

Southern California Association of Governments  
Salary Schedule

Classification	Job Grade	Minimum Annual	Minimum Hourly	Midpoint Annual	Midpoint Hourly	Maximum Annual	Maximum Hourly	Time Base
Accountant	107	\$94,681.60	\$45.52	\$111,259.20	\$53.49	\$127,836.80	\$61.46	Annually
Administrative Assistant	103	\$66,580.80	\$32.01	\$78,228.80	\$37.61	\$89,876.80	\$43.21	Hourly
Application Developer	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Applications Administration Supervisor	112	\$147,035.20	\$70.69	\$172,764.80	\$83.06	\$198,494.40	\$95.43	Annually
Applications Administrator	108	\$103,396.80	\$49.71	\$121,492.80	\$58.41	\$139,588.80	\$67.11	Annually
Applications Analyst Supervisor	112	\$147,035.20	\$70.69	\$172,764.80	\$83.06	\$198,494.40	\$95.43	Annually
Assistant Modeler	105	\$79,393.60	\$38.17	\$93,288.00	\$44.85	\$107,182.40	\$51.53	Annually
Assistant Regional Planner	105	\$79,393.60	\$38.17	\$93,288.00	\$44.85	\$107,182.40	\$51.53	Annually
Associate Modeler	107	\$94,681.60	\$45.52	\$111,259.20	\$53.49	\$127,836.80	\$61.46	Annually
Associate Regional Planner	107	\$94,681.60	\$45.52	\$111,259.20	\$53.49	\$127,836.80	\$61.46	Annually
Audio/Video Supervisor	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Audio/Video Technician	101	\$55,827.20	\$26.84	\$65,603.20	\$31.54	\$75,379.20	\$36.24	Hourly
Benefits Administrator	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Budget and Grants Analyst	107	\$94,681.60	\$45.52	\$111,259.20	\$53.49	\$127,836.80	\$61.46	Annually
Chief Counsel	L5	\$244,129.60	\$117.37	\$297,835.20	\$143.19	\$351,540.80	\$169.01	Annually
Chief Financial Officer	L5	\$244,129.60	\$117.37	\$297,835.20	\$143.19	\$351,540.80	\$169.01	Annually
Chief Government and Public Affairs Officer	L4	\$212,284.80	\$102.06	\$258,980.80	\$124.51	\$305,676.80	\$146.96	Annually
Chief Human Resources Officer	L4	\$212,284.80	\$102.06	\$258,980.80	\$124.51	\$305,676.80	\$146.96	Annually
Chief Information Officer	L5	\$244,129.60	\$117.37	\$297,835.20	\$143.19	\$351,540.80	\$169.01	Annually
Chief Operating Officer	L6	\$280,758.40	\$134.98	\$342,513.60	\$164.67	\$404,268.80	\$194.36	Annually
Chief Planning Officer	L6	\$280,758.40	\$134.98	\$342,513.60	\$164.67	\$404,268.80	\$194.36	Annually
Chief Strategy Officer	L5	\$244,129.60	\$117.37	\$297,835.20	\$143.19	\$351,540.80	\$169.01	Annually
Clerk of the Board	L2	\$160,513.60	\$77.17	\$195,832.00	\$94.15	\$231,150.40	\$111.13	Annually
Communications Supervisor	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Community Engagement Specialist	105	\$79,393.60	\$38.17	\$93,288.00	\$44.85	\$107,182.40	\$51.53	Annually
Contracts Administrator	107	\$94,681.60	\$45.52	\$111,259.20	\$53.49	\$127,836.80	\$61.46	Annually
Creative Designer	105	\$79,393.60	\$38.17	\$93,288.00	\$44.85	\$107,182.40	\$51.53	Annually
Database Administrator	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Department Manager	L2	\$160,513.60	\$77.17	\$195,832.00	\$94.15	\$231,150.40	\$111.13	Annually
Deputy Clerk of the Board	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Deputy Director (Division)	L3	\$184,600.00	\$88.75	\$225,201.60	\$108.27	\$265,803.20	\$127.79	Annually
Deputy Legal Counsel	111	\$134,638.40	\$64.73	\$158,204.80	\$76.06	\$181,771.20	\$87.39	Annually
Executive Assistant	107	\$94,681.60	\$45.52	\$111,259.20	\$53.49	\$127,836.80	\$61.46	Annually
Executive Director *		flat	---	flat	---	\$433,784.00	---	Annually
Facilities Supervisor	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Finance Associate	103	\$66,580.80	\$32.01	\$78,228.80	\$37.61	\$89,876.80	\$43.21	Hourly
GIS Application Developer	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
GIS Applications Supervisor	112	\$147,035.20	\$70.69	\$172,764.80	\$83.06	\$198,494.40	\$95.43	Annually
GIS Database Administrator	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Government Affairs Officer	106	\$86,715.20	\$41.69	\$101,878.40	\$48.98	\$117,041.60	\$56.27	Annually
Human Resources Analyst I	105	\$79,393.60	\$38.17	\$93,288.00	\$44.85	\$107,182.40	\$51.53	Annually
Human Resources Analyst II	107	\$94,681.60	\$45.52	\$111,259.20	\$53.49	\$127,836.80	\$61.46	Annually
Internal Auditor	L2	\$160,513.60	\$77.17	\$195,832.00	\$94.15	\$231,150.40	\$111.13	Annually
IT PMO Supervisor	112	\$147,035.20	\$70.69	\$172,764.80	\$83.06	\$198,494.40	\$95.43	Annually
IT Project Manager	108	\$103,396.80	\$49.71	\$121,492.80	\$58.41	\$139,588.80	\$67.11	Annually

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IT Projects Assistant	105	\$79,393.60	\$38.17	\$93,288.00	\$44.85	\$107,182.40	\$51.53	Hourly
Junior Planner	103	\$66,580.80	\$32.01	\$78,228.80	\$37.61	\$89,876.80	\$43.21	Hourly
Lead IT Help Desk	108	\$103,396.80	\$49.71	\$121,492.80	\$58.41	\$139,588.80	\$67.11	Annually
Lead Projects Manager	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Lead Systems Analyst	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Legislative Affairs Analyst	106	\$86,715.20	\$41.69	\$101,878.40	\$48.98	\$117,041.60	\$56.27	Annually
Legislative Affairs Supervisor	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Management Analyst	108	\$103,396.80	\$49.71	\$121,492.80	\$58.41	\$139,588.80	\$67.11	Annually
Modeling Supervisor	112	\$147,035.20	\$70.69	\$172,764.80	\$83.06	\$198,494.40	\$95.43	Annually
Office Assistant	101	\$55,827.20	\$26.84	\$65,603.20	\$31.54	\$75,379.20	\$36.24	Hourly
Office Services Specialist	101	\$55,827.20	\$26.84	\$65,603.20	\$31.54	\$75,379.20	\$36.24	Hourly
Payroll Administrator	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Planning Administration Officer	L2	\$160,513.60	\$77.17	\$195,832.00	\$94.15	\$231,150.40	\$111.13	Annually
Planning Supervisor	111	\$134,638.40	\$64.73	\$158,204.80	\$76.06	\$181,771.20	\$87.39	Annually
Principal Accountant	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Principal Budget and Grants Analyst	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Principal Contracts Administrator	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Principal Human Resources Analyst	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Principal Management Analyst	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Principal Modeler	111	\$134,638.40	\$64.73	\$158,204.80	\$76.06	\$181,771.20	\$87.39	Annually
Principal Planner	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Public Affairs Specialist	105	\$79,393.60	\$38.17	\$93,288.00	\$44.85	\$107,182.40	\$51.53	Annually
Senior Accountant	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior Administrative Assistant	104	\$72,696.00	\$34.95	\$85,425.60	\$41.07	\$98,155.20	\$47.19	Hourly
Senior Application Developer	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Senior Applications Administrator	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior Audio/Visual Technician	103	\$66,580.80	\$32.01	\$78,228.80	\$37.61	\$89,876.80	\$43.21	Hourly
Senior Budget & Grants Analyst	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior Contracts Administrator	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior Creative Designer	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior Database Administrator	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Senior Deputy Legal Counsel	L3	\$184,600.00	\$88.75	\$225,201.60	\$108.27	\$265,803.20	\$127.79	Annually
Senior Economist	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Senior GIS Application Developer	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Senior GIS Database Administrator	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Senior Government Affairs Officer	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Senior Human Resources Analyst	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior IT Quality Assurance Analyst	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior IT Quality Assurance Analyst *applies to employees hired before 12/31/2022	109*	\$108,284.80	\$52.06	\$124,529.60	\$59.87	\$140,774.40	\$67.68	Annually
Senior Legislative Affairs Analyst	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior Management Analyst	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior Modeler	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Senior Network Engineer	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Senior Office Services Specialist	103	\$66,580.80	\$32.01	\$78,228.80	\$37.61	\$89,876.80	\$43.21	Hourly

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<b>Classification</b>	<b>Job Grade</b>	<b>Minimum Annual</b>	<b>Minimum Hourly</b>	<b>Midpoint Annual</b>	<b>Midpoint Hourly</b>	<b>Maximum Annual</b>	<b>Maximum Hourly</b>	<b>Time Base</b>
Senior Public Affairs Specialist	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior Regional Planner	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Senior Systems Engineer	110	\$123,302.40	\$59.28	\$144,872.00	\$69.65	\$166,441.60	\$80.02	Annually
Solutions Architect	112	\$147,035.20	\$70.69	\$172,764.80	\$83.06	\$198,494.40	\$95.43	Annually
Special Events Producer	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually
Web/Content Administrator	109	\$112,902.40	\$54.28	\$132,662.40	\$63.78	\$152,422.40	\$73.28	Annually

Regional Council Approved 5-7-2026  
 Effective Date 7-1-2026

\* For Executive Director classification only:  
 Regional Council Approved 6-4-2026  
 Effective Date 6-4-2026