

San Diego Association of Governments
FY 2024 POSITION CLASSIFICATION / SALARY RANGE TABLE (Revised)

CLASS NO.	POSITION CLASSIFICATIONS	MONTHLY SALARY RANGES			ANNUAL SALARY RANGES		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
101	CLASS SALARY RANGE..... Assistant Intern	\$2,745	\$3,363	\$3,980	\$32,939	\$40,351	\$47,762
103	CLASS SALARY RANGE..... Toll Plaza Attendant	\$3,026	\$3,707	\$4,388	\$36,316	\$44,487	\$52,658
104	CLASS SALARY RANGE..... Customer Service Representative Landscape Maintenance Technician Office Services Specialist I Receptionist I	\$3,178	\$3,893	\$4,608	\$38,131	\$46,711	\$55,291
105	CLASS SALARY RANGE..... Accounting Specialist I	\$3,337	\$4,087	\$4,838	\$40,038	\$49,047	\$58,055
106	CLASS SALARY RANGE..... Office Services Specialist II Receptionist II	\$3,503	\$4,292	\$5,080	\$42,040	\$51,499	\$60,958
107	CLASS SALARY RANGE..... Accounting Specialist II Document Processing Specialist I	\$3,678	\$4,506	\$5,334	\$44,142	\$54,074	\$64,006
108	CLASS SALARY RANGE..... Customer Service Lead Landscape Maintenance Lead Office Services Specialist III Receptionist III Toll Operations Specialist I	\$3,862	\$4,731	\$5,601	\$46,349	\$56,778	\$67,206
109	CLASS SALARY RANGE..... Accounting Specialist III Administrative Office Specialist Document Processing Specialist II Toll Operations Specialist II	\$4,056	\$4,968	\$5,881	\$48,666	\$59,616	\$70,566
110	CLASS SALARY RANGE..... Information Systems Specialist I	\$4,258	\$5,216	\$6,175	\$51,100	\$62,597	\$74,095
111	CLASS SALARY RANGE..... Document Processing Specialist III	\$4,296	\$5,477	\$6,659	\$51,551	\$65,727	\$79,904
112	CLASS SALARY RANGE..... Account Executive I Administrative Analyst I Business Analyst I Contracts and Procurement Analyst I Grants Program Analyst I Human Resources Analyst I Information Systems Specialist II Toll Operations Supervisor	\$4,511	\$5,751	\$6,992	\$54,128	\$69,014	\$83,899

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113	CLASS SALARY RANGE.....	\$4,736	\$6,039	\$7,341	\$56,835	\$72,464	\$88,094
	Accountant I						
	Customer Service Supervisor						
	Executive Assistant I						
	Facilities/Maintenance Coordinator						
	Financial Analyst I						
	Graphic Designer I						
	Government Relations Analyst I						
	Maintenance Field Technician						
	Independent Auditor I						
	Marketing Analyst I						
	Public Communications Officer I						
	Regional Planner I						
114	CLASS SALARY RANGE.....	\$4,973	\$6,341	\$7,708	\$59,676	\$76,087	\$92,498
	Account Executive II						
	Administrative Analyst II						
	Business Analyst II						
	Contracts and Procurement Analyst II						
	Grants Program Analyst II						
	Human Resources Analyst II						
	Information Systems Specialist III						
	Research Analyst I						
115	CLASS SALARY RANGE.....	\$5,222	\$6,658	\$8,094	\$62,660	\$79,892	\$97,123
	Accountant II						
	Engineer I						
	Executive Assistant II						
	Financial Analyst II						
	GIS Analyst I						
	Government Relations Analyst II						
	Graphic Designer II						
	Human Resources Coordinator						
	Information Systems Analyst I						
	Landscape Maintenance Supervisor						
	Independent Auditor II						
	Marketing Analyst II						
	Programmer Analyst I						
	Project Coordinator						
	Public Communications Officer II						
	Regional Planner II						
	Senior Maintenance Field Technician						
	Systems Engineer I						
	Technology Program Analyst I						

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116	CLASS SALARY RANGE..... Associate Account Executive Associate Administrative Analyst Associate Business Analyst Associate Contracts and Procurement Analyst Associate Grants Program Analyst Associate Human Resources Analyst Research Analyst II	\$5,483	\$6,991	\$8,498	\$65,793	\$83,886	\$101,979
117	CLASS SALARY RANGE..... Associate Accountant Associate Financial Analyst Associate Graphic Designer Associate Government Relations Analyst Associate Independent Auditor Associate Marketing Analyst Associate Public Communications Officer Associate Regional Planner Business Services Supervisor Deputy Clerk of the Board Data Scientist I Economic Research Analyst I Engineer II GIS Analyst II Information Systems Analyst II Programmer Analyst II Researcher and Modeler I Senior Executive Assistant Software Engineer I Systems Engineer II Technology Program Analyst II	\$5,757	\$7,340	\$8,923	\$69,083	\$88,081	\$107,078
118	CLASS SALARY RANGE..... Associate Research Analyst	\$6,045	\$7,707	\$9,369	\$72,537	\$92,485	\$112,432
119	CLASS SALARY RANGE..... Associate GIS Analyst Associate Technology Program Analyst Data Scientist II Economic Research Analyst II Maintenance and Facilities Supervisor Researcher and Modeler II Software Engineer II	\$6,347	\$8,092	\$9,838	\$76,164	\$97,109	\$118,054

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120	CLASS SALARY RANGE..... Associate Engineer Associate Information Systems Analyst Associate Programmer Analyst Associate Systems Engineer Customer Service Manager Senior Administrative Analyst Senior Contracts and Procurement Analyst Senior Grants Program Analyst Senior Human Resources Analyst	\$6,664	\$8,497	\$10,330	\$79,972	\$101,964	\$123,957
121	CLASS SALARY RANGE..... Borders Program Manager* Legal Counsel I Senior Accountant Senior Budget Program Analyst Senior Business Analyst Senior Financial Programming and Project Control Analyst Senior Government Relations Analyst Senior Independent Auditor Senior Marketing Analyst Senior Public Communications Officer Senior Regional Planner	\$6,998	\$8,922	\$10,846	\$83,971	\$107,063	\$130,155
122	CLASS SALARY RANGE..... Associate Data Scientist Associate Economic Research Analyst Associate Researcher and Modeler Associate Software Engineer Senior Research Analyst	\$7,347	\$9,368	\$11,389	\$88,169	\$112,416	\$136,662
123	CLASS SALARY RANGE..... Capital Development Project Manager Legal Counsel II Senior GIS Analyst Senior Information Systems Analyst Senior Programmer Analyst Senior Technology Program Analyst	\$7,715	\$9,836	\$11,958	\$92,578	\$118,037	\$143,495
124	CLASS SALARY RANGE..... Clerk of the Board Communications Manager Grants Program Manager Manager of Government Relations Manager of Learning and Development Principal Business Analyst Principal Human Resources Analyst Regional Planning Program Manager Principal Regional Planner Principal Research Analyst Risk Program Manager Senior Engineer Senior Systems Engineer	\$8,101	\$10,328	\$12,556	\$97,207	\$123,938	\$150,670

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125	CLASS SALARY RANGE..... Associate Legal Counsel	\$8,506	\$10,845	\$13,184	\$102,067	\$130,135	\$158,204
126	CLASS SALARY RANGE..... Project Development Program Manager Senior Data Scientist Senior Economic Research Analyst Senior Researcher and Modeler Senior Software Engineer	\$8,931	\$11,387	\$13,843	\$107,170	\$136,642	\$166,114
127	CLASS SALARY RANGE..... Budget Manager Finance Manager Manager of Business Administration and Operations Manager of Contracts and Procurement Services Manager of Financial Programming and Project Control Manager of Human Resources Manager of Regional Information Services Manager of Revenue and Project Control Principal Independent Auditor Principal Technology Program Manager	\$9,377	\$11,956	\$14,535	\$112,529	\$143,474	\$174,420
128	CLASS SALARY RANGE..... Principal Data Scientist Principal Economic Research Analyst Principal Researcher and Modeler Principal Software Engineer	\$9,846	\$12,554	\$15,262	\$118,155	\$150,648	\$183,140
129	CLASS SALARY RANGE..... Information Systems Manager Manager of Data Science Manager of Regional Models Principal Engineer Senior Legal Counsel	\$10,339	\$13,182	\$16,025	\$124,063	\$158,180	\$192,298
131	CLASS SALARY RANGE..... Director I ¹	\$11,398	\$14,533	\$17,667	\$136,779	\$174,394	\$212,008
133	CLASS SALARY RANGE..... Deputy General Counsel	\$12,567	\$16,022	\$19,478	\$150,799	\$192,269	\$233,739
135	CLASS SALARY RANGE..... Chief of Staff (Strategic Advisor) Director II ² Independent Performance Auditor	\$13,855	\$17,665	\$21,475	\$166,256	\$211,977	\$257,697
137	CLASS SALARY RANGE..... Senior Director ³	\$15,275	\$19,475	\$23,676	\$183,297	\$233,704	\$284,111

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139	CLASS SALARY RANGE..... Chief Financial Officer Deputy CEO, Business Operations Deputy CEO, Planning, Programs, and Projects General Counsel	\$16,840	\$21,472	\$26,103	\$202,085	\$257,659	\$313,232
143	CLASS SALARY RANGE..... Chief Deputy CEO	\$20,470	\$26,099	\$31,728	\$245,636	\$313,186	\$380,736
147	CLASS SALARY RANGE..... Chief Executive Officer	\$24,881	\$31,723	\$38,566	\$298,572	\$380,680	\$462,787

* This is a grandfathered classification.

¹ Director I positions include:

- Deputy Independent Performance Auditor
- Director of ARJIS
- Director of Diversity and Equity
- Director of Innovative Finance
- Director of Strategic Projects

⁴ Director II positions include:

- Director of Accounting and Finance
- Director of Business Information & Technology Services
- Director of Contracts and Procurement Services
- Director of Engineering and Construction
- Director of Financial Planning, Budgeting, and Grants
- Director of Human Resources
- Director of Public Affairs
- Director of Regional Transportation Services

³ Senior Director positions include:

- Senior Director, Data Science
- Senior Director, Organization Effectiveness
- Senior Director, Regional Planning

The FY 2024 Classification/Salary Range Table was approved by the SANDAG Board of Directors on May 12, 2023.

Effective date: June 19, 2023

Changes to the FY 2024 Classification/Salary Range Table were approved by the SANDAG Board of Directors on January 12, 2024.

Effective date of changes: January 15, 2024