

**CITY OF MORRO BAY
COMBINED PAY SCHEDULE**

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

TITLE	HOURLY RATES						ANNUAL SALARY EQUIVALENT					
	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	19.91	20.92	21.97	23.06	24.21		41,413	43,514	45,698	47,965	50,357	
ACCOUNT CLERK I	24.08	25.28	26.54	27.87	29.26		50,086	52,582	55,203	57,970	60,861	
CONSOLIDATED MAINTENANCE WRK I	24.08	25.28	26.54	27.87	29.26		50,086	52,582	55,203	57,970	60,861	
OFFICE ASST. III	24.08	25.28	26.54	27.87	29.26		50,086	52,582	55,203	57,970	60,861	
OFFICE ASST. IV	26.03	27.33	28.70	30.14	31.65		54,142	56,846	59,696	62,691	65,832	
ACCOUNT CLERK II	27.05	28.40	29.81	31.31	32.88		56,264	59,072	62,005	65,125	68,390	
CONSOLIDATED MAINTENANCE WRK II	27.05	28.40	29.81	31.31	32.88		56,264	59,072	62,005	65,125	68,390	
RECREATION SPECIALIST	27.05	28.40	29.81	31.31	32.88		56,264	59,072	62,005	65,125	68,390	
ACCOUNT CLERK III	28.96	30.42	31.94	33.53	35.21		60,237	63,274	66,435	69,742	73,237	
CONSOLIDATED MAINTENANCE WRK III	28.96	30.42	31.94	33.53	35.21		60,237	63,274	66,435	69,742	73,237	
PERMIT TECHNICIAN	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
ADMINISTRATIVE TECHNICIAN	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
BUILDING PERMIT TECHNICIAN I	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
SUPPORT SERVICES TECHNICIAN	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
PROPERTY EVIDENCE CLERK	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
COMMUNITY SERVICES OFFICER	29.48	30.94	32.50	34.13	35.84		61,318	64,355	67,600	70,990	74,547	
MECHANIC	30.42	31.94	33.54	35.22	36.98		63,274	66,435	69,763	73,258	76,918	
RECREATION COORDINATOR	30.42	31.94	33.54	35.22	36.98		63,274	66,435	69,763	73,258	76,918	
ENGINEERING TECHNICIAN III	34.45	36.17	37.99	39.89	41.88		71,656	75,234	79,019	82,971	87,110	
MAINTENANCE LEADWORKER	34.45	36.17	37.99	39.89	41.88		71,656	75,234	79,019	82,971	87,110	
BUILDING PERMIT TECHNICIAN II	34.45	36.17	37.99	39.89	41.88		71,656	75,234	79,019	82,971	87,110	
UTILITY OPERATOR	34.51	36.24	38.05	39.94	41.95		71,781	75,379	79,144	83,075	87,256	
UTILITY SUPPORT COORDINATOR	34.51	36.24	38.05	39.94	41.95		71,781	75,379	79,144	83,075	87,256	
ASSISTANT PLANNER	35.89	38.26	39.55	41.54	43.62		74,651	79,581	82,264	86,403	90,730	
BUILDING INSPECTOR	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	36.06	37.86	39.74	41.74	43.83		75,005	78,749	82,659	86,819	91,166	
RECREATION SUPERVISOR	36.17	37.99	39.89	41.88	43.97		75,234	79,019	82,971	87,110	91,458	

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	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
HARBOR PATROL OFFICER	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)	36.92	38.78	40.71	42.75	44.89		76,794	80,662	84,677	88,920	93,371	
IT SYSTEMS ANALYST	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
ENGINEERING TECHNICIAN IV	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
ASSISTANT ENGINEER	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
ASSOCIATE PLANNER	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
BUILDING INSPECTOR/PLANS EXAMINER	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
CONSOLIDATED MAINT FIELD SUPV	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
PUBLIC WORKS INSPECTOR	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
LEAD UTILITY OPERATOR	41.13	43.19	45.34	47.61	49.99		85,550	89,835	94,307	99,029	103,979	
OPERATIONAL TECHNOLOGY SPECIALIST	43.18	45.34	47.60	49.98	52.48		89,814	94,307	99,008	103,958	109,158	
HARBOR PATROL SUPERVISOR	44.79	47.03	49.38	51.85	54.45		93,163	97,822	102,710	107,848	113,256	
ASSOCIATE ENGINEER	46.40	48.72	51.16	53.72	56.41		96,512	101,338	106,413	111,738	117,333	
UTILITY DIVISION SUPERVISOR	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. (Sworn)	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	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	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	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	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	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. (Sworn)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
FIREFIGHTER	27.38	28.76	30.19	31.70	33.29	79,731	83,749	87,913	92,310	96,940
FIREFIGHTER/PARAMEDIC	30.11	31.63	33.21	34.87	36.61	87,680	92,107	96,708	101,541	106,608
FIRE ENGINEER	29.93	31.44	33.01	34.65	36.39	87,156	91,553	96,125	100,901	105,968
FIRE ENGINEER/PARAMEDIC	32.93	34.59	36.32	38.12	40.04	95,892	100,726	105,764	111,005	116,596
FIRE CAPTAIN	34.43	36.12	37.94	39.83	41.83	100,260	105,181	110,481	115,985	121,809

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FIRE CAPTAIN/PARAMEDIC	37.86	39.75	41.74	43.82	46.03		110,248	115,752	121,547	127,604	134,039	
FIRE MARSHAL	40.86	42.90	45.04	47.29	49.66		118,984	124,925	131,156	137,708	144,610	

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	33.56	35.24	37.00	38.84	40.78		69,805	73,299	76,960	80,787	84,822	
EXECUTIVE ASSISTANT/DEPUTY CLERK	36.06	37.86	39.74	41.74	43.83		75,005	78,749	82,659	86,819	91,166	
SENIOR ACCOUNTING TECHNICIAN	37.47	39.34	41.32	43.39	45.56		77,938	81,827	85,946	90,251	94,765	
FISCAL ANALYST	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	
HUMAN RESOURCES ANALYST II	40.35	42.37	44.49	46.71	49.05		83,928	88,130	92,539	97,157	102,024	

UNREPRESENTED MANAGEMENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
MANAGEMENT ANALYST	41.20	43.26	45.42	47.69	50.07		85,696	89,981	94,474	99,195	104,146	
POLICE SUPPORT SERVICES MANAGER	48.18	50.59	53.12	55.78	58.57		100,214	105,227	110,490	116,022	121,826	
HARBOR BUSINESS MANAGER	48.18	50.59	53.12	55.78	58.57		100,214	105,227	110,490	116,022	121,826	
MAINTENANCE DIVISION MANAGER	48.18	50.59	53.12	55.78	58.57		100,214	105,227	110,490	116,022	121,826	
ADMINISTRATIVE PROGRAMS MANAGER	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	48.18	50.59	53.12	55.78	58.57		100,214	105,227	110,490	116,022	121,826	
SENIOR PLANNER	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	50.50	53.03	55.67	58.46	61.39		105,040	110,302	115,794	121,597	127,691	
CITY CLERK	50.50	53.03	55.67	58.46	61.39		105,040	110,302	115,794	121,597	127,691	
INFORMATION TECHNOLOGY MANAGER	50.50	53.03	55.67	58.46	61.39		105,040	110,302	115,794	121,597	127,691	
RECREATION SERVICES MANAGER	50.50	53.03	55.67	58.46	61.39		105,040	110,302	115,794	121,597	127,691	
PLANNING MANAGER	55.55	58.34	61.25	64.31	67.52		115,544	121,347	127,400	133,765	140,442	
HUMAN RESOURCES/RISK MANAGER	55.55	58.34	61.25	64.31	67.52		115,544	121,347	127,400	133,765	140,442	
ACCOUNTING MANAGER	55.55	58.34	61.25	64.31	67.52		115,544	121,347	127,400	133,765	140,442	
SENIOR CIVIL ENGINEER	55.55	58.34	61.25	64.31	67.52		115,544	121,347	127,400	133,765	140,442	
CITY ENGINEER	62.46	65.58	68.86	72.31	75.93		129,917	136,406	143,229	150,405	157,934	
UTILITY DIVISION MANAGER	62.46	65.58	68.86	72.31	75.93		129,917	136,406	143,229	150,405	157,934	

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DEPUTY CHIEF / FIRE MARSHAL	66.85	70.20	73.70	77.39	81.26		139,048	146,016	153,296	160,971	169,021	
POLICE COMMANDER	73.51	77.18	81.04	85.09	89.36		152,901	160,534	168,563	176,987	185,869	

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	79.41	83.38	87.56	91.94	96.54	165,173	173,430	182,125	191,235	200,803
PUBLIC WORKS DIRECTOR	79.41	83.38	87.56	91.94	96.54	165,173	173,430	182,125	191,235	200,803
FINANCE DIRECTOR	79.41	83.38	87.56	91.94	96.54	165,173	173,430	182,125	191,235	200,803
HARBOR VITALITY DIRECTOR	79.41	83.38	87.56	91.94	96.54	165,173	173,430	182,125	191,235	200,803
FIRE CHIEF (Sworn)	80.90	84.95	89.20	93.65	98.33	168,272	176,696	185,536	194,792	204,526
POLICE CHIEF (Sworn)	80.90	84.95	89.20	93.65	98.33	168,272	176,696	185,536	194,792	204,526
CITY MANAGER	101.94	104.50	107.10	109.78	112.53	212,035	217,360	222,768	228,342	234,062