

City of Aliso Viejo
Salary Schedule
Effective July 1 2019
Adopted November 20, 2019

Full-Time Classifications	Annual Range Minimum	Annual Control Point	Annual Range Maximum
Accountant	\$64,244	\$73,616	\$88,339
Accountant/Payroll	\$61,186	\$70,111	\$84,133
Accounting Technician	\$45,970	\$52,675	\$63,211
Administrative Secretary	\$49,537	\$61,485	\$73,781
Assistant Planner	\$60,380	\$69,188	\$83,025
Associate Engineer	\$82,580	\$94,626	\$113,551
Associate Planner	\$70,847	\$81,181	\$97,418
City Clerk	\$108,104	\$123,869	\$148,642
City Manager (Contract)			\$282,231
Director of Administrative Services	\$141,198	\$165,926	\$199,112
Director of Community Development	\$141,198	\$165,926	\$199,112
Director of Financial Services/City Treasurer	\$141,198	\$165,926	\$199,112
Director of Public Works	\$141,198	\$165,926	\$199,112
Director of Recreation and Community Services	\$125,524	\$143,833	\$172,600
Executive Assistant	\$61,097	\$70,010	\$84,011
Facilities Supervisor	\$72,478	\$83,047	\$99,657
Financial Analyst	\$64,244	\$73,616	\$88,339
Financial Services Manager	\$102,783	\$117,776	\$141,331
Human Resources Manager	\$102,627	\$117,594	\$141,113
IT Analyst	\$56,189	\$64,393	\$77,271
IT Manager	\$105,500	\$124,842	\$149,810
Junior Accountant	\$55,623	\$63,737	\$76,485
Office Assistant	\$37,786	\$43,298	\$51,958
Office Specialist	\$41,565	\$50,831	\$60,997
Permit Technician	\$55,009	\$63,206	\$75,847
Planning Technician	\$50,901	\$58,325	\$69,990
Recreation Coordinator	\$58,642	\$67,196	\$80,636
Recreation and Community Services Manager	\$97,871	\$112,148	\$134,576
Recreation and Community Services Supervisor	\$67,438	\$77,276	\$92,731
Recreation Specialist	\$41,132	\$47,132	\$56,558
Secretary to the City Manager	\$61,097	\$74,394	\$89,273
Senior Accountant	\$73,881	\$84,659	\$101,590
Senior Planner	\$82,440	\$94,466	\$113,359
Senior Planner I	\$82,440	\$103,589	\$124,307

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Elected Officials	Monthly Compensation
Council Members (Municipal Code)	\$520
Mayor (Municipal Code)	\$520

Part-Time Classifications	Hourly Range Minimum	Hourly Control Point	Hourly Range Maximum
Accountant	\$30.89	\$35.39	\$42.47
Crime Prevention Specialist *	\$28.60	\$32.77	\$39.32
IT Analyst	\$27.01	\$30.96	\$37.15
Office Assistant	\$18.17	\$20.82	\$24.98
Planning Aide	\$15.00	\$17.19	\$20.63
Recreation Coordinator (PT)	\$28.20	\$32.30	\$38.77
Recreation Leader	\$12.47	\$13.85	\$16.62
Recreation Leader, Senior	\$15.12	\$17.32	\$20.78

* Effective November 20, 2019

**City of Aliso Viejo
Salary Schedule
Effective July 1, 2019**

Job Classifications	Range Minimum	Control Point	Range Maximum
Accountant	64,244	73,616	88,339
Accountant/Payroll	61,186	70,111	84,133
Accounting Technician	45,970	52,675	63,211
Administrative Secretary	49,537	61,485	73,781
Assistant Planner	60,380	69,188	83,025
Associate Engineer	82,580	94,626	113,551
Associate Planner	70,847	81,181	97,418
City Clerk	108,104	123,869	148,642
City Manager			282,231
Director of Administrative Services	141,198	165,926	199,112
Director of Community Development	141,198	165,926	199,112
Director of Financial Services/City Treasurer	141,198	165,926	199,112
Director of Public Works	141,198	165,926	199,112
Director of Recreation and Community Services	125,524	143,833	172,600
Executive Assistant	61,097	70,010	84,011
Facilities Supervisor	72,478	83,047	99,657
Financial Analyst	64,244	73,616	88,339
Financial Services Manager	102,783	117,776	141,331
Human Resources Manager	102,627	117,594	141,113
IT Analyst	56,189	64,393	77,271
IT Manager	105,500	124,842	149,810
Junior Accountant	55,623	63,737	76,485
Office Assistant	37,786	43,298	51,958
Office Specialist	41,565	50,831	60,997
Permit Technician	55,009	63,206	75,847
Planning Technician	50,901	58,325	69,990
Recreation Coordinator	58,642	67,196	80,636
Recreation Coordinator (PT)	28.20	32.30	38.77
Recreation and Community Services Manager	97,871	112,148	134,576
Recreation and Community Services Supervisor	67,438	77,276	92,731
Recreation Leader	12.47	13.85	16.62
Recreation Leader, Senior	15.12	17.32	20.78
Recreation Specialist	41,132	47,132	56,558
Secretary to the City Manager	61,097	74,394	89,273
Senior Accountant	73,881	84,659	101,590
Senior Planner	82,440	94,466	113,359
Senior Planner I	82,440	103,589	124,307

City of Aliso Viejo
Salary Schedule
Effective: January 1, 2019

Job Classifications	Range Minimum	Control Point	Range Maximum
Accountant	61,833	70,853	85,023
Accountant/Payroll	58,889	67,479	80,975
Accounting Technician	44,244	50,698	60,838
Administrative Secretary	47,678	59,177	71,012
Assistant Planner	58,114	66,591	79,909
Associate Engineer	79,480	91,074	109,289
Associate Planner	68,188	78,134	93,761
City Clerk	104,046	119,219	143,063
Community Services Coordinator	56,441	64,674	77,609
Community Services Coordinator (PT)	27.14	31.09	37.31
Community Services Manager	94,197	107,938	129,525
Community Services Specialist	39,588	45,363	54,435
Community Services Supervisor	64,907	74,375	89,250
Director of Community Services	120,812	138,434	166,121
Director of Administrative Services	135,898	159,698	191,638
Director of Community Development	135,898	159,698	191,638
Director of Financial Services/City Treasurer	135,898	159,698	191,638
Director of Public Works	135,898	159,698	191,638
Executive Assistant	58,804	67,382	80,858
Financial Analyst	61,833	70,853	85,023
Financial Services Manager	98,925	113,355	136,026
IT Manager	101,540	120,156	144,187
Junior Accountant	53,535	61,345	73,614
Office Assistant	36,368	41,673	50,008
Office Specialist	40,005	48,923	58,707
Planning Technician	48,990	56,136	67,363
Recreation Leader	12.00	13.33	16.00
Recreation Leader, Senior	14.55	16.67	20.00
Secretary to the City Manager	58,804	71,602	85,922
Senior Accountant	71,108	81,481	97,777
Senior Planner	79,346	90,920	109,104
Senior Planner I	79,346	99,701	119,641

City of Aliso Viejo
Salary Schedule
Effective: July 1, 2018

Job Classifications	Range Minimum	Control Point	Range Maximum
Accountant	61,833	70,853	85,023
Accountant/Payroll	58,889	67,479	80,975
Accounting Technician	44,244	50,698	60,838
Administrative Secretary	47,678	59,177	71,012
Assistant Planner	58,114	66,591	79,909
Associate Engineer	79,480	91,074	109,289
Associate Planner	68,188	78,134	93,761
City Clerk	104,046	119,219	143,063
Community Services Coordinator	56,441	64,674	77,609
Community Services Coordinator (PT)	27.14	31.09	37.31
Community Services Manager	94,197	107,938	129,525
Community Services Specialist	39,588	45,363	54,435
Community Services Supervisor	64,907	74,375	89,250
Director of Community Services	120,812	138,434	166,121
Director of Administrative Services	135,898	159,698	191,638
Director of Community Development	135,898	159,698	191,638
Director of Financial Services/City Treasurer	135,898	159,698	191,638
Director of Public Works	135,898	159,698	191,638
Executive Assistant	58,804	67,382	80,858
Financial Analyst	61,833	70,853	85,023
Financial Services Manager	98,925	113,355	136,026
IT Manager	101,540	120,156	144,187
Junior Accountant	53,535	61,345	73,614
Office Assistant	36,368	41,673	50,008
Office Specialist	40,005	48,923	58,707
Planning Technician	48,990	56,136	67,363
Recreation Leader	11.64	13.33	16.00
Recreation Leader, Senior	14.55	16.67	20.00
Secretary to the City Manager	58,804	71,602	85,922
Senior Accountant	71,108	81,481	97,777
Senior Planner	79,346	90,920	109,104
Senior Planner I	79,346	99,701	119,641

City of Aliso Viejo
Salary Schedule
Effective July 1, 2017

Pay Grade	Job Classifications	Range Minimum	Control Point	Range Maximum
1		\$21,705 \$10.44	\$27,624 \$13.28	\$30,387 \$14.61
2		\$23,885 \$11.48	\$30,399 \$14.61	\$33,439 \$16.08
3		\$32,575 \$15.66	\$41,461 \$19.93	\$45,606 \$21.93
4	Community Services Specialist Office Assistant	\$35,347 \$16.99	\$44,988 \$21.63	\$49,486 \$23.79
5	Office Specialist	\$38,886 \$18.70	\$49,493 \$23.79	\$54,441 \$26.17
6	Planning Technician	\$42,766 \$20.56	\$54,431 \$26.17	\$59,873 \$28.79
7	Accounting Technician Administrative Secretary	\$47,037 \$22.61	\$59,866 \$28.78	\$65,852 \$31.66
8	Community Services Coordinator Junior Accountant	\$51,749 \$24.88	\$65,861 \$31.66	\$72,448 \$34.83
9	Assistant Planner Community Services Supervisor Accountant/Payroll Secretary to the City Manager	\$56,913 \$27.36	\$72,435 \$34.82	\$79,678 \$38.31
10	Accountant Associate Planner Financial Analyst	\$62,633 \$30.11	\$79,715 \$38.32	\$87,686 \$42.16
11	Senior Accountant	\$70,443 \$33.87	\$89,655 \$43.10	\$98,620 \$47.41
12	Community Services Manager Senior Planner	\$79,248 \$38.10	\$100,863 \$48.49	\$110,948 \$53.34
13	City Clerk Financial Services Manager	\$83,204 \$40.00	\$113,460 \$54.55	\$124,806 \$60.00
14	IT Manager	\$93,597 \$45.00	\$127,632 \$61.36	\$140,396 \$67.50
15	Director of Community Services	\$105,311 \$50.63	\$143,606 \$69.04	\$157,967 \$75.95
16	Director of Administrative Services Director of Financial Services/City Treasurer Director of Planning Services Director of Public Works	\$118,476 \$56.96	\$161,558 \$77.67	\$177,714 \$85.44
17	City Manager (Actual Annual Salary)	\$207,270 \$99.65		

NOTE: Lump sum compensation above the range maximum may be provided based on pay-for-performance

City of Aliso Viejo
Salary Schedule
Effective July 1, 2016

Pay Grade	Job Classifications	Range Minimum	Control Point	Range Maximum
1		\$21,196 \$10.19	\$26,977 \$12.97	\$29,675 \$14.27
2		\$23,325 \$11.21	\$29,686 \$14.27	\$32,655 \$15.70
3		\$31,812 \$15.29	\$40,488 \$19.47	\$44,537 \$21.41
4	Community Services Specialist Office Assistant	\$34,519 \$16.60	\$43,933 \$21.12	\$48,327 \$23.23
5	Office Specialist	\$37,975 \$18.26	\$48,332 \$23.24	\$53,165 \$25.56
6	Planning Technician	\$41,764 \$20.08	\$53,154 \$25.56	\$58,470 \$28.11
7	Accounting Technician Administrative Secretary	\$45,935 \$22.08	\$58,463 \$28.11	\$64,309 \$30.92
8	Community Services Coordinator Junior Accountant	\$50,536 \$24.30	\$64,318 \$30.92	\$70,750 \$34.01
9	Assistant Planner Secretary to the City Manager	\$55,579 \$26.72	\$70,737 \$34.01	\$77,811 \$37.41
10	Accountant Associate Planner Financial Analyst	\$61,165 \$29.41 \$0.00	\$77,846 \$37.43	\$85,631 \$41.17
11	Senior Accountant	\$68,792 \$33.07	\$87,553 \$42.09	\$96,308 \$46.30
12	Senior Planner	\$77,391 \$37.21	\$98,497 \$47.35	\$108,347 \$52.09
13	City Clerk	\$81,254 \$39.06	\$110,801 \$53.27	\$121,881 \$58.60
14		\$91,403 \$43.94	\$124,640 \$59.92	\$137,104 \$65.92
15	Director of Community Services	\$102,843 \$49.44	\$140,240 \$67.42	\$154,264 \$74.17
16	Director of Administrative Services Director of Financial Services/City Treasurer Director of Planning Services Director of Public Works	\$115,699 \$55.62	\$157,771 \$75.85	\$173,548 \$83.44
17	City Manager (Actual Annual Salary)	\$207,270 \$99.65		

NOTE: Lump sum compensation above the range maximum may be provided based on pay-for-performance

City of Aliso Viejo
Salary Schedule
Effective July 1, 2015

Pay Grade	Job Classifications	Range Minimum	Control Point	Range Maximum
1		\$20,883 \$10.04	\$26,578 \$12.78	\$29,236 \$14.06
2		\$22,980 \$11.05	\$29,247 \$14.06	\$32,172 \$15.47
3		\$31,342 \$15.07	\$39,890 \$19.18	\$43,879 \$21.10
4	Community Services Specialist Office Assistant	\$34,009 \$16.35	\$43,284 \$20.81	\$47,613 \$22.89
5	Office Specialist	\$37,414 \$17.99	\$47,618 \$22.89	\$52,380 \$25.18
6	Planning Technician	\$41,147 \$19.78	\$52,369 \$25.18	\$57,606 \$27.70
7	Accounting Technician Administrative Secretary	\$45,256 \$21.76	\$57,599 \$27.69	\$63,358 \$30.46
8	Community Services Coordinator Junior Accountant	\$49,789 \$23.94	\$63,368 \$30.47	\$69,705 \$33.51
9	Assistant Planner Secretary to the City Manager	\$54,758 \$26.33	\$69,692 \$33.51	\$76,661 \$36.86
10	Accountant Associate Planner Financial Analyst	\$60,261 \$28.97	\$76,696 \$36.87	\$84,365 \$40.56
11	Senior Accountant	\$67,775 \$32.58	\$86,259 \$41.47	\$94,885 \$45.62
12	Senior Planner	\$76,247 \$36.66	\$97,042 \$46.65	\$106,746 \$51.32
13	City Clerk	\$80,053 \$38.49	\$109,163 \$52.48	\$120,080 \$57.73
14		\$90,052 \$43.29	\$122,798 \$59.04	\$135,078 \$64.94
15	Director of Community Services	\$101,323 \$48.71	\$138,168 \$66.43	\$151,985 \$73.07
16	Director of Administrative Services Director of Financial Services/City Treasurer Director of Planning Services	\$113,989 \$54.80	\$155,440 \$74.73	\$170,984 \$82.20
17	City Manager (Actual Annual Salary)	\$197,400 \$94.90		

NOTE: Lump sum compensation above the range maximum may be provided based on pay-for-performance