

City of National City
Human Resources Department

MANAGEMENT POSITIONS
July 2025

POSITION TITLE	SALARY BAND (MONTHLY)	SALARY BAND (ANNUAL)
Asst Director of PW/Engineering	\$ 10,716.62 – \$ 16,625.00	\$ 128,599.44 – \$ 199,500.00
Asst Director of Community Development	\$ 10,716.62 – \$ 16,625.00	\$ 128,599.44 – \$ 199,500.00
Budget Manager	\$ 8,797.62 – \$ 13,552.27	\$ 105,571.44 – \$ 162,627.24
Building Official	\$ 9,489.00 – \$ 14,720.53	\$ 113,867.99 – \$ 176,646.36
City Engineer	\$ 10,716.62 – \$ 16,625.00	\$ 128,599.44 – \$ 199,500.00
Community Development Manager	\$ 9,056.76 – \$ 14,050.00	\$ 108,681.12 – \$ 168,600.00
Community Development Specialist III	\$ 6,520.55 – \$ 10,127.19	\$ 80,853.02 – \$ 121,526.28
Community Services Manager	\$ 7,342.42 – \$ 11,390.50	\$ 88,109.04 – \$ 136,686.00
Deputy City Attorney	\$ 9,911.82 – \$ 15,376.48	\$ 118,941.84 – \$ 184,517.76
Deputy City Clerk	\$ 6,000.10 – \$ 9,079.20	\$ 72,001.20 – \$ 108,950.40
Deputy Director of Human Resources	\$ 11,376.38 – \$ 17,648.50	\$ 136,516.56 – \$ 211,782.00
Emergency Manager	\$ 7,569.86 – \$ 11,743.33	\$ 90,838.32 – \$ 140,919.96
Equipment Maint Supervisor	\$ 6,486.59 – \$ 10,062.83	\$ 77,839.08 – \$ 120,753.96
Facilities Maint Supervisor	\$ 5,832.42 – \$ 9,048.00	\$ 69,989.04 – \$ 108,576.00
Financial Services Officer	\$ 8,795.69 – \$ 13,645.00	\$ 105,548.28 – \$ 163,740.00
Fire Division Chief	\$ 10,890.54 – \$ 16,894.80	\$ 130,686.48 – \$ 202,737.60
Homelessness Services Coordinator	\$ 7,554.77 – \$ 11,719.93	\$ 90,657.24 – \$ 140,639.16
Housing Programs Manager	\$ 7,982.16 – \$ 12,382.95	\$ 95,785.92 – \$ 148,595.40
Human Resources Analyst I	\$ 5,839.13 – \$ 9,058.40	\$ 70,069.56 – \$ 108,700.80
Human Resources Analyst II	\$ 6,068.67 – \$ 9,511.32	\$ 72,824.04 – \$ 114,135.84
Human Resources Manager	\$ 8,644.21 – \$ 13,410.00	\$ 103,730.52 – \$ 160,920.00
Information Technology Manager	\$ 9,574.43 – \$ 14,853.08	\$ 114,893.16 – \$ 178,236.96
Management Analyst I	\$ 5,744.94 – \$ 8,912.28	\$ 68,939.28 – \$ 106,947.36

City of National City
Human Resources Department

MANAGEMENT POSITIONS
July 2025

POSITION TITLE	SALARY BAND (MONTHLY)			SALARY BAND (ANNUAL)		
Management Analyst II	\$ 6,204.53	-	\$ 9,357.89	\$ 74,454.36	-	\$ 112,294.68
Management Analyst III	\$ 6,681.06	-	\$ 10,364.52	\$ 80,172.72	-	\$ 124,374.24
Neighborhood Council Coordinator	\$ 5,528.15	-	\$ 8,575.97	\$ 66,337.80	-	\$ 102,911.64
Neighborhood Services Manager	\$ 6,683.69	-	\$ 10,368.60	\$ 80,204.28	-	\$ 124,423.20
Nutrition Program Manager	\$ 6,018.03	-	\$ 9,575.36	\$ 72,216.36	-	\$ 114,904.32
Park Superintendent	\$ 7,643.60	-	\$ 11,857.73	\$ 91,723.20	-	\$ 142,292.76
PIO/Mgmt Analyst III	\$ 6,814.81	-	\$ 10,572.00	\$ 81,777.72	-	\$ 126,864.00
Planning Manager	\$ 9,994.66	-	\$ 15,505.00	\$ 119,935.92	-	\$ 186,060.00
Police Captain	\$ 12,030.98	-	\$ 18,663.99	\$ 144,371.76	-	\$ 223,967.88
Police Support Services Manager	\$ 8,165.05	-	\$ 12,666.68	\$ 97,980.60	-	\$ 152,000.16
Principal Civil Engineer	\$ 9,799.92	-	\$ 15,202.90	\$ 117,599.04	-	\$ 182,434.80
Principal Librarian	\$ 7,164.83	-	\$ 10,322.00	\$ 85,977.93	-	\$ 123,864.00
Principal Planner	\$ 8,485.11	-	\$ 13,163.19	\$ 101,821.32	-	\$ 157,958.28
Project Officer	\$ 7,755.45	-	\$ 12,031.25	\$ 93,065.40	-	\$ 144,375.00
Purchasing Agent	\$ 7,006.73	-	\$ 10,869.73	\$ 84,080.76	-	\$ 130,436.76
Recreation Superintendent	\$ 7,810.08	-	\$ 12,116.00	\$ 93,720.96	-	\$ 145,392.00
Risk Manager	\$ 8,674.32	-	\$ 13,456.71	\$ 104,091.84	-	\$ 161,480.52
Senior Accountant	\$ 6,409.49	-	\$ 9,943.23	\$ 76,913.88	-	\$ 119,318.76
Special Assistant to the Mayor	\$ 4,605.18	-	\$ 7,144.15	\$ 55,262.16	-	\$ 85,729.80
Street Maintenance Supervisor	\$ 5,721.87	-	\$ 8,876.50	\$ 68,662.44	-	\$ 106,518.00
Street & Wastewater Maint Superintendent	\$ 8,131.21	-	\$ 12,614.18	\$ 97,574.52	-	\$ 151,370.16
Supervising Human Resources Analyst	\$ 7,291.46	-	\$ 11,311.45	\$ 87,497.52	-	\$ 135,737.40
Traffic Engineer	\$ 9,910.59	-	\$ 15,374.58	\$ 118,927.08	-	\$ 184,494.96

City of National City
Human Resources Department

MANAGEMENT POSITIONS
July 2025

POSITION TITLE	SALARY BAND (MONTHLY)			SALARY BAND (ANNUAL)		
Wastewater Supervisor	\$ 5,832.42	-	\$ 9,048.00	\$ 69,989.04	-	\$ 108,576.00

City of National City
Human Resources Department

MANAGEMENT POSITIONS
July 2026

POSITION TITLE	SALARY BAND (MONTHLY)			SALARY BAND (ANNUAL)		
Asst Director of PW/Engineering	\$ 11,252.45	-	\$ 17,456.25	\$ 135,029.41	-	\$ 209,475.00
Asst Director of Community Development	\$ 11,252.45	-	\$ 17,456.25	\$ 135,029.41	-	\$ 209,475.00
Budget Manager	\$ 9,237.50	-	\$ 14,229.88	\$ 110,850.01	-	\$ 170,758.60
Building Official	\$ 9,963.45	-	\$ 15,456.56	\$ 119,561.39	-	\$ 185,478.68
City Engineer	\$ 11,252.45	-	\$ 17,456.25	\$ 135,029.41	-	\$ 209,475.00
Community Development Manager	\$ 9,509.60	-	\$ 14,752.50	\$ 114,115.18	-	\$ 177,030.00
Community Development Specialist III	\$ 6,846.58	-	\$ 10,633.55	\$ 82,158.93	-	\$ 127,602.59
Community Services Manager	\$ 7,709.54	-	\$ 11,960.03	\$ 92,514.49	-	\$ 143,520.30
Deputy City Attorney	\$ 10,407.41	-	\$ 16,145.30	\$ 124,888.93	-	\$ 193,743.65
Deputy City Clerk	\$ 6,300.11	-	\$ 9,533.16	\$ 75,601.26	-	\$ 114,397.92
Deputy Director of Human Resources	\$ 11,945.20	-	\$ 18,530.93	\$ 143,342.39	-	\$ 222,371.10
Emergency Manager	\$ 7,948.35	-	\$ 12,330.50	\$ 95,380.24	-	\$ 147,965.96
Equipment Maint Supervisor	\$ 6,810.92	-	\$ 10,565.97	\$ 81,731.03	-	\$ 126,791.66
Facilities Maint Supervisor	\$ 6,124.04	-	\$ 9,500.40	\$ 73,488.49	-	\$ 114,004.80
Financial Services Officer	\$ 9,235.47	-	\$ 14,327.25	\$ 110,825.69	-	\$ 171,927.00
Fire Division Chief	\$ 11,435.07	-	\$ 17,739.54	\$ 137,220.80	-	\$ 212,874.48
Homelessness Services Coordinator	\$ 7,932.51	-	\$ 12,305.93	\$ 95,190.10	-	\$ 147,671.12
Housing Programs Manager	\$ 8,381.27	-	\$ 13,002.10	\$ 100,575.22	-	\$ 156,025.17
Human Resources Analyst I	\$ 6,131.09	-	\$ 9,511.32	\$ 73,573.04	-	\$ 114,135.84
Human Resources Analyst II	\$ 6,372.10	-	\$ 9,986.89	\$ 76,465.24	-	\$ 119,842.63
Human Resources Manager	\$ 9,076.42	-	\$ 14,080.50	\$ 108,917.05	-	\$ 168,966.00
Information Technology Manager	\$ 10,053.15	-	\$ 15,595.73	\$ 120,637.82	-	\$ 187,148.81
Management Analyst I	\$ 6,032.19	-	\$ 9,357.89	\$ 72,386.24	-	\$ 112,294.73

City of National City
Human Resources Department

MANAGEMENT POSITIONS
July 2026

POSITION TITLE	SALARY BAND (MONTHLY)			SALARY BAND (ANNUAL)		
Management Analyst II	\$ 6,514.76	-	\$ 9,825.78	\$ 78,177.08	-	\$ 117,909.41
Management Analyst III	\$ 7,015.11	-	\$ 10,882.75	\$ 84,181.36	-	\$ 130,592.95
Neighborhood Council Coordinator	\$ 5,804.56	-	\$ 9,004.77	\$ 69,654.69	-	\$ 108,057.22
Neighborhood Services Manager	\$ 7,017.87	-	\$ 10,887.03	\$ 84,214.49	-	\$ 130,644.36
Nutrition Program Manager	\$ 6,318.93	-	\$ 10,054.13	\$ 75,827.18	-	\$ 120,649.54
Park Superintendent	\$ 8,025.78	-	\$ 12,450.62	\$ 96,309.36	-	\$ 149,407.40
PIO/Mgmt Analyst III	\$ 7,155.55	-	\$ 11,100.60	\$ 85,866.61	-	\$ 133,207.20
Planning Manager	\$ 10,494.39	-	\$ 16,280.25	\$ 125,932.72	-	\$ 195,363.00
Police Captain	\$ 12,632.53	-	\$ 19,597.19	\$ 151,590.35	-	\$ 235,166.27
Police Support Services Manager	\$ 8,573.30	-	\$ 13,300.01	\$ 102,879.63	-	\$ 159,600.17
Principal Civil Engineer	\$ 10,289.92	-	\$ 15,963.05	\$ 123,478.99	-	\$ 191,556.54
Principal Librarian	\$ 7,523.07	-	\$ 10,838.10	\$ 90,276.82	-	\$ 130,057.20
Principal Planner	\$ 8,909.37	-	\$ 13,821.35	\$ 106,912.39	-	\$ 165,856.19
Project Officer	\$ 8,143.22	-	\$ 12,632.81	\$ 97,718.67	-	\$ 151,593.75
Purchasing Agent	\$ 7,357.07	-	\$ 11,413.22	\$ 88,284.80	-	\$ 136,958.60
Recreation Superintendent	\$ 8,200.58	-	\$ 12,721.80	\$ 98,407.01	-	\$ 152,661.60
Risk Manager	\$ 9,108.04	-	\$ 14,129.55	\$ 109,296.43	-	\$ 169,554.55
Senior Accountant	\$ 6,729.96	-	\$ 10,440.39	\$ 80,759.57	-	\$ 125,284.70
Special Assistant to the Mayor	\$ 4,835.44	-	\$ 7,501.36	\$ 58,025.27	-	\$ 90,016.29
Street Maintenance Supervisor	\$ 6,007.96	-	\$ 9,320.33	\$ 72,095.56	-	\$ 111,843.90
Street & Wastewater Maint Superintendent	\$ 8,537.77	-	\$ 13,244.89	\$ 102,453.25	-	\$ 158,938.67
Supervising Human Resources Analyst	\$ 7,656.03	-	\$ 11,877.02	\$ 91,872.40	-	\$ 142,524.27
Traffic Engineer	\$ 10,406.12	-	\$ 16,143.31	\$ 124,873.43	-	\$ 193,719.71

City of National City
Human Resources Department

MANAGEMENT POSITIONS
July 2026

POSITION TITLE	SALARY BAND (MONTHLY)			SALARY BAND (ANNUAL)		
Wastewater Supervisor	\$ 6,124.04	-	\$ 9,500.40	\$ 73,488.49	-	\$ 114,004.80

City of National City
Human Resources Department

MANAGEMENT POSITIONS
July 2027

POSITION TITLE	SALARY BAND (MONTHLY)	SALARY BAND (ANNUAL)
Asst Director of PW/Engineering	\$ 11,815.07 – \$ 18,329.06	\$ 141,780.88 – \$ 219,948.75
Asst Director of Community Development	\$ 11,815.07 – \$ 18,329.06	\$ 141,780.88 – \$ 219,948.75
Budget Manager	\$ 9,699.38 – \$ 14,941.38	\$ 116,392.51 – \$ 179,296.53
Building Official	\$ 10,461.62 – \$ 16,229.38	\$ 125,539.46 – \$ 194,752.61
City Engineer	\$ 11,815.07 – \$ 18,329.06	\$ 141,780.88 – \$ 219,948.75
Community Development Manager	\$ 9,985.08 – \$ 15,490.13	\$ 119,820.93 – \$ 185,881.50
Community Development Specialist III	\$ 7,188.91 – \$ 11,165.23	\$ 86,266.88 – \$ 133,982.72
Community Services Manager	\$ 8,095.02 – \$ 12,558.03	\$ 97,140.22 – \$ 150,696.32
Deputy City Attorney	\$ 10,927.78 – \$ 16,952.57	\$ 131,133.38 – \$ 203,430.83
Deputy City Clerk	\$ 6,615.11 – \$ 10,009.82	\$ 79,381.33 – \$ 120,117.82
Deputy Director of Human Resources	\$ 12,542.46 – \$ 19,457.47	\$ 150,509.51 – \$ 233,489.66
Emergency Manager	\$ 8,345.77 – \$ 12,947.02	\$ 100,149.25 – \$ 155,364.26
Equipment Maint Supervisor	\$ 7,151.47 – \$ 11,094.27	\$ 85,817.59 – \$ 133,131.24
Facilities Maint Supervisor	\$ 6,430.24 – \$ 9,975.42	\$ 77,162.92 – \$ 119,705.04
Financial Services Officer	\$ 9,697.25 – \$ 15,043.61	\$ 116,366.98 – \$ 180,523.35
Fire Division Chief	\$ 12,006.82 – \$ 18,626.52	\$ 144,081.84 – \$ 223,518.20
Homelessness Services Coordinator	\$ 8,329.13 – \$ 12,921.22	\$ 99,949.61 – \$ 155,054.67
Housing Programs Manager	\$ 8,800.33 – \$ 13,652.20	\$ 105,603.98 – \$ 163,826.43
Human Resources Analyst I	\$ 6,437.64 – \$ 9,986.89	\$ 77,251.69 – \$ 119,842.63
Human Resources Analyst II	\$ 6,690.71 – \$ 10,486.23	\$ 80,288.50 – \$ 125,834.76
Human Resources Manager	\$ 9,530.24 – \$ 14,784.53	\$ 114,362.90 – \$ 177,414.30
Information Technology Manager	\$ 10,555.81 – \$ 16,375.52	\$ 126,669.71 – \$ 196,506.25
Management Analyst I	\$ 6,333.80 – \$ 9,825.79	\$ 76,005.56 – \$ 117,909.46

City of National City
Human Resources Department

MANAGEMENT POSITIONS
July 2027

POSITION TITLE	SALARY BAND (MONTHLY)			SALARY BAND (ANNUAL)		
	Min	Mid	Max	Min	Mid	Max
Management Analyst II	\$ 6,840.49	-	\$ 10,317.07	\$ 82,085.93	-	\$ 123,804.88
Management Analyst III	\$ 7,365.87	-	\$ 11,426.88	\$ 88,390.42	-	\$ 137,122.60
Neighborhood Council Coordinator	\$ 6,094.79	-	\$ 9,455.01	\$ 73,137.42	-	\$ 113,460.08
Neighborhood Services Manager	\$ 7,368.77	-	\$ 11,431.38	\$ 88,425.22	-	\$ 137,176.58
Nutrition Program Manager	\$ 6,634.88	-	\$ 10,556.83	\$ 79,618.54	-	\$ 126,682.01
Park Superintendent	\$ 8,427.07	-	\$ 13,073.15	\$ 101,124.83	-	\$ 156,877.77
PIO/Mgmt Analyst III	\$ 7,513.33	-	\$ 11,655.63	\$ 90,159.94	-	\$ 139,867.56
Planning Manager	\$ 11,019.11	-	\$ 17,094.26	\$ 132,229.35	-	\$ 205,131.15
Police Captain	\$ 13,264.16	-	\$ 20,577.05	\$ 159,169.87	-	\$ 246,924.59
Police Support Services Manager	\$ 9,001.97	-	\$ 13,965.01	\$ 108,023.61	-	\$ 167,580.18
Principal Civil Engineer	\$ 10,804.41	-	\$ 16,761.20	\$ 129,652.94	-	\$ 201,134.37
Principal Librarian	\$ 7,899.22	-	\$ 11,380.01	\$ 94,790.66	-	\$ 136,560.06
Principal Planner	\$ 9,354.83	-	\$ 14,512.42	\$ 112,258.01	-	\$ 174,149.00
Project Officer	\$ 8,550.38	-	\$ 13,264.45	\$ 102,604.60	-	\$ 159,173.44
Purchasing Agent	\$ 7,724.92	-	\$ 11,983.88	\$ 92,699.04	-	\$ 143,806.53
Recreation Superintendent	\$ 8,610.61	-	\$ 13,357.89	\$ 103,327.36	-	\$ 160,294.68
Risk Manager	\$ 9,563.44	-	\$ 14,836.02	\$ 114,761.25	-	\$ 178,032.27
Senior Accountant	\$ 7,066.46	-	\$ 10,962.41	\$ 84,797.55	-	\$ 131,548.93
Special Assistant to the Mayor	\$ 5,077.21	-	\$ 7,876.43	\$ 60,926.53	-	\$ 94,517.10
Street Maintenance Supervisor	\$ 6,308.36	-	\$ 9,786.34	\$ 75,700.34	-	\$ 117,436.10
Street & Wastewater Maint Superintendent	\$ 8,964.66	-	\$ 13,907.13	\$ 107,575.91	-	\$ 166,885.60
Supervising Human Resources Analyst	\$ 8,038.83	-	\$ 12,470.87	\$ 96,466.02	-	\$ 149,650.48
Traffic Engineer	\$ 10,926.43	-	\$ 16,950.47	\$ 131,117.11	-	\$ 203,405.69

City of National City
Human Resources Department

MANAGEMENT POSITIONS
July 2027

POSITION TITLE	SALARY BAND (MONTHLY)	SALARY BAND (ANNUAL)
Wastewater Supervisor	\$ 6,430.24 - \$ 9,975.42	\$ 77,162.92 - \$ 119,705.04

City of National City
Human Resources Department

EXECUTIVE POSITIONS
July 2025

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	\$218,623.60
City Clerk	\$ 11,312.50 – \$ 15,083.33	\$ 135,750.00 – \$ 181,000.00
City Librarian	\$ 13,750.00 – \$ 18,333.33	\$ 165,000.00 – \$ 220,000.00
Community Services Director	\$ 13,750.00 – \$ 18,333.33	\$ 165,000.00 – \$ 220,000.00
Deputy City Manager	\$ 15,625.00 – \$ 20,833.33	\$ 187,500.00 – \$ 250,000.00
Director of Community Development	\$ 15,000.00 – \$ 20,000.00	\$ 180,000.00 – \$ 240,000.00
Director of Finance	\$ 14,583.33 – \$ 19,500.00	\$ 175,000.00 – \$ 234,000.00
Director of Public Works/City Engineer	\$ 15,000.00 – \$ 20,000.00	\$ 180,000.00 – \$ 240,000.00
Fire Chief	\$ 15,625.00 – \$ 20,833.33	\$ 187,500.00 – \$ 250,000.00
Human Resources Director	\$ 14,625.00 – \$ 19,500.00	\$ 175,500.00 – \$ 234,000.00
Police Chief	\$ 18,733.33 – \$ 23,416.67	\$ 224,800.00 – \$ 281,000.00
Assistant City Attorney	\$ 14,625.00 – \$ 19,500.00	\$ 175,500.00 – \$ 234,000.00

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Human Resources Department

EXECUTIVE POSITIONS
July 2026

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	\$218,623.60
City Clerk	\$ 11,878.13 – \$ 15,837.50	\$ 142,537.50 – \$ 190,050.00
City Librarian	\$ 14,437.50 – \$ 19,250.00	\$ 173,250.00 – \$ 231,000.00
Community Services Director	\$ 14,437.50 – \$ 19,250.00	\$ 173,250.00 – \$ 231,000.00
Deputy City Manager	\$ 16,406.25 – \$ 21,875.00	\$ 196,875.00 – \$ 262,500.00
Director of Community Development	\$ 15,750.00 – \$ 21,000.00	\$ 189,000.00 – \$ 252,000.00
Director of Finance	\$ 15,312.50 – \$ 20,475.00	\$ 183,750.00 – \$ 245,700.00
Director of Public Works/City Engineer	\$ 15,750.00 – \$ 21,000.00	\$ 189,000.00 – \$ 252,000.00
Fire Chief	\$ 16,406.25 – \$ 21,875.00	\$ 196,875.00 – \$ 262,500.00
Human Resources Director	\$ 15,356.25 – \$ 20,475.00	\$ 184,275.00 – \$ 245,700.00
Police Chief	\$ 19,670.00 – \$ 24,587.50	\$ 236,040.00 – \$ 295,050.00
Assistant City Attorney	\$ 15,356.25 – \$ 20,475.00	\$ 184,275.00 – \$ 245,700.00

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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	\$218,623.60
City Clerk	\$ 12,472.03 – \$ 16,629.38	\$ 149,664.38 – \$ 199,552.50
City Librarian	\$ 15,159.38 – \$ 20,212.50	\$ 181,912.50 – \$ 242,550.00
Community Services Director	\$ 15,159.38 – \$ 20,212.50	\$ 181,912.50 – \$ 242,550.00
Deputy City Manager	\$ 17,226.56 – \$ 22,968.75	\$ 206,718.75 – \$ 275,625.00
Director of Community Development	\$ 16,537.50 – \$ 22,050.00	\$ 198,450.00 – \$ 264,600.00
Director of Finance	\$ 16,078.13 – \$ 21,498.75	\$ 192,937.50 – \$ 257,985.00
Director of Public Works/City Engineer	\$ 16,537.50 – \$ 22,050.00	\$ 198,450.00 – \$ 264,600.00
Fire Chief	\$ 17,226.56 – \$ 22,968.75	\$ 206,718.75 – \$ 275,625.00
Human Resources Director	\$ 16,124.06 – \$ 21,498.75	\$ 193,488.75 – \$ 257,985.00
Police Chief	\$ 20,653.50 – \$ 25,816.88	\$ 247,842.00 – \$ 309,802.50
Assistant City Attorney	\$ 16,124.06 – \$ 21,498.75	\$ 193,488.75 – \$ 257,985.00