

**CITY OF MORRO BAY**  
**COMBINED PAY SCHEDULE**  
**FISCAL YEAR 2026-27: Effective 07/01/2026**

		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
<b>SEIU LOCAL 620</b>	<b>GROUP</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>		<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	
ACCOUNT CLERK IN-TRAINING	MISC	20.91	21.97	23.07	24.21	25.42		43,493	45,698	47,986	50,357	52,874	
ACCOUNT CLERK I	MISC	25.28	26.54	27.87	29.26	30.72		52,582	55,203	57,970	60,861	63,898	
CONSOLIDATED MAINTENANCE WRK I	MISC	25.28	26.54	27.87	29.26	30.72		52,582	55,203	57,970	60,861	63,898	
OFFICE ASST. III	MISC	25.28	26.54	27.87	29.26	30.72		52,582	55,203	57,970	60,861	63,898	
OFFICE ASST. IV	MISC	27.33	28.70	30.14	31.65	33.23		56,846	59,696	62,691	65,832	69,118	
ACCOUNT CLERK II	MISC	28.40	29.82	31.30	32.88	34.52		59,072	62,026	65,104	68,390	71,802	
CONSOLIDATED MAINTENANCE WRK II	MISC	28.40	29.82	31.30	32.88	34.52		59,072	62,026	65,104	68,390	71,802	
RECREATION SPECIALIST	MISC	28.40	29.82	31.30	32.88	34.52		59,072	62,026	65,104	68,390	71,802	
ACCOUNT CLERK III	MISC	30.41	31.94	33.54	35.21	36.97		63,253	66,435	69,763	73,237	76,898	
CONSOLIDATED MAINTENANCE WRK III	MISC	30.41	31.94	33.54	35.21	36.97		63,253	66,435	69,763	73,237	76,898	
PERMIT TECHNICIAN	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
ADMINISTRATIVE TECHNICIAN	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
BUILDING PERMIT TECHNICIAN I	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
SUPPORT SERVICES TECHNICIAN	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
PROPERTY EVIDENCE CLERK	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
COMMUNITY SERVICES OFFICER	MISC	30.95	32.49	34.13	35.84	37.63		64,376	67,579	70,990	74,547	78,270	
MECHANIC	MISC	31.94	33.54	35.22	36.98	38.83		66,435	69,763	73,258	76,918	80,766	
RECREATION COORDINATOR	MISC	31.94	33.54	35.22	36.98	38.83		66,435	69,763	73,258	76,918	80,766	
ENGINEERING TECHNICIAN III	MISC	36.17	37.98	39.89	41.88	43.97		75,234	78,998	82,971	87,110	91,458	
MAINTENANCE LEADWORKER	MISC	36.17	37.98	39.89	41.88	43.97		75,234	78,998	82,971	87,110	91,458	
BUILDING PERMIT TECHNICIAN II	MISC	36.17	37.98	39.89	41.88	43.97		75,234	78,998	82,971	87,110	91,458	
UTILITY OPERATOR	MISC	36.24	38.05	39.95	41.94	44.05		75,379	79,144	83,096	87,235	91,624	
COLLECTIONS AND PRETREATMENT OPERATOR	MISC	36.24	38.05	39.95	41.94	44.05		75,379	79,144	83,096	87,235	91,624	
UTILITY SUPPORT COORDINATOR	MISC	36.24	38.05	39.95	41.94	44.05		75,379	79,144	83,096	87,235	91,624	
ASSISTANT PLANNER	MISC	37.68	40.17	41.53	43.62	45.80		78,374	83,554	86,382	90,730	95,264	
BUILDING INSPECTOR	MISC	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	MISC	37.86	39.75	41.73	43.83	46.02		78,749	82,680	86,798	91,166	95,722	
RECREATION SUPERVISOR	MISC	37.98	39.89	41.88	43.97	46.17		78,998	82,971	87,110	91,458	96,034	
HARBOR PATROL OFFICER	MISC	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)	MISC	38.77	40.72	42.75	44.89	47.13		80,642	84,698	88,920	93,371	98,030	
IT SYSTEMS ANALYST	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
ENGINEERING TECHNICIAN IV	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
ASSISTANT ENGINEER	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
ASSOCIATE PLANNER	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
BUILDING INSPECTOR/PLANS EXAMINER	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	
CONSOLIDATED MAINT FIELD SUPV	MISC	42.37	44.49	46.71	49.05	51.50		88,130	92,539	97,157	102,024	107,120	

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

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

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	43.26	45.42	47.69	50.07	52.57	89,981	94,474	99,195	104,146	109,346
POLICE SUPPORT SERVICES MANAGER	MGMT	50.59	53.12	55.78	58.57	61.50	105,227	110,490	116,022	121,826	127,920
HARBOR BUSINESS MANAGER	MGMT	50.59	53.12	55.78	58.57	61.50	105,227	110,490	116,022	121,826	127,920

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

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	83.38	87.55	91.94	96.54	101.37	173,430	182,104	191,235	200,803	210,850
PUBLIC WORKS DIRECTOR	EXEC	83.38	87.55	91.94	96.54	101.37	173,430	182,104	191,235	200,803	210,850
FINANCE DIRECTOR	EXEC	83.38	87.55	91.94	96.54	101.37	173,430	182,104	191,235	200,803	210,850
HARBOR VITALITY DIRECTOR	EXEC	83.38	87.55	91.94	96.54	101.37	173,430	182,104	191,235	200,803	210,850
FIRE CHIEF (Sworn)	EXEC	84.95	89.20	93.66	98.33	103.25	176,696	185,536	194,813	204,526	214,760
POLICE CHIEF (Sworn)	EXEC	84.95	89.20	93.66	98.33	103.25	176,696	185,536	194,813	204,526	214,760
CITY ATTORNEY	CA	112.39	115.22	118.08	121.03	124.07	233,771	239,658	245,606	251,742	258,066
CITY MANAGER	CM	115.76	118.65	121.62	124.66	127.78	240,777	246,797	252,967	259,291	265,773