

CITY OF MORRO BAY
COMBINED PAY SCHEDULE

FISCAL YEAR 2024-25: Effective 4/8/2025

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

CITY OF MORRO BAY
COMBINED PAY SCHEDULE

FISCAL YEAR 2024-25: Effective 4/8/2025

HOURLY RATES							ANNUAL SALARY EQUIVALENT					
TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
RECREATION SUPERVISOR	34.45	36.18	37.99	39.89	41.88		71,656	75,254	79,019	82,971	87,110	
HARBOR PATROL OFFICER	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)	35.16	36.93	38.77	40.71	42.75		73,133	76,814	80,642	84,677	88,920	
IT SYSTEMS ANALYST	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
ENGINEERING TECHNICIAN IV	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
ASSISTANT ENGINEER	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
ASSOCIATE PLANNER	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
BUILDING INSPECTOR/PLANS EXAMINER	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
CONSOLIDATED MAINT FIELD SUPV	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
PUBLIC WORKS INSPECTOR	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
HARBOR BUSINESS COORD	38.94	40.89	42.93	45.08	47.33		80,995	85,051	89,294	93,766	98,446	
LEAD UTILITY OPERATOR	39.17	41.13	43.18	45.34	47.61		81,474	85,550	89,814	94,307	99,029	
OPERATIONAL TECHNOLOGY SPECIALIST	41.12	43.18	45.33	47.60	49.98		85,530	89,814	94,286	99,008	103,958	
HARBOR PATROL SUPERVISOR	42.66	44.79	47.03	49.38	51.86		88,733	93,163	97,822	102,710	107,869	
ASSOCIATE ENGINEER	44.19	46.40	48.72	51.16	53.72		91,915	96,512	101,338	106,413	111,738	
UTILITY DIVISION SUPERVISOR	44.19	46.40	48.72	51.16	53.72		91,915	96,512	101,338	106,413	111,738	
MORRO BAY PEACE OFFICERS' ASSOC.	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	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	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	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	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	50.67	53.21	55.87	58.67	61.59	64.68	105,394	110,677	116,210	122,034	128,107	134,534
MORRO BAY FIRE FIGHTERS ASSOC.	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
FIREFIGHTER	25.83	27.13	28.48	29.91	31.41		75,217	79,003	82,934	87,098	91,466	
FIREFIGHTER/PARAMEDIC	28.41	29.84	31.33	32.90	34.54		82,730	86,894	91,233	95,805	100,580	

CITY OF MORRO BAY
COMBINED PAY SCHEDULE

FISCAL YEAR 2024-25: Effective 4/8/2025

HOURLY RATES							ANNUAL SALARY EQUIVALENT					
TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
FIRE ENGINEER	28.24	29.66	31.14	32.69	34.33		82,235	86,370	90,680	95,193	99,969	
FIRE ENGINEER/PARAMEDIC	31.07	32.63	34.26	35.96	37.77		90,476	95,019	99,765	104,716	109,986	
FIRE CAPTAIN	32.48	34.08	35.79	37.58	39.46		94,582	99,241	104,220	109,433	114,908	
FIRE CAPTAIN/PARAMEDIC	35.72	37.50	39.38	41.34	43.42		104,017	109,200	114,675	120,382	126,439	
FIRE MARSHAL	38.55	40.47	42.49	44.61	46.85		112,258	117,849	123,731	129,904	136,427	
UNREPRESENTED CONFIDENTIAL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
HUMAN RESOURCES ANALYST I	31.96	33.56	35.24	36.99	38.84		66,477	69,805	73,299	76,939	80,787	
EXECUTIVE ASSISTANT/DEPUTY CLERK	34.34	36.06	37.85	39.75	41.74		71,427	75,005	78,728	82,680	86,819	
SENIOR ACCOUNTING TECHNICIAN	35.69	37.47	39.35	41.32	43.39		74,235	77,938	81,848	85,946	90,251	
FISCAL ANALYST	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
HUMAN RESOURCES ANALYST II	38.43	40.35	42.37	44.49	46.71		79,934	83,928	88,130	92,539	97,157	
UNREPRESENTED MANAGEMENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
MANAGEMENT ANALYST	39.24	41.20	43.26	45.42	47.69		81,619	85,696	89,981	94,474	99,195	
POLICE SUPPORT SERVICES MANAGER	45.89	48.18	50.59	53.12	55.78		95,451	100,214	105,227	110,490	116,022	
HARBOR BUSINESS MANAGER	45.89	48.18	50.59	53.12	55.78		95,451	100,214	105,227	110,490	116,022	
MAINTENANCE DIVISION MANAGER	45.89	48.18	50.59	53.12	55.78		95,451	100,214	105,227	110,490	116,022	
ADMINISTRATIVE PROGRAMS MANAGER	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	45.89	48.18	50.59	53.12	55.78		95,451	100,214	105,227	110,490	116,022	
SENIOR PLANNER	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	47.20	49.56	52.03	54.64	57.37		98,176	103,085	108,222	113,651	119,330	
CITY CLERK	47.20	49.56	52.03	54.64	57.37		98,176	103,085	108,222	113,651	119,330	
INFORMATION TECHNOLOGY MANAGER	47.20	49.56	52.03	54.64	57.37		98,176	103,085	108,222	113,651	119,330	
RECREATION SERVICES MANAGER	47.20	49.56	52.03	54.64	57.37		98,176	103,085	108,222	113,651	119,330	
PLANNING MANAGER	51.92	54.52	57.24	60.10	63.10		107,994	113,402	119,059	125,008	131,248	
HUMAN RESOURCES/RISK MANAGER	51.92	54.52	57.24	60.10	63.10		107,994	113,402	119,059	125,008	131,248	

CITY OF MORRO BAY
COMBINED PAY SCHEDULE

FISCAL YEAR 2024-25: Effective 4/8/2025

HOURLY RATES							ANNUAL SALARY EQUIVALENT					
TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
ACCOUNTING MANAGER	51.92	54.52	57.24	60.10	63.10		107,994	113,402	119,059	125,008	131,248	
SENIOR CIVIL ENGINEER	51.92	54.52	57.24	60.10	63.10		107,994	113,402	119,059	125,008	131,248	
CITY ENGINEER	59.49	62.46	65.58	68.87	72.31		123,739	129,917	136,406	143,250	150,405	
UTILITY DIVISION MANAGER	59.49	62.46	65.58	68.87	72.31		123,739	129,917	136,406	143,250	150,405	
DEPUTY CHIEF / FIRE MARSHAL	63.07	66.23	69.53	73.01	76.66		131,186	137,758	144,622	151,861	159,453	
POLICE COMMANDER	68.70	72.13	75.74	79.52	83.51		142,896	150,030	157,539	165,402	173,701	
DEPARTMENT HEADS/EXECUTIVE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
COMMUNITY DEVELOPMENT DIRECTOR	75.63	79.41	83.39	87.56	91.94		157,310	165,173	173,451	182,125	191,235	
PUBLIC WORKS DIRECTOR	75.63	79.41	83.39	87.56	91.94		157,310	165,173	173,451	182,125	191,235	
FINANCE DIRECTOR	75.63	79.41	83.39	87.56	91.94		157,310	165,173	173,451	182,125	191,235	
HARBOR VITALITY DIRECTOR	75.63	79.41	83.39	87.56	91.94		157,310	165,173	173,451	182,125	191,235	
FIRE CHIEF (Sworn)	77.05	80.90	84.95	89.19	93.65		160,264	168,272	176,696	185,515	194,792	
POLICE CHIEF (Sworn)	77.05	80.90	84.95	89.19	93.65		160,264	168,272	176,696	185,515	194,792	
CITY MANAGER	97.09	99.52	102.00	104.55	107.17		201,947	207,002	212,160	217,464	222,914	