

CITY OF SAN LEANDRO
MASTER SALARY SCHEDULE

Approved by City Council on 10/20/2025
Last Revised 10/20/2025

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	7/1/2025	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	1/1/2025	9796	56.52	10286	59.34	10800	62.31	11340	65.42	11907	68.69				
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	1/1/2025	8668	50.01	9101	52.50	9557	55.14	10034	57.89	10536	60.79				
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	1/1/2025	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	7/1/2025	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	1/1/2025	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	7/1/2025	18544		19471		20445		21467		22540					
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	7/1/2025	17220		18081		18985		19934		20931					

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Economic Development Manager	7/1/2025	14133		14840		15582		16361		17179					
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 Manager	7/1/2025	11317		11883		12477		13101		13756					
Emergency Services Specialist	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
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	7/1/2025	14487		15211		15971		16770		17608					
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	7/1/2025	12804		13444		14116		14822		15563					
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	7/1/2025	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	1/1/2025	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	7/1/2025	12492		13116		13772		14461		15184					
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	7/1/2025	18544		19471		20445		21467		22540					
Human Resources Manager	7/1/2025	13788		14478		15202		15962		16760					
Human Resources Technician	1/1/2025	7131	41.14	7488	43.20	7863	45.36	8256	47.63	8668	50.01				
Human Services Director	7/1/2025	18544		19471		20445		21467		22540					
Human Services Manager	7/1/2025	12187		12796		13436		14108		14813					
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	7/1/2025	13788		14478		15202		15962		16760					
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				

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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				
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	7/1/2025	18092		18996		19946		20943		21991					
Library Services Manager	7/1/2025	13452		14125		14831		15573		16351					
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	7/1/2025	9288		9753		10240		10752		11290					
Management Analyst II	7/1/2025	10253		10765		11303		11869		12462					
Mayor	1/1/2025									3800					
Mechanic I	1/1/2025	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	7/1/2025	12804		13444		14116		14822		15563					
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	7/1/2025	14133		14840		15582		16361		17179					
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	7/1/2025	18124		19030		19981		20980		22029					

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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	1/1/2025	7310	42.17	7675	44.28	8059	46.50	8461	48.82	8885	51.26				
Police Sergeant	7/1/2025	11800		12390		13010		13660		14343		15060		15813	
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	7/1/2025	13124		13780		14469		15193		15952					
Principal Planner	7/1/2025	12804		13444		14116		14822		15563					
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	7/1/2025	12804		13444		14116		14822		15563					
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	7/1/2025	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					
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	7/1/2025	18092		18996		19946		20943		21991					
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	7/1/2025	12187		12796		13436		14108		14813					
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 Systems 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	7/1/2025	12804		13444		14116		14822		15563					
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	7/1/2025	11317		11883		12477		13101		13756					
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				

CITY OF SAN LEANDRO
MASTER SALARY SCHEDULE

Approved by City Council on 10/20/2025
Last Revised 10/20/2025

<i>CLASSIFICATION</i>	<i>Salary Effective Date</i>	<i>Monthly Step 1</i>	<i>Hourly Step 1</i>	<i>Monthly Step 2</i>	<i>Hourly Step 2</i>	<i>Monthly Step 3</i>	<i>Hourly Step 3</i>	<i>Monthly Step 4</i>	<i>Hourly Step 4</i>	<i>Monthly Step 5</i>	<i>Hourly Step 5</i>	<i>Monthly Step 6</i>	<i>Hourly Step 6</i>	<i>Monthly Step 7</i>	<i>Hourly Step 7</i>
Senior Management Analyst	7/1/2025	11317		11883		12477		13101		13756					
Senior Permit Technician	1/1/2025	8461	48.82	8885	51.26	9329	53.83	9796	56.52	10286	59.34				
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	7/1/2025	15220		15981		16780		17619		18500					