

**RESOLUTION NO. 48-24**

**RESOLUTION OF THE CITY COUNCIL  
OF THE CITY OF MORRO BAY, CALIFORNIA,  
APPROVING MODIFICATIONS TO THE FISCAL YEAR 2024-25,  
FISCAL YEAR 2025-26, AND FISCAL YEAR 2026-27 SALARY SCHEDULES**

**THE CITY COUNCIL  
City of Morro Bay, California**

**WHEREAS**, the California Public Employees' Retirement System (CalPERS), has requested all CalPERS employers list their compensation levels on one document, approved and adopted by the governing body, in accordance with 2 California Code of Regulations (CCR), section 570.5, and meeting all of the following requirements thereof:

1. Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
2. Identifies the position title for every employee position;
3. Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
4. Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
6. Indicates an effective date and date of any revisions;
7. Is retained by the employer and available for public inspection for not less than five years; and
8. Does not reference another document in lieu of disclosing the pay rate; and

**WHEREAS**, the formal approval of the pay schedules requires that they are duly approved and adopted by the City Council, and the 2 CCR 570.5 regulation requires the adoption of the Salary Schedule for Fiscal Year 2024-25, Fiscal Year 2025-26, and Fiscal Year 2026-27, attached as Exhibits A-C and incorporated herein by reference.

//

//

//

//

//

//

//

**NOW, THEREFORE, BE IT RESOLVED** the City Council of the City of Morro Bay does hereby approve the Fiscal Year 2024-25, Fiscal Year 2025-26, and Fiscal Year 2026-27 Salary Schedules attached hereto as Exhibit A-C.

**PASSED AND ADOPTED** by the City Council of the City of Morro Bay at a regular meeting thereof held on the 25<sup>th</sup> day of June 2024 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSED:

---

CARLA WIXOM, Mayor

ATTEST:

---

DANA SWANSON, City Clerk

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2024-25: Effective 07/01/2024**

		HOURLY RATES						ANNUAL SALARY EQUIVALENT					
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>SEIU LOCAL 620</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
ACCOUNT CLERK IN-TRAINING	MISC	18.96	19.92	20.92	21.96	23.06		39,437	41,434	43,514	45,677	47,965	
ACCOUNT CLERK I	MISC	22.93	24.08	25.28	26.54	27.87		47,694	50,086	52,582	55,203	57,970	
CONSOLIDATED MAINTENANCE WRK I	MISC	22.93	24.08	25.28	26.54	27.87		47,694	50,086	52,582	55,203	57,970	
OFFICE ASST. III	MISC	22.93	24.08	25.28	26.54	27.87		47,694	50,086	52,582	55,203	57,970	
OFFICE ASST. IV	MISC	24.79	26.03	27.33	28.70	30.14		51,563	54,142	56,846	59,696	62,691	
ACCOUNT CLERK II	MISC	25.76	27.05	28.39	29.82	31.31		53,581	56,264	59,051	62,026	65,125	
CONSOLIDATED MAINTENANCE WRK II	MISC	25.76	27.05	28.39	29.82	31.31		53,581	56,264	59,051	62,026	65,125	
RECREATION SPECIALIST	MISC	25.76	27.05	28.39	29.82	31.31		53,581	56,264	59,051	62,026	65,125	
ACCOUNT CLERK III	MISC	27.58	28.97	30.42	31.93	33.53		57,366	60,258	63,274	66,414	69,742	
CONSOLIDATED MAINTENANCE WRK III	MISC	27.58	28.97	30.42	31.93	33.53		57,366	60,258	63,274	66,414	69,742	
PERMIT TECHNICIAN	MISC	28.08	29.47	30.95	32.50	34.13		58,406	61,298	64,376	67,600	70,990	
ADMINISTRATIVE TECHNICIAN	MISC	28.08	29.47	30.95	32.50	34.13		58,406	61,298	64,376	67,600	70,990	
BUILDING PERMIT TECHNICIAN I	MISC	28.08	29.47	30.95	32.50	34.13		58,406	61,298	64,376	67,600	70,990	
SUPPORT SERVICES TECHNICIAN	MISC	28.08	29.47	30.95	32.50	34.13		58,406	61,298	64,376	67,600	70,990	
PROPERTY EVIDENCE CLERK	MISC	28.08	29.47	30.95	32.50	34.13		58,406	61,298	64,376	67,600	70,990	
COMMUNITY SERVICES OFFICER	MISC	28.08	29.47	30.95	32.50	34.13		58,406	61,298	64,376	67,600	70,990	
MECHANIC	MISC	28.97	30.42	31.94	33.54	35.22		60,258	63,274	66,435	69,763	73,258	
RECREATION COORDINATOR	MISC	28.97	30.42	31.94	33.54	35.22		60,258	63,274	66,435	69,763	73,258	
ENGINEERING TECHNICIAN III	MISC	32.81	34.45	36.18	37.99	39.89		68,245	71,656	75,254	79,019	82,971	
MAINTENANCE LEADWORKER	MISC	32.81	34.45	36.18	37.99	39.89		68,245	71,656	75,254	79,019	82,971	
BUILDING PERMIT TECHNICIAN II	MISC	32.81	34.45	36.18	37.99	39.89		68,245	71,656	75,254	79,019	82,971	
UTILITY OPERATOR	MISC	32.87	34.51	36.24	38.04	39.95		68,370	71,781	75,379	79,123	83,096	
UTILITY SUPPORT COORDINATOR	MISC	32.87	34.51	36.24	38.04	39.95		68,370	71,781	75,379	79,123	83,096	
ASSISTANT PLANNER	MISC	34.18	36.44	37.67	39.56	41.54		71,094	75,795	78,354	82,285	86,403	
BUILDING INSPECTOR	MISC	34.34	36.06	37.85	39.75	41.74		71,427	75,005	78,728	82,680	86,819	
BUILDING INSPECTOR/CODE ENF OFFICER	MISC	34.34	36.06	37.85	39.75	41.74		71,427	75,005	78,728	82,680	86,819	
RECREATION SUPERVISOR	MISC	34.45	36.18	37.99	39.89	41.88		71,656	75,254	79,019	82,971	87,110	
HARBOR PATROL OFFICER	MISC	34.53	36.27	38.07	39.98	41.98		71,822	75,442	79,186	83,158	87,318	
UTILITY OPERATOR MC (MULTIPLE CERT)	MISC	35.16	36.93	38.77	40.71	42.75		73,133	76,814	80,642	84,677	88,920	

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2024-25: Effective 07/01/2024**

		HOURLY RATES						ANNUAL SALARY EQUIVALENT					
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
IT SYSTEMS ANALYST	MISC	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
ENGINEERING TECHNICIAN IV	MISC	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
ASSISTANT ENGINEER	MISC	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
ASSOCIATE PLANNER	MISC	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
BUILDING INSPECTOR/PLANS EXAMINER	MISC	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
CONSOLIDATED MAINT FIELD SUPV	MISC	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
PUBLIC WORKS INSPECTOR	MISC	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
HARBOR BUSINESS COORD	MISC	38.94	40.89	42.93	45.08	47.33		80,995	85,051	89,294	93,766	98,446	
LEAD UTILITY OPERATOR	MISC	39.17	41.13	43.18	45.34	47.61		81,474	85,550	89,814	94,307	99,029	
OPERATIONAL TECHNOLOGY SPECIALIST	MISC	41.12	43.18	45.33	47.60	49.98		85,530	89,814	94,286	99,008	103,958	
HARBOR PATROL SUPERVISOR	MISC	42.66	44.79	47.03	49.38	51.86		88,733	93,163	97,822	102,710	107,869	
ASSOCIATE ENGINEER	MISC	44.19	46.40	48.72	51.16	53.72		91,915	96,512	101,338	106,413	111,738	
WASTEWATER SYSTEMS SUPV	MISC	44.19	46.40	48.72	51.16	53.72		91,915	96,512	101,338	106,413	111,738	
<b>MORRO BAY PEACE OFFICERS' ASSOC.</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>
POLICE OFFICER	POA	39.53	41.50	43.58	45.76	48.05	50.45	82,222	86,320	90,646	95,181	99,944	104,936
POLICE DETECTIVE	POA	41.50	43.58	45.76	48.05	50.45	52.97	86,320	90,646	95,181	99,944	104,936	110,178
POLICE SCHOOL RESOURCE OFFICER	POA	41.50	43.58	45.76	48.05	50.45	52.97	86,320	90,646	95,181	99,944	104,936	110,178
POLICE SENIOR OFFICER	POA	41.50	43.58	45.76	48.05	50.45	52.97	86,320	90,646	95,181	99,944	104,936	110,178
POLICE SERGEANT	POA	50.67	53.21	55.87	58.67	61.59	64.68	105,394	110,677	116,210	122,034	128,107	134,534
<b>MORRO BAY FIRE FIGHTERS ASSOC.</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
FIREFIGHTER	FFA	25.83	27.13	28.48	29.91	31.41		75,217	79,003	82,934	87,098	91,466	
FIREFIGHTER/PARAMEDIC	FFA	28.41	29.84	31.33	32.90	34.54		82,730	86,894	91,233	95,805	100,580	
FIRE ENGINEER	FFA	28.24	29.66	31.14	32.69	34.33		82,235	86,370	90,680	95,193	99,969	
FIRE ENGINEER/PARAMEDIC	FFA	31.07	32.63	34.26	35.96	37.77		90,476	95,019	99,765	104,716	109,986	
FIRE CAPTAIN	FFA	32.48	34.08	35.79	37.58	39.46		94,582	99,241	104,220	109,433	114,908	
FIRE CAPTAIN/PARAMEDIC	FFA	35.72	37.50	39.38	41.34	43.42		104,017	109,200	114,675	120,382	126,439	
FIRE MARSHAL	FFA	38.55	40.47	42.49	44.61	46.85		112,258	117,849	123,731	129,904	136,427	

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2024-25: Effective 07/01/2024**

		HOURLY RATES						ANNUAL SALARY EQUIVALENT					
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>UNREPRESENTED CONFIDENTIAL</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
HUMAN RESOURCES ANALYST I	CONF	31.96	33.56	35.24	36.99	38.84		66,477	69,805	73,299	76,939	80,787	
EXECUTIVE ASSISTANT/DEPUTY CLERK	CONF	34.34	36.06	37.85	39.75	41.74		71,427	75,005	78,728	82,680	86,819	
SENIOR ACCOUNTING TECHNICIAN	CONF	35.69	37.47	39.35	41.32	43.39		74,235	77,938	81,848	85,946	90,251	
FISCAL ANALYST	CONF	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
HUMAN RESOURCES ANALYST II	CONF	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	

		HOURLY RATES					ANNUAL SALARY EQUIVALENT				
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>UNREPRESENTED MANAGEMENT</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
MANAGEMENT ANALYST	MGMT	39.24	41.20	43.26	45.42	47.69	81,619	85,696	89,981	94,474	99,195
POLICE SUPPORT SERVICES MANAGER	MGMT	39.24	41.20	43.26	45.42	47.69	81,619	85,696	89,981	94,474	99,195
MAINTENANCE DIVISION MANAGER	MGMT	45.89	48.18	50.59	53.12	55.78	95,451	100,214	105,227	110,490	116,022
ADMINISTRATIVE PROGRAMS MANAGER	MGMT	45.89	48.18	50.59	53.12	55.78	95,451	100,214	105,227	110,490	116,022
ASST. TO THE CITY MANAGER/PR MANAGER	MGMT	45.89	48.18	50.59	53.12	55.78	95,451	100,214	105,227	110,490	116,022
SENIOR PLANNER	MGMT	45.89	48.18	50.59	53.12	55.78	95,451	100,214	105,227	110,490	116,022
CHIEF BUILDING INSP/PLANS EXAMINER	MGMT	47.20	49.56	52.03	54.64	57.37	98,176	103,085	108,222	113,651	119,330
CITY CLERK	MGMT	47.20	49.56	52.03	54.64	57.37	98,176	103,085	108,222	113,651	119,330
INFORMATION TECHNOLOGY MANAGER	MGMT	47.20	49.56	52.03	54.64	57.37	98,176	103,085	108,222	113,651	119,330
RECREATION SERVICES MANAGER	MGMT	47.20	49.56	52.03	54.64	57.37	98,176	103,085	108,222	113,651	119,330
PLANNING MANAGER	MGMT	51.92	54.52	57.24	60.10	63.10	107,994	113,402	119,059	125,008	131,248
HUMAN RESOURCES/RISK MANAGER	MGMT	51.92	54.52	57.24	60.10	63.10	107,994	113,402	119,059	125,008	131,248
ACCOUNTING MANAGER	MGMT	51.92	54.52	57.24	60.10	63.10	107,994	113,402	119,059	125,008	131,248
SENIOR CIVIL ENGINEER	MGMT	51.92	54.52	57.24	60.10	63.10	107,994	113,402	119,059	125,008	131,248
CITY ENGINEER	MGMT	59.49	62.46	65.58	68.87	72.31	123,739	129,917	136,406	143,250	150,405
UTILITY DIVISION MANAGER	MGMT	59.49	62.46	65.58	68.87	72.31	123,739	129,917	136,406	143,250	150,405
DEPUTY CHIEF / FIRE MARSHAL	MGMT	63.07	66.23	69.53	73.01	76.66	131,186	137,758	144,622	151,861	159,453
POLICE COMMANDER	MGMT	68.70	72.13	75.74	79.52	83.51	142,896	150,030	157,539	165,402	173,701

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2024-25: Effective 07/01/2024**

		HOURLY RATES						ANNUAL SALARY EQUIVALENT					
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
DEPARTMENT HEADS/EXECUTIVE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
COMMUNITY DEVELOPMENT DIRECTOR	EXEC	75.63	79.41	83.39	87.56	91.94		157,310	165,173	173,451	182,125	191,235	
PUBLIC WORKS DIRECTOR	EXEC	75.63	79.41	83.39	87.56	91.94		157,310	165,173	173,451	182,125	191,235	
FINANCE DIRECTOR	EXEC	75.63	79.41	83.39	87.56	91.94		157,310	165,173	173,451	182,125	191,235	
HARBOR DIRECTOR*	EXEC	77.05	80.90	84.95	89.19	93.65		160,264	168,272	176,696	185,515	194,792	
FIRE CHIEF (Sworn)	EXEC	77.05	80.90	84.95	89.19	93.65		160,264	168,272	176,696	185,515	194,792	
POLICE CHIEF (Sworn)	EXEC	77.05	80.90	84.95	89.19	93.65		160,264	168,272	176,696	185,515	194,792	
CITY MANAGER	CM	101.94	104.50	107.10	109.78	112.53		212,035	217,360	222,768	228,342	234,062	

\*Position will be eliminated on 7/20/2024.

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2025-26: Effective 07/01/2025**

		HOURLY RATES					ANNUAL SALARY EQUIVALENT						
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>SEIU LOCAL 620</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
ACCOUNT CLERK IN-TRAINING	MISC	19.91	20.92	21.97	23.06	24.21		41,413	43,514	45,698	47,965	50,357	
ACCOUNT CLERK I	MISC	24.08	25.28	26.54	27.87	29.26		50,086	52,582	55,203	57,970	60,861	
CONSOLIDATED MAINTENANCE WRK I	MISC	24.08	25.28	26.54	27.87	29.26		50,086	52,582	55,203	57,970	60,861	
OFFICE ASST. III	MISC	24.08	25.28	26.54	27.87	29.26		50,086	52,582	55,203	57,970	60,861	
OFFICE ASST. IV	MISC	26.03	27.33	28.70	30.14	31.65		54,142	56,846	59,696	62,691	65,832	
ACCOUNT CLERK II	MISC	27.05	28.40	29.81	31.31	32.88		56,264	59,072	62,005	65,125	68,390	
CONSOLIDATED MAINTENANCE WRK II	MISC	27.05	28.40	29.81	31.31	32.88		56,264	59,072	62,005	65,125	68,390	
RECREATION SPECIALIST	MISC	27.05	28.40	29.81	31.31	32.88		56,264	59,072	62,005	65,125	68,390	
ACCOUNT CLERK III	MISC	28.96	30.42	31.94	33.53	35.21		60,237	63,274	66,435	69,742	73,237	
CONSOLIDATED MAINTENANCE WRK III	MISC	28.96	30.42	31.94	33.53	35.21		60,237	63,274	66,435	69,742	73,237	
PERMIT TECHNICIAN	MISC	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
ADMINISTRATIVE TECHNICIAN	MISC	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
BUILDING PERMIT TECHNICIAN I	MISC	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
SUPPORT SERVICES TECHNICIAN	MISC	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
PROPERTY EVIDENCE CLERK	MISC	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
COMMUNITY SERVICES OFFICER	MISC	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
MECHANIC	MISC	30.42	31.94	33.54	35.22	36.98		63,274	66,435	69,763	73,258	76,918	
RECREATION COORDINATOR	MISC	30.42	31.94	33.54	35.22	36.98		63,274	66,435	69,763	73,258	76,918	
ENGINEERING TECHNICIAN III	MISC	34.45	36.17	37.99	39.89	41.88		71,656	75,234	79,019	82,971	87,110	
MAINTENANCE LEADWORKER	MISC	34.45	36.17	37.99	39.89	41.88		71,656	75,234	79,019	82,971	87,110	
BUILDING PERMIT TECHNICIAN II	MISC	34.45	36.17	37.99	39.89	41.88		71,656	75,234	79,019	82,971	87,110	
UTILITY OPERATOR	MISC	34.51	36.24	38.05	39.94	41.95		71,781	75,379	79,144	83,075	87,256	
UTILITY SUPPORT COORDINATOR	MISC	34.51	36.24	38.05	39.94	41.95		71,781	75,379	79,144	83,075	87,256	
ASSISTANT PLANNER	MISC	35.89	38.26	39.55	41.54	43.62		74,651	79,581	82,264	86,403	90,730	
BUILDING INSPECTOR	MISC	36.06	37.86	39.74	41.74	43.83		75,005	78,749	82,659	86,819	91,166	
BUILDING INSPECTOR/CODE ENF OFFICER	MISC	36.06	37.86	39.74	41.74	43.83		75,005	78,749	82,659	86,819	91,166	
RECREATION SUPERVISOR	MISC	36.17	37.99	39.89	41.88	43.97		75,234	79,019	82,971	87,110	91,458	
HARBOR PATROL OFFICER	MISC	36.26	38.08	39.97	41.98	44.08		75,421	79,206	83,138	87,318	91,686	
UTILITY OPERATOR MC (MULTIPLE CERT)	MISC	36.92	38.78	40.71	42.75	44.89		76,794	80,662	84,677	88,920	93,371	

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2025-26: Effective 07/01/2025**

		HOURLY RATES						ANNUAL SALARY EQUIVALENT					
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
IT SYSTEMS ANALYST	MISC	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
ENGINEERING TECHNICIAN IV	MISC	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
ASSISTANT ENGINEER	MISC	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
ASSOCIATE PLANNER	MISC	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
BUILDING INSPECTOR/PLANS EXAMINER	MISC	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
CONSOLIDATED MAINT FIELD SUPV	MISC	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
PUBLIC WORKS INSPECTOR	MISC	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
HARBOR BUSINESS COORD	MISC	40.89	42.93	45.08	47.33	49.70		85,051	89,294	93,766	98,446	103,376	
LEAD UTILITY OPERATOR	MISC	41.13	43.19	45.34	47.61	49.99		85,550	89,835	94,307	99,029	103,979	
OPERATIONAL TECHNOLOGY SPECIALIST	MISC	43.18	45.34	47.60	49.98	52.48		89,814	94,307	99,008	103,958	109,158	
HARBOR PATROL SUPERVISOR	MISC	44.79	47.03	49.38	51.85	54.45		93,163	97,822	102,710	107,848	113,256	
ASSOCIATE ENGINEER	MISC	46.40	48.72	51.16	53.72	56.41		96,512	101,338	106,413	111,738	117,333	
WASTEWATER SYSTEMS SUPV	MISC	46.40	48.72	51.16	53.72	56.41		96,512	101,338	106,413	111,738	117,333	

MORRO BAY PEACE OFFICERS' ASSOC. (Swor)		GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
POLICE OFFICER	POA		42.30	44.41	46.63	48.96	51.41	53.98	87,984	92,373	96,990	101,837	106,933	112,278
POLICE DETECTIVE	POA		44.41	46.63	48.96	51.41	53.98	56.68	92,373	96,990	101,837	106,933	112,278	117,894
POLICE SCHOOL RESOURCE OFFICER	POA		44.41	46.63	48.96	51.41	53.98	56.68	92,373	96,990	101,837	106,933	112,278	117,894
POLICE SENIOR OFFICER	POA		44.41	46.63	48.96	51.41	53.98	56.68	92,373	96,990	101,837	106,933	112,278	117,894
POLICE SERGEANT	POA		54.22	56.93	59.78	62.78	65.90	69.21	112,778	118,414	124,342	130,582	137,072	143,957

MORRO BAY FIRE FIGHTERS ASSOC. (Swor)		GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
FIREFIGHTER	FFA		27.38	28.76	30.19	31.70	33.29	79,731	83,749	87,913	92,310	96,940
FIREFIGHTER/PARAMEDIC	FFA		30.11	31.63	33.21	34.87	36.61	87,680	92,107	96,708	101,541	106,608
FIRE ENGINEER	FFA		29.93	31.44	33.01	34.65	36.39	87,156	91,553	96,125	100,901	105,968
FIRE ENGINEER/PARAMEDIC	FFA		32.93	34.59	36.32	38.12	40.04	95,892	100,726	105,764	111,005	116,596
FIRE CAPTAIN	FFA		34.43	36.12	37.94	39.83	41.83	100,260	105,181	110,481	115,985	121,809
FIRE CAPTAIN/PARAMEDIC	FFA		37.86	39.75	41.74	43.82	46.03	110,248	115,752	121,547	127,604	134,039
FIRE MARSHAL	FFA		40.86	42.90	45.04	47.29	49.66	118,984	124,925	131,156	137,708	144,610

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2025-26: Effective 07/01/2025**

		HOURLY RATES						ANNUAL SALARY EQUIVALENT					
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>UNREPRESENTED CONFIDENTIAL</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
HUMAN RESOURCES ANALYST I	CONF	33.56	35.24	37.00	38.84	40.78		69,805	73,299	76,960	80,787	84,822	
EXECUTIVE ASSISTANT/DEPUTY CLERK	CONF	36.06	37.86	39.74	41.74	43.83		75,005	78,749	82,659	86,819	91,166	
SENIOR ACCOUNTING TECHNICIAN	CONF	37.47	39.34	41.32	43.39	45.56		77,938	81,827	85,946	90,251	94,765	
FISCAL ANALYST	CONF	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
HUMAN RESOURCES ANALYST II	CONF	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	

		HOURLY RATES					ANNUAL SALARY EQUIVALENT				
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>UNREPRESENTED MANAGEMENT</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>
MANAGEMENT ANALYST	MGMT	41.20	43.26	45.42	47.69	50.07	85,696	89,981	94,474	99,195	104,146
POLICE SUPPORT SERVICES MANAGER	MGMT	41.20	43.26	45.42	47.69	50.07	85,696	89,981	94,474	99,195	104,146
MAINTENANCE DIVISION MANAGER	MGMT	48.18	50.59	53.12	55.78	58.57	100,214	105,227	110,490	116,022	121,826
ADMINISTRATIVE PROGRAMS MANAGER	MGMT	48.18	50.59	53.12	55.78	58.57	100,214	105,227	110,490	116,022	121,826
ASST. TO THE CITY MANAGER/PR MANAGER	MGMT	48.18	50.59	53.12	55.78	58.57	100,214	105,227	110,490	116,022	121,826
SENIOR PLANNER	MGMT	48.18	50.59	53.12	55.78	58.57	100,214	105,227	110,490	116,022	121,826
CHIEF BUILDING INSP/PLANS EXAMINER	MGMT	50.50	53.03	55.67	58.46	61.39	105,040	110,302	115,794	121,597	127,691
CITY CLERK	MGMT	50.50	53.03	55.67	58.46	61.39	105,040	110,302	115,794	121,597	127,691
INFORMATION TECHNOLOGY MANAGER	MGMT	50.50	53.03	55.67	58.46	61.39	105,040	110,302	115,794	121,597	127,691
RECREATION SERVICES MANAGER	MGMT	50.50	53.03	55.67	58.46	61.39	105,040	110,302	115,794	121,597	127,691
PLANNING MANAGER	MGMT	55.55	58.34	61.25	64.31	67.52	115,544	121,347	127,400	133,765	140,442
HUMAN RESOURCES/RISK MANAGER	MGMT	55.55	58.34	61.25	64.31	67.52	115,544	121,347	127,400	133,765	140,442
ACCOUNTING MANAGER	MGMT	55.55	58.34	61.25	64.31	67.52	115,544	121,347	127,400	133,765	140,442
SENIOR CIVIL ENGINEER	MGMT	55.55	58.34	61.25	64.31	67.52	115,544	121,347	127,400	133,765	140,442
CITY ENGINEER	MGMT	62.46	65.58	68.86	72.31	75.93	129,917	136,406	143,229	150,405	157,934
UTILITY DIVISION MANAGER	MGMT	62.46	65.58	68.86	72.31	75.93	129,917	136,406	143,229	150,405	157,934
DEPUTY CHIEF / FIRE MARSHAL	MGMT	66.85	70.20	73.70	77.39	81.26	139,048	146,016	153,296	160,971	169,021
POLICE COMMANDER	MGMT	73.51	77.18	81.04	85.09	89.36	152,901	160,534	168,563	176,987	185,869

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2025-26: Effective 07/01/2025**

		HOURLY RATES						ANNUAL SALARY EQUIVALENT					
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
DEPARTMENT HEADS/EXECUTIVE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
COMMUNITY DEVELOPMENT DIRECTOR	EXEC	79.41	83.38	87.56	91.94	96.54		165,173	173,430	182,125	191,235	200,803	
PUBLIC WORKS DIRECTOR	EXEC	79.41	83.38	87.56	91.94	96.54		165,173	173,430	182,125	191,235	200,803	
FINANCE DIRECTOR	EXEC	79.41	83.38	87.56	91.94	96.54		165,173	173,430	182,125	191,235	200,803	
FIRE CHIEF (Sworn)	EXEC	80.90	84.95	89.20	93.65	98.33		168,272	176,696	185,536	194,792	204,526	
POLICE CHIEF (Sworn)	EXEC	80.90	84.95	89.20	93.65	98.33		168,272	176,696	185,536	194,792	204,526	
CITY MANAGER	CM	107.04	109.73	112.46	115.27	118.16		222,643	228,238	233,917	239,762	245,773	

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2026-27: Effective 07/01/2026**

		HOURLY RATES					ANNUAL SALARY EQUIVALENT						
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>SEIU LOCAL 620</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
ACCOUNT CLERK IN-TRAINING	MISC	20.91	21.97	23.07	24.21	25.42		43,493	45,698	47,986	50,357	52,874	
ACCOUNT CLERK I	MISC	25.28	26.54	27.87	29.26	30.72		52,582	55,203	57,970	60,861	63,898	
CONSOLIDATED MAINTENANCE WRK I	MISC	25.28	26.54	27.87	29.26	30.72		52,582	55,203	57,970	60,861	63,898	
OFFICE ASST. III	MISC	25.28	26.54	27.87	29.26	30.72		52,582	55,203	57,970	60,861	63,898	
OFFICE ASST. IV	MISC	27.33	28.70	30.14	31.65	33.23		56,846	59,696	62,691	65,832	69,118	
ACCOUNT CLERK II	MISC	28.40	29.82	31.30	32.88	34.52		59,072	62,026	65,104	68,390	71,802	
CONSOLIDATED MAINTENANCE WRK II	MISC	28.40	29.82	31.30	32.88	34.52		59,072	62,026	65,104	68,390	71,802	
RECREATION SPECIALIST	MISC	28.40	29.82	31.30	32.88	34.52		59,072	62,026	65,104	68,390	71,802	
ACCOUNT CLERK III	MISC	30.41	31.94	33.54	35.21	36.97		63,253	66,435	69,763	73,237	76,898	
CONSOLIDATED MAINTENANCE WRK III	MISC	30.41	31.94	33.54	35.21	36.97		63,253	66,435	69,763	73,237	76,898	
PERMIT TECHNICIAN	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
ADMINISTRATIVE TECHNICIAN	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
BUILDING PERMIT TECHNICIAN I	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
SUPPORT SERVICES TECHNICIAN	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
PROPERTY EVIDENCE CLERK	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
COMMUNITY SERVICES OFFICER	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
MECHANIC	MISC	31.94	33.54	35.22	36.98	38.83		66,435	69,763	73,258	76,918	80,766	
RECREATION COORDINATOR	MISC	31.94	33.54	35.22	36.98	38.83		66,435	69,763	73,258	76,918	80,766	
ENGINEERING TECHNICIAN III	MISC	36.17	37.98	39.89	41.88	43.97		75,234	78,998	82,971	87,110	91,458	
MAINTENANCE LEADWORKER	MISC	36.17	37.98	39.89	41.88	43.97		75,234	78,998	82,971	87,110	91,458	
BUILDING PERMIT TECHNICIAN II	MISC	36.17	37.98	39.89	41.88	43.97		75,234	78,998	82,971	87,110	91,458	
UTILITY OPERATOR	MISC	36.24	38.05	39.95	41.94	44.05		75,379	79,144	83,096	87,235	91,624	
UTILITY SUPPORT COORDINATOR	MISC	36.24	38.05	39.95	41.94	44.05		75,379	79,144	83,096	87,235	91,624	
ASSISTANT PLANNER	MISC	37.68	40.17	41.53	43.62	45.80		78,374	83,554	86,382	90,730	95,264	
BUILDING INSPECTOR	MISC	37.86	39.75	41.73	43.83	46.02		78,749	82,680	86,798	91,166	95,722	
BUILDING INSPECTOR/CODE ENF OFFICER	MISC	37.86	39.75	41.73	43.83	46.02		78,749	82,680	86,798	91,166	95,722	
RECREATION SUPERVISOR	MISC	37.98	39.89	41.88	43.97	46.17		78,998	82,971	87,110	91,458	96,034	
HARBOR PATROL OFFICER	MISC	38.07	39.98	41.97	44.08	46.28		79,186	83,158	87,298	91,686	96,262	
UTILITY OPERATOR MC (MULTIPLE CERT)	MISC	38.77	40.72	42.75	44.89	47.13		80,642	84,698	88,920	93,371	98,030	

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2026-27: Effective 07/01/2026**

		HOURLY RATES						ANNUAL SALARY EQUIVALENT					
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
IT SYSTEMS ANALYST	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
ENGINEERING TECHNICIAN IV	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
ASSISTANT ENGINEER	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
ASSOCIATE PLANNER	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
BUILDING INSPECTOR/PLANS EXAMINER	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
CONSOLIDATED MAINT FIELD SUPV	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
PUBLIC WORKS INSPECTOR	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
HARBOR BUSINESS COORD	MISC	42.93	45.08	47.33	49.70	52.19		89,294	93,766	98,446	103,376	108,555	
LEAD UTILITY OPERATOR	MISC	43.19	45.35	47.61	49.99	52.49		89,835	94,328	99,029	103,979	109,179	
OPERATIONAL TECHNOLOGY SPECIALIST	MISC	45.34	47.61	49.98	52.48	55.10		94,307	99,029	103,958	109,158	114,608	
HARBOR PATROL SUPERVISOR	MISC	47.03	49.38	51.85	54.44	57.17		97,822	102,710	107,848	113,235	118,914	
ASSOCIATE ENGINEER	MISC	48.72	51.16	53.72	56.41	59.23		101,338	106,413	111,738	117,333	123,198	
WASTEWATER SYSTEMS SUPV	MISC	48.72	51.16	53.72	56.41	59.23		101,338	106,413	111,738	117,333	123,198	

MORRO BAY PEACE OFFICERS' ASSOC. (Swor)	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
POLICE OFFICER	POA	45.26	47.52	49.89	52.39	55.01	57.76	94,141	98,842	103,771	108,971	114,421	120,141
POLICE DETECTIVE	POA	47.52	49.89	52.39	55.01	57.76	60.65	98,842	103,771	108,971	114,421	120,141	126,152
POLICE SCHOOL RESOURCE OFFICER	POA	47.52	49.89	52.39	55.01	57.76	60.65	98,842	103,771	108,971	114,421	120,141	126,152
POLICE SENIOR OFFICER	POA	47.52	49.89	52.39	55.01	57.76	60.65	98,842	103,771	108,971	114,421	120,141	126,152
POLICE SERGEANT	POA	58.02	60.92	63.96	67.17	70.51	74.05	120,682	126,714	133,037	139,714	146,661	154,024

MORRO BAY FIRE FIGHTERS ASSOC. (Swor)	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
FIREFIGHTER	FFA	29.02	30.49	32.00	33.60	35.29		84,506	88,787	93,184	97,843	102,764	
FIREFIGHTER/PARAMEDIC	FFA	31.92	33.53	35.20	36.96	38.81		92,951	97,639	102,502	107,628	113,015	
FIRE ENGINEER	FFA	31.73	33.33	34.99	36.73	38.57		92,398	97,057	101,891	106,958	112,316	
FIRE ENGINEER/PARAMEDIC	FFA	34.91	36.67	38.50	40.41	42.44		101,658	106,783	112,112	117,674	123,585	
FIRE CAPTAIN	FFA	36.50	38.29	40.22	42.22	44.34		106,288	111,500	117,121	122,945	129,118	
FIRE CAPTAIN/PARAMEDIC	FFA	40.13	42.14	44.24	46.45	48.79		116,859	122,712	128,827	135,262	142,076	
FIRE MARSHAL	FFA	43.31	45.47	47.74	50.13	52.64		126,119	132,409	139,019	145,979	153,288	

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2026-27: Effective 07/01/2026**

		HOURLY RATES					ANNUAL SALARY EQUIVALENT						
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
<b>UNREPRESENTED CONFIDENTIAL</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
HUMAN RESOURCES ANALYST I	CONF	35.24	37.00	38.85	40.78	42.82		73,299	76,960	80,808	84,822	89,066	
EXECUTIVE ASSISTANT/DEPUTY CLERK	CONF	37.86	39.75	41.73	43.83	46.02		78,749	82,680	86,798	91,166	95,722	
SENIOR ACCOUNTING TECHNICIAN	CONF	39.34	41.31	43.39	45.56	47.84		81,827	85,925	90,251	94,765	99,507	
FISCAL ANALYST	CONF	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
HUMAN RESOURCES ANALYST II	CONF	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	

		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
<b>UNREPRESENTED MANAGEMENT</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
MANAGEMENT ANALYST	MGMT	43.26	45.42	47.69	50.07	52.57		89,981	94,474	99,195	104,146	109,346	
POLICE SUPPORT SERVICES MANAGER	MGMT	43.26	45.42	47.69	50.07	52.57		89,981	94,474	99,195	104,146	109,346	
MAINTENANCE DIVISION MANAGER	MGMT	50.59	53.12	55.78	58.57	61.50		105,227	110,490	116,022	121,826	127,920	
ADMINISTRATIVE PROGRAMS MANAGER	MGMT	50.59	53.12	55.78	58.57	61.50		105,227	110,490	116,022	121,826	127,920	
ASST. TO THE CITY MANAGER/PR MANAGER	MGMT	50.59	53.12	55.78	58.57	61.50		105,227	110,490	116,022	121,826	127,920	
SENIOR PLANNER	MGMT	50.59	53.12	55.78	58.57	61.50		105,227	110,490	116,022	121,826	127,920	
CHIEF BUILDING INSP/PLANS EXAMINER	MGMT	54.04	56.74	59.57	62.55	65.69		112,403	118,019	123,906	130,104	136,635	
CITY CLERK	MGMT	54.04	56.74	59.57	62.55	65.69		112,403	118,019	123,906	130,104	136,635	
INFORMATION TECHNOLOGY MANAGER	MGMT	54.04	56.74	59.57	62.55	65.69		112,403	118,019	123,906	130,104	136,635	
RECREATION SERVICES MANAGER	MGMT	54.04	56.74	59.57	62.55	65.69		112,403	118,019	123,906	130,104	136,635	
PLANNING MANAGER	MGMT	59.44	62.42	65.54	68.81	72.25		123,635	129,834	136,323	143,125	150,280	
HUMAN RESOURCES/RISK MANAGER	MGMT	59.44	62.42	65.54	68.81	72.25		123,635	129,834	136,323	143,125	150,280	
ACCOUNTING MANAGER	MGMT	59.44	62.42	65.54	68.81	72.25		123,635	129,834	136,323	143,125	150,280	
SENIOR CIVIL ENGINEER	MGMT	59.44	62.42	65.54	68.81	72.25		123,635	129,834	136,323	143,125	150,280	
CITY ENGINEER	MGMT	65.58	68.86	72.30	75.93	79.73		136,406	143,229	150,384	157,934	165,838	
UTILITY DIVISION MANAGER	MGMT	65.58	68.86	72.30	75.93	79.73		136,406	143,229	150,384	157,934	165,838	
DEPUTY CHIEF / FIRE MARSHAL	MGMT	70.86	74.41	78.12	82.03	86.14		147,389	154,773	162,490	170,622	179,171	
POLICE COMMANDER	MGMT	78.66	82.58	86.71	91.05	95.62		163,613	171,766	180,357	189,384	198,890	

**CITY OF MORRO BAY  
COMBINED PAY SCHEDULE**

**FISCAL YEAR 2026-27: Effective 07/01/2026**

		HOURLY RATES						ANNUAL SALARY EQUIVALENT					
TITLE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
DEPARTMENT HEADS/EXECUTIVE	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
COMMUNITY DEVELOPMENT DIRECTOR	EXEC	83.38	87.55	91.94	96.54	101.37		173,430	182,104	191,235	200,803	210,850	
PUBLIC WORKS DIRECTOR	EXEC	83.38	87.55	91.94	96.54	101.37		173,430	182,104	191,235	200,803	210,850	
FINANCE DIRECTOR	EXEC	83.38	87.55	91.94	96.54	101.37		173,430	182,104	191,235	200,803	210,850	
FIRE CHIEF (Sworn)	EXEC	84.95	89.20	93.66	98.33	103.25		176,696	185,536	194,813	204,526	214,760	
POLICE CHIEF (Sworn)	EXEC	84.95	89.20	93.66	98.33	103.25		176,696	185,536	194,813	204,526	214,760	
CITY MANAGER	CM	112.39	115.22	118.08	121.03	124.07		233,771	239,658	245,606	251,742	258,066	