

San Diego Association of Governments

PROPOSED FINAL: FY 2027 POSITION 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	\$3,054	\$3,742	\$4,429	\$36,650	\$44,907	\$53,144
103	CLASS SALARY RANGE..... Toll Plaza Attendant	\$3,370	\$4,127	\$4,886	\$40,435	\$49,525	\$58,635
104	CLASS SALARY RANGE..... Landscape Maintenance Technician Office Services Specialist I Receptionist I	\$3,539	\$4,335	\$5,132	\$42,474	\$52,021	\$61,589
105	CLASS SALARY RANGE..... Accounting Specialist I	\$3,718	\$4,553	\$5,392	\$44,616	\$54,642	\$64,709
106	CLASS SALARY RANGE..... Customer Service Representative Office Services Specialist II Receptionist II	\$3,905	\$4,782	\$5,663	\$46,862	\$57,387	\$67,954
107	CLASS SALARY RANGE..... Accounting Specialist II Document Processing Specialist I	\$4,099	\$5,021	\$5,945	\$49,192	\$60,258	\$71,344
108	CLASS SALARY RANGE..... Landscape Maintenance Lead Office Services Specialist III Receptionist III Toll Operations Specialist I	\$4,306	\$5,273	\$6,243	\$51,667	\$63,274	\$74,922
109	CLASS SALARY RANGE..... Accounting Specialist III Administrative Office Specialist Document Processing Specialist II Toll Operations Specialist II	\$4,522	\$5,538	\$6,559	\$54,267	\$66,456	\$78,707
110	CLASS SALARY RANGE..... Customer Service Lead Information Systems Specialist I	\$4,748	\$5,815	\$6,885	\$56,971	\$69,784	\$82,618
111	CLASS SALARY RANGE..... Document Processing Specialist III	\$4,791	\$6,107	\$7,427	\$57,491	\$73,278	\$89,128
112	CLASS SALARY RANGE..... Information Systems Specialist II Toll Operations Supervisor	\$5,030	\$6,413	\$7,798	\$60,362	\$76,960	\$93,579

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113	CLASS SALARY RANGE..... Account Executive I Accountant I Administrative Analyst I Business Analyst I Contracts and Procurement Analyst I Executive Assistant I Facilities/Maintenance Coordinator Financial Analyst I Graphic Designer I Grants Program Analyst I Government Relations Analyst I Human Resources Analyst I Maintenance Field Technician Independent Auditor I Marketing Analyst I Public Communications Officer I	\$5,283	\$6,734	\$8,190	\$63,398	\$80,808	\$98,280
114	CLASS SALARY RANGE..... Information Systems Specialist III Regional Planner I Research Analyst I	\$5,547	\$7,072	\$8,597	\$66,560	\$84,864	\$103,168
115	CLASS SALARY RANGE..... Account Executive II Accountant II Administrative Analyst II Business Analyst II Contracts and Procurement Analyst II Customer Service Supervisor Engineer I Executive Assistant II Financial Analyst II GIS Analyst I Government Relations Analyst II Grants Program Analyst II Graphic Designer II Human Resources Analyst II Human Resources Coordinator Information Systems Analyst I Landscape Maintenance Supervisor Independent Auditor II Marketing Analyst II Programmer Analyst I Project Coordinator Public Communications Officer II Senior Maintenance Field Technician Systems Engineer I Technology Program Analyst I	\$5,824	\$7,426	\$9,027	\$69,888	\$89,107	\$108,326

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116	CLASS SALARY RANGE..... Regional Planner II Research Analyst II	\$6,117	\$7,798	\$9,481	\$73,403	\$93,579	\$113,776
117	CLASS SALARY RANGE..... Associate Account Executive Associate Accountant Associate Administrative Analyst Associate Business Analyst Associate Capital Project Manager I Associate Contracts and Procurement Analyst Associate Financial Analyst Associate Government Relations Analyst Associate Grants Program Analyst Associate Graphic Designer Associate Human Resources Analyst Associate Independent Auditor Associate Marketing Analyst Associate Public Communications Officer Associate Right of Way Agent Business Services Supervisor Deputy Clerk of the Board Data Scientist I Economic Research Analyst 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	\$6,424	\$8,188	\$9,958	\$77,085	\$98,259	\$119,496
118	CLASS SALARY RANGE..... Associate Regional Planner Associate Research Analyst	\$6,744	\$8,599	\$10,455	\$80,933	\$103,189	\$125,466
119	CLASS SALARY RANGE..... Associate GIS Analyst Associate Technology Program Analyst Data Scientist II Economic Research Analyst II Maintenance and Facilities Supervisor Researcher and Modeler II Software Engineer II	\$7,084	\$9,031	\$10,981	\$85,010	\$108,368	\$131,768

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120	CLASS SALARY RANGE..... Associate Engineer Associate Information Systems Analyst Associate Programmer Analyst Associate Systems Engineer Customer Service Manager	\$7,438	\$9,483	\$11,530	\$89,253	\$113,797	\$138,362
121	CLASS SALARY RANGE..... Associate Capital Project Manager II Legal Counsel I Senior Accountant Senior Administrative Analyst Senior Budget Program Analyst Senior Business Analyst Senior Contracts and Procurement Analyst Senior Financial Programming and Project Control Analyst Senior Graphic Designer Senior Government Relations Analyst Senior Grants Program Analyst Senior Human Resources Analyst Senior Independent Auditor Senior Marketing Analyst Senior Public Communications Officer	\$7,810	\$9,958	\$12,107	\$93,725	\$119,496	\$145,288
122	CLASS SALARY RANGE..... Associate Data Scientist Associate Economic Research Analyst Associate Researcher and Modeler Associate Software Engineer	\$8,202	\$10,457	\$12,714	\$98,426	\$125,486	\$152,568
123	CLASS SALARY RANGE..... Associate UX Designer Borders Program Manager* Capital Development Project Manager Legal Counsel II Senior GIS Analyst Senior Information Systems Analyst Senior Programmer Analyst Senior Regional Planner Senior Research Analyst Senior Right of Way Agent Senior Technology Program Analyst	\$8,613	\$10,981	\$13,350	\$103,355	\$131,768	\$160,202
124	CLASS SALARY RANGE..... Business Services Manager Clerk of the Board Executive Office Manager Manager of Learning and Development Principal Business Analyst Principal Human Resources Analyst Principal Regional Planner Principal Research Analyst Senior Capital Project Manager Senior Engineer Senior Systems Engineer	\$9,045	\$11,530	\$14,019	\$108,534	\$138,362	\$168,230

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125	CLASS SALARY RANGE..... Associate Legal Counsel	\$9,497	\$12,107	\$14,721	\$113,963	\$145,288	\$176,654
126	CLASS SALARY RANGE..... Project Development Program Manager Senior AI Engineer Senior Data Scientist Senior Economic Research Analyst Senior Researcher and Modeler Senior Software Engineer Senior UX Designer	\$9,972	\$12,714	\$15,458	\$119,662	\$152,568	\$185,494
127	CLASS SALARY RANGE..... Budget Manager Capital Program Manager Communications Manager Finance Manager Grants Program Manager Manager of Business Administration and Operations Manager of Contracts and Procurement Services Manager of Financial Programming and Project Control Manager of Government Relations Manager of Human Resources Manager of Regional Information Services Manager of Revenue and Project Control Principal Independent Auditor Principal Technology Program Manager Regional Planning Program Manager TransNet Program Manager	\$10,471	\$13,350	\$16,231	\$125,653	\$160,202	\$194,771
128	CLASS SALARY RANGE..... Principal Data Scientist Principal Economic Research Analyst Principal Researcher and Modeler Principal Software Engineer	\$10,996	\$14,019	\$17,046	\$131,955	\$168,230	\$204,547
129	CLASS SALARY RANGE..... AI Architect Information Systems Manager Manager of Data Science Manager of Regional Models Principal Engineer Senior Legal Counsel	\$11,547	\$14,721	\$17,900	\$138,570	\$176,654	\$214,802
131	CLASS SALARY RANGE..... Deputy Director ¹ Director I ^{2*}	\$12,731	\$16,231	\$19,734	\$152,776	\$194,771	\$236,808

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135	CLASS SALARY RANGE..... Deputy General Counsel Deputy Independent Performance Auditor Director Director II ^{3*} Independent Performance Auditor**	\$15,479	\$19,734	\$23,993	\$185,744	\$236,808	\$287,914
137	CLASS SALARY RANGE..... Senior Director ⁴	\$17,066	\$21,759	\$26,454	\$204,797	\$261,102	\$317,450
139	CLASS SALARY RANGE..... Chief Financial Officer General Counsel	\$18,817	\$23,991	\$29,167	\$225,805	\$287,893	\$350,002
147	CLASS SALARY RANGE..... Chief Executive Officer	\$27,810	\$35,457	\$43,106	\$333,715	\$425,485	\$517,275

All salary ranges are based on full-time employment.

* This is a grandfathered classification.

** This classification will be evaluated and recommendations will be presented to the Audit Committee and Board of Directors.

¹ Deputy Director I positions include:
Deputy Director of Regional Planning
Deputy Director of Engineering and Construction

⁴ Director I positions include:
Director of ARJIS
Director of Diversity and Equity
Director of Strategic Technology Implementation

⁴ Senior Director positions include:
Senior Director
Senior Director
Senior Director, Data Science
Senior Director, Regional Planning

⁵ Director II positions include:
Director of Accounting and Finance
Director of Business Information & Technology Services
Director of Contracts and Procurement Services
Director of Engineering and Construction
Director of Financial Planning, Budgets, and Grants
Director of Human Resources
Director of Internal Controls
Director of Public Affairs
Director of Regional Transportation Services

The FY 2027 Classification/Salary Range Table was approved by the SANDAG Board of Directors on **DATE**.

Effective date: **July 1, 2026**