



City of San Ramon
Salary Range Schedule by Classification
 Last Update Approved by City Council on December 12, 2023 **Effective January 1, 2024**

Job Classification	Job Class Code	Group Code	Work Week	Effective Date	Hourly Minimum	Hourly Maximum	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
ELECTED OFFICIALS										
CITY COUNCIL (Ordinance No. 365)	E100	100	N/A	12/01/2022			\$1,034.23		\$12,410.80	
MAYOR (Ordinance No. 365)	E105	100	N/A	12/01/2022			\$1,134.23		\$13,610.76	
APPOINTED EMPLOYEES										
CITY ATTORNEY (Reso 2022-141)	A100	200	N/A	09/25/2023			\$23,850.02		\$286,200.20	
CITY MANAGER (Reso 2023-091)	A105	200	N/A	06/19/2023			\$24,825.00		\$297,900.00	
UNREPRESENTED MISCELLANEOUS EMPLOYEES										
ACCOUNTANT	U210	600	37.5	07/01/2023	\$ 50.1946	\$ 62.7433	\$ 8,156.63	\$ 10,195.79	\$ 97,879.60	\$ 122,349.50
ADMINISTRATIVE ANALYST	U150	600	37.5	07/01/2023	\$ 52.7801	\$ 70.3559	\$ 8,576.77	\$ 11,432.83	\$ 102,921.26	\$ 137,193.94
ADMINISTRATIVE COORDINATOR	U130	600	37.5	07/01/2023	\$ 44.3471	\$ 55.4356	\$ 7,206.40	\$ 9,008.29	\$ 86,476.78	\$ 108,099.42
ASSISTANT CITY ATTORNEY	U316	600	37.5	07/01/2023	\$ 82.8508	\$ 110.4676	\$ 13,463.26	\$ 17,950.99	\$ 161,559.06	\$ 215,411.82
ASSISTANT ENGINEER	U515	600	37.5	07/01/2023	\$ 56.7418	\$ 70.9211	\$ 9,220.55	\$ 11,524.67	\$ 110,646.64	\$ 138,296.08
ASSISTANT PLANNER	U720	600	37.5	07/01/2023	\$ 53.6198	\$ 67.0226	\$ 8,713.23	\$ 10,891.18	\$ 104,558.74	\$ 130,694.20
ASSOCIATE ENGINEER	U516	600	37.5	07/01/2023	\$ 63.1649	\$ 78.9560	\$ 10,264.30	\$ 12,830.35	\$ 123,171.62	\$ 153,964.20
ASSOCIATE PLANNER	U721	600	37.5	07/01/2023	\$ 59.7143	\$ 74.6365	\$ 9,703.57	\$ 12,128.44	\$ 116,442.82	\$ 145,541.24
CITY CLERK ¹	U225	600	37.5	07/01/2023	\$ 67.3260	\$ 89.5436	\$ 10,940.48	\$ 14,550.84	\$ 131,285.70	\$ 174,610.02
CITY/DISTRICT ENGINEER ¹	U200	600	37.5	09/26/2023	\$ 78.8928	\$ 105.1640	\$ 12,820.08	\$ 17,089.15	\$ 153,840.96	\$ 205,069.80
DEPARTMENT DIRECTOR ¹	D100	300	37.5	07/01/2023	\$ 96.5525	\$ 128.7044	\$ 15,689.79	\$ 20,914.47	\$ 188,277.44	\$ 250,973.58
DEPUTY CITY ATTORNEY	U315	600	37.5	07/01/2023	\$ 75.3187	\$ 100.4253	\$ 12,239.28	\$ 16,319.12	\$ 146,871.40	\$ 195,829.40
DEPUTY CITY CLERK	U220	600	37.5	07/01/2023	\$ 47.4385	\$ 63.2355	\$ 7,708.76	\$ 10,275.76	\$ 92,505.14	\$ 123,309.16
DEPUTY CITY MANAGER ¹	U185	600	37.5	07/01/2023	\$ 84.7698	\$ 112.9981	\$ 13,775.10	\$ 18,362.20	\$ 165,301.24	\$ 220,346.36
DIVISION MANAGER ¹	U180	600	37.5	07/01/2023	\$ 75.1360	\$ 100.1562	\$ 12,209.60	\$ 16,275.39	\$ 146,515.20	\$ 195,304.72
ENGINEERING SPECIALIST	U510	600	37.5	07/01/2023	\$ 49.1502	\$ 61.7907	\$ 7,986.92	\$ 10,040.98	\$ 95,843.02	\$ 120,491.80
EXECUTIVE ASSISTANT	U140	600	37.5	07/01/2023	\$ 47.6124	\$ 59.5132	\$ 7,737.02	\$ 9,670.90	\$ 92,844.18	\$ 116,050.74
INSPECTOR	U610	600	37.5	07/01/2023	\$ 54.6662	\$ 68.3201	\$ 8,883.27	\$ 11,102.02	\$ 106,599.22	\$ 133,224.26
IT NETWORK ANALYST	U420	600	37.5	07/01/2023	\$ 57.9472	\$ 77.2707	\$ 9,416.42	\$ 12,556.48	\$ 112,997.04	\$ 150,677.80
IT SPECIALIST	U415	600	37.5	07/01/2023	\$ 49.2712	\$ 61.5888	\$ 8,006.57	\$ 10,008.18	\$ 96,078.84	\$ 120,098.16
IT TECHNICIAN	U410	600	37.5	07/01/2023	\$ 41.0627	\$ 51.3219	\$ 6,672.68	\$ 8,339.80	\$ 80,072.20	\$ 100,077.64
MAINTENANCE SUPERVISOR	U980	600	37.5	07/01/2023	\$ 58.9502	\$ 73.6818	\$ 9,579.42	\$ 11,973.30	\$ 114,953.02	\$ 143,679.64
OFFICE SPECIALIST	U120	600	37.5	07/01/2023	\$ 37.9083	\$ 47.3872	\$ 6,160.09	\$ 7,700.42	\$ 73,921.12	\$ 92,405.04
OFFICE TECHNICIAN I	U110	600	37.5	07/01/2023	\$ 28.4705	\$ 35.5820	\$ 4,626.46	\$ 5,782.08	\$ 55,517.54	\$ 69,384.90
OFFICE TECHNICIAN II	U111	600	37.5	07/01/2023	\$ 31.5641	\$ 39.4593	\$ 5,129.17	\$ 6,412.14	\$ 61,550.06	\$ 76,945.70

¹ Eligible for Management Incentive Pay

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UNREPRESENTED MISCELLANEOUS EMPLOYEES (Continued)										
PARALEGAL	U310	600	37.5	07/01/2023	\$ 45.1251	\$ 56.4083	\$ 7,332.82	\$ 9,166.34	\$ 87,993.88	\$ 109,996.12
PLANNING SPECIALIST	U710	600	37.5	07/01/2023	\$ 37.9083	\$ 47.3872	\$ 6,160.09	\$ 7,700.42	\$ 73,921.12	\$ 92,405.04
PLANS EXAMINER	U715	600	37.5	07/01/2023	\$ 58.0735	\$ 72.5874	\$ 9,436.94	\$ 11,795.46	\$ 113,243.26	\$ 141,545.56
POLICE CAPTAIN ¹	U825	610	40.0	07/01/2023	\$ 86.3034	\$ 115.0424	\$ 14,959.25	\$ 19,940.68	\$ 179,511.02	\$ 239,288.14
POLICE CHIEF ¹	D105	300	40.0	07/01/2023	\$ 90.5180	\$ 120.6605	\$ 15,689.79	\$ 20,914.49	\$ 188,277.44	\$ 250,973.84
POLICE LIEUTENANT ¹	U820	610	40.0	07/01/2023	\$ 79.9641	\$ 110.2619	\$ 13,860.45	\$ 19,112.06	\$ 166,325.38	\$ 229,344.70
POLICE RECORDS SUPERVISOR	U815	600	37.5	07/01/2023	\$ 54.7582	\$ 68.4436	\$ 8,898.22	\$ 11,122.09	\$ 106,778.62	\$ 133,465.02
POLICE SERVICES TECHNICIAN I	U810	600	37.5	07/01/2023	\$ 34.1731	\$ 42.7018	\$ 5,553.12	\$ 6,939.05	\$ 66,637.48	\$ 83,268.64
POLICE SERVICES TECHNICIAN II	U811	600	37.5	07/01/2023	\$ 38.1223	\$ 47.6547	\$ 6,194.87	\$ 7,743.88	\$ 74,338.42	\$ 92,926.60
PROGRAM MANAGER ²	U170	600	37.5	07/01/2023	\$ 62.9174	\$ 83.8901	\$ 10,224.09	\$ 13,632.15	\$ 122,689.06	\$ 163,585.76
RECREATION COORDINATOR	U915	600	37.5	07/01/2023	\$ 44.3471	\$ 55.4356	\$ 7,206.40	\$ 9,008.29	\$ 86,476.78	\$ 108,099.42
RECREATION SUPERVISOR	U920	600	37.5	07/01/2023	\$ 55.1837	\$ 68.9736	\$ 8,967.36	\$ 11,208.21	\$ 107,608.28	\$ 134,498.52
RECREATION TECHNICIAN	U910	600	37.5	07/01/2023	\$ 33.3448	\$ 41.6729	\$ 5,418.53	\$ 6,771.85	\$ 65,022.36	\$ 81,262.22
SENIOR ADMINISTRATIVE ANALYST	U160	600	37.5	07/01/2023	\$ 61.9198	\$ 77.3889	\$ 10,061.98	\$ 12,575.70	\$ 120,743.74	\$ 150,908.42
SENIOR CIVIL ENGINEER	U520	600	37.5	07/01/2023	\$ 75.3353	\$ 94.1692	\$ 12,241.99	\$ 15,302.50	\$ 146,903.90	\$ 183,629.94
SENIOR INSPECTOR	U615	600	37.5	07/01/2023	\$ 60.8750	\$ 76.0826	\$ 9,892.20	\$ 12,363.43	\$ 118,706.38	\$ 148,361.20
SENIOR PLANNER	U725	600	37.5	07/01/2023	\$ 61.7931	\$ 82.3909	\$ 10,041.37	\$ 13,388.53	\$ 120,496.48	\$ 160,662.32
SUPERVISING INSPECTOR	U620	600	37.5	07/01/2023	\$ 63.5026	\$ 84.6787	\$ 10,319.18	\$ 13,760.28	\$ 123,830.20	\$ 165,123.40
SAN RAMON POLICE OFFICERS ASSOCIATION										
POLICE CORPORAL	P110	400	40.0	07/01/2023	\$ 62.6993	\$ 82.6964	\$ 10,867.87	\$ 14,334.04	\$ 130,414.44	\$ 172,008.46
POLICE OFFICER	P105	400	40.0	07/01/2023	\$ 61.0322	\$ 76.2855	\$ 10,578.92	\$ 13,222.82	\$ 126,947.08	\$ 158,673.84
POLICE SERGEANT	P115	400	40.0	07/01/2023	\$ 68.9691	\$ 91.8849	\$ 11,954.65	\$ 15,926.71	\$ 143,455.78	\$ 191,120.54
SEIU LOCAL 1021										
ELECTRICIAN I	M200	500	37.5	07/01/2023	\$ 40.0392	\$ 50.0488	\$ 6,506.37	\$ 8,132.93	\$ 78,076.44	\$ 97,595.16
ELECTRICIAN II	M201	500	37.5	07/01/2023	\$ 44.0431	\$ 55.0537	\$ 7,157.00	\$ 8,946.23	\$ 85,883.98	\$ 107,354.78
MAINTENANCE ASSISTANT	M105	500	37.5	07/01/2023	\$ 29.4676	\$ 36.8277	\$ 4,788.49	\$ 5,984.51	\$ 57,461.82	\$ 71,814.08
MAINTENANCE COORDINATOR	M120	500	37.5	07/01/2023	\$ 45.8276	\$ 57.2864	\$ 7,446.99	\$ 9,309.04	\$ 89,363.82	\$ 111,708.48
MAINTENANCE TECHNICIAN I	M110	500	37.5	07/01/2023	\$ 32.9889	\$ 41.2403	\$ 5,360.70	\$ 6,701.54	\$ 64,328.42	\$ 80,418.52
MAINTENANCE TECHNICIAN II	M111	500	37.5	07/01/2023	\$ 36.8346	\$ 46.0343	\$ 5,985.63	\$ 7,480.57	\$ 71,827.60	\$ 89,766.82
MAINTENANCE SPECIALIST	M115	500	37.5	07/01/2023	\$ 41.1025	\$ 51.3717	\$ 6,679.16	\$ 8,347.91	\$ 80,149.94	\$ 100,174.88

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MISCELLANEOUS TEMPORARY CLASSIFICATIONS						
ACTIVITY MANAGER	X316	700	Varies	01/01/2024	\$ 21.0000	\$ 25.2000
ASSIST ACTIVITY MANAGER	X315	700	Varies	01/01/2024	\$ 18.9000	\$ 22.6800
ASSISTANT POOL MANAGER	X355	700	Varies	01/01/2024	\$ 19.8000	\$ 23.7600
BUILDING ATTENDANT I	X320	700	Varies	01/01/2024	\$ 18.0000	\$ 21.6000
BUILDING ATTENDANT II	X321	700	Varies	01/01/2024	\$ 20.0000	\$ 24.0000
CASHIER	X330	700	Varies	01/01/2024	\$ 16.0000	\$ 19.2000
INTERN	X150	700	Varies	01/01/2024	\$ 16.0000	\$ 16.0000
LIFEGUARD I	X335	700	Varies	01/01/2024	\$ 16.5000	\$ 19.8000
LIFEGUARD II	X336	700	Varies	01/01/2024	\$ 18.1500	\$ 21.7800
NUTRITION PROGRAM ASSIST	X325	700	Varies	01/01/2024	\$ 18.9000	\$ 22.6800
OFFICE ASSISTANT	X331	700	Varies	01/01/2024	\$ 20.0000	\$ 24.0000
POLICE RECRUIT	X100	700	Varies	03/12/2019	\$ -	\$ 32.5800
POOL MANAGER	X356	700	Varies	01/01/2024	\$ 22.0000	\$ 26.4000
PROGRAM SPECIALIST	X360	700	Varies	01/01/2024	\$ 23.5000	\$ 28.2000
RECREATION LEADER I	X310	700	Varies	01/01/2024	\$ 16.0000	\$ 19.2000
RECREATION LEADER II	X311	700	Varies	01/01/2024	\$ 17.6000	\$ 21.1200
SEASONAL MAINTENANCE WORKER	X200	700	Varies	03/12/2019	\$ 16.2200	\$ 20.3400
SENIOR LIFEGUARD	X340	700	Varies	01/01/2024	\$ 18.7000	\$ 22.4400
SWIM INSTRUCTOR	X345	700	Varies	01/01/2024	\$ 18.1500	\$ 21.7800

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