

CITY OF SAN ANTONIO
City Council Staff Analysis
Pay Range Structure Comparison

COSA Draft Job Descriptions			Werling Report Recommendations		COSA Recommendations		
Job Title	Required Education	Required Experience	Range Minimum	Range Maximum	Range Minimum*	Range Maximum*	Required Experience
Constituent Services Representative I	High School Diploma/GED	None	\$34,528.00	\$41,636.40	\$31,200.00	\$46,800.00	None
Constituent Services Representative II	Bachelor's Degree	None	\$36,715.37	\$45,123.00	\$34,398.00	\$51,597.00	None
Constituent Services Director	Bachelor's Degree	2 years of relevant administrative/customer service experience	\$39,580.84	\$59,371.78	\$43,901.54	\$65,852.31	3 years of relevant customer service experience
Communications Director	Bachelor's Degree	2 years of relevant public relations experience	\$39,580.84	\$59,371.78	\$43,901.54	\$65,852.31	3 years of relevant public relations experience
Event Services Director	Bachelor's Degree	None	\$40,467.96 \$39,580.84 corrected on 1/15/2020	\$49,749.70 \$59,371.78 corrected on 1/15/2020	\$43,901.54	\$65,852.31	2 years of relevant event coordination/planning experience
Policy Director	Bachelor's Degree	2 years of relevant analysis, management, or policy experience	\$43,539.86	\$65,309.66	\$50,821.52	\$76,232.28	3 years of relevant analysis, management, or policy experience
Special Assistant to Council	Bachelor's Degree	2 years of relevant professional experience	\$43,539.86	\$65,309.66	\$50,821.52	\$76,232.28	3 years of relevant professional experience
Zoning/Planning Director	Bachelor's Degree	2 years of relevant construction development related experience	\$43,539.86	\$65,309.66	\$50,821.52	\$76,232.28	3 years of relevant construction development related experience
Chief of Staff	Bachelor's Degree	5 years of relevant management experience	\$70,120.96	\$105,181.44	\$72,960.86	\$116,737.38	5 years of relevant management experience, including 1 year of project oversight

*Note: Pay Ranges will adjust annually with any City Council approved cost of living adjustment.