Worker/Parts Runner	Fleet Services	1	\$31,200	\$37,310	\$41,638
	Public Works - Streets	Supervisor III	Supervisor, Maintenance	Public Works	27	\$56,720	\$70,900	\$85,080
	Public Works - Streets	Supervisor I	Supervisor, Crew Leader	Public Works And Parks & Rec	19	\$46,553	\$58,191	\$69,829
	Public Works - Streets	Heavy Equipment Operator	Heavy Equipment Operator, Senior	Highway Users	17	\$44,310	\$55,387	\$66,464
*	Public Works - Streets	Heavy Equipment Operator	Heavy Equipment Operator	Solid Waste & Highway Users	13	\$41,648	\$50,178	\$55,998
	Public Works - Streets	Maintenance Specialist II	Maintenance Specialist (Streets)	Highway Users	13	\$41,648	\$50,178	\$55,998
*	Public Works - Streets	Equipment Operator	Equipment Operator	Highway Users	10	\$38,674	\$46,595	\$52,000
*	Public Works - Streets	Maintenance Technician II	Maintenance Technician (Streets)	Highway Users	5	\$34,182	\$41,183	\$45,961
*	Public Works - Utilities	Manager IV	Manager, Water/Wastewater	Water / Wastewater	42	\$82,147	\$102,684	\$123,221
	Public Works - Utilities	Supervisor III	Supervisor, Water/WW	Water / Wastewater	27	\$56,720	\$70,900	\$85,080
*	Public Works - Utilities	Water/WW Operator 3	Water/Wastewater Plant Operator 3	Water / Wastewater	23	\$51,385	\$64,232	\$77,078
*	Public Works - Utilities	Water/WW Operator 2	Water/Wastewater Plant Operator 2	Water / Wastewater	18	\$45,417	\$56,772	\$68,126
*	Public Works - Utilities	Water/WW Operator 1	Water/Wastewater Plant Operator 1	Water / Wastewater	13	\$41,648	\$50,178	\$55,998
	Public Works - Utilities	Water/WW Apprentice	Water/Wastewater Apprentice	Water / Wastewater	10	\$38,674	\$46,595	\$52,000
	Public Works - Utilities	Meter Reader Technician	Meter Reader Technician	Finance - Billing & Collections	8	\$36,810	\$44,350	\$49,494
*	Public Works - Utilities	Meter Reader	Meter Reader	Finance - Billing & Collections	6	\$35,037	\$42,213	\$47,110

**City of San Luis
FY 2025 Pay Plan**

Table 3 - Recommended Salary Ranges per Classification - Salary Range Order

survey	Classification	Job (Functional) Title	Department	Recommended FY 2025 Salary Plan			
				Range	Min	Calc'd MP	Max
				92.5%			
*	City Manager	City Manager	Administration	68	\$150,094	\$195,130	\$240,166
*	Assistant City Manager	Assistant City Manager	Administration	62	\$129,426	\$168,260	\$207,094
*	Chief of Police	Chief of Police	Police Department	59	\$120,185	\$156,246	\$192,308
*	Fire Chief	Fire Chief	Fire Department	59	\$120,185	\$156,246	\$192,308
*	City Attorney	City Attorney	City Attorney	58	\$117,253	\$152,435	\$187,617
*	Director III	Director of Finance	Finance	58	\$117,253	\$152,435	\$187,617
*	Director III	Director of Public Works	Public Works	58	\$117,253	\$152,435	\$187,617
*	Director II	Director of Development Services	Development Services	55	\$113,241	\$141,551	\$169,862
*	Director II	Director of Human Resources	Human Resources	55	\$113,241	\$141,551	\$169,862
	City Engineer	City Engineer	Engineering Division	52	\$105,156	\$131,444	\$157,733
*	Assistant City Attorney	Assistant City Attorney	City Attorney	51	\$102,591	\$128,239	\$153,886
*	City Clerk	City Clerk	City Clerk	51	\$102,591	\$128,239	\$153,886
*	Director I	Director of Parks & Rec	Parks And Recreation	51	\$102,591	\$128,239	\$153,886
*	Director I	Director, Economic Development	Economic Development	51	\$102,591	\$128,239	\$153,886
*	Magistrate	Magistrate	Municipal Court	51	\$102,591	\$128,239	\$153,886
	Assistant Fire Chief	Assistant Fire Chief	Fire Department	50	\$100,089	\$125,111	\$150,133
*	City Prosecutor	City Prosecutor	City Attorney	49	\$97,647	\$122,059	\$146,471
	Police Commander	Police Commander	Police Department	49	\$97,647	\$122,059	\$146,471
	Assistant Director II	Assistant Director - Development Svcs	Development Services	47	\$92,942	\$116,178	\$139,413
	Assistant Director II	Assistant Director - Finance	Finance	47	\$92,942	\$116,178	\$139,413
	Assistant Director II	Assistant Director - PW	Public Works	47	\$92,942	\$116,178	\$139,413
*	Police Lieutenant	Police Lieutenant	Police Department	45	\$88,464	\$110,580	\$132,696
*	Building Official	Building Official	Development Services	42	\$82,147	\$102,684	\$123,221
*	Manager IV	Manager, Finance	Finance Department	42	\$82,147	\$102,684	\$123,221
*	Manager IV	Manager, Info Technology	Info. Technology	42	\$82,147	\$102,684	\$123,221
*	Manager IV	Manager, Water/Wastewater	Water / Wastewater	42	\$82,147	\$102,684	\$123,221
*	Fire Battalion Chief	Fire Battalion Chief	Fire Department	41	\$80,144	\$100,180	\$120,216
*	Civil Engineer	Civil Engineer	Engineering Division	39	\$76,282	\$95,353	\$114,423
*	Manager III	Manager, Facilities	Facilities	38	\$74,421	\$93,027	\$111,632
*	Manager III	Manager, Human Resources	Human Resources	38	\$74,421	\$93,027	\$111,632
*	Manager III	Manager, Public Works	Public Works	38	\$74,421	\$93,027	\$111,632
	Manager III	Manager, Risk Management	Human Resources	38	\$74,421	\$93,027	\$111,632
	Court Administrator	Court Administrator	Municipal Court	37	\$72,606	\$90,758	\$108,909
*	Police Administrator	Police Administrator	Police Department	37	\$72,606	\$90,758	\$108,909
*	Police Sergeant	Police Sergeant	Police Department	37	\$72,606	\$90,758	\$108,909
	Engineer in Training (EIT)	Engineer in Training (EIT)	Engineering Division	36	\$70,835	\$88,544	\$106,253
	Assistant Director I	Assistant Director - PARD	Parks And Recreation	35	\$69,108	\$86,385	\$103,662
	Manager II	Manager, Billing & Collections	Finance - Billing & Collections	35	\$69,108	\$86,385	\$103,662
*	Principal Planner	Principal Planner	Development Services	35	\$69,108	\$86,385	\$103,662
*	Fire Captain	Fire Captain	Fire Department	34	\$67,422	\$84,278	\$101,133
*	Systems Administrator	Network & IT Security Admin	Info. Technology	32	\$64,173	\$80,217	\$96,260
	Project Manager	Project Manager	Public Works	32	\$64,173	\$80,217	\$96,260
*	Systems Administrator	Systems Administrator	Info. Technology	32	\$64,173	\$80,217	\$96,260
	Associate Planner	Associate Planner	Development Services	31	\$62,608	\$78,260	\$93,912
*	Deputy City Clerk	Deputy City Clerk	City Clerk	31	\$62,608	\$78,260	\$93,912
	Manager I	Manager, Senior Services	Senior Center	31	\$62,608	\$78,260	\$93,912
*	Supervisor IV	Supervisor, Fleet Services	Fleet Services	31	\$62,608	\$78,260	\$93,912
	Fire Inspector	Fire Inspector	Fire Department	30	\$61,081	\$76,351	\$91,622
	Human Resources Senior Analyst	Human Resources Analyst - Senior	Human Resources	30	\$61,081	\$76,351	\$91,622
	Risk Property Analyst	Risk Property Analyst	Risk Management	30	\$61,081	\$76,351	\$91,622
*	Safety Officer	Safety Officer	Risk Management	30	\$61,081	\$76,351	\$91,622
	Police Corporal	Police Corporal	Police Department	29	\$59,591	\$74,489	\$89,387
*	Public Information Officer	Public Information Officer	Administration - Communications	29	\$59,591	\$74,489	\$89,387
*	Video Prod. and Operation Spec.	Video Prod. and Operation Spec.	Administration - Communications	29	\$59,591	\$74,489	\$89,387
	Management Analyst	Management Analyst	Administration	28	\$58,138	\$72,672	\$87,207
	Accountant II	Accountant II	Finance	27	\$56,720	\$70,900	\$85,080
	Assistant Planner	Assistant Planner	Development Services	27	\$56,720	\$70,900	\$85,080
*	GIS Analyst	GIS Analyst	Development Services	27	\$56,720	\$70,900	\$85,080
	IT Specialist - Public Safety	IT Specialist - Public Safety	Info. Technology	27	\$56,720	\$70,900	\$85,080
	Coordinator V (reclass eff 7/1/24)	Operations Coordinator (eff. 7/1/24 will reclassified to a manager level)	Administration	27	\$56,720	\$70,900	\$85,080
	Supervisor III	Supervisor, Maintenance	Public Works	27	\$56,720	\$70,900	\$85,080
	Supervisor III	Supervisor, Police Communications	Police Department	27	\$56,720	\$70,900	\$85,080

**City of San Luis
FY 2025 Pay Plan**

Table 3 - Recommended Salary Ranges per Classification - Salary Range Order

survey	Classification	Job (Functional) Title	Department	Range	Min	Calc'd MP	Max
	Supervisor III	Supervisor, Police Records	Police Department	27	\$56,720	\$70,900	\$85,080
	Supervisor III	Supervisor, Water/WW	Water / Wastewater	27	\$56,720	\$70,900	\$85,080
*	Fire Engineer	Fire Engineer	Fire Department	26	\$55,337	\$69,171	\$83,005
*	Human Resources Analyst	Human Resources Analyst	Human Resources	26	\$55,337	\$69,171	\$83,005
*	Police Officer	Police Officer	Police Department	25	\$53,987	\$67,484	\$80,980
*	Accountant I	Accountant I	Finance	23	\$51,385	\$64,232	\$77,078
*	Building Plans Examiner	Building Plans Examiner	Development Services	23	\$51,385	\$64,232	\$77,078
	Economic Development Assistant	Economic Development Assistant	Economic Development	23	\$51,385	\$64,232	\$77,078
*	Coordinator IV	Grant Coordinator	Economic Development	23	\$51,385	\$64,232	\$77,078
*	Graphics & Media Specialist	Graphics & Media Specialist	Administration - Communications	23	\$51,385	\$64,232	\$77,078
	IT Technician II	IT Technician - Senior	Info. Technology	23	\$51,385	\$64,232	\$77,078
	Coordinator IV	Planning Coordinator	Development Services	23	\$51,385	\$64,232	\$77,078
	Coordinator IV	Purchasing Coordinator	Finance	23	\$51,385	\$64,232	\$77,078
*	Supervisor II	Supervisor, Facilities	Facilities	23	\$51,385	\$64,232	\$77,078
	Supervisor II	Supervisor, Parks	Parks Grounds	23	\$51,385	\$64,232	\$77,078
	Supervisor II	Supervisor, Recreation	Parks And Recreation	23	\$51,385	\$64,232	\$77,078
*	Water/WW Operator 3	Water/Wastewater Plant Operator 3	Water / Wastewater	23	\$51,385	\$64,232	\$77,078
*	Electrician	Electrician	Public Works	22	\$50,132	\$62,665	\$75,198
	Building Inspector II	Building Inspector II	Development Services	21	\$48,909	\$61,137	\$73,364
*	Executive Assistant	Executive Assistant	Administration	20	\$47,717	\$59,646	\$71,575
*	Fire Fighter	Fire Fighter	Fire Department	20	\$47,717	\$59,646	\$71,575
	Coordinator III	Ambulance Billing Coordinator	Finance - Ambulance	19	\$46,553	\$58,191	\$69,829
	Engineering Technician, Senior	Engineering Technician, Senior	Engineering Division	19	\$46,553	\$58,191	\$69,829
	Coordinator III	Operations Coordinator	Fire Department	19	\$46,553	\$58,191	\$69,829
*	Paralegal	Paralegal	City Attorney	19	\$46,553	\$58,191	\$69,829
	Coordinator III	Permit Service Coordinator	Development Services	19	\$46,553	\$58,191	\$69,829
	Supervisor I	Supervisor, Crew Leader	Public Works And Parks & Rec	19	\$46,553	\$58,191	\$69,829
	IT Technician I	IT Technician	Info. Technology	18	\$45,417	\$56,772	\$68,126
*	Water/WW Operator 2	Water/Wastewater Plant Operator 2	Water / Wastewater	18	\$45,417	\$56,772	\$68,126
	Heavy Equipment Operator	Heavy Equipment Operator, Senior	Highway Users	17	\$44,310	\$55,387	\$66,464
*	Building Inspector I	Building Inspector I	Development Services	16	\$44,850	\$54,036	\$60,304
	Code Compliance Specialist	Code Compliance Specialist	Public Works	16	\$44,850	\$54,036	\$60,304
*	Code Enforcement Officer	Code Enforcement Officer	Development Services	16	\$44,850	\$54,036	\$60,304
	GIS Specialist	GIS Specialist	Development Services	16	\$44,850	\$54,036	\$60,304
*	Lead Mechanic	Lead Mechanic	Fleet Services	16	\$44,850	\$54,036	\$60,304
*	Planning Technician	Planning Technician	Development Services	16	\$44,850	\$54,036	\$60,304
*	Police Communications Officer	Police Communications Officer	Police Department	16	\$44,850	\$54,036	\$60,304
	Chief Court Clerk	Court Chief Clerk	Municipal Court	15	\$43,756	\$52,718	\$58,833
	Engineering Technician	Engineering Technician	Engineering Division	15	\$43,756	\$52,718	\$58,833
*	Coordinator II	Human Resources Coordinator	Human Resources	15	\$43,756	\$52,718	\$58,833
*	Coordinator II	Project Coordinator	Facilities	15	\$43,756	\$52,718	\$58,833
	Records Management Specialist	Records Management Specialist	City Clerk	15	\$43,756	\$52,718	\$58,833
*	Coordinator II	Recreation Coordinator	Parks And Recreation	15	\$43,756	\$52,718	\$58,833
	Coordinator II	Senior Services Coordinator	Senior Center	15	\$43,756	\$52,718	\$58,833
	Police Officer Recruit	Police Officer Recruit	Police Department	14	\$42,689	\$51,432	\$57,398
*	Animal Control Officer	Animal Control Officer	Police Department	13	\$41,648	\$50,178	\$55,998
*	Court Interpreter	Court Interpreter	Municipal Court	13	\$41,648	\$50,178	\$55,998
*	Heavy Equipment Operator	Heavy Equipment Operator	Solid Waste & Highway Users	13	\$41,648	\$50,178	\$55,998
	Maintenance Specialist II	Maintenance Specialist (Streets)	Highway Users	13	\$41,648	\$50,178	\$55,998
*	Water/WW Operator 1	Water/Wastewater Plant Operator 1	Water / Wastewater	13	\$41,648	\$50,178	\$55,998
*	IT Help Desk Technician	IT Help Desk Technician	Info. Technology	12	\$40,632	\$48,954	\$54,633
*	Property & Evidence Technician	Property & Evidence Technician	Police Department	12	\$40,632	\$48,954	\$54,633
*	Accounting Specialist	Accounting Specialist	Finance	11	\$39,641	\$47,760	\$53,300
	Coordinator I	Administrative Coordinator	Various	11	\$39,641	\$47,760	\$53,300
	Bailiff	Bailiff	Municipal Court	11	\$39,641	\$47,760	\$53,300
	Court Clerk II	Court Clerk II	Municipal Court	11	\$39,641	\$47,760	\$53,300
*	Court Security Officer	Court Security Officer	Municipal Court	11	\$39,641	\$47,760	\$53,300
	Maintenance Specialist I	Maintenance Specialist (Parks)	Parks Grounds	11	\$39,641	\$47,760	\$53,300
	Recreation Specialist	Recreation Specialist	Parks And Recreation	11	\$39,641	\$47,760	\$53,300
*	Building Permit Technician	Building Permit Technician	Development Services	10	\$38,674	\$46,595	\$52,000
*	Equipment Operator	Equipment Operator	Highway Users	10	\$38,674	\$46,595	\$52,000
*	Legal Secretary	Legal Secretary	City Attorney	10	\$38,674	\$46,595	\$52,000
*	Mechanic	Mechanic	Fleet Services	10	\$38,674	\$46,595	\$52,000
	Water/WW Apprentice	Water/Wastewater Apprentice	Water / Wastewater	10	\$38,674	\$46,595	\$52,000
*	Human Resources Technician	Human Resources Technician	Human Resources	9	\$37,731	\$45,459	\$50,732
	Transit Enforcement Officer	Transit Enforcement Officer	Police Department	9	\$37,731	\$45,459	\$50,732

**City of San Luis
FY 2025 Pay Plan**

Table 3 - Recommended Salary Ranges per Classification - Salary Range Order

survey	Classification	Job (Functional) Title	Department	Range	Min	Calc'd MP	Max
*	Court Clerk I	Court Clerk I	Municipal Court	8	\$36,810	\$44,350	\$49,494
*	Lead Custodian	Lead Custodian	Facilities	8	\$36,810	\$44,350	\$49,494
	Meter Reader Technician	Meter Reader Technician	Finance - Billing & Collections	8	\$36,810	\$44,350	\$49,494
*	Police Records Specialist	Police Records Specialist	Police Department	8	\$36,810	\$44,350	\$49,494
*	Administrative Assistant	Administrative Assistant	Various	7	\$35,913	\$43,268	\$48,287
*	Meter Reader	Meter Reader	Finance - Billing & Collections	6	\$35,037	\$42,213	\$47,110
*	Senior Services Assistant I	Senior Services Assistant	Senior Center	6	\$35,037	\$42,213	\$47,110
*	Building Maintenance Technician	Building Maintenance Technician	Facilities	5	\$34,182	\$41,183	\$45,961
*	Driver	Driver	Senior Center	5	\$34,182	\$41,183	\$45,961
*	Maintenance Technician II	Maintenance Technician (Streets)	Highway Users	5	\$34,182	\$41,183	\$45,961
	Fire Fighter Recruit	Fire Fighter Recruit	Fire Department	3	\$32,535	\$39,199	\$43,746
	Head Life Guard	Head Life Guard	Aquatic Center	3	\$32,535	\$39,199	\$43,746
*	Maintenance Technician I	Maintenance Technician (Parks)	Parks Grounds	2	\$31,741	\$38,243	\$42,679
*	Cook	Cook	Senior Center	1	\$31,200	\$37,310	\$41,638
*	Custodian	Custodian	Facilities	1	\$31,200	\$37,310	\$41,638
*	Customer Service Representative	Customer Service Representative	Finance - Billing & Collections	1	\$31,200	\$37,310	\$41,638
	Intern	Intern	Agency-wide	1	\$31,200	\$37,310	\$41,638
*	Life Guard	Life Guard	Aquatic Center	1	\$31,200	\$37,310	\$41,638
*	Maintenance Worker	Maintenance Worker/Parts Runner	Fleet Services	1	\$31,200	\$37,310	\$41,638
*	Mechanic Assistant	Mechanic Assistant	Fleet Services	1	\$31,200	\$37,310	\$41,638
*	Office Assistant	Office Assistant	Various	1	\$31,200	\$37,310	\$41,638
*	Recreation Assistant	Recreation Assistant	Parks And Recreation	1	\$31,200	\$37,310	\$41,638

**City of San Luis
FY 2025 Salary Plan**

Table 4 - Non-Benchmark to Benchmark Linkage Table

This table is to be utilized as a guide during annual salary plan updates, permitting non-benchmark job classes to be adjusted by the same number of salary ranges as the salary survey benchmark job class to which they have been linked.

Non-Benchmark Job Class	Benchmark Job Class
Accountant II	Accountant I
Administrative Coordinator	Administrative Assistant
Ambulance Billing Coordinator	Accounting Specialist
Assistant Director - Development Svcs	Director of Development Services
Assistant Director - Finance	Director of Finance
Assistant Director - PARD	Director of Parks & Rec
Assistant Director - PW	Director of Public Works
Assistant Fire Chief	Fire Battalion Chief
Assistant Planner	Principal Planner
Associate Planner	Principal Planner
Bailiff	Court Clerk I
Building Inspector II	Building Inspector I
City Engineer	Civil Engineer
Code Compliance Specialist	Code Enforcement Officer
Court Administrator	Manager, Finance
Court Chief Clerk	Court Clerk I
Court Clerk II	Court Clerk I
Economic Development Assistant	Building Permit Technician
Engineer in Training (EIT)	Civil Engineer
Engineering Technician, Senior	Engineering Technician
Fire Fighter Recruit	Fire Fighter
Fire Inspector	Fire Fighter
GIS Specialist	GIS Analyst
Head Life Guard	Life Guard
Heavy Equipment Operator, Senior	Heavy Equipment Operator
Human Resources Analyst - Senior	Human Resources Analyst
Intern	Administrative Assistant
IT Specialist - Public Safety	IT Technician
IT Technician - Senior	IT Technician
Maintenance Specialist (Parks)	Maintenance Technician (Parks)
Maintenance Specialist (Streets)	Maintenance Technician (Streets)
Management Analyst	Administrative Assistant
Manager, Billing & Collections	Manager, Finance
Manager, Risk Management	Human Resources Analyst
Manager, Senior Services	Senior Services Assistant
Meter Reader Technician	Meter Reader
Operations Coordinator	Administrative Assistant
Permit Service Coordinator	Building Permit Technician
Planning Coordinator	Building Permit Technician
Police Commander	Police Lieutenant
Police Corporal	Police Officer
Police Officer Recruit	Police Officer

**City of San Luis
FY 2025 Salary Plan**

Table 4 - Non-Benchmark to Benchmark Linkage Table

This table is to be utilized as a guide during annual salary plan updates, permitting non-benchmark job classes to be adjusted by the same number of salary ranges as the salary survey benchmark job class to which they have been linked.

Non-Benchmark Job Class	Benchmark Job Class
Project Manager Purchasing Coordinator	Manager, Finance Accountant I
Records Management Specialist Recreation Specialist Risk Property Analyst	Deputy City Clerk Recreation Coordinator Human Resources Analyst
Senior Services Assistant/Driver Supervisor, Crew Leader Supervisor, Maintenance Supervisor, Parks Supervisor, Police Communications Supervisor, Police Records Supervisor, Recreation Supervisor, Water/WW	Senior Services Assistant Heavy Equipment Operator Heavy Equipment Operator Maintenance Technician (Parks) Police Communications Officer Police Records Specialist Recreation Coordinator Manager, Water/Wastewater
Transit Enforcement Officer	Police Officer

City of San Luis
Table 5 - Estimated Fiscal Impact of FY 2025 Salary Plan
Various Salary Competitiveness Policies
Proposed New 2.5% Salary Structure

	100%	97.5%	95.0%	92.5%
Number of Employees	326	326	326	326
Total Payroll	\$16,214,215	\$16,214,215	\$16,214,215	\$16,214,215
Number of Employees Below Minimum	257	235	206	181
As % of total employees	78.83%	72.09%	63.19%	55.52%
Total \$ below Minimum	\$1,504,542	\$1,201,055	\$940,271	\$713,438
As % of total payroll	9.28%	7.41%	5.80%	4.40%
Average amount below Minimum	\$5,854	\$5,111	\$4,564	\$3,942
Number of Employees Below Midpoint	321	317	312	309
As % of total employees	98.47%	97.24%	95.71%	94.79%
\$ to Bring to Midpoint	\$5,365,747	\$4,859,958	\$4,374,086	\$3,902,863
As % of total payroll	33.09%	29.97%	26.98%	24.07%
Number of Employees Above Maximum	0	0	1	3
As % of total employees	0.00%	0.00%	0.31%	0.92%
Total \$ over Maximum	\$0	\$0	\$196	\$3,087
As % of total payroll	0.00%	0.00%	0.00%	0.02%
Average amount over Maximum	\$0	\$0	\$196	\$1,029