

**San Diego Association of Governments**

**FY 2025 POSITION CLASSIFICATION / SALARY RANGE TABLE**

CLASS NO.	POSITION CLASSIFICATIONS	<u>MONTHLY SALARY RANGES</u>			<u>ANNUAL SALARY RANGES</u>		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
101	CLASS SALARY RANGE..... Assistant Intern	\$2,858	\$3,503	\$4,146	\$34,299	\$42,037	\$49,754
103	CLASS SALARY RANGE..... Toll Plaza Attendant	\$3,156	\$3,865	\$4,578	\$37,877	\$46,384	\$54,933
104	CLASS SALARY RANGE..... Landscape Maintenance Technician Office Services Specialist I Receptionist I	\$3,314	\$4,059	\$4,807	\$39,770	\$48,714	\$57,678
105	CLASS SALARY RANGE..... Accounting Specialist I	\$3,482	\$4,264	\$5,051	\$41,787	\$51,168	\$60,611
106	CLASS SALARY RANGE..... Customer Service Representative Office Services Specialist II Receptionist II	\$3,656	\$4,477	\$5,302	\$43,867	\$53,726	\$63,627
107	CLASS SALARY RANGE..... Accounting Specialist II Document Processing Specialist I	\$3,839	\$4,703	\$5,567	\$46,072	\$56,430	\$66,810
108	CLASS SALARY RANGE..... Landscape Maintenance Lead Office Services Specialist III Receptionist III Toll Operations Specialist I	\$4,032	\$4,938	\$5,847	\$48,381	\$59,259	\$70,158
109	CLASS SALARY RANGE..... Accounting Specialist III Administrative Office Specialist Document Processing Specialist II Toll Operations Specialist II	\$4,235	\$5,186	\$6,141	\$50,814	\$62,234	\$73,694
110	CLASS SALARY RANGE..... Customer Service Lead Information Systems Specialist I	\$4,446	\$5,446	\$6,448	\$53,352	\$65,354	\$77,376
111	CLASS SALARY RANGE..... Document Processing Specialist III	\$4,488	\$5,720	\$6,956	\$53,851	\$68,640	\$83,470
112	CLASS SALARY RANGE..... Information Systems Specialist II Toll Operations Supervisor	\$4,711	\$6,006	\$7,303	\$56,534	\$72,072	\$87,630



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		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
113	CLASS SALARY RANGE.....	\$4,949	\$6,308	\$7,672	\$59,384	\$75,691	\$92,061
	Account Executive I						
	Accountant I						
	Administrative Analyst I						
	Business Analyst I						
	Contracts and Procurement Analyst I						
	Executive Assistant I						
	Facilities/Maintenance Coordinator						
	Financial Analyst I						
	Graphic Designer I						
	Grants Program Analyst I						
	Government Relations Analyst I						
	Human Resources Analyst I						
	Maintenance Field Technician						
	Independent Auditor I						
	Marketing Analyst I						
	Public Communications Officer I						
114	CLASS SALARY RANGE.....	\$5,195	\$6,623	\$8,053	\$62,338	\$79,477	\$96,637
	Information Systems Specialist III						
	Regional Planner I						
	Research Analyst I						
115	CLASS SALARY RANGE.....	\$5,457	\$6,956	\$8,459	\$65,478	\$83,470	\$101,504
	Account Executive II						
	Accountant II						
	Administrative Analyst II						
	Business Analyst II						
	Contracts and Procurement Analyst II						
	Customer Service Supervisor						
	Engineer I						
	Executive Assistant II						
	Financial Analyst II						
	GIS Analyst I						
	Government Relations Analyst II						
	Grants Program Analyst II						
	Graphic Designer II						
	Human Resources Analyst 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						
	Senior Maintenance Field Technician						
	Systems Engineer I						



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	Technology Program Analyst I						



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		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
116	CLASS SALARY RANGE..... Regional Planner II Research Analyst II	\$5,730	\$7,304	\$8,883	\$68,765	\$87,651	\$106,600
117	CLASS SALARY RANGE..... Associate Account Executive Associate Accountant Associate Administrative Analyst Associate Business Analyst Associate Contracts and Procurement Analyst Associate Financial Analyst Associate Government Relations Analyst Associate Grants Program Analyst Associate Graphic Designer Associate Human Resources Analyst Associate Independent Auditor Associate Marketing Analyst Associate Public Communications Officer 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	\$6,016	\$7,670	\$9,327	\$72,197	\$92,040	\$111,925
118	CLASS SALARY RANGE..... Associate Regional Planner Associate Research Analyst	\$6,318	\$8,055	\$9,793	\$75,816	\$96,658	\$117,520
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	\$6,635	\$8,459	\$10,286	\$79,622	\$101,504	\$123,427



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		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
120	CLASS SALARY RANGE..... Associate Engineer Associate Information Systems Analyst Associate Programmer Analyst Associate Systems Engineer Customer Service Manager	\$6,966	\$8,882	\$10,799	\$83,595	\$106,579	\$129,584
121	CLASS SALARY RANGE..... Legal Counsel I Senior Accountant Senior Administrative Analyst Senior Budget Program Analyst Senior Business Analyst Senior Contracts and Procurement Analyst Senior Financial Programming and Project Control Analyst Senior Government Relations Analyst Senior Grants Program Analyst Senior Human Resources Analyst Senior Independent Auditor Senior Marketing Analyst Senior Public Communications Officer	\$7,316	\$9,327	\$11,341	\$87,797	\$111,925	\$136,094
122	CLASS SALARY RANGE..... Associate Data Scientist Associate Economic Research Analyst Associate Researcher and Modeler Associate Software Engineer	\$7,684	\$9,795	\$11,911	\$92,206	\$117,541	\$142,938
123	CLASS SALARY RANGE..... Borders Program Manager* Capital Development Project Manager Legal Counsel II Senior GIS Analyst Senior Information Systems Analyst Senior Programmer Analyst Senior Regional Planner Senior Research Analyst Senior Technology Program Analyst	\$8,069	\$10,286	\$12,508	\$96,824	\$123,427	\$150,093
124	CLASS SALARY RANGE..... Business Services Manager Clerk of the Board Executive Office Manager Manager of Learning and Development Principal Business Analyst Principal Human Resources Analyst Principal Regional Planner Principal Research Analyst Senior Engineer Senior Systems Engineer	\$8,473	\$10,800	\$13,133	\$101,670	\$129,605	\$157,602



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		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
125	CLASS SALARY RANGE..... Associate Legal Counsel	\$8,895	\$11,341	\$13,789	\$106,746	\$136,094	\$165,464
126	CLASS SALARY RANGE..... Project Development Program Manager Senior Data Scientist Senior Economic Research Analyst Senior Researcher and Modeler Senior Software Engineer	\$9,343	\$11,910	\$14,482	\$112,112	\$142,917	\$173,784
127	CLASS SALARY RANGE..... Budget Manager Communications Manager Finance Manager Grants Program Manager Manager of Business Administration and Operations Manager of Contracts and Procurement Services Manager of Financial Programming and Project Control Manager of Government Relations Manager of Human Resources Manager of Regional Information Services Manager of Revenue and Project Control Principal Independent Auditor Principal Technology Program Manager Regional Planning Program Manager TransNet Program Manager	\$9,809	\$12,506	\$15,205	\$117,707	\$150,072	\$182,458
128	CLASS SALARY RANGE..... Principal Data Scientist Principal Economic Research Analyst Principal Researcher and Modeler Principal Software Engineer	\$10,299	\$13,132	\$15,966	\$123,594	\$157,581	\$191,589
129	CLASS SALARY RANGE..... Information Systems Manager Manager of Data Science Manager of Regional Models Principal Engineer Senior Legal Counsel	\$10,816	\$13,789	\$16,765	\$129,792	\$165,464	\$201,178
130	CLASS SALARY RANGE..... Deputy Director <sup>1</sup>	\$11,357	\$14,479	\$17,604	\$136,282	\$173,742	\$211,245
131	CLASS SALARY RANGE..... Deputy Independent Performance Auditor Director I <sup>2</sup>	\$11,925	\$15,203	\$18,484	\$143,104	\$182,437	\$221,811
133	CLASS SALARY RANGE..... Deputy General Counsel	\$13,149	\$16,763	\$20,382	\$157,789	\$201,157	\$244,587



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135	CLASS SALARY RANGE..... Chief of Staff Director II <sup>3</sup> Independent Performance Auditor	\$14,498	\$18,483	\$22,473	\$173,971	\$221,790	\$269,672
137	CLASS SALARY RANGE..... Senior Director <sup>4</sup>	\$15,985	\$20,379	\$24,778	\$191,818	\$244,546	\$297,336
139	CLASS SALARY RANGE..... Chief Financial Officer Deputy CEO, Business Operations Deputy CEO, Planning, Programs, and Projects General Counsel	\$17,625	\$22,469	\$27,319	\$211,494	\$269,630	\$327,829
143	CLASS SALARY RANGE..... Chief Deputy CEO	\$21,424	\$27,316	\$33,207	\$257,088	\$327,787	\$398,486
147	CLASS SALARY RANGE..... Chief Executive Officer	\$26,045	\$33,205	\$40,371	\$312,541	\$398,466	\$484,453

\* This is a grandfathered classification.

<sup>1</sup> Deputy Director I positions include:

Deputy Director of Regional Planning  
Deputy Director of Engineering and Construction

<sup>2</sup> Director I positions include:

Director of ARJIS  
Director of Diversity and Equity  
Director of Strategic Technology Implementation

<sup>4</sup> Senior Director positions include:

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

<sup>3</sup> 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, Budgets, and Grants  
Director of Human Resources  
Director of Internal Controls  
Director of Public Affairs  
Director of Regional Transportation Services

The FY 2025 Classification/Salary Range Table was approved by the SANDAG Board of Directors on May 10, 2024.

Effective date: July 1, 2024