

San Diego Association of Governments

FY 2026 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	\$2,950	\$3,614	\$4,278	\$35,402	\$43,368	\$51,334
103	CLASS SALARY RANGE..... Toll Plaza Attendant	\$3,255	\$3,987	\$4,722	\$39,062	\$47,840	\$56,659
104	CLASS SALARY RANGE..... Landscape Maintenance Technician Office Services Specialist I Receptionist I	\$3,418	\$4,186	\$4,957	\$41,018	\$50,232	\$59,488
105	CLASS SALARY RANGE..... Accounting Specialist I	\$3,590	\$4,396	\$5,205	\$43,077	\$52,749	\$62,462
106	CLASS SALARY RANGE..... Customer Service Representative Office Services Specialist II Receptionist II	\$3,768	\$4,616	\$5,465	\$45,219	\$55,390	\$65,582
107	CLASS SALARY RANGE..... Accounting Specialist II Document Processing Specialist I	\$3,959	\$4,848	\$5,741	\$47,507	\$58,178	\$68,890
108	CLASS SALARY RANGE..... Landscape Maintenance Lead Office Services Specialist III Receptionist III Toll Operations Specialist I	\$4,157	\$5,091	\$6,029	\$49,878	\$61,090	\$72,342
109	CLASS SALARY RANGE..... Accounting Specialist III Administrative Office Specialist Document Processing Specialist II Toll Operations Specialist II	\$4,365	\$5,346	\$6,330	\$52,374	\$64,147	\$75,962
110	CLASS SALARY RANGE..... Customer Service Lead Information Systems Specialist I	\$4,585	\$5,614	\$6,649	\$55,016	\$67,371	\$79,789
111	CLASS SALARY RANGE..... Document Processing Specialist III	\$4,625	\$5,895	\$7,169	\$55,494	\$70,741	\$86,029
112	CLASS SALARY RANGE..... Information Systems Specialist II Toll Operations Supervisor	\$4,857	\$6,191	\$7,530	\$58,282	\$74,298	\$90,355
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	\$5,099	\$6,502	\$7,906	\$61,194	\$78,021	\$94,869

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NO.	POSITION CLASSIFICATIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	Government Relations Analyst I						
	Human Resources Analyst I						
	Maintenance Field Technician						
	Independent Auditor I						
	Marketing Analyst I						
	Public Communications Officer I						
114	CLASS SALARY RANGE.....	\$5,356	\$6,828	\$8,303	\$64,272	\$81,931	\$99,632
	Information Systems Specialist III						
	Regional Planner I						
	Research Analyst I						
115	CLASS SALARY RANGE.....	\$5,623	\$7,169	\$8,717	\$67,475	\$86,029	\$104,603
	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						
116	CLASS SALARY RANGE.....	\$5,905	\$7,528	\$9,154	\$70,866	\$90,334	\$109,845
	Regional Planner II						
	Research Analyst II						
117	CLASS SALARY RANGE.....	\$6,202	\$7,906	\$9,613	\$74,422	\$94,869	\$115,357
	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						

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NO.	POSITION CLASSIFICATIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	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						
118	CLASS SALARY RANGE.....	\$6,512	\$8,303	\$10,095	\$78,146	\$99,632	\$121,139
	Associate Regional Planner						
	Associate Research Analyst						
119	CLASS SALARY RANGE.....	\$6,840	\$8,719	\$10,603	\$82,077	\$104,624	\$127,234
	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						
120	CLASS SALARY RANGE.....	\$7,181	\$9,155	\$11,131	\$86,174	\$109,866	\$133,578
	Associate Capital Project Manager II						
	Associate Engineer						
	Associate Information Systems Analyst						
	Associate Programmer Analyst						
	Associate Systems Engineer						
	Customer Service Manager						
121	CLASS SALARY RANGE.....	\$7,542	\$9,615	\$11,691	\$90,501	\$115,378	\$140,296
	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						

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NO.	POSITION CLASSIFICATIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	Senior Human Resources Analyst						
	Senior Independent Auditor						
	Senior Marketing Analyst						
	Senior Public Communications Officer						
122	CLASS SALARY RANGE.....	\$7,920	\$10,097	\$12,275	\$95,035	\$121,160	\$147,306
	Associate Data Scientist						
	Associate Economic Research Analyst						
	Associate Researcher and Modeler						
	Associate Software Engineer						
123	CLASS SALARY RANGE.....	\$8,317	\$10,603	\$12,891	\$99,798	\$127,234	\$154,690
	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						
124	CLASS SALARY RANGE.....	\$8,733	\$11,133	\$13,536	\$104,790	\$133,598	\$162,427
	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						
125	CLASS SALARY RANGE.....	\$9,171	\$11,691	\$14,217	\$110,053	\$140,296	\$170,602
	Associate Legal Counsel						
126	CLASS SALARY RANGE.....	\$9,630	\$12,277	\$14,927	\$115,565	\$147,326	\$179,130
	Project Development Program Manager						
	Senior AI Engineer						
	Senior Data Scientist						
	Senior Economic Research Analyst						
	Senior Researcher and Modeler						
	Senior Software Engineer						
	Senior UX Designer						
127	CLASS SALARY RANGE.....	\$10,112	\$12,893	\$15,675	\$121,347	\$154,710	\$188,094
	Budget Manager						
	Capital Program Manager						
	Communications Manager						
	Finance Manager						

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NO.	POSITION CLASSIFICATIONS	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	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						
128	CLASS SALARY RANGE.....	\$10,618	\$13,537	\$16,460	\$127,421	\$162,448	\$197,517
	Principal Data Scientist						
	Principal Economic Research Analyst						
	Principal Researcher and Modeler						
	Principal Software Engineer						
129	CLASS SALARY RANGE.....	\$11,151	\$14,215	\$17,285	\$133,806	\$170,581	\$207,418
	AI Architect						
	Information Systems Manager						
	Manager of Data Science						
	Manager of Regional Models						
	Principal Engineer						
	Senior Legal Counsel						
130	CLASS SALARY RANGE.....	\$11,709	\$14,927	\$18,150	\$140,504	\$179,130	\$217,797
	Deputy Director ¹						
131	CLASS SALARY RANGE.....	\$12,295	\$15,675	\$19,058	\$147,534	\$188,094	\$228,696
	Deputy Independent Performance Auditor						
	Director I ²						
133	CLASS SALARY RANGE.....	\$13,556	\$17,283	\$21,013	\$162,677	\$207,397	\$252,158
	Deputy General Counsel						
135	CLASS SALARY RANGE.....	\$14,947	\$19,056	\$23,168	\$179,358	\$228,675	\$278,013
	Chief of Staff						
	Director II ³						
	Independent Performance Auditor						
137	CLASS SALARY RANGE.....	\$16,481	\$21,011	\$25,546	\$197,766	\$252,138	\$306,550
	Senior Director ⁴						
	Senior Director						
139	CLASS SALARY RANGE.....	\$18,172	\$23,168	\$28,168	\$218,067	\$278,013	\$338,021
	Chief Financial Officer						
	General Counsel						
147	CLASS SALARY RANGE.....	\$26,853	\$34,237	\$41,623	\$322,234	\$410,842	\$499,470
	Chief Executive Officer						

All salary ranges are based on full-time employment.

* This is a grandfathered classification.

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¹ Deputy Director I positions include: Deputy Director of Regional Planning Deputy Director of Engineering and Construction		² 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					
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, Data Science Senior Director, Regional Planning							

The FY 2026 Classification/Salary Range Table was approved by the SANDAG Board of Directors on May 9, 2025.

Effective date: July 1, 2025