

**CITY OF DEL MAR
MANAGEMENT AND PROFESSIONAL COMPENSATION PLAN
SALARY INCREASE**

3.0%

EFFECTIVE JULY 1, 2025

POSITION TITLE	RANGE	ANNUAL SALARY	
City Manager*	M500	Contract	280,740.60
Assistant City Manager	M900	185,259.94 -	225,184.62
Department Directors	M850	165,410.66 -	201,057.69
Principal Engineer	M810	137,468.60 -	167,093.94
Deputy Directors/Managers	M800	129,687.37 -	157,635.80
Finance Officer	M780	118,637.32 -	144,204.40
Information Technology Manager II	P287	116,065.60 -	141,078.46
Public Works Operations Manager II	P287	116,065.60 -	141,078.46
Facilities Manager II	P287	116,065.60 -	141,078.46
Information Technology Manager I	P274	101,982.51 -	123,960.38
Senior Management Analyst	P274	101,982.51 -	123,960.38
Senior Planner	P274	101,982.51 -	123,960.38
Public Works Operations Manager I	P274	101,982.51 -	123,960.38
Facilities Manager I	P274	101,982.51 -	123,960.38
Associate Management Analyst	P259	87,842.58 -	106,773.20
Associate Planner	P259	87,842.58 -	106,773.20
Parking and Community Enforcement Lieutenant	P259	87,842.58 -	106,773.20
Accountant II	P259	87,842.58 -	106,773.20
Lifeguard Sergeant	P255	78,700.92 -	95,661.46
Management Analyst	P244	75,663.17 -	91,969.05
Assistant Planner II	P244	75,663.17 -	91,969.05
Accountant I	P244	75,663.17 -	91,969.05
Assistant Management Analyst	P233	67,818.69 -	82,434.04
Assistant Planner I	P229	65,172.41 -	79,217.48

* Amended on 2/3/2026 by Resolution 2026-07

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EFFECTIVE JULY 1, 2025

POSITION TITLE	Grade	A	B	C	D	E
Assistant City Manager	M900					
-Hourly		89.0673	93.5206	98.1967	103.1065	108.2618
-Bi-Weekly		7,125.38	7,481.65	7,855.73	8,248.52	8,660.95
-Monthly		15,438.33	16,210.24	17,020.76	17,871.79	18,765.38
-Annual		185,259.94	194,522.94	204,249.08	214,461.54	225,184.62
Department Directors*	M850					
-Hourly		79.5244	83.5006	87.6756	92.0594	96.6624
-Bi-Weekly		6,361.95	6,680.05	7,014.05	7,364.75	7,732.99
-Monthly		13,784.22	14,473.43	15,197.10	15,956.96	16,754.81
-Annual		165,410.66	173,681.19	182,365.25	191,483.51	201,057.69
Principal Engineer *	M810					
-Hourly		66.0907	69.3952	72.8650	76.5082	80.3336
-Bi-Weekly		5,287.25	5,551.62	5,829.20	6,120.66	6,426.69
-Monthly		11,455.72	12,028.50	12,629.93	13,261.42	13,924.50
-Annual		137,468.60	144,342.03	151,559.13	159,137.09	167,093.94
Deputy Directors/Managers**	M800					
-Hourly		62.3497	65.4672	68.7405	72.1776	75.7864
-Bi-Weekly		4,987.98	5,237.37	5,499.24	5,774.21	6,062.92
-Monthly		10,807.28	11,347.64	11,915.03	12,510.78	13,136.32
-Annual		129,687.37	136,171.73	142,980.32	150,129.34	157,635.80
Finance Officer	M780					
-Hourly		57.0372	59.8890	62.8835	66.0277	69.3290
-Bi-Weekly		4,562.97	4,791.12	5,030.68	5,282.21	5,546.32
-Monthly		9,886.44	10,380.77	10,899.80	11,444.79	12,017.03
-Annual		118,637.32	124,569.18	130,797.64	137,337.52	144,204.40
Information Technology Manager II	P287					
Public Works Operations Manager II						
Facilities Manager II						
-Hourly		55.8008	58.5908	61.5203	64.5964	67.8262
-Bi-Weekly		4,464.06	4,687.26	4,921.63	5,167.71	5,426.09
-Monthly		9,672.13	10,155.74	10,663.53	11,196.70	11,756.54
-Annual		116,065.60	121,868.88	127,962.32	134,360.44	141,078.46
Information Technology Manager I	P274					
Senior Management Analyst						
Senior Planner						
Public Works Operations Manager I						
Facilities Manager I						
-Hourly		49.0301	51.4816	54.0556	56.7584	59.5963
-Bi-Weekly		3,922.40	4,118.52	4,324.45	4,540.67	4,767.71
-Monthly		8,498.54	8,923.47	9,369.64	9,838.13	10,330.03
-Annual		101,982.51	107,081.63	112,435.72	118,057.50	123,960.38

* An additional 10% Special Compensation is paid to the Principal Engineer and Public Works Director who maintain an Engineer's License.

** **Deputy Directors/Managers**
 Administrative Services Manager/City Clerk
 Deputy Chief Lifeguard/Community Services Director
 Finance Manager/City Treasurer
 Principal Planner/Planning Manager
 Special Projects and Programs Manager

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EFFECTIVE JULY 1, 2025

POSITION TITLE	Grade	A	B	C	D	E
Associate Management Analyst	P259					
Associate Planner						
Parking and Community Enforcement Lieutenant						
Accountant II						
-Hourly		42.2320	44.3436	46.5608	48.8888	51.3333
-Bi-Weekly		3,378.56	3,547.49	3,724.86	3,911.11	4,106.66
-Monthly		7,320.21	7,686.23	8,070.54	8,474.06	8,897.77
-Annual		87,842.58	92,234.70	96,846.44	101,688.76	106,773.20
Lifeguard Sergeant	P255					
-Hourly		37.8370	39.7288	41.7153	43.8010	45.9911
-Bi-Weekly		3,026.96	3,178.31	3,337.22	3,504.08	3,679.29
-Monthly		6,558.41	6,886.33	7,230.65	7,592.18	7,971.79
-Annual		78,700.92	82,635.96	86,767.76	91,106.15	95,661.46
Management Analyst	P244					
Assistant Planner II						
Accountant I						
-Hourly		36.3765	38.1953	40.1051	42.1104	44.2159
-Bi-Weekly		2,910.12	3,055.63	3,208.41	3,368.83	3,537.27
-Monthly		6,305.26	6,620.53	6,951.55	7,299.13	7,664.09
-Annual		75,663.17	79,446.32	83,418.64	87,589.57	91,969.05
Assistant Management Analyst	P233					
-Hourly		32.6051	34.2354	35.9472	37.7445	39.6318
-Bi-Weekly		2,608.41	2,738.83	2,875.77	3,019.56	3,170.54
-Monthly		5,651.56	5,934.14	6,230.84	6,542.38	6,869.50
-Annual		67,818.69	71,209.62	74,770.11	78,508.61	82,434.04
Assistant Planner I	P229					
-Hourly		31.3329	32.8995	34.5445	36.2717	38.0853
-Bi-Weekly		2,506.63	2,631.96	2,763.56	2,901.74	3,046.83
-Monthly		5,431.03	5,702.59	5,987.72	6,287.10	6,601.46
-Annual		65,172.41	68,431.03	71,852.59	75,445.21	79,217.48