

**CITY OF VISTA  
CITY-WIDE CLASSIFICATION AND COMPENSATION INDEX**

EFFECTIVE June 28, 2024

Resolution No. 2024-104							Page 1 of 3		
DEPARTMENT	GROUP	CLASSIFICATION	RANGE*	SUBTOTAL	AUTHORIZED POSITIONS	NOTES	MONTHLY SALARY		
<b>CITY COUNCIL</b>	Elct	Mayor			1		\$ -	\$ 3,317	
	Elct	Councilmember			4		\$ -	\$ 3,196	
	Con	Secretary to the City Council	C24		1		\$ 5,806	\$ 7,044	
		<b>SUBTOTAL</b>		<b>6</b>					
<b>CITY MANAGER</b>	-----	City Manager	MCP		1		\$ -	\$ 25,233	
	DD	Assistant City Manager	MCP		1		\$ 10,295	\$ 21,780	
	Mgt	Assistant to the City Manager	MCP		1		\$ 10,023	\$ 12,183	
	Mgt	Communications Officer	MCP		1		\$ 8,364	\$ 10,165	
	Mgt	Climate Action Plan Program Administrator	MCP		1		\$ 8,073	\$ 9,813	
	Mgt	Management Analyst	MCP		2	F	\$ 7,023	\$ 8,532	
	Con	Secretary to the City Manager	C24		1		\$ 5,806	\$ 7,044	
	Vma	Community Improvement Maintenance Worker II	V19		2	A/F	\$ 4,814	\$ 5,851	
	Vma	Community Improvement Maintenance Worker I	V17			F	\$ 4,585	\$ 5,573	
	Gen	Communications Specialist	G18		2		\$ 4,561	\$ 5,544	
	Gen	Office Specialist II	G9		1	F	\$ 3,662	\$ 4,451	
<b>Code Enforcement</b>	Mgt	Code Enforcement Manager	MCP		1		\$ 8,378	\$ 10,184	
	Gen	Senior Code Enforcement Officer	G32		1		\$ 6,418	\$ 7,801	
	Gen	Code Enforcement Officer II	G26		4		\$ 5,544	\$ 6,739	
	Gen	Code Enforcement Officer I	G19		2		\$ 4,674	\$ 5,681	
	Gen	Senior Office Specialist	G13		1		\$ 4,037	\$ 4,907	
<b>Housing and Homeless Services</b>	Mgt	Housing Program Manager	MCP		1		\$ 8,881	\$ 10,796	
	Mgt	Homeless Services Program Manager	MCP		1		\$ 8,881	\$ 10,796	
	Mgt	Management Analyst	MCP		1		\$ 7,023	\$ 8,532	
	Gen	Staff Assistant	G21		1		\$ 4,907	\$ 5,965	
	Gen	Senior Office Specialist	G13		1		\$ 4,037	\$ 4,907	
		<b>SUBTOTAL</b>		<b>27</b>					
<b>INFORMATION TECHNOLOGY</b>	DD	Information Technology Director	MCP		1		\$ 10,295	\$ 21,780	
	Mgt	Information Technology Manager	MCP		1		\$ 10,070	\$ 12,237	
	Mgt	Senior Information Technology Analyst	MCP		1		\$ 8,196	\$ 9,961	
	Mgt	GIS Analyst	MCP		1		\$ 7,080	\$ 8,605	
	Mgt	Information Technology Analyst	MCP		2		\$ 7,080	\$ 8,605	
	Con	Information Technology Technician	C26		2		\$ 5,544	\$ 6,739	
		<b>SUBTOTAL</b>		<b>8</b>					
<b>HUMAN RESOURCES</b>	DD	Human Resources Director	MCP		1		\$ 10,295	\$ 21,780	
	Mgt	Human Resources Manager	MCP		1		\$ 10,609	\$ 12,894	
	Mgt	Risk & Safety Program Manager	MCP		1	F	\$ 8,073	\$ 9,813	
	Mgt	Human Resources Analyst	MCP		1	F	\$ 7,023	\$ 8,532	
	Con	Human Resources Coordinator	C29		1		\$ 5,965	\$ 7,250	
	Con	Human Resources Technician II	C23		2	F	\$ 5,153	\$ 6,263	
	Con	Senior Office Specialist	C14		2		\$ 4,137	\$ 5,029	
	Con	Office Specialist II	C10		1	F	\$ 3,753	\$ 4,561	
		<b>SUBTOTAL</b>		<b>10</b>					
<b>ECONOMIC DEVELOPMENT</b>	DD	Economic Development Director	MCP		1		\$ 10,295	\$ 21,780	
	Gen	Economic Development Specialist	G31		1		\$ 6,263	\$ 7,613	
		<b>SUBTOTAL</b>		<b>2</b>					
<b>FINANCE</b>	DD	Finance Director/Treasurer	MCP		1		\$ 10,295	\$ 21,780	
	Mgt	Assistant Finance Director	MCP		1		\$ 11,350	\$ 13,796	
	Mgt	Finance Manager	MCP		1		\$ 10,609	\$ 12,894	
	Mgt	Senior Management Analyst	MCP		2		\$ 8,073	\$ 9,813	
	Mgt	Senior Accountant	MCP		1		\$ 8,073	\$ 9,813	
	Con	Accountant	C31		1		\$ 6,263	\$ 7,613	
	Con	Accounting Technician	C23		1		\$ 5,153	\$ 6,263	
	Gen	Accounting Technician	G22		2		\$ 5,029	\$ 6,112	
	Gen	Senior Account Clerk	G18		1		\$ 4,561	\$ 5,544	
	Gen	Account Clerk	G14		3		\$ 4,137	\$ 5,029	
		<b>SUBTOTAL</b>		<b>14</b>					
<b>CITY ATTORNEY</b>	-----	City Attorney	MCP		1		\$ -	\$ 23,206	
	Mgt	Assistant City Attorney	MCP		3	F	\$ 14,887	\$ 18,096	
	Con	Paralegal	C29		1		\$ 5,965	\$ 7,250	
	Con	Staff Assistant	C22		1		\$ 5,029	\$ 6,112	
	Con	Senior Office Specialist	C14		1		\$ 4,137	\$ 5,029	
		<b>SUBTOTAL</b>		<b>7</b>					
<b>CITY CLERK</b>	DD	City Clerk	MCP		1		\$ 10,295	\$ 21,780	
	Mgt	Assistant City Clerk	MCP		1		\$ 6,582	\$ 7,999	
	Gen	Program Assistant	G16		1		\$ 4,344	\$ 5,280	
	Gen	Office Specialist II	G9		1	F	\$ 3,662	\$ 4,451	
		<b>SUBTOTAL</b>		<b>4</b>					

**CITY OF VISTA  
CITY-WIDE CLASSIFICATION AND COMPENSATION INDEX**

**EFFECTIVE June 28, 2024**

Resolution No. 2024-104							Page 2 of 3	
	GROUP	CLASSIFICATION	RANGE*	SUBTOTAL	AUTHORIZED POSITIONS	NOTES	MONTHLY SALARY	
<b>FIRE DEPARTMENT</b>	DD	Fire Chief	MCP		1		\$ 10,295	- \$ 21,780
	Vco	Deputy Fire Chief	FM40		2		\$ 15,075	- \$ 18,324
	Vco	Fire Division Chief	FM30		1		\$ 14,474	- \$ 17,593
	Vco	Fire Battalion Chief (40-hour)	FM15		1		\$ 13,841	- \$ 16,824
	Vco	Fire Battalion Chief (56-hour)	FM10		3		\$ 12,583	- \$ 15,295
	Mgt	Fire Marshall	FM20		1		\$ 12,583	- \$ 15,295
	Mgt	Emergency Services Officer	MCP		1		\$ 9,073	- \$ 11,029
	Mgt	Management Analyst	MCP		2		\$ 7,023	- \$ 8,532
	Fir	Fire Captain	S80		19		\$ 9,472	- \$ 11,513
	Fir	Fire Engineer	S70		18		\$ 8,186	- \$ 9,954
	Fir	Firefighter/Paramedic	S30		42	A	\$ 7,872	- \$ 9,572
	Fir	Fightfighter/Paramedic Recruit	S29			A/F		\$ 5,341
	Fir	Assistant Fire Marshall	S85		1		\$ 9,473	- \$ 11,515
	Fir	Fire Inspector	S35		4		\$ 6,658	- \$ 8,924
	Fir	Emergency Medical Technicians I/II (EMT)	S20/S21		12		\$ 3,053	- \$ 3,897
	Gen	Staff Assistant	G21		1		\$ 4,907	- \$ 5,965
	Gen	Senior Office Specialist	G13		2		\$ 4,037	- \$ 4,907
		<b>SUBTOTAL</b>		<b>111</b>				
<b>PUBLIC WORKS Administration</b>	DD	Public Works Director	MCP		1		\$ 10,295	- \$ 21,780
	Mgt	Assistant Public Works Director	MCP		1		\$ 11,750	- \$ 14,283
	Mgt	Public Works Operations Manager	MCP		1		\$ 10,609	- \$ 12,894
	Mgt	Administrative Programs Manager	MCP		1		\$ 8,073	- \$ 9,813
	Mgt	Management Analyst	MCP		1		\$ 7,023	- \$ 8,532
	Con	Management Assistant	C32		1		\$ 6,418	- \$ 7,801
	Gen	Wastewater Asset Program Specialist	G32		1		\$ 6,418	- \$ 7,801
	Gen	Senior Account Clerk	G18		1		\$ 4,561	- \$ 5,544
	Gen	Office Specialist II	G9		3	F	\$ 3,662	- \$ 4,451
<b>Vehicle Maintenance</b>	Mgt	Public Works Supervisor	MCP		1		\$ 7,157	- \$ 8,700
	Vma	Fleet Maintenance Worker III	V29		2		\$ 6,144	- \$ 7,468
	Vma	Fleet Maintenance Worker II	V25		3	A/F	\$ 5,573	- \$ 6,773
	Vma	Fleet Maintenance Worker I	V21			F	\$ 5,055	- \$ 6,144
<b>Right-of-Way Maintenance</b>	Mgt	Public Works Supervisor	MCP		1		\$ 7,157	- \$ 8,700
	Vma	Street Maintenance Worker III	V23		4		\$ 5,307	- \$ 6,451
	Vma	Street Maintenance Worker II	V19		12	A/F	\$ 4,814	- \$ 5,851
	Vma	Street Maintenance Worker I	V17			F	\$ 4,585	- \$ 5,573
	Vma	Maintenance Worker Trainee	V11				\$ 3,960	- \$ 4,814
<b>Sanitary Sewer Maintenance</b>	Mgt	Public Works Supervisor	MCP		1		\$ 7,157	- \$ 8,700
	Vma	Wastewater Worker III	V27		3		\$ 5,851	- \$ 7,112
	Vma	Wastewater Worker II	V22		12	A/F	\$ 5,179	- \$ 6,295
	Vma	Wastewater Worker I	V20			F	\$ 4,933	- \$ 5,996
	Vma	Maintenance Worker Trainee	V11				\$ 3,960	- \$ 4,814
<b>Park/Facility Maintenance</b>	Mgt	Public Works Supervisor	MCP		2		\$ 7,157	- \$ 8,700
	Vma	Park Maintenance Worker III	V23		2		\$ 5,307	- \$ 6,451
	Vma	Facilities Maintenance Worker III	V23		2		\$ 5,307	- \$ 6,451
	Vma	Facilities Maintenance Worker II	V19		4	A/F	\$ 4,814	- \$ 5,851
	Vma	Facilities Maintenance Worker I	V17				\$ 4,585	- \$ 5,573
	Vma	Maintenance Worker Trainee	V11				\$ 3,960	- \$ 4,814
		<b>SUBTOTAL</b>		<b>60</b>				
<b>RECREATION &amp; COMMUNITY SERVICES</b>	DD	Recreation & Community Services Director	MCP		1		\$ 10,295	- \$ 21,780
	Mgt	Recreation & Community Services Operations Manager	MCP		2		\$ 10,609	- \$ 12,894
	Mgt	Community Services Program Manager	MCP		2		\$ 8,073	- \$ 9,813
	Mgt	Waterpark Manager	MCP		1		\$ 8,073	- \$ 9,813
	Mgt	Management Analyst	MCP		1		\$ 7,023	- \$ 8,532
	Gen	Theater Technical Coordinator	G19		1		\$ 4,674	- \$ 5,681
	Gen	Account Clerk	G14		1		\$ 4,137	- \$ 5,029
	Vma	Waterpark Facility Specialist	V23		1		\$ 5,307	- \$ 6,451
	Gen	Assistant Waterpark Manager	G18		2		\$ 4,561	- \$ 5,544
	Gen	Ticket Office Supervisor	G19		1		\$ 4,674	- \$ 5,681
	Gen	Theater Administrative Coordinator	G19		1		\$ 4,674	- \$ 5,681
	Gen	Staff Assistant	G21		1		\$ 4,907	- \$ 5,965
	Gen	Senior Office Specialist	G13		0.75	1PT	\$ 4,037	- \$ 4,907
	Gen	Park Ranger	G12		4		\$ 3,940	- \$ 4,789
	Gen	Recreation Leader IV	G10		1		\$ 3,753	- \$ 4,561
	Gen	Office Specialist II	G9		1.75		\$ 3,662	- \$ 4,451
	Gen	Recreation Coordinator	GN/AD34		3.75		\$ 4,299	- \$ 5,226
	Gen	Food Services Supervisor	GN33		1		\$ 4,196	- \$ 5,100
	Gen	Bus Driver	GN15		0.875		\$ 3,537	- \$ 4,299
		<b>SUBTOTAL</b>		<b>28.125</b>				

**CITY OF VISTA  
CITY-WIDE CLASSIFICATION AND COMPENSATION INDEX**

EFFECTIVE June 28, 2024

Resolution No. 2024-104							Page 3 of 3	
					AUTHORIZED			
	GROUP	CLASSIFICATION	RANGE*	SUBTOTAL	POSITIONS	NOTES	MONTHLY SALARY	
<b>COMMUNITY DEVELOPMENT Planning</b>	DD	Community Development Director	MCP		1		\$ 10,295	- \$ 21,780
	Mgt	Assistant Community Development Director	MCP		1		\$ 13,946	- \$ 15,702
	Mgt	City Planner	MCP		1		\$ 11,262	- \$ 12,389
	Mgt	Senior Planner	MCP		1		\$ 8,146	- \$ 9,900
	Gen	Associate Planner	G36		1		\$ 7,075	- \$ 8,600
	Gen	Junior Planner	G24		1		\$ 5,280	- \$ 6,418
	Gen	Staff Assistant	G21		1		\$ 4,907	- \$ 5,965
<b>Development Services</b>	Mgt	Building Official	MCP		1		\$ 12,308	- \$ 14,956
	Gen	Plan Check Engineer	G44		1		\$ 8,600	- \$ 10,453
	Gen	Junior Plan Check Engineer	G32		1		\$ 6,418	- \$ 7,801
	Gen	Senior Building Inspector	G36		1		\$ 7,075	- \$ 8,600
	Gen	Building Inspector II	G32		2	A/F	\$ 6,418	- \$ 7,801
	Gen	Supervising Dev. Services Tech	G32		1		\$ 6,418	- \$ 7,801
	Gen	Senior Dev. Services Tech	G30		1		\$ 6,112	- \$ 7,429
	Gen	Development Services Tech II	G27		1	F	\$ 5,681	- \$ 6,905
	Gen	Senior Office Specialist	G13		1		\$ 4,037	- \$ 4,907
		<b>SUBTOTAL</b>		<b>17</b>				
<b>ENGINEERING</b>	DD	Engineering Director/City Engineer	MCP		1		\$ 10,295	- \$ 21,780
	Mgt	Engineering Division Manager	MCP		1		\$ 13,515	- \$ 16,428
	Mgt	Senior Engineer	MCP		1		\$ 10,777	- \$ 13,097
	Mgt	Senior Capital Projects Manager	MCP		1		\$ 9,829	- \$ 11,946
	Mgt	Capital Projects Manager	MCP		1		\$ 8,881	- \$ 10,796
	Mgt	Administrative Programs Manager	MCP		1		\$ 8,073	- \$ 9,813
	Gen	Right of Way Agent	G48		1		\$ 9,482	- \$ 11,525
	Gen	GIS Mapping Technician	G25		1		\$ 5,410	- \$ 6,576
<b>Stormwater</b>	Mgt	Stormwater Program Manager	MCP		1		\$ 9,547	- \$ 11,605
	Gen	Sr. Environmental Specialist	G36		1		\$ 7,075	- \$ 8,600
	Gen	Environmental Specialist II	G32		3	F	\$ 6,418	- \$ 7,801
	Con	Management Assistant	C32		1		\$ 6,418	- \$ 7,801
<b>Traffic Engineering</b>	Mgt	Engineering Division Manager	MCP		1		\$ 13,515	- \$ 16,428
	Mgt	Principal Transportation Mobility Planner	MCP		1		\$ 12,103	- \$ 14,703
	Gen	Traffic Systems Operations Specialist	G44		1		\$ 8,600	- \$ 10,453
	Gen	Assistant Engineer	G38		1		\$ 7,429	- \$ 9,030
	Gen	Senior Office Specialist	G13		1		\$ 4,037	- \$ 4,907
<b>Land Development</b>	Mgt	Senior Engineer	MCP		1		\$ 10,777	- \$ 13,097
	Gen	Assistant Engineer	G38		2		\$ 7,429	- \$ 9,030
	Gen	Construction Inspector II	G32		1	F	\$ 6,418	- \$ 7,801
<b>Sewer Projects</b>	Mgt	Engineering Division Manager	MCP		1		\$ 13,515	- \$ 16,428
	Mgt	Principal Engineer	MCP		1		\$ 12,103	- \$ 14,703
	Mgt	Senior Engineer	MCP		1		\$ 10,777	- \$ 13,097
	Mgt	Capital Projects Manager	MCP		1		\$ 8,881	- \$ 10,796
	Gen	Computerized Maint. Management Systems Specialist	G44		1		\$ 8,600	- \$ 10,453
	Gen	Assistant Engineer	G38		1		\$ 7,429	- \$ 9,030
	Gen	Senior Construction Inspector	G36		1		\$ 7,075	- \$ 8,600
	Gen	Construction Inspector II	G32		2	F	\$ 6,418	- \$ 7,801
	Gen	Engineering Technician II	G31		1	F	\$ 6,263	- \$ 7,613
		<b>SUBTOTAL</b>		<b>33</b>				
					<b>TOTAL POSITIONS</b>		<b>327.125</b>	
<b>GROUP KEY:</b> Elct-Elected Official; DD-Department Director; Mgt-Management; Vco - (VCOA); Gen-General (VCEA); Vma-General (VCMA); Fir-Fire (VFFA); Con-Confidential; MCP-Mgmt. Compensation Plan; GN-Nutrition Center (VCEA); AD-Adobe (VCEA)								
<b>NOTES:</b>								
A	Number of allocated positions may vary within the stated ranges provided the aggregate total does not change.							
PT	Part-time Position							
F	Human Resources Management Analyst/Assistant, Risk and Safety Management Analyst/Assistant and Assistant City Attorney/Deputy City Attorney are flexibly staffed classifications. Incumbents of the lower classification may be advanced to the higher classification at the discretion of the appointing authority and approval of the Human Resources Director. The salary range for the Human Resources and Risk and Safety Management Assistant, which is included in the Confidential Employee Group, is 10% below Management Analyst. The salary range for Deputy City Attorney is 15% below Assistant City Attorney. Firefighter/Paramedic Recruit and Firefighter/Paramedic are flexibly staff positions. Human Resources Technician I/II, Engineering Technician I/II, Environmental Specialist I/II, Development Services Technician I/II, Community Improvement Maintenance Worker I/II, Fleet Maintenance Worker I/II, Facility Maintenance Worker I/II, Office Specialist I/II, Construction Inspector I/II, Building Inspector I/II, Street Maintenance Worker I/II, Wastewater Worker I/II, and Park Maintenance Worker I/II are also flexibly staffed classifications.							
	ADDITIONAL NOTE *The salary ranges for all groups except the MCP group are approximate numbers. The actual numbers for these groups are contained in each respective salary table. The range numbers for the MCP group are the actual minimums and maximums of the salary ranges.							