

**City of Poway
Management / Confidential Salary Schedule**

Effective September 16, 2025							
Classification Title	Approx. Monthly Salary Range		Hourly				
	28,473						
City Manager	28,473						
Group 1 Exempt At-Will	Min - Max	Min	Max				
Assistant City Manager	15,597 - 21,835	89.9833	125.9765				
Director of Community Services	14,854 - 20,795	85.6987	119.9777				
Director of Development Services	14,854 - 20,795	85.6987	119.9777				
Director of Finance	14,854 - 20,795	85.6987	119.9777				
Director of Human Resources & Risk Management	14,854 - 20,795	85.6987	119.9777				
Director of Public Works	14,854 - 20,795	85.6987	119.9777				
Fire Chief	14,854 - 20,795	85.6987	119.9777				
Classification Title	Grade	Approx. Monthly Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5
Group 2A Exempt At-Will							
Assistant Director of Public Works for Utilities	870	16,258 - 19,762	93.7963	98.4861	103.4104	108.5809	114.0099
Assistant Director of Public Works for Maintenance Operations	760	12,391 - 15,061	71.4863	75.0606	78.8137	82.7544	86.8922
Assistant Director of Finance Operations	760	12,391 - 15,061	71.4863	75.0606	78.8137	82.7544	86.8922
Capital Projects Manager	720	11,226 - 13,645	64.7631	68.0014	71.4014	74.9714	78.7200
City Clerk	740	11,794 - 14,336	68.0418	71.4438	75.0160	78.7668	82.7051
City Engineer	800	13,677 - 16,625	78.9076	82.8530	86.9957	91.3455	95.9127
City Planner	760	12,391 - 15,061	71.4863	75.0606	78.8137	82.7544	86.8922
Deputy Fire Chief	850	15,475 - 18,810	89.2767	93.7405	98.4275	103.3489	108.5165
Deputy Fire Marshal	620	8,770 - 10,660	50.5929	53.1225	55.7785	58.5675	61.4959
Finance Manager	720	11,226 - 13,645	64.7631	68.0014	71.4014	74.9714	78.7200
Fire Battalion Chief (not at-will/2912 hrs/yr)	630	12,584 - 15,296	51.8576	54.4506	57.1730	60.0317	63.0334
Parks and Trails Area Manager	620	8,770 - 10,660	50.5929	53.1225	55.7785	58.5675	61.4959
Principal Civil Engineer	750	12,089 - 14,694	69.7428	73.2299	76.8914	80.7360	84.7728
Principal Civil Engineer - Utilities	771	12,924 - 15,710	74.5656	78.2938	82.2087	86.3190	90.6350
Public Works Operations Manager	681	10,259 - 12,470	59.1818	62.1409	65.2479	68.5103	71.9400
Recreation Area Manager	590	8,143 - 9,898	46.9804	49.3295	51.7960	54.3858	57.1050
Revenue and Operations Manager	731	11,613 - 14,117	66.9961	70.3456	73.8630	77.5562	81.4443
Water Treatment Plant Manager	750	12,089 - 14,694	69.7428	73.2299	76.8914	80.7360	84.7728
Group 2B Exempt							
Accountant	520	6,850 - 8,327	39.5231	41.4995	43.5748	45.7525	48.0397
Associate Civil Engineer	640	9,214 - 11,199	53.1540	55.8119	58.6024	61.5326	64.6091
Associate Engineer	630	8,989 - 10,926	51.8576	54.4506	57.1730	60.0317	63.0334
Associate Planner	550	7,377 - 8,967	42.5621	44.6905	46.9253	49.2704	51.7336
Community Outreach Coordinator	601	8,404 - 10,215	48.4859	50.9081	53.4545	56.1263	58.9342
Deputy City Clerk	571	7,805 - 9,486	45.0240	47.2731	49.6379	52.1190	54.7261
Emergency Preparedness Program Manager	670	9,921 - 12,060	57.2412	60.1033	63.1085	66.2638	69.5770
GIS Administrator	610	8,555 - 10,399	49.3588	51.8268	54.4181	57.1390	59.9961
Information Technology Analyst	580	7,944 - 9,657	45.8346	48.1263	50.5326	53.0592	55.7122
Management Analyst	531	7,071 - 8,594	40.7895	42.8271	44.9694	47.2172	49.5792
Network and Computer Systems Analyst	550	7,377 - 8,967	42.5621	44.6905	46.9253	49.2704	51.7336
Network and Computer Systems Administrator	631	9,050 - 11,001	52.2140	54.8225	57.5646	60.4420	63.4656
Payroll Analyst	520	6,850 - 8,327	39.5231	41.4995	43.5748	45.7525	48.0397
Revenue and Operations Supervisor	631	9,050 - 11,001	52.2140	54.8225	57.5646	60.4420	63.4656
Senior Accountant	590	8,143 - 9,898	46.9804	49.3295	51.7960	54.3858	57.1050
Senior Civil Engineer	720	11,226 - 13,645	64.7631	68.0014	71.4014	74.9714	78.7200
Senior Code Compliance Officer	510	6,683 - 8,124	38.5590	40.4872	42.5115	44.6370	46.8689
Senior Fire Inspector	541	7,247 - 8,808	41.8091	43.8978	46.0936	48.3977	50.8186
Senior Human Resources Analyst	640	9,214 - 11,199	53.1540	55.8119	58.6024	61.5326	64.6091
Senior Management Analyst	610	8,555 - 10,399	49.3588	51.8268	54.4181	57.1390	59.9961
Senior Planner	631	9,050 - 11,001	52.2140	54.8225	57.5646	60.4420	63.4656
Special Projects Engineer	610	8,555 - 10,399	49.3588	51.8268	54.4181	57.1390	59.9961
Utilities Administrator	670	9,921 - 12,060	57.2412	60.1033	63.1085	66.2638	69.5770
Water Utilities Distribution Supervisor	680	10,170 - 12,362	58.6722	61.6058	64.6861	67.9204	71.3164
Group 3 Non-Exempt							
Assistant Engineer	571	7,805 - 9,486	45.0240	47.2731	49.6379	52.1190	54.7261
Assistant Planner	491	6,405 - 7,786	36.9532	38.7992	40.7402	42.7765	44.9163
Code Compliance Officer	461	5,949 - 7,229	34.3147	36.0290	37.8313	39.7222	41.7092
Construction Maintenance Supervisor	531	7,071 - 8,594	40.7895	42.8271	44.9694	47.2172	49.5792
Facilities Maintenance and Special Districts Supervisor	540	7,198 - 8,749	41.5239	43.6001	45.7801	48.0691	50.4726
Fire Inspector	520	6,850 - 8,327	39.5231	41.4995	43.5748	45.7525	48.0397
Fleet Maintenance Supervisor	590	8,143 - 9,899	46.9804	49.3295	51.7960	54.3858	57.1050
Management Assistant	491	6,405 - 7,786	36.9532	38.7992	40.7402	42.7765	44.9163
Parks Maintenance Supervisor	520	6,850 - 8,327	39.5231	41.4995	43.5748	45.7525	48.0397
SCADA, Electrical, and Instrumentation Controls Supervisor	720	11,226 - 13,645	64.7631	68.0014	71.4014	74.9714	78.7200
Senior Accounting Technician	460	5,907 - 7,180	34.0805	35.7847	37.5745	39.4521	41.4245
Utility Systems Supervisor	670	9,921 - 12,060	57.2412	60.1033	63.1085	66.2638	69.5770
Wastewater Utilities Supervisor	680	10,170 - 12,362	58.6722	61.6058	64.6861	67.9204	71.3164
Group 4 Non-Exempt							
Accounting Technician II	380	4,849 - 5,894	27.9714	29.3703	30.8391	32.3801	33.9991
Executive Assistant to the City Manager	500	6,521 - 7,925	37.6187	39.4996	41.4745	43.5482	45.7256
Human Resources Technician I	412	5,257 - 6,390	30.3291	31.8443	33.4373	35.1085	36.8649
Human Resources Technician II	451	5,802 - 7,053	33.4778	35.1502	36.9086	38.7533	40.6918
Senior Administrative Assistant - Confidential	430	5,485 - 6,668	31.6471	33.2298	34.8916	36.6352	38.4666