

**CITY OF CARMEL-BY-THE-SEA**  
**PAY SCHEDULE FOR AT-WILL (UNREPRESENTED) CLASSIFICATIONS**  
**Effective January 1, 2022**

Grade	Barg. Unit	Classification	Resolution #	Effective Date	Minimum Annual Salary	Maximum Annual Salary
1	ATWILL	Assistant City Administrator	<a href="#">2021-077</a>	12/1/2021	\$ 167,416.00	\$ 203,495.00
	ATWILL	Public Safety Director	<a href="#">2021-077</a>	12/1/2021	\$ 167,416.00	\$ 203,495.00
2	ATWILL	Public Works Director	<a href="#">2021-077</a>	12/1/2021	\$ 164,022.00	\$ 199,370.00
	ATWILL	Community Planning and Building Director	<a href="#">2021-077</a>	12/1/2021	\$ 164,022.00	\$ 199,370.00
3	ATWILL	Director of Budgets and Contracts	<a href="#">2021-077</a>	12/1/2021	\$ 144,795.00	\$ 176,000.00
	ATWILL	Library and Community Activities Director	<a href="#">2021-077</a>	12/1/2021	\$ 144,795.00	\$ 176,000.00
4	AT WILL	Finance Manager	<a href="#">2021-077</a>	12/1/2021	\$ 131,221.00	\$ 159,500.00
	AT WILL	Human Resources Manager	<a href="#">2021-077</a>	12/1/2021	\$ 131,221.00	\$ 159,500.00
	ATWILL	Information Services/Network Manager	<a href="#">2021-077</a>	12/1/2021	\$ 131,221.00	\$ 159,500.00
	ATWILL	City Clerk	<a href="#">2021-077</a>	12/1/2021	\$ 131,221.00	\$ 159,500.00
	ATWILL	Police Commander	<a href="#">2021-077</a>	12/1/2021	\$ 131,221.00	\$ 159,500.00
5	AT WILL	Environmental Compliance Manager	<a href="#">2021-077</a>	12/1/2021	\$ 108,388.00	\$ 131,726.00
	AT WILL	Project Manager	<a href="#">2021-077</a>	12/1/2021	\$ 108,388.00	\$ 131,726.00
	ATWILL	Building Official	<a href="#">2021-077</a>	12/1/2021	\$ 108,388.00	\$ 131,726.00
6	ATWILL	Senior Human Resources Analyst	<a href="#">2021-077</a>	12/1/2021	\$ 89,390.00	\$ 111,909.00
7	ATWILL	Deputy City Clerk	<a href="#">2022-008</a>	01/1/2022	\$ 77,212.80	\$ 93,844.00
	AT WILL	Administrative Analyst	<a href="#">2022-008</a>	01/1/2022	\$ 77,212.80	\$ 93,844.00
8	ATWILL	Executive Assistant*	<a href="#">2022-008</a>	01/1/2022	\$ 77,664.00	\$ 84,000.00
9	ATWILL	Administrative Technician	<a href="#">2022-008</a>	01/1/2022	\$ 65,596.65	\$ 79,768.50

Historical:

*\*This classification will be eliminated from the Unrepresented classifications through attrition.*

*Resolution #2022-008 adopted January 4, 2022*

*Resolution #2021-077 adopted December 7, 2021*

*Resolution #2020-073 adopted November 3, 2020*