

San Diego Association of Governments
FY 2022 CLASSIFICATION SALARY RANGE TABLE

CLASS NO.	POSITION CLASSIFICATIONS	MONTHLY SALARY RANGES			ANNUAL SALARY RANGES		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
101	CLASS SALARY RANGE..... Assistant Intern Toll Plaza Attendant	\$2,600	\$3,185	\$3,770	\$31,200	\$38,220	\$45,240
102	CLASS SALARY RANGE.....	\$2,730	\$3,344	\$3,959	\$32,760	\$40,131	\$47,502
103	CLASS SALARY RANGE..... Customer Service Representative Landscape Maintenance Technician Office Services Specialist I Receptionist I	\$2,867	\$3,511	\$4,156	\$34,398	\$42,138	\$49,877
104	CLASS SALARY RANGE..... Accounting Specialist I	\$3,010	\$3,687	\$4,364	\$36,118	\$44,244	\$52,371
105	CLASS SALARY RANGE..... Office Services Specialist II Receptionist II	\$3,160	\$3,871	\$4,582	\$37,924	\$46,457	\$54,990
106	CLASS SALARY RANGE..... Accounting Specialist II Document Processing Specialist I	\$3,318	\$4,065	\$4,812	\$39,820	\$48,779	\$57,739
107	CLASS SALARY RANGE..... Customer Service Lead Landscape Maintenance Lead Office Services Specialist III Receptionist III Toll Operations Specialist I	\$3,484	\$4,268	\$5,052	\$41,811	\$51,218	\$60,626
108	CLASS SALARY RANGE..... Accounting Specialist III Administrative Office Specialist Document Processing Specialist II Toll Operations Specialist II	\$3,658	\$4,482	\$5,305	\$43,902	\$53,779	\$63,657
109	CLASS SALARY RANGE.....	\$3,841	\$4,706	\$5,570	\$46,097	\$56,468	\$66,840
110	CLASS SALARY RANGE..... Document Processing Specialist III Graphic Designer I Information Systems Specialist I Office Administrator*	\$4,033	\$4,941	\$5,849	\$48,401	\$59,292	\$70,182
111	CLASS SALARY RANGE..... Account Executive I Administrative Analyst I Business Analyst I Contracts and Procurement Analyst I Customer Service Supervisor Grants Program Analyst I	\$4,069	\$5,188	\$6,307	\$48,829	\$62,256	\$75,684

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112	CLASS SALARY RANGE..... Accountant I Financial Analyst I Graphic Designer II Human Resources Analyst I Information Systems Specialist II Management Internal Auditor I Marketing Analyst I Public Communications Officer I Toll Operations Supervisor	\$4,272	\$5,447	\$6,622	\$51,270	\$65,369	\$79,468
113	CLASS SALARY RANGE..... Account Executive II Administrative Analyst II Business Analyst II Contracts and Procurement Analyst II Economic Research Analyst I Executive Assistant I Facilities/Maintenance Coordinator Grants Program Analyst II Government Relations Analyst I Maintenance Field Technician Regional Planner I Research Analyst I	\$4,486	\$5,720	\$6,953	\$53,833	\$68,638	\$83,442
114	CLASS SALARY RANGE..... Accountant II Associate Graphic Designer Financial Analyst II Human Resources Analyst II Information Systems Specialist III Management Internal Auditor II Marketing Analyst II Public Communications Officer II	\$4,710	\$6,006	\$7,301	\$56,525	\$72,070	\$87,614

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115	CLASS SALARY RANGE..... Associate Account Executive Associate Administrative Analyst Associate Business Analyst Associate Contracts and Procurement Analyst Associate Grants Program Analyst Project Coordinator Economic Research Analyst II Engineer I Executive Assistant II GIS Analyst I Government Relations Analyst II Information Systems Analyst I Landscape Maintenance Supervisor Programmer Analyst I Regional Planner II Research Analyst II Senior Maintenance Field Technician Systems Engineer I Technology Program Analyst I	\$4,946	\$6,306	\$7,666	\$59,351	\$75,673	\$91,995
116	CLASS SALARY RANGE..... Associate Accountant Associate Financial Analyst Associate Human Resources Analyst Associate Marketing Analyst Associate Management Internal Auditor Associate Public Communications Officer	\$5,193	\$6,621	\$8,050	\$62,319	\$79,457	\$96,594
117	CLASS SALARY RANGE..... Associate Economic Research Analyst Associate Government Relations Analyst Associate Regional Planner Associate Research Analyst Business Services Supervisor Clerk of the Board Creative Services Supervisor Data Scientist 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	\$5,453	\$6,952	\$8,452	\$65,435	\$83,429	\$101,424

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118	CLASS SALARY RANGE.....	\$5,726	\$7,300	\$8,875	\$68,707	\$87,601	\$106,495
119	CLASS SALARY RANGE.....	\$6,012	\$7,665	\$9,318	\$72,142	\$91,981	\$111,820
	Associate Information Systems Analyst						
	Associate GIS Analyst						
	Associate Technology Program Analyst						
	Data Scientist II						
	Maintenance and Facilities Supervisor						
	Researcher and Modeler II						
	Software Engineer II						
120	CLASS SALARY RANGE.....	\$6,312	\$8,048	\$9,784	\$75,749	\$96,580	\$117,411
	Associate Engineer						
	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						
	Senior Marketing Analyst						
	Senior Public Communications Officer						
121	CLASS SALARY RANGE.....	\$6,628	\$8,451	\$10,273	\$79,537	\$101,409	\$123,282
	Borders Program Manager*						
	Legal Counsel I						
	Project Control Manager*						
	Senior Accountant						
	Senior Budget Program Analyst						
	Senior Business Analyst						
	Senior Economic Research Analyst						
	Senior Financial Programming and Project Control Analyst						
	Senior Government Relations Analyst						
	Senior Management Internal Auditor						
	Senior Regional Planner						
	Senior Research Analyst						
122	CLASS SALARY RANGE.....	\$6,959	\$8,873	\$10,787	\$83,513	\$106,479	\$129,446
	Associate Data Scientist						
	Associate Researcher and Modeler						
	Associate Software Engineer						
123	CLASS SALARY RANGE.....	\$7,307	\$9,317	\$11,326	\$87,689	\$111,803	\$135,918
	Capital Development Project Manager						
	Legal Counsel II						
	Senior GIS Analyst						
	Senior Information Systems Analyst						
	Senior Programmer Analyst						
	Senior Technology Program Analyst						

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124	CLASS SALARY RANGE..... Communications Manager Grants Program Manager Manager of Government Relations Operations Manager Principal Business Analyst Principal Economic Research Analyst Principal Human Resources Analyst Regional Planning Program Manager Principal Research Analyst Risk Program Manager Senior Engineer Senior Systems Engineer	\$7,673	\$9,783	\$11,893	\$92,073	\$117,394	\$142,714
125	CLASS SALARY RANGE..... Associate Legal Counsel Senior Data Scientist Senior Researcher and Modeler Senior Software Engineer	\$8,056	\$10,272	\$12,487	\$96,677	\$123,263	\$149,850
126	CLASS SALARY RANGE..... Project Development Program Manager	\$8,459	\$10,786	\$13,112	\$101,511	\$129,426	\$157,342
127	CLASS SALARY RANGE..... Finance Manager Manager of Business Administration and Operations Manager of Contracts and Procurement Manager of Financial Programming and Project Control Manager of Human Resources Manager of Regional Information Services Information Systems Manager Principal Data Scientist Principal Management Internal Auditor Principal Researcher and Modeler Principal Software Engineer Principal Technology Program Manager	\$8,882	\$11,325	\$13,767	\$106,587	\$135,898	\$165,209
128	CLASS SALARY RANGE..... Manager of Regional Models Principal Engineer	\$9,326	\$11,891	\$14,456	\$111,916	\$142,693	\$173,470
129	CLASS SALARY RANGE..... Senior Legal Counsel	\$9,793	\$12,486	\$15,179	\$117,512	\$149,827	\$182,143
130	CLASS SALARY RANGE.....	\$10,282	\$13,110	\$15,938	\$123,387	\$157,319	\$191,250
131	CLASS SALARY RANGE..... Director I ¹	\$10,796	\$13,765	\$16,734	\$129,557	\$165,185	\$200,813
132	CLASS SALARY RANGE.....	\$11,336	\$14,454	\$17,571	\$136,034	\$173,444	\$210,853

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133	CLASS SALARY RANGE..... Deputy General Counsel	\$11,903	\$15,176	\$18,450	\$142,836	\$182,116	\$221,396
134	CLASS SALARY RANGE.....	\$12,498	\$15,935	\$19,372	\$149,978	\$191,222	\$232,466
135	CLASS SALARY RANGE..... Director II ² Independent Performance Auditor	\$13,123	\$16,732	\$20,341	\$157,477	\$200,783	\$244,089
136	CLASS SALARY RANGE.....	\$13,779	\$17,569	\$21,358	\$165,351	\$210,822	\$256,294
137	CLASS SALARY RANGE.....	\$14,468	\$18,447	\$22,426	\$173,618	\$221,363	\$269,108
138	CLASS SALARY RANGE.....	\$15,192	\$19,369	\$23,547	\$182,299	\$232,431	\$282,564
139	CLASS SALARY RANGE..... Chief Capital Programs and Regional Services Officer Chief Data Analytics Officer Chief Financial Officer Chief Operations Officer Chief Planning and Innovation Officer Executive Strategic Advisor General Counsel	\$15,951	\$20,338	\$24,724	\$191,414	\$244,053	\$296,692
140	CLASS SALARY RANGE.....	\$16,749	\$21,355	\$25,961	\$200,985	\$256,256	\$311,526
141	CLASS SALARY RANGE.....	\$17,586	\$22,422	\$27,259	\$211,034	\$269,068	\$327,103
142	CLASS SALARY RANGE.....	\$18,465	\$23,543	\$28,621	\$221,586	\$282,522	\$343,458
143	CLASS SALARY RANGE.....	\$19,389	\$24,721	\$30,053	\$232,665	\$296,648	\$360,631
144	CLASS SALARY RANGE.....	\$20,358	\$25,957	\$31,555	\$244,298	\$311,480	\$378,662
145	CLASS SALARY RANGE.....	\$21,376	\$27,255	\$33,133	\$256,513	\$327,054	\$397,595
146	CLASS SALARY RANGE.....	\$22,445	\$28,617	\$34,790	\$269,339	\$343,407	\$417,475
147	CLASS SALARY RANGE..... Executive Director	\$23,567	\$30,048	\$36,529	\$282,806	\$360,577	\$438,349

* This is a grandfathered classification.

¹ Director I positions include:

- Director of ARJIS
- Director of Diversity and Equity
- Director of Government Relations
- Director of Integrated Transportation Planning
- Director of Mid-Coast Corridor
- Director of Mobility and Innovation
- Director of Strategic Projects

² Director II positions include:

- Director of Accounting and Finance
- Director of Business Information & Technology Services
- Director of Contracts and Grants
- Director of Data and Modeling
- Director of Engineering and Construction
- Director of Financial Planning and Budgeting
- Director of Organization Effectiveness
- Director of Regional Planning
- Director of Regional Transportation Services
- Director of Research and Program Management
- Director of Strategic Communications

This document was approved by the SANDAG Board of Directors on May 14, 2021.
 Effective date: June 21, 2021