

**City of Poway  
Non-Safety Salary Schedule**

Effective June 23, 2025							
Classification Title (in alphabetical order)	Grade	Approx. Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5
Administrative Assistant I	270	3,695 - 4,491	21.3184	22.3843	23.5037	24.6785	25.9122
Administrative Assistant II	300	3,978 - 4,836	22.9575	24.1054	25.3107	26.5762	27.9049
Administrative Assistant III	360	4,615 - 5,609	26.6236	27.9548	29.3526	30.8202	32.3612
Aquatics Coordinator	400	5,094 - 6,191	29.3875	30.8571	32.4004	34.0194	35.7203
Box Office Coordinator	370	4,729 - 5,749	27.2892	28.6539	30.0870	31.5904	33.1698
Construction Maintenance Crew Leader	440	5,622 - 6,833	32.4383	34.0605	35.7638	37.5510	39.4283
Construction Maintenance Worker I	320	4,180 - 5,081	24.1197	25.3260	26.5925	27.9214	29.3173
Construction Maintenance Worker II	370	4,729 - 5,749	27.2892	28.6539	30.0870	31.5904	33.1698
Contract Specialist/Inspector	500	6,521 - 7,925	37.6187	39.4996	41.4745	43.5482	45.7256
Cross-Connection Specialist	540	7,198 - 8,749	41.5239	43.6001	45.7801	48.0691	50.4726
Customer Services Field Worker	430	5,485 - 6,668	31.6471	33.2298	34.8916	36.6352	38.4666
Customer Services Specialist	500	6,521 - 7,925	37.6187	39.4996	41.4745	43.5482	45.7256
Customer Services Technician I	330	4,285 - 5,208	24.7227	25.9592	27.2574	28.6194	30.0502
Customer Services Technician II	370	4,729 - 5,749	27.2892	28.6539	30.0870	31.5904	33.1698
Development Services Technician	420	5,351 - 6,505	30.8753	32.4191	34.0401	35.7420	37.5291
Electrical, Instrumentation, and Controls Technician	570	7,750 - 9,421	44.7168	46.9525	49.3001	51.7651	54.3535
Engineering Inspector	520	6,850 - 8,327	39.5231	41.4995	43.5748	45.7525	48.0397
Engineering Technician I	440	5,622 - 6,833	32.4383	34.0605	35.7638	37.5510	39.4283
Engineering Technician II	480	6,206 - 7,543	35.8059	37.5964	39.4766	41.4495	43.5217
Equipment Mechanic	420	5,351 - 6,505	30.8753	32.4191	34.0401	35.7420	37.5291
Facilities Maintenance Technician I	370	4,729 - 5,749	27.2892	28.6539	30.0870	31.5904	33.1698
Facilities Maintenance Technician II	400	5,094 - 6,191	29.3875	30.8571	32.4004	34.0194	35.7203
Front of House Coordinator	370	4,729 - 5,749	27.2892	28.6539	30.0870	31.5904	33.1698
Interpretive Park Ranger	400	5,094 - 6,191	29.3875	30.8571	32.4004	34.0194	35.7203
Lead Customer Services Field Worker	470	6,054 - 7,359	34.9326	36.6794	38.5138	40.4384	42.4601
Lead Customer Services Technician	410	5,221 - 6,346	30.1222	31.6286	33.2103	34.8700	36.6133
Lead Engineering Inspector	560	7,561 - 9,191	43.6260	45.8073	48.0978	50.5027	53.0277
Park Ranger	320	4,180 - 5,081	24.1197	25.3260	26.5925	27.9214	29.3173
Parks Maintenance Crew Leader	400	5,094 - 6,191	29.3875	30.8571	32.4004	34.0194	35.7203
Parks Maintenance Worker I	320	4,180 - 5,081	24.1197	25.3260	26.5925	27.9214	29.3173
Parks Maintenance Worker II	360	4,615 - 5,609	26.6236	27.9548	29.3526	30.8202	32.3612
Recreation Coordinator	370	4,729 - 5,749	27.2892	28.6539	30.0870	31.5904	33.1698
Recreation Specialist - Gym	270	3,695 - 4,491	21.3184	22.3843	23.5037	24.6785	25.9122
Senior Administrative Assistant	420	5,351 - 6,505	30.8753	32.4191	34.0401	35.7420	37.5291
Senior Electrical, Instrumentation, and Controls	650	9,444 - 11,479	54.4829	57.2070	60.0674	63.0709	66.2243
Senior Equipment Mechanic	490	6,361 - 7,732	36.7012	38.5362	40.4629	42.4860	44.6105
Senior Facilities Maintenance Technician	460	5,906 - 7,180	34.0805	35.7847	37.5745	39.4521	41.4245
Senior Lifeguard	370	4,729 - 5,749	27.2892	28.6539	30.0870	31.5904	33.1698
Senior Park Ranger	340	4,392 - 5,338	25.3407	26.6078	27.9382	29.3351	30.8019
Senior Utility Systems Mechanic	570	7,750 - 9,421	44.7168	46.9525	49.3001	51.7651	54.3535
Stormwater Maintenance and Construction Worker I	332	4,319 - 5,249	24.9158	26.1616	27.4697	28.8432	30.2853
Stormwater Maintenance and Construction Worker II	390	4,969 - 6,040	28.6708	30.1046	31.6101	33.1897	34.8491
Technical Theater Coordinator	370	4,729 - 5,749	27.2892	28.6539	30.0870	31.5904	33.1698
Utility Systems Mechanic	530	7,021 - 8,534	40.5111	42.5367	44.6635	46.8966	49.2415
Utility Systems Mechanic Crew Leader	590	8,143 - 9,898	46.9804	49.3295	51.7960	54.3858	57.1050
Warehouse Associate	370	4,729 - 5,749	27.2892	28.6539	30.0870	31.5904	33.1698
Wastewater Utilities Crew Leader	560	7,561 - 9,191	43.6260	45.8073	48.0978	50.5027	53.0277
Wastewater Utilities Worker I	450	5,762 - 7,005	33.2493	34.9118	36.6574	38.4902	40.4147
Wastewater Utilities Worker II	520	6,850 - 8,327	39.5231	41.4995	43.5748	45.7525	48.0397
Water Treatment Plant Lead Operator	650	9,444 - 11,479	54.4829	57.2070	60.0674	63.0709	66.2243
Water Treatment Plant Operator I	480	6,206 - 7,543	35.8059	37.5964	39.4766	41.4495	43.5217
Water Treatment Plant Operator II	530	7,021 - 8,534	40.5111	42.5367	44.6635	46.8966	49.2415
Water Treatment Plant Operator III	580	7,944 - 9,657	45.8346	48.1263	50.5326	53.0592	55.7122
Water Utilities Crew Leader	560	7,561 - 9,191	43.6260	45.8073	48.0978	50.5027	53.0277
Water Utilities Worker I	440	5,622 - 6,833	32.4383	34.0605	35.7638	37.5510	39.4283
Water Utilities Worker II	491	6,405 - 7,786	36.9532	38.7992	40.7402	42.7765	44.9163