

City of National City
Human Resources Department

EXECUTIVE POSITIONS
August 2023

POSITION TITLE	SALARY BAND (MONTHLY)	SALARY BAND (ANNUAL)
City Manager	To be determined by employment agreement	To be determined by employment agreement
City Attorney	\$17,688 (Actual Salary)	\$212,256
Assistant City Manager ¹	\$ 9,310.05 – \$ 18,290.66	\$ 111,720.59 – \$ 219,487.90
Assistant Police Chief	\$ 13,169.52 – \$ 17,376.33	\$ 158,034.20 – \$ 208,515.90
City Clerk	\$ 10,064.92 – \$ 12,564.92	\$ 120,779.00 – \$ 150,779.00
City Librarian	\$ 11,234.26 – \$ 14,730.18	\$ 134,811.14 – \$ 176,762.21
Community Development Executive Director ¹	\$ 10,836.61 – \$ 16,445.01	\$ 130,039.27 – \$ 197,340.08
Community Services Director	\$ 10,271.32 – \$ 13,722.37	\$ 123,255.90 – \$ 164,668.49
Deputy City Manager	\$ 9,261.29 – \$ 17,296.93	\$ 111,135.45 – \$ 207,563.18
Director of Administrative Services	\$ 11,800.48 – \$ 15,444.05	\$ 141,605.72 – \$ 185,328.61
Director of Building & Safety	\$ 10,836.61 – \$ 12,921.44	\$ 130,039.27 – \$ 155,057.23
Director of Community Development	\$ 10,836.61 – \$ 15,254.97	\$ 130,039.27 – \$ 183,059.60
Director of Emergency Services ²	\$ 12,325.44 – \$ 16,331.89	\$ 147,905.28 – \$ 195,982.64
Director of Finance	\$ 11,800.48 – \$ 14,728.16	\$ 141,605.72 – \$ 176,737.96
Director of Housing & Economic Development	\$ 10,513.16 – \$ 13,401.78	\$ 126,157.89 – \$ 160,821.32
Director of Neighborhood Services	\$ 10,836.61 – \$ 13,814.10	\$ 130,039.27 – \$ 165,769.15
Director of Planning	\$ 10,179.28 – \$ 13,884.69	\$ 122,151.39 – \$ 166,616.25
Director of Public Works	\$ 13,333.33 – \$ 18,175.73	\$ 160,000.00 – \$ 218,108.80
Director of Public Works/City Engineer	\$ 13,333.33 – \$ 18,175.73	\$ 160,000.00 – \$ 218,108.80
Fire Chief	\$ 12,325.44 – \$ 16,331.89	\$ 147,905.28 – \$ 195,982.64
Human Resources Director	\$ 11,863.57 – \$ 14,831.24	\$ 142,362.80 – \$ 177,974.85
Library and Community Services Director	\$ 11,234.26 – \$ 17,535.57	\$ 134,811.14 \$ 210,426.78
Police Chief ³	\$ 16,809.83 – \$ 19,113.96	\$ 201,718.01 – \$ 229,367.49
Records Management Officer	\$ 8,176.90 – \$ 10,057.33	\$ 98,122.81 – \$ 120,687.97
Assistant City Attorney	\$ 10,639.99 – \$ 16,048.69	\$ 127,679.90 – \$ 192,584.27

Effective 05/22/22 per Resolution 2022-21, City Manager Employment Agreement

Effective 1/1/2023 per Resolution 2022-199, City Attorney Employment Agreement

Auto Allowance: \$300/month, w/exception of Police & Fire Chief who are assigned a City Vehicle, and City Attorney. The City Manager receives \$750/month and Assistant City Manager receives \$400/month.

¹ If residing in National City, the Asst City Manager & CDC Executive Director receive a Housing Differential of \$15,000 per year (per Resolution 2009-100)

² Director of Emergency Services receives \$650 Uniform Allowance annually (per memo dated 08/02/12)

³ Police Chief receives a \$750 Uniform Allowance (per employment agreement of 03/13/19)

City of National City
Human Resources Department

EXECUTIVE POSITIONS
February 2024

POSITION TITLE	SALARY BAND (MONTHLY)	SALARY BAND (ANNUAL)
City Manager	To be determined by employment agreement	To be determined by employment agreement
City Attorney	\$18,218.58	\$218,623.00
Assistant City Manager ¹	\$ 9,941.27 – \$ 19,530.76	\$ 119,295.25 – \$ 234,369.18
Assistant Police Chief	\$ 14,174.35 – \$ 18,702.14	\$ 170,092.21 – \$ 224,425.67
City Clerk	\$ 10,366.87 – \$ 12,941.87	\$ 124,402.41 – \$ 155,302.41
City Librarian	\$ 12,729.54 – \$ 16,690.77	\$ 152,754.50 – \$ 200,289.26
Community Development Executive Director ¹	\$ 11,891.01 – \$ 18,045.11	\$ 142,692.09 – \$ 216,541.27
Community Services Director	\$ 11,638.44 – \$ 15,548.82	\$ 139,661.26 – \$ 186,585.87
Deputy City Manager	\$ 9,863.27 – \$ 18,421.23	\$ 118,359.25 – \$ 221,054.78
Director of Administrative Services	\$ 12,818.86 – \$ 16,776.87	\$ 153,826.30 – \$ 201,322.47
Director of Building & Safety	\$ 11,891.01 – \$ 14,178.69	\$ 142,692.09 – \$ 170,144.30
Director of Community Development	\$ 11,891.01 – \$ 16,739.27	\$ 142,692.09 – \$ 200,871.30
Director of Emergency Services ²	\$ 13,683.70 – \$ 18,131.66	\$ 164,204.45 – \$ 217,579.92
Director of Finance	\$ 12,818.86 – \$ 15,999.20	\$ 153,826.30 – \$ 191,990.45
Director of Housing & Economic Development	\$ 11,362.62 – \$ 14,484.64	\$ 136,351.45 – \$ 173,815.68
Director of Neighborhood Services	\$ 11,891.01 – \$ 15,158.21	\$ 142,692.09 – \$ 181,898.48
Director of Planning	\$ 10,484.66 – \$ 14,301.23	\$ 125,815.93 – \$ 171,614.74
Director of Public Works	\$ 13,333.33 – \$ 18,175.73	\$ 160,000.00 – \$ 218,108.80
Director of Public Works/City Engineer	\$ 13,333.33 – \$ 18,175.73	\$ 160,000.00 – \$ 218,108.80
Fire Chief	\$ 13,683.70 – \$ 18,131.66	\$ 164,204.45 – \$ 217,579.92
Human Resources Director	\$ 12,921.80 – \$ 16,154.18	\$ 155,061.56 – \$ 193,850.21
Library and Community Services Director	\$ 12,729.54 – \$ 19,869.55	\$ 152,754.50 – \$ 238,434.59
Police Chief ³	\$ 18,092.42 – \$ 20,572.35	\$ 217,109.09 – \$ 246,868.23
Records Management Officer	\$ 8,837.59 – \$ 10,869.96	\$ 106,051.13 – \$ 130,439.55
Assistant City Attorney	\$ 11,568.86 – \$ 17,449.74	\$ 138,826.35 – \$ 209,396.88

Effective 05/22/22 per Resolution 2022-21, City Manager Employment Agreement

Effective 1/1/2023 per Resolution 2022-199, City Attorney Employment Agreement

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