

CITY OF SAN LEANDRO
MASTER SALARY SCHEDULE

Approved by City Council on 04/21/2025
Revised 04/21/2025

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	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
Accountant II	1/1/2025	9329	53.83	9796	56.52	10286	59.34	10800	62.31	11340	65.42				
Accounting Assistant I	1/1/2025	5867	33.85	6160	35.54	6469	37.32	6792	39.18	7131	41.14				
Accounting Assistant II	1/1/2025	6160	35.54	6469	37.32	6792	39.18	7131	41.14	7488	43.20				
Administrative Assistant I	1/1/2025	5728	33.05	6014	34.70	6314	36.43	6630	38.24	6962	40.16				
Administrative Assistant II	1/1/2025	6314	36.43	6630	38.24	6962	40.16	7310	42.17	7675	44.28				
Administrative Assistant III (hired before 12/31/2024)	1/1/2025	6792	39.18	7131	41.14	7488	43.20	7863	45.36	8256	47.63				
Administrative Specialist III (hired before 12/31/2024)	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				
Administrative Technician	1/1/2025	6962	40.16	7310	42.17	7675	44.28	8059	46.50	8461	48.82				
Assistant Chief Technology Officer	7/1/2024	15836		16628		17459		18332		19249					
Assistant City Manager	7/1/2024	20271		21285		22349		23466		24640					
Assistant Community Development Director	7/1/2024	15450		16222		17033		17885		18779					
Assistant Engineer	1/1/2025	9796	56.52	10286	59.34	10800	62.31	11340	65.42	11907	68.69				
Assistant Engineering and Transportation Director	7/1/2024	16232		17043		17895		18790		19730					
Assistant Finance Director	7/1/2024	15836		16628		17459		18332		19249					
Assistant Library Director	7/1/2024	15073		15826		16618		17449		18321					
Assistant Planner	1/1/2025	8668	50.01	9101	52.50	9557	55.14	10034	57.89	10536	60.79				
Assistant Police Chief	7/1/2024	17862		18755		19693		20678		21712					
Assistant Public Works Director	7/1/2024	16232		17043		17895		18790		19730					
Assistant to the City Manager	7/1/2024	10934		11481		12055		12658		13290					
Associate Engineer	1/1/2025	11063	63.83	11616	67.02	12197	70.38	12807	73.89	13447	77.57				
Associate Planner	1/1/2025	9796	56.52	10286	59.34	10800	62.31	11340	65.42	11907	68.69				
Audio-Visual Operator	1/1/2025	5728	33.05	6014	34.70	6314	36.43	6630	38.24	6962	40.16				
Building Inspector I	1/1/2025	8059	46.50	8461	48.82	8885	51.26	9329	53.83	9796	56.52				
Building Inspector II	1/1/2025	8885	51.26	9329	53.83	9796	56.52	10286	59.34	10800	62.31				
Central Services Assistant	1/1/2025	5322	30.70	5588	32.24	5867	33.85	6160	35.54	6469	37.32				
Chemist	1/1/2025	10800	62.31	11340	65.42	11907	68.69	12502	72.13	13127	75.73				
Chief Building Official	7/1/2024	13997		14696		15431		16203		17013					
Chief Technology Officer	7/1/2024	18365		19283		20247		21259		22322					
City Clerk	7/1/2024	12997		13647		14329		15046		15798					
City Council	1/1/2025									1900					
City Engineer	7/1/2024	15450		16222		17033		17885		18779					
City Manager	6/22/2024									29166.67					
Collection Systems Maintenance Supervisor	1/1/2025	13446	77.57	14119	81.45	14825	85.53	15566	89.80	16343	94.30				
Collection Systems Maintenance Worker I	1/1/2025	7131	41.14	7488	43.20	7863	45.36	8256	47.63	8668	50.01				
Collection Systems Maintenance Worker II	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				
College Intern	1/1/2025		21.64		22.73		23.86		25.05		26.31				
Community Development Director	7/1/2024	17917		18813		19753		20741		21778					
Community Preservation Officer I	1/1/2025	7310	42.17	7675	44.28	8059	46.50	8461	48.82	8885	51.26				
Community Preservation Officer II	1/1/2025	8256	47.63	8668	50.01	9101	52.50	9557	55.14	10034	57.89				
Community Preservation Supervisor	1/1/2025	9557	55.14	10034	57.89	10536	60.79	11063	63.83	11616	67.02				
Crime Analyst	1/1/2025	9557	55.14	10034	57.89	10536	60.79	11063	63.83	11616	67.02				
Crime Prevention Specialist	1/1/2025	6792	39.18	7131	41.14	7488	43.20	7863	45.36	8256	47.63				
Deputy City Clerk	1/1/2025	9329	53.83	9796	56.52	10286	59.34	10800	62.31	11340	65.42				
Deputy City Manager	7/1/2024	16637		17469		18343		19260		20223					
Economic Development Manager	7/1/2024	13655		14338		15055		15808		16598					

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Economic Development Program Specialist I	1/1/2025	8668	50.01	9101	52.50	9557	55.14	10034	57.89	10536	60.79				
Economic Development Program Specialist II	1/1/2025	9796	56.52	10286	59.34	10800	62.31	11340	65.42	11907	68.69				
Emergency Services Coordinator	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
Emergency Services Manager	7/1/2024	10934		11481		12055		12658		13290					
Engineering Inspector I	1/1/2025	8256	47.63	8668	50.01	9101	52.50	9557	55.14	10034	57.89				
Engineering Inspector II	1/1/2025	9101	52.50	9557	55.14	10034	57.89	10536	60.79	11063	63.83				
Engineering Manager	7/1/2024	13997		14696		15431		16203		17013					
Engineering Technician I	1/1/2025	6792	39.18	7131	41.14	7488	43.20	7863	45.36	8256	47.63				
Engineering Technician II	1/1/2025	7488	43.20	7863	45.36	8256	47.63	8668	50.01	9101	52.50				
Environmental Protection Specialist I	1/1/2025	8885	51.26	9329	53.83	9796	56.52	10286	59.34	10800	62.31				
Environmental Protection Specialist II	1/1/2025	10286	59.34	10800	62.31	11340	65.42	11907	68.69	12502	72.13				
Environmental Services Manager	7/1/2024	12371		12989		13639		14321		15037					
Environmental Services Supervisor	1/1/2025	11616	67.02	12196	70.38	12807	73.89	13447	77.57	14119	81.45				
Equipment Services Technician	1/1/2025	6160	35.54	6469	37.32	6792	39.18	7131	41.14	7488	43.20				
Executive Assistant	1/1/2025	7131	41.14	7488	43.20	7863	45.36	8256	47.63	8668	50.01				
Executive Assistant to the City Manager	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
Finance Director	7/1/2024	18365		19283		20247		21259		22322					
Finance Manager	7/1/2024	12680		13314		13980		14679		15413					
Financial Analyst	7/1/2024	9906		10401		10921		11467		12040					
Fleet Supervisor	1/1/2025	10536	60.79	11063	63.83	11616	67.02	12197	70.38	12807	73.89				
High School Intern	1/1/2025		16.50		17.32		18.19		19.10		20.05				
Housing Manager	7/1/2024	12069		12673		13306		13972		14670					
Housing Program Specialist I	1/1/2025	8668	50.01	9101	52.50	9557	55.14	10034	57.89	10536	60.79				
Housing Program Specialist II	1/1/2025	9796	56.52	10286	59.34	10800	62.31	11340	65.42	11907	68.69				
Human Resources Analyst	1/1/2025	9796	56.52	10286	59.34	10800	62.31	11340	65.42	11907	68.69				
Human Resources Director	7/1/2024	17917		18813		19753		20741		21778					
Human Resources Manager	7/1/2024	13322		13988		14688		15422		16193					
Human Resources Technician	1/1/2025	7131	41.14	7488	43.20	7863	45.36	8256	47.63	8668	50.01				
Human Services Director	7/1/2024	17917		18813		19753		20741		21778					
Human Services Manager	7/1/2024	11775		12364		12982		13631		14312					
Human Services Program Assistant	1/1/2025	6314	36.43	6630	38.24	6962	40.16	7310	42.17	7675	44.28				
Human Services Program Coordinator	1/1/2025	7488	43.20	7863	45.36	8256	47.63	8668	50.01	9101	52.50				
Information Technology Applications Analyst I	1/1/2025	9101	52.50	9557	55.14	10034	57.89	10536	60.79	11063	63.83				
Information Technology Applications Analyst II	1/1/2025	10286	59.34	10800	62.31	11340	65.42	11907	68.69	12502	72.13				
Information Technology Infrastructure Analyst I	1/1/2025	9796	56.52	10286	59.34	10800	62.31	11340	65.42	11907	68.69				
Information Technology Infrastructure Analyst II	1/1/2025	10800	62.31	11340	65.42	11907	68.69	12502	72.13	13127	75.73				
Information Technology Manager	7/1/2024	13322		13988		14688		15422		16193					
Information Technology Security Analyst	1/1/2025	11340	65.42	11907	68.69	12502	72.13	13127	75.73	13783	79.52				
Information Technology Technician I	1/1/2025	6962	40.16	7310	42.17	7675	44.28	8059	46.50	8461	48.82				
Information Technology Technician II	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				
Junior Engineer	1/1/2025	8668	50.01	9101	52.50	9557	55.14	10034	57.89	10536	60.79				
Laboratory and Compliance Supervisor	1/1/2025	13127	75.73	13783	79.52	14472	83.50	15195	87.67	15955	92.05				
Laboratory Technician I	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				
Laboratory Technician II	1/1/2025	8059	46.50	8461	48.82	8885	51.26	9329	53.83	9796	56.52				
Librarian I	1/1/2025	6962	40.16	7310	42.17	7675	44.28	8059	46.50	8461	48.82				
Librarian II	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				

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Library Aide	1/1/2025		16.50		17.32		18.19		19.10		20.05				
Library Assistant	1/1/2025	5322	30.70	5588	32.24	5867	33.85	6160	35.54	6469	37.32				
Library Clerk	1/1/2025		23.48		24.65		25.89		27.18		28.54				
Library Director	7/1/2024	17480		18354		19271		20235		21247					
Library Services Manager	7/1/2024	12997		13647		14329		15046		15798					
Lifeguard	1/1/2025		18.21		19.12		20.07		21.08		22.13				
Maintenance Aide	1/1/2025		25.26		26.52		27.85		29.24		30.70				
Maintenance Assistant I	1/1/2025		16.50		17.32		18.19		19.10		20.05				
Maintenance Assistant II	1/1/2025		18.66		19.60		20.58		21.60		22.68				
Maintenance Supervisor	1/1/2025	10536	60.79	11063	63.83	11616	67.02	12197	70.38	12807	73.89				
Maintenance Worker I	1/1/2025	6160	35.54	6469	37.32	6792	39.18	7131	41.14	7488	43.20				
Maintenance Worker II	1/1/2025	6630	38.24	6962	40.16	7310	42.17	7675	44.28	8059	46.50				
Management Analyst I	7/1/2024	8974		9423		9894		10389		10908					
Management Analyst II	7/1/2024	9906		10401		10921		11467		12040					
Mayor	1/1/2025									3800					
Mechanic I	1/1/2025	6962	40.16	7310	42.17	7675	44.28	8059	46.50	8461	48.82				
Mechanic II	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				
Museum Curator	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				
Office Assistant I	1/1/2025		16.50		17.32		18.19		19.10		20.05				
Office Assistant II	1/1/2025		18.66		19.60		20.58		21.60		22.68				
Office Assistant III	1/1/2025		21.64		22.73		23.86		25.05		26.31				
Parks & Landscape Maintenance Supervisor	1/1/2025	10536	60.79	11063	63.83	11616	67.02	12197	70.38	12807	73.89				
Parks and Landscape Manager	7/1/2024	12371		12989		13639		14321		15037					
Payroll Specialist	1/1/2025	7310	42.17	7675	44.28	8059	46.50	8461	48.82	8885	51.26				
Permit Center Supervisor	1/1/2025	9329	53.83	9796	56.52	10286	59.34	10800	62.31	11340	65.42				
Permit Technician I	1/1/2025	6160	35.54	6469	37.32	6792	39.18	7131	41.14	7488	43.20				
Permit Technician II	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				
Plan Check Engineer	1/1/2025	11063	63.83	11616	67.02	12197	70.38	12807	73.89	13447	77.57				
Planning Manager	7/1/2024	13655		14338		15055		15808		16598					
Plans Examiner	1/1/2025	9557	55.14	10034	57.89	10536	60.79	11063	63.83	11616	67.02				
Plant Electrician and Instrumentation Technician I	1/1/2025	9329	53.83	9796	56.52	10286	59.34	10800	62.31	11340	65.42				
Plant Electrician and Instrumentation Technician II	1/1/2025	10536	60.79	11063	63.83	11616	67.02	12197	70.38	12807	73.89				
Plant Maintenance Mechanic I	1/1/2025	8256	47.63	8668	50.01	9101	52.50	9557	55.14	10034	57.89				
Plant Maintenance Mechanic II	1/1/2025	9329	53.83	9796	56.52	10286	59.34	10800	62.31	11340	65.42				
Plant Maintenance Supervisor	1/1/2025	13127	75.73	13783	79.52	14472	83.50	15195	87.67	15955	92.05				
Plant Maintenance Worker	1/1/2025	5068	29.24	5322	30.70	5588	32.24	5867	33.85	6160	35.54				
Plant Operations Supervisor	1/1/2025	14119	81.45	14825	85.53	15566	89.80	16345	94.30	17161	99.01				
Plant Operator I	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
Plant Operator II	1/1/2025	9557	55.14	10034	57.89	10536	60.79	11063	63.83	11616	67.02				
Plant Operator Lead	1/1/2025	10286	59.34	10800	62.31	11340	65.42	11907	68.69	12502	72.13				
Plant Operator-In-Training	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				
Police Captain	7/1/2024	17426		18297		19212		20173		21182					
Police Chief	7/1/2024	21608		22689		23823		25014		26265					
Police Lieutenant	7/1/2024	15155		15913		16709		17544		18421					

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Police Officer	7/1/2024	9502		9977		10476		11000		11550		12127		12733	
Police Recruit Trainee	1/1/2025	7310	42.17	7675	44.28	8059	46.50	8461	48.82	8885	51.26				
Police Sergeant	7/1/2024	11400		11970		12569		13197		13857		14550		15278	
Police Service Technician I	1/1/2025	6160	35.54	6469	37.32	6792	39.18	7131	41.14	7488	43.20				
Police Service Technician II	1/1/2025	6792	39.18	7131	41.14	7488	43.20	7863	45.36	8256	47.63				
Police Services Supervisor	1/1/2025	8256	47.63	8668	50.01	9101	52.50	9557	55.14	10034	57.89				
Police Support Services Manager	7/1/2024	12680		13314		13980		14679		15413					
Principal Planner	7/1/2024	12371		12989		13639		14321		15037					
Property & Evidence Supervisor	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
Property & Evidence Technician	1/1/2025	6792	39.18	7131	41.14	7488	43.20	7863	45.36	8256	47.63				
Public Information Assistant	1/1/2025	6314	36.43	6630	38.24	6962	40.16	7310	42.17	7675	44.28				
Public Information Officer	7/1/2024	12371		12989		13639		14321		15037					
Public Safety Dispatch Supervisor	1/1/2025	10286	59.34	10800	62.31	11340	65.42	11907	68.69	12502	72.13				
Public Safety Dispatcher I	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				
Public Safety Dispatcher II	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
Public Works Administrative Manager	7/1/2024	11775		12364		12982		13631		14312					
Public Works Director	7/1/2024	18824		19765		20753		21791		22880					
Public Works Services Manager	7/1/2024	12371		12989		13639		14321		15037					
Purchasing Technician	1/1/2025	8059	46.50	8461	48.82	8885	51.26	9329	53.83	9796	56.52				
Records Clerk	1/1/2025	5867	33.85	6160	35.54	6469	37.32	6792	39.18	7131	41.14				
Records Supervisor	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
Recreation and Parks Director	7/1/2024	17480		18354		19271		20235		21247					
Recreation Coordinator	1/1/2025	7863	45.36	8256	47.63	8668	50.01	9101	52.50	9557	55.14				
Recreation Leader	1/1/2025		16.50		17.32		18.19		19.10		20.05				
Recreation Services Manager	7/1/2024	11775		12364		12982		13631		14312					
Recreation Specialist I	1/1/2025		21.12		22.17		23.28		24.44		25.67				
Recreation Specialist II	1/1/2025		26.37		27.69		29.07		30.53		32.05				
Recreation Specialist III	1/1/2025		32.13		33.74		35.42		37.19		39.05				
Recreation Supervisor	1/1/2025	9557	55.14	10034	57.89	10536	60.79	11063	63.83	11616	67.02				
Risk Management Technician	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
Security Aide	1/1/2025	5867	33.85	6160	35.54	6469	37.32	6792	39.18	7131	41.14				
Senior Accountant	1/1/2025	10286	59.34	10800	62.31	11340	65.42	11907	68.69	12502	72.13				
Senior Building Inspector	1/1/2025	9557	55.14	10034	57.89	10536	60.79	11063	63.83	11616	67.02				
Senior Collection System Maintenance Worker	1/1/2025	8668	50.01	9101	52.50	9557	55.14	10034	57.89	10536	60.79				
Senior Economic Development Specialist	1/1/2025	10800	62.31	11340	65.42	11907	68.69	12502	72.13	13127	75.73				
Senior Engineer	7/1/2024	12371		12989		13639		14321		15037					
Senior Engineering Inspector	1/1/2025	10034	57.89	10536	60.79	11063	63.83	11616	67.02	12197	70.38				
Senior Housing Program Specialist	1/1/2025	10800	62.31	11340	65.42	11907	68.69	12502	72.13	13127	75.73				
Senior Human Resources Analyst	7/1/2024	10934		11481		12055		12658		13290					
Senior Library Assistant	1/1/2025	5867	33.85	6160	35.54	6469	37.32	6792	39.18	7131	41.14				
Senior Maintenance Worker	1/1/2025	7488	43.20	7863	45.36	8256	47.63	8668	50.01	9101	52.50				
Senior Management Analyst	7/1/2024	10934		11481		12055		12658		13290					
Senior Management Analyst (hired before 1/1/2023)	7/1/2024	10968		11517		12092		12695		13330					
Senior Permit Technician	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				

CITY OF SAN LEANDRO
MASTER SALARY SCHEDULE

Approved by City Council on 04/21/2025
Revised 04/21/2025

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
Senior Planner	1/1/2025	10800	62.31	11340	65.42	11907	68.69	12502	72.13	13127	75.73				
Senior Plant Maintenance Mechanic	1/1/2025	10286	59.34	10800	62.31	11340	65.42	11907	68.69	12502	72.13				
Supervising Building Inspector	1/1/2025	10800	62.31	11340	65.42	11907	68.69	12502	72.13	13127	75.73				
Supervising Engineering Inspector	1/1/2025	11063	63.83	11616	67.02	12197	70.38	12807	73.89	13447	77.57				
Supervising Librarian	1/1/2025	9329	53.83	9796	56.52	10286	59.34	10800	62.31	11340	65.42				
Traffic Control Technician I	1/1/2025	6962	40.16	7310	42.17	7675	44.28	8059	46.50	8461	48.82				
Traffic Control Technician II	1/1/2025	7675	44.28	8059	46.50	8461	48.82	8885	51.26	9329	53.83				
Traffic Supervisor	1/1/2025	10536	60.79	11063	63.83	11616	67.02	12197	70.38	12807	73.89				
Tree Trimmer I	1/1/2025	6469	37.32	6792	39.18	7131	41.14	7488	43.20	7863	45.36				
Tree Trimmer II	1/1/2025	7131	41.14	7488	43.20	7863	45.36	8256	47.63	8668	50.01				
Waste Reduction Program Coordinator	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
Water Pollution Control Manager	7/1/2024	14705		15440		16212		17023		17874					