

**CITY OF CARMEL-BY-THE-SEA**  
**PAY SCHEDULE FOR AT-WILL CLASSIFICATIONS**  
**EFFECTIVE NOVEMBER 1, 2020**

Grade	Barg. Unit	Classification	Resolution #	Effective Date	Minimum Annual Salary					Maximum Annual Salary
1	ATWILL	City Administrator	<a href="#">Resolution 2016-012</a>	5/2/2016	\$ 190,000.00					
1	ATWILL	Assistant City Administrator	<a href="#">Resolution 2017-019</a>	3/7/2017	\$ 140,000.00					\$ 175,000.00
1	ATWILL	Public Safety Director	<a href="#">Resolution 2015-062</a>	8/4/2015	\$ 154,752.00					\$ 181,245.00
	ATWILL	Public Safety Director	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00					\$ 160,000.00
1	ATWILL	Public Works Director	<a href="#">Resolution 2015-062</a>	8/4/2015	\$ 147,996.00					\$ 184,995.00
	ATWILL	Public Works Director	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00					\$ 160,000.00
2	ATWILL	Community Planning and Building Director	<a href="#">Resolution 2015-062</a>	8/4/2015	\$ 127,500.00					\$ 159,375.00
	ATWILL	Community Planning and Building Director	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00					\$ 160,000.00
2	ATWILL	Director of Budgets and Contracts	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00					\$ 160,000.00
1	ATWILL	Library and Community Activities Director	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00					\$ 160,000.00
440	ATWILL	Library and Community Activities Director	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 119,928.00	\$ 125,916.00	\$ 132,204.00	\$ 138,816.00	\$ 145,764.00	
443	ATWILL	Police Commander	<a href="#">Resolution 2015-074</a>	9/1/2015	\$ 121,740.00					\$ 147,984.00
404	ATWILL	Police Commander	<a href="#">Resolution 2015-062</a>	8/4/2015	\$ 100,200.00					\$ 121,788.00
	AT WILL	Finance Manager	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00	\$ 160,000.00				
459	AT WILL	Finance Manager	<a href="#">Resolution 2013-042</a>	8/6/2013	\$ 100,200.00	\$ 105,204.00	\$ 110,472.00	\$ 116,004.00	\$ 121,788.00	\$ 125,448.00
403	AT WILL	Human Resources Manager	<a href="#">Resolution 2015-048</a>	7/7/2015	\$ 99,720.00	\$ 104,700.00	\$ 109,932.00	\$ 115,440.00	\$ 121,212.00	
	AT WILL	Human Resources Manager	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00	\$ 160,000.00				
364	AT WILL	Human Resources Manager	<a href="#">Resolution 2014-072</a>	11/3/2014	\$ 82,080.00	\$ 86,184.00	\$ 90,492.00	\$ 95,016.00	\$ 99,768.00	
314	ATWILL	Human Resources Manager	<a href="#">Resolution 2013-042</a>	8/6/2013	\$ 63,960.00	\$ 67,164.00	\$ 70,524.00	\$ 74,040.00	\$ 77,748.00	\$ 80,088.00
403	ATWILL	Information Services/Network Manager	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 99,720.00	\$ 104,700.00	\$ 109,932.00	\$ 115,440.00	\$ 121,212.00	
	ATWILL	Information Services/Network Manager	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00	\$ 160,000.00				
364	ATWILL	Information Services/Network Manager			\$ 82,080.00	\$ 86,184.00	\$ 90,492.00	\$ 95,016.00	\$ 99,768.00	
377	ATWILL	Environmental Compliance Manager	<a href="#">Resolution 2016-050</a>	7/12/2016	\$ 87,756.00	\$ 91,956.00	\$ 96,552.00	\$ 101,388.00	\$ 106,452.00	

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377	ATWILL	Project Manager	<a href="#">Resolution 2015-098</a>	11/2/2015	\$ 87,576.00	\$ 91,956.00	\$ 96,552.00	\$ 101,388.00	\$ 106,452.00	
312	ATWILL	Project Manager	<a href="#">Resolution 2013-042</a>	8/6/2013	\$ 71,928.00	\$ 75,540.00	\$ 79,296.00	\$ 83,268.00	\$ 87,444.00	\$ 90,072.00
	AT WILL	City Clerk	<a href="#">Resolution 2015-040</a>	6/15/2015	\$ 100,000.00	\$ 160,000.00				
400	ATWILL	City Clerk	<a href="#">Resolution 2014-030</a>	4/1/2014	\$ 98,332.00	\$ 103,140.00	\$ 108,288.00	\$ 113,700.00	\$ 119,388.00	
418	ATWILL	City Clerk	<a href="#">Resolution 2014-023</a>	3/4/2014	\$ 107,460.00	\$ 112,836.00	\$ 118,488.00	\$ 124,404.00	\$ 130,632.00	
364	ATWILL	City Clerk	<a href="#">Resolution 2013-061</a>	11/5/2013	\$ 82,080.00	\$ 86,184.00	\$ 90,492.00	\$ 95,016.00	\$ 99,768.00	\$ 102,756.00
366	ATWILL	Building Official	<a href="#">Resolution 2020-073</a>	11/3/2020	\$ 101,254.00					\$ 123,075.00
366	ATWILL	Building Official	<a href="#">Resolution 2013-061</a>	11/5/2013	\$ 82,896.00	\$ 87,036.00	\$ 91,380.00	\$ 95,952.00	\$ 100,752.00	\$ 103,776.00
342	ATWILL	Deputy City Clerk	<a href="#">Resolution 2015-098</a>	11/2/2015	\$ 73,536.00	\$ 77,220.00	\$ 81,072.00	\$ 85,128.00	\$ 89,376.00	
316	ATWILL	Deputy City Clerk	<a href="#">Resolution 2013-061</a>	11/5/2013	\$ 64,596.00	\$ 67,824.00	\$ 71,208.00	\$ 74,772.00	\$ 78,516.00	\$ 80,880.00
362	AT WILL	Senior Human Resources Analyst	<a href="#">Resolution 2013-061</a>	11/5/2013	\$ 81,264.00	\$ 85,322.00	\$ 89,592.00	\$ 94,068.00	\$ 98,772.00	\$ 101,736.00
3	ATWILL	Executive Assistant*			\$ 77,664.00					\$ 84,000.00
	AT WILL	Administrative Technician	<a href="#">Resolution 2018-057</a>	6/5/2018	\$ 62,473.00	\$ 65,620.00	\$ 68,903.00	\$ 72,349.00	\$ 75,970.00	
	AT WILL	Administrative Analyst	<a href="#">Resolution 2018-057</a>	6/5/2018	\$ 72,936.00	\$ 76,569.00	\$ 80,402.00	\$ 84,422.00	\$ 88,617.00	

Notes:

\*The Executive Assistant classification will be eliminated through attrition.