

CITY OF MORRO BAY
COMBINED PAY SCHEDULE
FISCAL YEAR 2025-26: Effective 08/12/2025

		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
SEIU LOCAL 620	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
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	
COLLECTIONS AND PRETREATMENT 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	
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	

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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
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	
LEAD UTILITY OPERATOR	MISC	41.13	43.19	45.34	47.61	49.99		85,550	89,835	94,307	99,029	103,979	
WATER RESOURCES COMPLIANCE SPECIALIST	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	
UTILITY DIVISION SUPERVISOR	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. (Sworn)	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. (Sworn)	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

UNREPRESENTED CONFIDENTIAL	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
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

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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
UNREPRESENTED MANAGEMENT	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
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	48.18	50.59	53.12	55.78	58.57		100,214	105,227	110,490	116,022	121,826	
HARBOR BUSINESS MANAGER	MGMT	48.18	50.59	53.12	55.78	58.57		100,214	105,227	110,490	116,022	121,826	
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	
UTILITIES PROJECT MANAGER	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	

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
HARBOR VITALITY 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 ATTORNEY	CA	107.04	109.73	112.46	115.27	118.16	222,643	228,238	233,917	239,762	245,773
CITY MANAGER	CM	115.76	118.65	121.62	124.66	127.78	240,777	246,797	252,967	259,291	265,773