

CITY OF SAN LEANDRO
MASTER SALARY SCHEDULE

Approved by City Council on 01/05/2026
Last Revised 01/05/2026

CLASSIFICATION	Salary Effective Date	Monthly Step 1	Hourly Step 1	Monthly Step 2	Hourly Step 2	Monthly Step 3	Hourly Step 3	Monthly Step 4	Hourly Step 4	Monthly Step 5	Hourly Step 5	Monthly Step 6	Hourly Step 6	Monthly Step 7	Hourly Step 7
Accountant I	1/1/2026	8779	50.65	9218	53.18	9680	55.84	10164	58.64	10672	61.57				
Accountant II	1/1/2026	9680	55.84	10164	58.64	10672	61.57	11206	64.65	11765	67.88				
Accounting Assistant I	1/1/2026	6087	35.11	6391	36.87	6711	38.72	7046	40.65	7399	42.68				
Accounting Assistant II	1/1/2026	6391	36.87	6711	38.72	7046	40.65	7399	42.68	7768	44.82				
Administrative Assistant I	1/1/2026	5944	34.29	6240	36.00	6551	37.80	6877	39.67	7222	41.67				
Administrative Assistant II	1/1/2026	6552	37.80	6878	39.68	7222	41.67	7584	43.76	7964	45.94				
Administrative Assistant III (hired before 12/31/2024)	1/1/2026	7046	40.65	7399	42.68	7768	44.82	8157	47.06	8565	49.41				
Administrative Specialist III (hired before 12/31/2024)	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
Administrative Technician	1/1/2026	7222	41.67	7584	43.76	7964	45.94	8362	48.24	8779	50.65				
Assistant Chief Technology Officer	7/1/2025	16390		17210		18070		18974		19922					
Assistant City Manager	7/1/2025	20981		22030		23131		24288		25502					
Assistant Community Development Director	7/1/2025	15990		16790		17629		18511		19436					
Assistant Engineer	1/1/2026	10164	58.64	10672	61.57	11206	64.65	11765	67.88	12353	71.27				
Assistant Engineering and Transportation Director	7/1/2025	16800		17640		18522		19448		20420					
Assistant Finance Director	7/1/2025	16390		17210		18070		18974		19922					
Assistant Library Director	7/1/2025	15600		16380		17199		18059		18962					
Assistant Planner	1/1/2026	8994	51.89	9442	54.47	9915	57.20	10411	60.06	10932	63.07				
Assistant Police Chief	7/1/2025	18578		19507		20482		21506		22581					
Assistant Public Works Director	7/1/2025	16800		17640		18522		19448		20420					
Assistant to the City Manager	7/1/2025	11317		11883		12477		13101		13756					
Associate Engineer	1/1/2026	11478	66.22	12053	69.53	12656	73.01	13288	76.66	13951	80.48				
Associate Planner	1/1/2026	10164	58.64	10672	61.57	11206	64.65	11765	67.88	12353	71.27				
Audio-Visual Operator	1/1/2026	5944	34.29	6240	36.00	6551	37.80	6877	39.67	7222	41.67				
Building Inspector I	1/1/2026	8362	48.24	8779	50.65	9218	53.18	9680	55.84	10164	58.64				
Building Inspector II	1/1/2026	9218	53.18	9680	55.84	10164	58.64	10672	61.57	11206	64.65				
Central Services Assistant	1/1/2026	5522	31.86	5797	33.45	6087	35.11	6391	36.87	6711	38.72				
Chemist	1/1/2026	11206	64.65	11765	67.88	12353	71.27	12972	74.84	13619	78.57				
Chief Building Official	7/1/2025	14487		15211		15971		16770		17608					
Chief Technology Officer	7/1/2025	19008		19958		20956		22004		23104					
City Clerk	7/1/2025	13452		14125		14831		15573		16351					
City Council	1/1/2025									1900					
City Engineer	7/1/2025	15990		16790		17629		18511		19436					
City Manager	7/1/2025									30187.50					
Collection Systems Maintenance Supervisor	1/1/2026	13951	80.48	14648	84.51	15381	88.74	16149	93.17	16957	97.83				
Collection Systems Maintenance Worker I	1/1/2026	7399	42.68	7768	44.82	8157	47.06	8565	49.41	8994	51.89				
Collection Systems Maintenance Worker II	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
College Intern	1/1/2026		22.45		23.58		24.75		25.99		27.30				
Community Development Director	7/1/2025	18544		19471		20445		21467		22540					
Community Preservation Officer I	1/1/2026	7584	43.76	7964	45.94	8362	48.24	8779	50.65	9218	53.18				

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Community Preservation Officer II	1/1/2026	8565	49.41	8994	51.89	9442	54.47	9915	57.20	10411	60.06				
Community Preservation Supervisor	1/1/2026	9915	57.20	10411	60.06	10932	63.07	11478	66.22	12053	69.53				
Crime Analyst	1/1/2026	9915	57.20	10411	60.06	10932	63.07	11478	66.22	12053	69.53				
Crime Prevention Specialist	1/1/2026	7046	40.65	7399	42.68	7768	44.82	8157	47.06	8565	49.41				
Deputy City Clerk	1/1/2026	9680	55.84	10164	58.64	10672	61.57	11206	64.65	11765	67.88				
Deputy City Manager	7/1/2025	17220		18081		18985		19934		20931					
Economic Development Manager	7/1/2025	14133		14840		15582		16361		17179					
Economic Development Program Specialist I	1/1/2026	8994	51.89	9442	54.47	9915	57.20	10411	60.06	10932	63.07				
Economic Development Program Specialist II	1/1/2026	10164	58.64	10672	61.57	11206	64.65	11765	67.88	12353	71.27				
Emergency Services Manager	7/1/2025	11317		11883		12477		13101		13756					
Emergency Services Specialist	1/1/2026	8779	50.65	9218	53.18	9680	55.84	10164	58.64	10672	61.57				
Engineering Inspector I	1/1/2026	8565	49.41	8994	51.89	9442	54.47	9915	57.20	10411	60.06				
Engineering Inspector II	1/1/2026	9442	54.47	9915	57.20	10411	60.06	10932	63.07	11478	66.22				
Engineering Manager	7/1/2025	14487		15211		15971		16770		17608					
Engineering Technician I	1/1/2026	7046	40.65	7399	42.68	7768	44.82	8157	47.06	8565	49.41				
Engineering Technician II	1/1/2026	7768	44.82	8157	47.06	8565	49.41	8994	51.89	9442	54.47				
Environmental Protection Specialist I	1/1/2026	9218	53.18	9680	55.84	10164	58.64	10672	61.57	11206	64.65				
Environmental Protection Specialist II	1/1/2026	10672	61.57	11206	64.65	11765	67.88	12353	71.27	12972	74.84				
Environmental Services Manager	7/1/2025	12804		13444		14116		14822		15563					
Environmental Services Supervisor	1/1/2026	12053	69.53	12656	73.01	13288	76.66	13951	80.48	14648	84.51				
Equipment Services Technician	1/1/2026	6391	36.87	6711	38.72	7046	40.65	7399	42.68	7768	44.82				
Executive Assistant	1/1/2026	7399	42.68	7768	44.82	8157	47.06	8565	49.41	8994	51.89				
Executive Assistant to the City Manager	1/1/2026	8779	50.65	9218	53.18	9680	55.84	10164	58.64	10672	61.57				
Finance Director	7/1/2025	19008		19958		20956		22004		23104					
Finance Manager	7/1/2025	13124		13780		14469		15193		15952					
Financial Analyst	7/1/2025	10253		10765		11303		11869		12462					
Fleet Supervisor	1/1/2026	10932	63.07	11478	66.22	12053	69.53	12656	73.01	13288	76.66				
High School Intern	1/1/2026		17.12		17.97		18.87		19.82		20.80				
Housing Manager	7/1/2025	12492		13116		13772		14461		15184					
Housing Program Specialist I	1/1/2026	8994	51.89	9442	54.47	9915	57.20	10411	60.06	10932	63.07				
Housing Program Specialist II	1/1/2026	10164	58.64	10672	61.57	11206	64.65	11765	67.88	12353	71.27				
Human Resources Analyst	1/1/2026	10164	58.64	10672	61.57	11206	64.65	11765	67.88	12353	71.27				
Human Resources Director	7/1/2025	18544		19471		20445		21467		22540					
Human Resources Manager	7/1/2025	13788		14478		15202		15962		16760					
Human Resources Technician	1/1/2026	7399	42.68	7768	44.82	8157	47.06	8565	49.41	8994	51.89				
Human Services Director	7/1/2025	18544		19471		20445		21467		22540					
Human Services Manager	7/1/2025	12187		12796		13436		14108		14813					
Human Services Program Assistant	1/1/2026	6552	37.80	6878	39.68	7222	41.67	7584	43.76	7964	45.94				
Human Services Program Coordinator	1/1/2026	7768	44.82	8157	47.06	8565	49.41	8994	51.89	9442	54.47				

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Information Technology Applications Analyst I	1/1/2026	9442	54.47	9915	57.20	10411	60.06	10932	63.07	11478	66.22				
Information Technology Applications Analyst II	1/1/2026	10672	61.57	11206	64.65	11765	67.88	12353	71.27	12972	74.84				
Information Technology Infrastructure Analyst I	1/1/2026	10164	58.64	10672	61.57	11206	64.65	11765	67.88	12353	71.27				
Information Technology Infrastructure Analyst II	1/1/2026	11206	64.65	11765	67.88	12353	71.27	12972	74.84	13619	78.57				
Information Technology Manager	7/1/2025	13788		14478		15202		15962		16760					
Information Technology Security Analyst	1/1/2026	11765	67.88	12353	71.27	12972	74.84	13619	78.57	14301	82.51				
Information Technology Technician I	1/1/2026	7222	41.67	7584	43.76	7964	45.94	8362	48.24	8779	50.65				
Information Technology Technician II	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
Junior Engineer	1/1/2026	8994	51.89	9442	54.47	9915	57.20	10411	60.06	10932	63.07				
Laboratory and Compliance Supervisor	1/1/2026	13619	78.57	14301	82.51	15015	86.63	15766	90.96	16553	95.50				
Laboratory Technician I	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
Laboratory Technician II	1/1/2026	8362	48.24	8779	50.65	9218	53.18	9680	55.84	10164	58.64				
Librarian I	1/1/2026	7222	41.67	7584	43.76	7964	45.94	8362	48.24	8779	50.65				
Librarian II	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
Library Aide	1/1/2026		17.12		17.97		18.87		19.82		20.80				
Library Assistant	1/1/2026	5522	31.86	5797	33.45	6087	35.11	6391	36.87	6711	38.72				
Library Clerk	1/1/2026		24.36		25.58		26.86		28.20		29.61				
Library Director	7/1/2025	18092		18996		19946		20943		21991					
Library Services Manager	7/1/2025	13452		14125		14831		15573		16351					
Lifeguard	1/1/2026		18.89		19.84		20.82		21.87		22.96				
Maintenance Aide	1/1/2026		26.21		27.51		28.89		30.34		31.86				
Maintenance Assistant I	1/1/2026		17.12		17.97		18.87		19.82		20.80				
Maintenance Assistant II	1/1/2026		19.36		20.34		21.35		22.41		23.53				
Maintenance Supervisor	1/1/2026	10932	63.07	11478	66.22	12053	69.53	12656	73.01	13288	76.66				
Maintenance Worker I	1/1/2026	6391	36.87	6711	38.72	7046	40.65	7399	42.68	7768	44.82				
Maintenance Worker II	1/1/2026	6878	39.68	7222	41.67	7584	43.76	7964	45.94	8362	48.24				
Management Analyst I	7/1/2025	9288		9753		10240		10752		11290					
Management Analyst II	7/1/2025	10253		10765		11303		11869		12462					
Mayor	1/1/2025									3800					
Mechanic I	1/1/2026	7222	41.67	7584	43.76	7964	45.94	8362	48.24	8779	50.65				
Mechanic II	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
Museum Curator	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
Office Assistant I	1/1/2026		17.12		17.97		18.87		19.82		20.80				
Office Assistant II	1/1/2026		19.36		20.34		21.35		22.41		23.53				
Office Assistant III	1/1/2026		22.45		23.58		24.75		25.99		27.30				
Parks & Landscape Maintenance Supervisor	1/1/2026	10932	63.07	11478	66.22	12053	69.53	12656	73.01	13288	76.66				
Parks and Landscape Manager	7/1/2025	12804		13444		14116		14822		15563					
Payroll Specialist	1/1/2026	7584	43.76	7964	45.94	8362	48.24	8779	50.65	9218	53.18				

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Permit Center Supervisor	1/1/2026	9680	55.84	10164	58.64	10672	61.57	11206	64.65	11765	67.88				
Permit Technician I	1/1/2026	6391	36.87	6711	38.72	7046	40.65	7399	42.68	7768	44.82				
Permit Technician II	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
Plan Check Engineer	1/1/2026	11478	66.22	12053	69.53	12656	73.01	13288	76.66	13951	80.48				
Planning Manager	7/1/2025	14133		14840		15582		16361		17179					
Plans Examiner	1/1/2026	9915	57.20	10411	60.06	10932	63.07	11478	66.22	12053	69.53				
Plant Electrician and Instrumentation Technician I	1/1/2026	9680	55.84	10164	58.64	10672	61.57	11206	64.65	11765	67.88				
Plant Electrician and Instrumentation Technician II	1/1/2026	10932	63.07	11478	66.22	12053	69.53	12656	73.01	13288	76.66				
Plant Maintenance Mechanic I	1/1/2026	8565	49.41	8994	51.89	9442	54.47	9915	57.20	10411	60.06				
Plant Maintenance Mechanic II	1/1/2026	9680	55.84	10164	58.64	10672	61.57	11206	64.65	11765	67.88				
Plant Maintenance Supervisor	1/1/2026	13619	78.57	14301	82.51	15015	86.63	15766	90.96	16553	95.50				
Plant Maintenance Worker	1/1/2026	5259	30.34	5522	31.86	5797	33.45	6087	35.11	6391	36.87				
Plant Operations Supervisor	1/1/2026	14648	84.51	15381	88.74	16149	93.17	16957	97.83	17806	102.73				
Plant Operator I	1/1/2026	8779	50.65	9218	53.18	9680	55.84	10164	58.64	10672	61.57				
Plant Operator II	1/1/2026	9915	57.20	10411	60.06	10932	63.07	11478	66.22	12053	69.53				
Plant Operator Lead	1/1/2026	10672	61.57	11206	64.65	11765	67.88	12353	71.27	12972	74.84				
Plant Operator-In-Training	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
Police Captain	7/1/2025	18124		19030		19981		20980		22029					
Police Chief	7/1/2025									27316					
Police Lieutenant	7/1/2025	15762		16550		17377		18246		19158					
Police Officer	7/1/2025	9834		10326		10842		11384		11953		12551		13179	
Police Recruit Trainee	1/1/2026	7584	43.76	7964	45.94	8362	48.24	8779	50.65	9218	53.18				
Police Sergeant	7/1/2025	11800		12390		13010		13660		14343		15060		15813	
Police Service Technician I	1/1/2026	6391	36.87	6711	38.72	7046	40.65	7399	42.68	7768	44.82				
Police Service Technician II	1/1/2026	7046	40.65	7399	42.68	7768	44.82	8157	47.06	8565	49.41				
Police Services Supervisor	1/1/2026	8565	49.41	8994	51.89	9442	54.47	9915	57.20	10411	60.06				
Police Support Services Manager	7/1/2025	13124		13780		14469		15193		15952					
Principal Planner	7/1/2025	12804		13444		14116		14822		15563					
Property & Evidence Supervisor	1/1/2026	8779	50.65	9218	53.18	9680	55.84	10164	58.64	10672	61.57				
Property & Evidence Technician	1/1/2026	7046	40.65	7399	42.68	7768	44.82	8157	47.06	8565	49.41				
Public Information Assistant	1/1/2026	6552	37.80	6878	39.68	7222	41.67	7584	43.76	7964	45.94				
Public Information Officer	7/1/2025	12804		13444		14116		14822		15563					
Public Safety Dispatch Supervisor	1/1/2026	10672	61.57	11206	64.65	11765	67.88	12353	71.27	12972	74.84				
Public Safety Dispatcher I	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
Public Safety Dispatcher II	1/1/2026	8779	50.65	9218	53.18	9680	55.84	10164	58.64	10672	61.57				
Public Works Administrative Manager	7/1/2025	12187		12796		13436		14108		14813					
Public Works Director	7/1/2025	19483		20457		21480		22554		23681					
Public Works Services Manager	7/1/2025	12804		13444		14116		14822		15563					

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Purchasing Technician	1/1/2026	8362	48.24	8779	50.65	9218	53.18	9680	55.84	10164	58.64				
Records Clerk	1/1/2026	6087	35.11	6391	36.87	6711	38.72	7046	40.65	7399	42.68				
Records Supervisor	1/1/2026	8779	50.65	9218	53.18	9680	55.84	10164	58.64	10672	61.57				
Recreation and Parks Director	7/1/2025	18092		18996		19946		20943		21991					
Recreation Coordinator	1/1/2026	8157	47.06	8565	49.41	8994	51.89	9442	54.47	9915	57.20				
Recreation Leader	1/1/2026		17.12		17.97		18.87		19.82		20.80				
Recreation Services Manager	7/1/2025	12187		12796		13436		14108		14813					
Recreation Specialist I	1/1/2026		21.91		23.00		24.15		25.36		26.63				
Recreation Specialist II	1/1/2026		27.36		28.73		30.16		31.67		33.25				
Recreation Specialist III	1/1/2026		33.33		35.01		36.75		38.58		40.51				
Recreation Supervisor	1/1/2026	9915	57.20	10411	60.06	10932	63.07	11478	66.22	12053	69.53				
Risk Management Technician	1/1/2026	8779	50.65	9218	53.18	9680	55.84	10164	58.64	10672	61.57				
Security Aide	1/1/2026	6087	35.11	6391	36.87	6711	38.72	7046	40.65	7399	42.68				
Senior Accountant	1/1/2026	10672	61.57	11206	64.65	11765	67.88	12353	71.27	12972	74.84				
Senior Building Inspector	1/1/2026	9915	57.20	10411	60.06	10932	63.07	11478	66.22	12053	69.53				
Senior Collection Systems Maintenance Worker	1/1/2026	8994	51.89	9442	54.47	9915	57.20	10411	60.06	10932	63.07				
Senior Economic Development Specialist	1/1/2026	11206	64.65	11765	67.88	12353	71.27	12972	74.84	13619	78.57				
Senior Engineer	7/1/2025	12804		13444		14116		14822		15563					
Senior Engineering Inspector	1/1/2026	10411	60.06	10932	63.07	11478	66.22	12053	69.53	12656	73.01				
Senior Housing Program Specialist	1/1/2026	11206	64.65	11765	67.88	12353	71.27	12972	74.84	13619	78.57				
Senior Human Resources Analyst	7/1/2025	11317		11883		12477		13101		13756					
Senior Library Assistant	1/1/2026	6087	35.11	6391	36.87	6711	38.72	7046	40.65	7399	42.68				
Senior Maintenance Worker	1/1/2026	7768	44.82	8157	47.06	8565	49.41	8994	51.89	9442	54.47				
Senior Management Analyst	7/1/2025	11317		11883		12477		13101		13756					
Senior Permit Technician	1/1/2026	8779	50.65	9218	53.18	9680	55.84	10164	58.64	10672	61.57				
Senior Planner	1/1/2026	11206	64.65	11765	67.88	12353	71.27	12972	74.84	13619	78.57				
Senior Plant Maintenance Mechanic	1/1/2026	10672	61.57	11206	64.65	11765	67.88	12353	71.27	12972	74.84				
Supervising Building Inspector	1/1/2026	11206	64.65	11765	67.88	12353	71.27	12972	74.84	13619	78.57				
Supervising Engineering Inspector	1/1/2025	11478	66.22	12053	69.53	12656	73.01	13288	76.66	13951	80.48				
Supervising Librarian	1/1/2026	9680	55.84	10164	58.64	10672	61.57	11206	64.65	11765	67.88				
Traffic Control Technician I	1/1/2026	7222	41.67	7584	43.76	7964	45.94	8362	48.24	8779	50.65				
Traffic Control Technician II	1/1/2026	7964	45.94	8362	48.24	8779	50.65	9218	53.18	9680	55.84				
Traffic Supervisor	1/1/2026	10932	63.07	11478	66.22	12053	69.53	12656	73.01	13288	76.66				
Tree Trimmer I	1/1/2026	6711	38.72	7046	40.65	7399	42.68	7768	44.82	8157	47.06				
Tree Trimmer II	1/1/2026	7399	42.68	7768	44.82	8157	47.06	8565	49.41	8994	51.89				
Waste Reduction Program Coordinator	1/1/2026	8779	50.65	9218	53.18	9680	55.84	10164	58.64	10672	61.57				
Water Pollution Control Manager	7/1/2025	15220		15981		16780		17619		18500					

Note: Where applicable, rates shown are rounded.