

RESOLUTION NO. 18-25

RESOLUTION OF THE CITY COUNCIL  
OF THE CITY OF MORRO BAY, CALIFORNIA,  
AMENDING AND RESTATING THE PREVIOUSLY ADOPTED  
COMPENSATION AND BENEFITS FOR THE UNREPRESENTED MANAGEMENT  
DESIGNATED EMPLOYEES OF THE CITY OF MORRO BAY

**WHEREAS**, Section 36506 of the California Government Code requires the City Council to fix the compensation of all appointive officers and employees by resolution or ordinance; and

**WHEREAS**, Morro Bay Municipal Code Section 2.20.020 also provides the salaries and compensation of officers and employees of the City of Morro Bay (“City”) shall be as fixed and determined by resolution of the City Council, except as specifically fixed in Chapter 2.20 of the Morro Bay Municipal Code; and

**WHEREAS**, the City has established a system of classification for all positions within the City service with descriptive occupational titles, used to identify and distinguish classifications and/or positions from one another, based on job duties, essential functions, knowledge, skills, abilities, and minimum requirements; and

**WHEREAS**, the Meyers-Milias-Brown Act (“MMBA”) (Government Code sections 3500 *et seq.*)<sup>1</sup> governs labor relations between local government employers and employees and Section 3507.5 thereof permits a public agency to adopt local rules and regulations providing for the designation of the “management” employees of the public agency and restricting such employees from representing any employee organization, which represents other employees of the public agency, on matters within the scope of representation; and

**WHEREAS**, the City’s Employer-Employee Relations Resolution, Resolution No. 08-17, represents the City’s adoption of local rules and regulations for the administration of employer-employee relations, including, but not limited to, the designation of “management” employees, summarized in brief from that resolution as generally defined as meaning those employees who have significant responsibilities for formulating and administering City policies and programs and the authority to exercise independent judgment to hire, discipline, promote discharge; assign, or transfer other employees or who have the responsibility to use independent judgment to direct such employees, adjust their grievances, or recommend personnel action; and

**WHEREAS**, the City has designated such “management” employees as more fully identified and listed herein below, and

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<sup>1</sup> Unless otherwise stated, references to Sections will be to the Government Code.

**WHEREAS**, the “management” employees identified and listed herein are “unrepresented,” meaning that they are not part of any City Council determined appropriate bargaining unit nor represented by any recognized employee organization as defined by the City’s Employer-Employee Relations Resolution and the MMBA; and

**WHEREAS**, the City Council deems it is in the best interest of the City to adjust the compensation of the unrepresented management employees, whose titles are listed herein, by a Cost of Living Adjustment (COLA) salary increase established by City Council for these employees for FY 2024/25, FY 25/26, and FY 2026/27.

**NOW, THEREFORE, BE IT RESOLVED** the Morro Bay City Council does hereby adopt this Resolution, amending and restating the previously adopted and amended schedule of compensation and benefits for the City of Morro Bay’s unrepresented management employees and superseding and replacing any prior compensation and benefits resolutions, contracts, agreements or memorandum for such employees, including, but not limited to, Resolution No. 33-17 as follows:

**A. CLASSIFICATION/POSITION LIST**

The following is a list of authorized management classifications:

Accounting Manager  
Administrative Programs Manager  
Assistant to the City Manager/Public Relations Manager  
City Clerk  
City Engineer  
Deputy Chief/Fire Marshal  
Harbor Business Manager  
Human Resources/Risk Manager  
Information Technology Manager  
Maintenance Division Manager  
Management Analyst  
Planning Manager  
Police Commander  
Police Support Services Manager  
Recreation Services Manager  
Senior Civil Engineer  
Senior Planner  
Utility Division Manager

**B. NORMAL WORK HOURS**

Management employees are expected to work during normal City business hours and may be required to work longer hours (more than an eight-hour day and more than five days per week). However, they are not subject to overtime compensation, as they are considered exempt employees within the definition of the FLSA. The occasional use of alternative work schedules can be implemented upon approval of the City Manager.

C. **EXEMPT TIME OFF**

As stated in B above, management employees are considered *exempt* employees. However, the City provides various leave banks for employees' use, with accrual and use record-keeping being required to properly maintain the leave banks.

Time off of less than two continuous hours in a day does not need to be recorded by exempt employees. Abuses of this exception, such as daily use or random periods within a day, will not be allowed. This exception is also not allowed to be combined with any leaves.

D. **ADMINISTRATIVE LEAVE**

Management employees receive up to seventy-two (72) hours annually in paid administrative leave in a lump sum accrual at the beginning of each fiscal year. The City Manager or designee, upon recommendation by the management employee's Department Head, may grant additional administrative leave to the management employee. The administrative leave bank may never accrue more than ninety-six (96) total hours, which may limit the number of hours credited to the employee's administrative leave bank on July 1<sup>st</sup> of each year.

New management employees will be provided a pro-rata share of the annual seventy-two-hour administrative leave bank upon employment.

Administrative leave time must be taken off on an hour-for-hour basis equaling employee actual time off, regardless of accumulation rates. Administrative leave is a compensable leave, and any remaining hours in the employee's bank will be paid out upon separation from City service, at the employee's current hourly rate of pay.

E. **VACATION LEAVE**

Management employees accrue vacation, based on the schedule below. The City Manager shall have the authority to decide service years as the they see fit.

<u>Service Years</u>	<u>Entitlement in Days</u>
1 thru 2	10
3 thru 4	11
5 thru 6	12
7 thru 8	13
9 thru 10	14
11 thru 12	15
13 thru 14	16
15 thru 16	17
17 thru 18	18
19 thru 20	19
21 or more	20

Vacation leave time must be taken off on an hour-for-hour basis equaling employee actual time off, regardless of accumulation rates.

Management employees are subject to a maximum leave accumulation of three hundred (300) hours. Any hours exceeding the maximum accumulation as of November 1<sup>st</sup> of each year will be paid out in the pay period including December 1<sup>st</sup>.

Management employees will be provided an option to convert up to 40 hours of vacation into compensation per calendar year, subject to meeting the following requirements, provided that at the time of the conversion request at least 20 hours of vacation time remains in the employee's vacation bank. To be eligible for cash out of accrued vacation leave, an employee must pre-elect the number of vacation hours they will cash out, up to a maximum of 40 hours, by December 15 of the preceding calendar year. The election will apply only to vacation hours accrued in the next calendar year. The election to cash out vacation hours in each designated year is irrevocable. Management employees who elect to cash out vacation leave hours must cash out the number of accrued hours pre-designated on the irrevocable election form provided by the City. Employees who pre-designate cash out amounts may request a cash out at any time in the designated calendar year by submitting a cash out request at least 30 days in advance to Human Resources. Human Resources will confirm the cash out amount has accrued and is consistent with the amount the employee pre-designated, then forward to payroll to complete the cash out request. If the full amount of hours designated for cash out is not available at the time of cash out request, the maximum available will be paid.

For Management employees who have not requested payment of the elected cash out amount by November 1 of each year, payroll will automatically cash out the pre-designated amount in a paycheck issued on or after the payroll date including November 1. Additionally, the City may, prior to the end of the calendar year, automatically cash out the vacation leave accrued each pay period by an employee such that the vacation leave cash out is consistent with the employee's pre-elected number of vacation leave cash-out hours for that year.

*Employees who do not pre-designate vacation leave cash-out hours or who decline the cash opt option by the December 15 deadline will be deemed to have waived the right and will not be eligible to cash out any vacation leave in that year.*

Vacation accrual is a compensable leave, and any hours remaining in the employee's vacation bank will be paid out upon separation from City service, at the employee's current hourly rate of pay.

F. **HOLIDAYS**

The following days are paid holidays for management employees:

New Year's Day	January 1 <sup>st</sup>
Martin Luther King, Jr. Day	3 <sup>rd</sup> Monday in January
Spring Break Holiday	Observed the Friday before Easter weekend
Washington's Birthday	3 <sup>rd</sup> Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 <sup>th</sup>
Independence Day	July 4 <sup>th</sup>
Labor Day	1 <sup>st</sup> Monday in September
Veteran's Day	November 11 <sup>th</sup>
Thanksgiving Day	4 <sup>th</sup> Thursday in November
Day after Thanksgiving	Friday after Thanksgiving
Christmas Day	December 25 <sup>th</sup>
Floating Holiday	Varies
Floating Holiday	Varies

Any holiday, which falls on a Saturday or Sunday, will be officially designated as a "HOLIDAY" on the prior Friday (if Saturday) or Monday (if Sunday).

For management employees, one holiday equals eight hours, unless the employee is working the 9/80 alternative work schedule where one holiday may equal eight or nine hours depending on the normally scheduled workday being either an eight- or nine-hour work day for that employee.

Floating holiday hours are recorded in a bank in July of each fiscal year and may be carried over to the next fiscal year, to a maximum accumulation of forty-eight (48) hours of holiday time. Hours of holiday time accumulated over forty-eight (48) hours will be paid out in December. All leave time (vacation, sick leave, holiday, etc.) will be taken off on an hour-for-hour basis equaling employee actual time off from work during normal business hours, regardless of accumulation rates.

Floating holiday pay is a compensable leave, and any remaining hours in the employee's bank will be paid out upon separation from City service, at the employee's current hourly rate of pay.

G. **SICK LEAVE**

All employees accrue ninety-six (96) hours per year in a sick leave bank to be used for employee illness, forty-eight (48) hours of which may be used to care for the employee's family member for illness or any other reason mandated by law. All leave time (vacation, sick leave, holiday, etc.) will be taken off on an hour-for-hour basis, equaling employee actual time off from work during normal business hours, regardless of accumulation rates.

Upon retirement from City service, remaining unused sick leave converts to time served under the applicable contract between the City and the California Public Employees' Retirement System ("CalPERS"), if any. Sick leave converted to service credit for CalPERS purposes cannot be compensated (converted to dollars).

Based on individual utilization of paid sick leave in the preceding calendar year, management employees may convert unused accumulated sick leave into paid vacation leave once per calendar year, pursuant to the formula below:

<u>Sick Leave Utilization</u>	<u>Sick Leave</u>	<u>Maximum Conversion to Vacation Leave</u>
0 hours	96 hours	48 hours
.25 to 8 hours	72 hours	36 hours
8.25 to 16 hours	48 hours	24 hours
16.25 to 25 hours	24 hours	12 hours
Over 25 hours	0 hours	0 hours

At least one-hundred sixty (160) accrued hours must remain in the management employee's sick leave bank for an employee to be eligible for conversion or for a conversion to be authorized. In addition, the right to convert does not carry over or rollover from calendar year to calendar year; failure to request conversion in any calendar year eliminates the right to do so for that calendar year.

Upon the Service Retirement of a management employee, who has more than ten years of service with the City, said employee shall be entitled to receive payment for up to the first seven hundred twenty hours of their accrued sick leave at thirty-five percent of the employee's rate of pay, as of the date of service retirement. Service Retirement is defined as service retirement from both the City and CalPERS. Voluntary separation or termination actions are excluded from this benefit.

#### **H. RETIREMENT BENEFITS**

All employees, enrolled in the CalPERS retirement system, bear the risk of payment of any increases in the employee contribution, above the current percentage, made by action of CalPERS, the California Public Employees Pension Reform Act of 2013 ("PEPRA") or related legislation, and/or the State Legislature.

All employee CalPERS contributions are paid to CalPERS, based upon tax treatment currently permitted by the State Franchise Tax Board and the Internal Revenue Service ("IRS").

The following is descriptive information on City CalPERS-contracted retirement plans:

CalPERS Miscellaneous Plans

All employees pay 100% of the employee contribution to CalPERS, which is currently:

1. Tier 1 Classic members = 8%
2. Tier 2 Classic members = 7%
3. Tier 3 PEPRA members = one-half the normal cost of retirement (currently 6.75%)

Tier 1: All employees, who were hired prior to December 10, 2011, receive the following CalPERS retirement formula and optional benefits (existing Tier 1 employees, promoted to another position within the City, will not be considered new hires, with respect to retirement formulas):

1. 2.7% @ 55 formula (Section 21354.5)
2. Unused Sick Leave Credit (Section 20965)
3. Military Service Credit (Section 21024 & 21027)
4. Final Compensation 1 Year (Section 20042)
5. 1959 Survivor Benefit, Level 4 (Section 21574)
6. Pre-Retirement Option 2W Death Benefit (Section 21548)

Tier 2: All employees who were hired on or after December 10, 2011, but before January 1, 2013, and those hired on or after January 1, 2013, who meet the CalPERS definition of *classic member*, as determined by CalPERS under PEPRA and related legislation, receive the following CalPERS retirement formula and optional benefits:

1. 2% @ 60 formula (benefit factor increases to 2.418% @ 63+) (Section 21353)
2. Unused Sick Leave Credit (Section 20965)
3. Military Service Credit (Section 21024 & 21027)
4. Final Compensation 3 Years (Section 20037)
5. 1959 Survivor Benefit, Level 4 (Section 21574)
6. Pre-Retirement Option 2W Death Benefit (Section 21548)

Tier 3: All employees, who were hired on or after January 1, 2013, and meet the definition of *new member*, as determined by CalPERS under PEPRA and related legislation, receive the following CalPERS retirement formula and optional benefits:

1. 2% @ 62 formula (benefit factor increases to 2.5% @ 67+) (Section 7522.20)
2. Final Compensation 3 Years (Section 20037)

3. Member contribution rate of fifty percent of the expected normal cost rate, which is currently 13.5% (6.75% is employee's portion)
4. Unused Sick Leave Credit (Section 20965)
5. Military Service Credit (Section 21024 and 21027)
6. 1959 Survivor Benefit, Level 4 (21574)
7. Pre-Retirement Option 2W Death Benefit (Section 21548)

#### CalPERS Safety Plans

All employees pay 100% of the employee contribution to CalPERS, which is currently:

1. Tier 1 and Tier 2 Classic members = 9%
2. Tier 3 PEPRA members = 13.0% (50% of the normal contribution rate)

Tier 1: All employees, who were hired prior to September 17, 2011, receive the following CalPERS retirement formula and optional benefits (existing Tier 1 employees, promoted to another position within the City, will not be considered new hires, with respect to retirement formulas):

1. 3% @ 50 formula (Section 21362.2)
2. Unused Sick Leave Credit (Section 20965)
3. Military Service Credit (Section 21024 & 21027)
4. Final Compensation 1 Year (Section 20042)
5. 1959 Survivor Benefit, Level 4 (Section 21574)
6. Pre-Retirement Option 2W Death Benefit (Section 21548)

Tier 2: All employees, who were hired on or after September 17, 2011, but before January 1, 2013, and those hired on or after January 1, 2013, who meet the definition of *classic member*, as determined by CalPERS under PEPRA and related legislation, receive the following CalPERS retirement formula and optional benefits:

1. 3% @ 55 formula (Section 21363.1)
2. Unused Sick Leave Credit (Section 20965)
3. Military Service Credit (Section 21024 & 21027)
4. Final Compensation 3 Years (Section 20037)
5. 1959 Survivor Benefit, Level 4 (Section 21574)
6. Pre-Retirement Option 2W Death Benefit (Section 21548)

Tier 3: All employees, who were hired on or after January 1, 2013, and meet the definition of *new member*, as determined by CalPERS under PEPRA and related legislation, receive the following CalPERS retirement formula and optional benefits:

1. 2.7% @ 57 formula
2. Final Compensation 3 Years (Section 20037)



3. Member contribution rate of fifty percent of the expected normal cost rate, which is currently 26% (13.0% is employee's portion)
4. Unused Sick Leave Credit (Section 20965)
5. Military Service Credit (Section 21024 and 21027)
6. 1959 Survivor Benefit, Level 4 (21574)
7. Pre-Retirement Option 2W Death Benefit (Section 21548)

Employee Cost Sharing: CalPERS Classic Member Tier 1 & 2 employees shall make a 1% cost sharing contribution to the employer's contribution to CalPERS effective the first full payroll period after City Council approval of a CalPERS Contract Amendment providing for such payment commencing FY 23/24, but in no event sooner than the pay period including July 1, 2023.

**I. HEALTH/LIFE/VISION/DENTAL INSURANCE**

All employees receive the following contribution toward the purchase of CalPERS health insurance, which includes the required CalPERS monthly contribution:

City will pay an amount equal to 100% of Employee-only premium, 90% of Employee + one premium, and 89% of Employee + two or more (family coverage) premium for the **lowest-cost PPO plan offered by CalPERS**.

For calendar years 2024 and 2025, the City will contribute 100% of the dental and vision premiums for Employees and their dependents.

The city will pay up to a 5% increase in premiums for the calendar year 2026 and up to a 5% increase for the calendar year 2027 through the end of the 2027 calendar year. Employees will pay for any increase beyond 5%.

Life insurance is provided at \$50,000 per employee.

For retired employees, City contributes the required CalPERS monthly contribution towards CalPERS health plans, as selected by retiree.

**J. LONG-TERM DISABILITY ("LTD") INSURANCE PROGRAM**

Management employees do not participate in the California State Disability Insurance program. City provides LTD to its management employees and pays the cost for the plan.

**K. DEFERRED COMPENSATION PROGRAM**

Management employees receive a matching contribution up to \$1,500, per calendar year, paid to employee's deferred compensation plan, or approved retiree medical savings plan. City matching contributions are paid on a 2:1 basis (e.g., employee contributes \$2, City contributes \$1).

**L. LONGEVITY INCENTIVE**

Once annually, for employees who have been continuously employed with City for ten (10) years of full-time employment, City shall contribute to the employee's deferred compensation plan (Section 457 account) \$25 per year for each whole year of continuous full-time employment with City, plus an additional \$25 per year for each whole year of continuous full-time employment completed after ten (10) years.

For example:

If an employee has been employed full-time with the City for 10 years, the City will contribute \$250 that year (\$25 for each year of continuous full-time employment).

If an employee has been employed full-time with the City for 14 years, the City will contribute \$350 that year (\$25 for each year of continuous full-time employment).

Whole years of full-time employment shall be determined on September 1<sup>st</sup> of each year.

Fractions of a year will be rounded down to the nearest whole year.

Deposits into the deferred compensation plan shall be made in one lump sum no later than the second pay period in September.

**M. SPECIAL PAY**

Management employees may receive up to \$150 reimbursement per fiscal year, to purchase steel-toed shoes, as required in the performance of their job duties. Proof of purchase is required, and reimbursement is based on price paid, not to exceed \$150 per fiscal year. Once purchased, footwear must be worn while working.

**N. COMPENSATION ADJUSTMENTS**

Annual Cost of Living Adjustments (COLA) and/or equity adjustments may be given to management employees, as recommended by the City Manager and approved by the City Council, though neither is guaranteed.

1. Effective the pay period including July 1, 2024, City shall provide a 5% COLA increase to base salaries for all management employees (see Exhibit A updated salary table).
2. Effective the pay period including July 1, 2025, City shall provide a 5% COLA increase to base salaries for all management employees (see Exhibit B updated salary table).

3. Effective the pay period including July 1, 2026, the City shall provide a 5% COLA increase to base salaries for all management employees (see Exhibit C updated salary table).
4. Effective the pay period including July 1, 2024, in addition to the COLA above, City shall provide a 3% Equity Adjustment increase to base salaries for the Chief Building/Plans Examiner, City Clerk, Information Technology Manager, Recreation Services Manager, Planning Manager, Human Resources/Risk Manager, Accounting Manager, Senior Civil Engineer, Deputy Chief/Fire Marshal, and Police Commander.
5. Effective the pay period including July 1, 2025, in addition to the COLA above, City shall provide a 2% Equity Adjustment increase to base salaries for the Chief Building/Plans Examiner, City Clerk, Information Technology Manager, Recreation Services Manager, Planning Manager, Human Resources/Risk Manager, Accounting Manager, Senior Civil Engineer, and Police Commander, and a 1% Equity Adjustment increase to the base salary for the Deputy Chief/Fire Marshal.
6. Effective the pay period including July 1, 2026, in addition to the COLA above, City shall provide a 2% Equity Adjustment increase to base salaries for the Chief Building/Plans Examiner, City Clerk, Information Technology Manager, Recreation Services Manager, Planning Manager, Human Resources/Risk Manager, Accounting Manager, Senior Civil Engineer, and Police Commander, and a 1% Equity Adjustment increase to the base salary for the Deputy Chief/Fire Marshal.

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**O. EDUCATION REIMBURSEMENT**

City will reimburse its management employees for costs associated with job-related and job-required certifications, correspondence courses, and/or licenses (except Class III driver's license), upon successful completion of the examination or course by the employee. Written authorization, from the employee's Department Director, is required in advance. Reimbursement includes application fees, examination fees, and certificate fees. Renewal fees may be paid in advance by City. This provision does not apply to continuing education requirements.

City will provide a City vehicle, when available, for required transportation, and will permit paid time for employee to take examinations, scheduled during normal working hours. If no City vehicle is available, then City will reimburse mileage for the use of the management employee's personal vehicle, at current IRS mileage rates.

**PASSED AND ADOPTED**, by the City Council of the City of Morro Bay, at a regular meeting thereof held on the 8<sup>th</sup> day of April 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

RECUSE:

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CARLA WIXOM, Mayor

ATTEST:

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DANA SWANSON, City Clerk

**ATTACHMENT A  
MANAGEMENT PAY SCHEDULE  
EFFECTIVE APRIL 8, 2025**

POSITION	ANNUAL SALARY				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
MANAGEMENT ANALYST	81,619	85,696	89,981	94,474	99,195
POLICE SUPPORT SERVICES MANAGER	95,451	100,214	105,227	110,490	116,022
HARBOR BUSINESS MANAGER	95,451	100,214	105,227	110,490	116,022
MAINTENANCE DIVISION MANAGER	95,451	100,214	105,227	110,490	116,022
ADMINISTRATIVE PROGRAMS MANAGER	95,451	100,214	105,227	110,490	116,022
ASSISTANT TO THE CITY MANAGER/PUBLIC RELATIONS MANAGER	95,451	100,214	105,227	110,490	116,022
SENIOR PLANNER	95,451	100,214	105,227	110,490	116,022
CHIEF BUILDING INSP/PLANS EXAMINER	98,176	103,085	108,222	113,651	119,330
CITY CLERK	98,176	103,085	108,222	113,651	119,330
INFORMATION TECHNOLOGY MANAGER	98,176	103,085	108,222	113,651	119,330
RECREATION SERVICES MANAGER	98,176	103,085	108,222	113,651	119,330
PLANNING MANAGER	107,994	113,402	119,059	125,008	131,248
HUMAN RESOURCES/RISK MANAGER	107,994	113,402	119,059	125,008	131,248
ACCOUNTING MANAGER	107,994	113,402	119,059	125,008	131,248
SENIOR CIVIL ENGINEER	107,994	113,402	119,059	125,008	131,248
CITY ENGINEER	123,739	129,917	136,406	143,250	150,405
UTILITY DIVISION MANAGER	123,739	129,917	136,406	143,250	150,405
DEPUTY CHIEF / FIRE MARSHAL	131,186	137,758	144,622	151,861	159,453
POLICE COMMANDER	142,896	150,030	157,539	165,402	173,701

**ATTACHMENT B  
MANAGEMENT PAY SCHEDULE  
EFFECTIVE JULY 1, 2025**

POSITION	ANNUAL SALARY				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
MANAGEMENT ANALYST	85,696	89,981	94,474	99,195	104,146
POLICE SUPPORT SERVICES MANAGER	100,214	105,227	110,490	116,022	121,826
HARBOR BUSINESS MANAGER	100,214	105,227	110,490	116,022	121,826
MAINTENANCE DIVISION MANAGER	100,214	105,227	110,490	116,022	121,826
ADMINISTRATIVE PROGRAMS MANAGER	100,214	105,227	110,490	116,022	121,826
ASSISTANT TO THE CITY MANAGER/PUBLIC RELATIONS MANAGER	100,214	105,227	110,490	116,022	121,826
SENIOR PLANNER	100,214	105,227	110,490	116,022	121,826
CHIEF BUILDING INSP/PLANS EXAMINER	105,040	110,302	115,794	121,597	127,691
CITY CLERK	105,040	110,302	115,794	121,597	127,691
INFORMATION TECHNOLOGY MANAGER	105,040	110,302	115,794	121,597	127,691
RECREATION SERVICES MANAGER	105,040	110,302	115,794	121,597	127,691
PLANNING MANAGER	115,544	121,347	127,400	133,765	140,442
HUMAN RESOURCES/RISK MANAGER	115,544	121,347	127,400	133,765	140,442
ACCOUNTING MANAGER	115,544	121,347	127,400	133,765	140,442
SENIOR CIVIL ENGINEER	115,544	121,347	127,400	133,765	140,442
CITY ENGINEER	129,917	136,406	143,229	150,405	157,934
UTILITY DIVISION MANAGER	129,917	136,406	143,229	150,405	157,934
DEPUTY CHIEF / FIRE MARSHAL	139,048	146,016	153,296	160,971	169,021
POLICE COMMANDER	152,901	160,534	168,563	176,987	185,869

**ATTACHMENT C  
MANAGEMENT PAY SCHEDULE  
EFFECTIVE JULY 1, 2026**

POSITION	ANNUAL SALARY				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
MANAGEMENT ANALYST	89,981	94,474	99,195	104,146	109,346
POLICE SUPPORT SERVICES MANAGER	105,227	110,490	116,022	121,826	127,920
HARBOR BUSINESS MANAGER	105,227	110,490	116,022	121,826	127,920
MAINTENANCE DIVISION MANAGER	105,227	110,490	116,022	121,826	127,920
ADMINISTRATIVE PROGRAMS MANAGER	105,227	110,490	116,022	121,826	127,920
ASSISTANT TO THE CITY MANAGER/PUBLIC RELATIONS MANAGER	105,227	110,490	116,022	121,826	127,920
SENIOR PLANNER	105,227	110,490	116,022	121,826	127,920
CHIEF BUILDING INSP/PLANS EXAMINER	112,403	118,019	123,906	130,104	136,635
CITY CLERK	112,403	118,019	123,906	130,104	136,635
INFORMATION TECHNOLOGY MANAGER	112,403	118,019	123,906	130,104	136,635
RECREATION SERVICES MANAGER	112,403	118,019	123,906	130,104	136,635
PLANNING MANAGER	123,635	129,834	136,323	143,125	150,280
HUMAN RESOURCES/RISK MANAGER	123,635	129,834	136,323	143,125	150,280
ACCOUNTING MANAGER	123,635	129,834	136,323	143,125	150,280
SENIOR CIVIL ENGINEER	123,635	129,834	136,323	143,125	150,280
CITY ENGINEER	136,406	143,229	150,384	157,934	165,838
UTILITY DIVISION MANAGER	136,406	143,229	150,384	157,934	165,838
DEPUTY CHIEF / FIRE MARSHAL	147,389	154,773	162,490	170,622	179,171
POLICE COMMANDER	163,613	171,766	180,357	189,384	198,890