

CITY OF MORRO BAY

COMBINED PAY SCHEDULE

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

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

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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
IT SYSTEMS ANALYST	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
ENGINEERING TECHNICIAN IV	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
ASSISTANT ENGINEER	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
ASSOCIATE PLANNER	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
BUILDING INSPECTOR/PLANS EXAMINER	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
CONSOLIDATED MAINT FIELD SUPV	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
PUBLIC WORKS INSPECTOR	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
LEAD UTILITY OPERATOR	43.19	45.35	47.61	49.99	52.49		89,835	94,328	99,029	103,979	109,179	
OPERATIONAL TECHNOLOGY SPECIALIST	45.34	47.61	49.98	52.48	55.10		94,307	99,029	103,958	109,158	114,608	
HARBOR PATROL SUPERVISOR	47.03	49.38	51.85	54.44	57.17		97,822	102,710	107,848	113,235	118,914	
ASSOCIATE ENGINEER	48.72	51.16	53.72	56.41	59.23		101,338	106,413	111,738	117,333	123,198	
UTILITY DIVISION SUPERVISOR	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. (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	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	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	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	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	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. (Sworn)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
FIREFIGHTER	29.02	30.49	32.00	33.60	35.29	84,506	88,787	93,184	97,843	102,764
FIREFIGHTER/PARAMEDIC	31.92	33.53	35.20	36.96	38.81	92,951	97,639	102,502	107,628	113,015
FIRE ENGINEER	31.73	33.33	34.99	36.73	38.57	92,398	97,057	101,891	106,958	112,316
FIRE ENGINEER/PARAMEDIC	34.91	36.67	38.50	40.41	42.44	101,658	106,783	112,112	117,674	123,585
FIRE CAPTAIN	36.50	38.29	40.22	42.22	44.34	106,288	111,500	117,121	122,945	129,118
FIRE CAPTAIN/PARAMEDIC	40.13	42.14	44.24	46.45	48.79	116,859	122,712	128,827	135,262	142,076
FIRE MARSHAL	43.31	45.47	47.74	50.13	52.64	126,119	132,409	139,019	145,979	153,288

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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	35.24	37.00	38.85	40.78	42.82		73,299	76,960	80,808	84,822	89,066	
EXECUTIVE ASSISTANT/DEPUTY CLERK	37.86	39.75	41.73	43.83	46.02		78,749	82,680	86,798	91,166	95,722	
SENIOR ACCOUNTING TECHNICIAN	39.34	41.31	43.39	45.56	47.84		81,827	85,925	90,251	94,765	99,507	
FISCAL ANALYST	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
HUMAN RESOURCES ANALYST II	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	

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

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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	83.38	87.55	91.94	96.54	101.37		173,430	182,104	191,235	200,803	210,850	
PUBLIC WORKS DIRECTOR	83.38	87.55	91.94	96.54	101.37		173,430	182,104	191,235	200,803	210,850	
FINANCE DIRECTOR	83.38	87.55	91.94	96.54	101.37		173,430	182,104	191,235	200,803	210,850	
HARBOR VITALITY DIRECTOR	83.38	87.55	91.94	96.54	101.37		173,430	182,104	191,235	200,803	210,850	
FIRE CHIEF (Sworn)	84.95	89.20	93.66	98.33	103.25		176,696	185,536	194,813	204,526	214,760	
POLICE CHIEF (Sworn)	84.95	89.20	93.66	98.33	103.25		176,696	185,536	194,813	204,526	214,760	
CITY MANAGER	107.04	109.73	112.46	115.27	118.16		222,643	228,238	233,917	239,762	245,773	