

# Exhibit D



## City of Paso Robles Wage Schedule

Adopted: November 7, 2023

Effective Date: November 7, 2023

### Full-Time Biweekly Rates

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Group
Administrative Assistant I	\$1,726.19	\$1,831.40	\$1,944.13	\$2,063.24	\$2,190.37	SEIU
Maintenance Specialist I	\$1,726.19	\$1,831.40	\$1,944.13	\$2,063.24	\$2,190.37	SEIU
Administrative Assistant II	\$1,944.13	\$2,063.24	\$2,189.29	\$2,324.43	\$2,467.06	SEIU
Maintenance Specialist II	\$1,944.13	\$2,063.24	\$2,189.29	\$2,324.43	\$2,467.06	SEIU
Maintenance Specialist I (W/WW)	\$1,983.39	\$2,104.38	\$2,234.02	\$2,370.99	\$2,517.20	SEIU
Administrative Assistant III	\$2,200.50	\$2,335.66	\$2,478.82	\$2,629.98	\$2,792.37	SEIU/MGMT
Maintenance Specialist III	\$2,200.50	\$2,335.66	\$2,478.82	\$2,629.98	\$2,792.37	SEIU
Technician I	\$2,200.50	\$2,335.66	\$2,478.82	\$2,629.98	\$2,792.37	SEIU
Equipment Mechanic I						
Technician I (W/WW)	\$2,243.78	\$2,381.61	\$2,527.96	\$2,682.32	\$2,847.39	SEIU
Laboratory Technician I						
Wastewater Treatment Plant Operator I						
Water Treatment Operator I						
Water Quality Technician I						
Maintenance Specialist II (W/WW)	\$2,278.24	\$2,417.69	\$2,565.71	\$2,724.20	\$2,891.28	SEIU
Technician II	\$2,370.93	\$2,516.19	\$2,670.58	\$2,834.02	\$3,008.17	SEIU
Community Services Officer						
Crime Analyst						
Engineering Technician II						
Equipment Mechanic II						
Planning Technician						
Police Officer Recruit						
Technician II (W/WW)	\$2,484.76	\$2,636.84	\$2,798.24	\$2,969.52	\$3,151.78	SEIU
Laboratory Technician II						
Water Treatment Operator II						
Wastewater Treatment Plant Operator II						
Water Quality Technician II						
Dispatcher	\$2,503.60	\$2,656.42	\$2,818.66	\$2,990.93	\$3,173.75	POA
Maintenance Specialist III (W/WW)	\$2,507.31	\$2,661.41	\$2,825.04	\$2,997.63	\$3,182.18	SEIU

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Technician III	\$2,737.35	\$2,905.60	\$3,082.95	\$3,273.08	\$3,473.94	SEIU
Assistant Planner						
Building Inspector						
Development Services Technician						
Engineering Inspector						
Engineering Technician III						
Fire Prevention Specialist I						
Information Systems Technician III						
Supervisor/Professional/Coordinator I	\$2,737.35	\$2,905.60	\$3,082.95	\$3,273.08	\$3,473.94	SEIU/MGMT
Administrative Services Coordinator						
Adult Services Librarian						
Aquatics Coordinator						
Civic Engagement Coordinator						
Executive Assistant/Deputy City Clerk						
Facilities Maintenance Supervisor						
Fleet Supervisor						
Human Resources Specialist						
Landscape Supervisor						
Librarian						
Outreach Services Librarian						
Parking Coordinator						
Parks and Trails Supervisor						
Payroll/Risk Coordinator						
Records Supervisor						
Recreation Marketing Coordinator						
Senior Accountant						
Streets Maintenance Supervisor						
Technical Services Librarian						
Utility Billing Supervisor						
Volunteer Coordinator						
Technician III (W/WW)	\$2,791.31	\$2,962.76	\$3,144.37	\$3,337.73	\$3,542.86	SEIU
Wastewater Treatment Plant Operator III						
Water Treatment Operator III						

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## City of Paso Robles Wage Schedule

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Water Distribution Chief Operator	\$2,791.31	\$2,962.76	\$3,144.37	\$3,337.73	\$3,542.86	SEIU
Firefighter*	\$2,785.44	\$2,957.92	\$3,140.48	\$3,334.24	\$3,539.20	IAFF
Dispatch Supervisor	\$2,999.70	\$3,183.08	\$3,377.78	\$3,584.49	\$3,803.87	POA
Technician IV	\$3,008.17	\$3,192.98	\$3,389.02	\$3,596.26	\$3,817.40	SEIU
Fire Prevention Specialist II						
Information Systems Technician IV						
Senior Building Inspector						
Senior Engineering Inspector						
Senior Water Quality Inspector						
City Clerk	\$3,064.99	\$3,253.56	\$3,453.34	\$3,665.38	\$3,890.80	MGMT
Technical Supervisor I (W/WW)	\$3,066.91	\$3,255.48	\$3,455.26	\$3,667.31	\$3,892.72	SEIU
Wastewater Collections Supervisor						
Wastewater Laboratory Supervisor						
Water Quality Supervisor						
Professional Manager I	\$3,145.11	\$3,336.86	\$3,542.52	\$3,759.95	\$3,991.21	MGMT
Associate Development Review Engineer						
Associate Planner						
Development Services Manager						
Firefighter/Paramedic*	\$3,123.68	\$3,316.32	\$3,521.28	\$3,738.56	\$3,969.28	IAFF
Fire Engineer*	\$3,217.76	\$3,417.12	\$3,627.68	\$3,850.56	\$4,088.00	IAFF
Police Officer	\$3,318.35	\$3,519.89	\$3,736.00	\$3,964.48	\$4,207.57	POA
Technical Supervisor II (W/WW)	\$3,387.41	\$3,595.73	\$3,815.81	\$4,051.39	\$4,300.28	SEIU
Wastewater Chief Plant Operator						
Water Distribution Supervisor						
Water Chief Plant Operator						
Fire Engineer/Paramedic	\$3,605.28	\$3,828.16	\$4,064.48	\$4,314.24	\$4,580.80	IAFF
Professional Manager II	\$3,731.08	\$3,961.85	\$4,205.43	\$4,464.46	\$4,739.58	MGMT
Airport Manager						
Assistant Capital Projects Engineer						
Deputy Building Official						
GIS Analyst						
Industrial Waste Manager						
Maintenance Services Superintendent						

# Exhibit D



## City of Paso Robles Wage Schedule

Adopted: November 7, 2023

Effective Date: November 7, 2023

Recreation Services Manager						
Senior Development Review Engineer						
Senior Planner						
Solid Waste Manager						
Support Services Manager						
Stormwater Manager						
Water Utility Engineer						
Fire Captain*	\$3,861.76	\$4,099.20	\$4,352.32	\$4,621.12	\$4,905.60	IAFF
Sergeant	\$4,175.22	\$4,430.63	\$4,702.83	\$4,992.33	\$5,298.62	POA
Fire Captain/Paramedic*	\$4,352.32	\$4,621.12	\$4,905.60	\$5,209.12	\$5,530.56	IAFF
Professional Manager III	\$4,762.53	\$5,056.89	\$5,368.31	\$5,698.40	\$6,049.34	MGMT
Building Official						
Capital Projects Engineer						
City Engineer						
City Librarian						
City Planner						
Finance Manager						
Human Resources/Risk Manager						
Information Technology Manager						
Public Works Operations Manager						
Recycled Water Manager						
Utilities Planning and Engineering Manager						
Wastewater Manager						
Water Resources Manager						
Fire Battalion Chief *	\$5,255.04	\$5,578.72	\$5,922.56	\$6,287.68	\$6,675.20	MGMT
Police Commander	\$5,623.04	\$5,969.49	\$6,336.83	\$6,726.72	\$7,141.35	MGMT
Deputy Fire Chief	\$5,887.55	\$6,251.98	\$6,639.01	\$7,050.04	\$7,486.54	MGMT
Executive Manager	\$5,958.00	\$6,326.03	\$6,715.41	\$7,129.37	\$7,568.45	MGMT
Administrative Services Director						
Assistant City Manager						
Community Development Director						
Community Services Director						
Public Works Director						

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## City of Paso Robles Wage Schedule

Adopted: November 7, 2023

Effective Date: November 7, 2023

Utilities Director							
Safety Executive Manager	\$6,574.40	\$6,980.22	\$7,410.24	\$7,867.22	\$8,351.14	MGMT	
Fire Chief							
Police Chief							
City Manager	\$9,501.30				\$9,501.30	Contract	

\*Bi-weekly and annual totals are based on the average number of hours worked over a 3 year period.

# Exhibit D



## City of Paso Robles Wage Schedule

Adopted: November 7, 2023

Effective Date: November 7, 2023

### Part-Time Hourly Rates

Job Title	Step 1	Step 2	Step 3	Step 4	Group
Staff Aide	\$16.20	\$16.74	\$17.28	\$17.82	Part-Time
Clerical/Customer Service Aide					
Maintenance Aide					
Recreation Aide					
Aquatics Office Assistant	\$16.74	\$17.28	\$17.82	\$18.36	Part-Time
Staff Assistant I	\$17.82	\$18.36	\$18.90	\$19.44	Part-Time
Library Assistant I					
Recreation Leader I					
Entry-Level Labor/Maintenance					
Lifeguard/Swim Instructor	\$17.28	\$18.36	\$19.44	\$20.52	Part-Time
Staff Assistant II	\$20.25	\$20.79	\$21.33	\$21.87	Part-Time
Journey-Level Labor/Maintenance					
Library Assistant II					
Police Records Cadet					
Recreation Leader II					
Staff Assistant III	\$22.95	\$23.49	\$24.03	\$24.57	Part-Time
Advanced-Level Labor/Maintenance					
Assistant Police Dispatcher					
Community Services Officer					
Engineering Intern					
Library Assistant III					
Planning Intern					
Water Conservation Assistant					
Assistant Pool Manager	\$22.14	\$23.22	\$24.30	\$25.38	Part-Time
Staff Assistant IV	\$26.73	\$27.54	\$28.35	\$29.16	Part-Time
Level II Police Officer					
Library Coordinator					
Pool Manager					
Recreation Coordinator					



## City of Paso Robles Wage Schedule

Adopted: November 7, 2023

Effective Date: January 7, 2024

### Full-Time Annual Rates

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Group
Administrative Assistant I	\$46,676.24	\$49,521.16	\$52,569.40	\$55,790.02	\$59,227.48	SEIU
Maintenance Specialist I	\$46,676.24	\$49,521.16	\$52,569.40	\$55,790.02	\$59,227.48	SEIU
Administrative Assistant II	\$52,569.40	\$55,790.02	\$59,198.36	\$62,852.66	\$66,709.24	SEIU
Maintenance Specialist II	\$52,569.40	\$55,790.02	\$59,198.36	\$62,852.66	\$66,709.24	SEIU
Maintenance Specialist I (W/WW)	\$53,630.98	\$56,902.56	\$60,407.88	\$64,111.58	\$68,065.14	SEIU
Administrative Assistant III	\$59,501.52	\$63,156.34	\$67,027.22	\$71,114.68	\$75,505.56	SEIU/MGMT
Maintenance Specialist III	\$59,501.52	\$63,156.34	\$67,027.22	\$71,114.68	\$75,505.56	SEIU
Technician I	\$59,501.52	\$63,156.34	\$67,027.22	\$71,114.68	\$75,505.56	SEIU
Equipment Mechanic I						
Technician I (W/WW)	\$60,671.78	\$64,398.62	\$68,356.08	\$72,529.86	\$76,993.54	SEIU
Laboratory Technician I						
Wastewater Treatment Plant Operator I						
Water Treatment Operator I						
Water Quality Technician I						
Maintenance Specialist II (W/WW)	\$61,603.62	\$65,374.40	\$69,376.84	\$73,662.42	\$78,180.18	SEIU
Technician II	\$64,110.02	\$68,037.84	\$72,212.40	\$76,631.88	\$81,341.00	SEIU
Community Services Officer						
Crime Analyst						
Engineering Technician II						
Equipment Mechanic II						
Planning Technician						
Police Officer Recruit						
Technician II (W/WW)	\$67,187.90	\$71,300.06	\$75,664.42	\$80,295.80	\$85,224.10	SEIU
Laboratory Technician II						
Water Treatment Operator II						
Wastewater Treatment Plant Operator II						
Water Quality Technician II						
Maintenance Specialist III (W/WW)	\$67,797.60	\$71,964.62	\$76,389.04	\$81,056.04	\$86,046.22	SEIU
Dispatcher	\$69,650.10	\$73,901.62	\$78,415.22	\$83,207.80	\$88,293.66	POA

# Exhibit E



## City of Paso Robles Wage Schedule

Adopted: November 7, 2023

Effective Date: January 7, 2024

Technician III	\$74,017.84	\$78,567.32	\$83,363.02	\$88,504.00	\$93,935.40	SEIU
Assistant Planner						
Building Inspector						
Development Services Technician						
Engineering Inspector						
Engineering Technician III						
Fire Prevention Specialist I						
Information Systems Technician III						
Supervisor/Professional/Coordinator I	\$74,017.84	\$78,567.32	\$83,363.02	\$88,504.00	\$93,935.40	SEIU/MGMT
Administrative Services Coordinator						
Adult Services Librarian						
Aquatics Coordinator						
Civic Engagement Coordinator						
Executive Assistant/Deputy City Clerk						
Facilities Maintenance Supervisor						
Fleet Supervisor						
Human Resources Specialist						
Landscape Supervisor						
Librarian						
Outreach Services Librarian						
Parking Coordinator						
Parks and Trails Supervisor						
Payroll/Risk Coordinator						
Records Supervisor						
Recreation Marketing Coordinator						
Senior Accountant						
Streets Maintenance Supervisor						
Technical Services Librarian						
Utility Billing Supervisor						
Volunteer Coordinator						





## City of Paso Robles Wage Schedule

Adopted: November 7, 2023

Effective Date: January 7, 2024

Technician III (W/WW)	\$75,476.96	\$80,113.02	\$85,023.64	\$90,252.24	\$95,798.82	SEIU
Wastewater Treatment Plant Operator III						
Water Treatment Operator III						
Water Distribution Chief Operator	\$75,476.96	\$80,113.02	\$85,023.64	\$90,252.24	\$95,798.82	SEIU
Firefighter*	\$77,488.32	\$82,293.12	\$87,360.00	\$92,747.20	\$98,454.72	IAFF
Technician IV	\$81,341.00	\$86,338.20	\$91,639.08	\$97,242.86	\$103,222.60	SEIU
Fire Prevention Specialist II						
Information Systems Technician IV						
Senior Building Inspector						
Senior Engineering Inspector						
Senior Water Quality Inspector						
City Clerk	\$82,877.34	\$87,976.20	\$93,378.22	\$99,112.00	\$105,207.18	MGMT
Technical Supervisor I (W/WW)	\$82,929.34	\$88,028.20	\$93,430.22	\$99,164.00	\$105,259.18	SEIU
Wastewater Collections Supervisor						
Wastewater Laboratory Supervisor						
Water Quality Supervisor						
Dispatch Supervisor	\$83,451.68	\$88,553.40	\$93,969.72	\$99,720.40	\$105,823.64	POA
Professional Manager I	\$85,043.66	\$90,228.58	\$95,789.72	\$101,669.10	\$107,922.36	MGMT
Associate Development Review Engineer						
Associate Planner						
Development Services Manager						
Firefighter/Paramedic*	\$86,894.08	\$92,252.16	\$97,959.68	\$104,016.64	\$110,423.04	IAFF
Fire Engineer*	\$89,514.88	\$95,076.80	\$100,929.92	\$107,132.48	\$113,742.72	IAFF
Technical Supervisor II (W/WW)	\$91,595.66	\$97,228.56	\$103,179.44	\$109,549.70	\$116,279.54	SEIU
Wastewater Chief Plant Operator						
Water Distribution Supervisor						
Water Chief Plant Operator						
Police Officer	\$92,316.38	\$97,923.28	\$103,935.52	\$110,291.74	\$117,054.60	POA
Fire Engineer/Paramedic	\$100,289.28	\$106,491.84	\$113,072.96	\$120,032.64	\$127,429.12	IAFF



## City of Paso Robles Wage Schedule

Adopted: November 7, 2023

Effective Date: January 7, 2024

Professional Manager II	\$100,888.32	\$107,128.32	\$113,714.90	\$120,719.04	\$128,158.16	MGMT
Airport Manager						
Assistant Capital Projects Engineer						
Deputy Building Official						
GIS Analyst						
Industrial Waste Manager						
Maintenance Services Superintendent						
Recreation Services Manager						
Senior Development Review Engineer						
Senior Planner						
Solid Waste Manager						
Support Services Manager						
Stormwater Manager						
Water Utility Engineer						
Fire Captain*	\$107,423.68	\$114,033.92	\$121,080.96	\$128,564.80	\$136,485.44	IAFF
Sergeant	\$115,068.98	\$122,108.22	\$129,610.00	\$137,588.62	\$146,030.04	POA
Fire Captain/Paramedic*	\$121,080.96	\$128,564.80	\$136,485.44	\$144,930.24	\$153,870.08	IAFF
Professional Manager III	\$128,778.78	\$136,738.42	\$145,159.04	\$154,084.84	\$163,574.06	MGMT
Building Official						
Capital Projects Engineer						
City Engineer						
City Librarian						
City Planner						
Finance Manager						
Human Resources/Risk Manager						
Information Technology Manager						
Public Works Operations Manager						
Recycled Water Manager						
Utilities Planning and Engineering Manager						
Wastewater Manager						
Water Resources Manager						

# Exhibit E



## City of Paso Robles Wage Schedule

Adopted: November 7, 2023

Effective Date: January 7, 2024

Battalion Chief Operations*	\$142,105.60	\$150,841.60	\$160,160.00	\$170,031.68	\$180,485.76	MGMT
Battalion Chief/Fire Marshal*	\$142,100.40	\$150,857.98	\$160,151.42	\$170,009.32	\$180,492.52	MGMT
Police Commander	\$152,046.96	\$161,415.02	\$171,347.80	\$181,890.54	\$193,102.00	MGMT
Deputy Fire Chief	\$159,199.30	\$169,053.56	\$179,518.82	\$190,633.04	\$202,436.00	MGMT
Executive Manager	\$161,104.32	\$171,055.82	\$181,584.78	\$192,778.04	\$204,650.94	MGMT
Administrative Services Director						
Assistant City Manager						
Community Development Director						
Community Services Director						
Public Works Director						
Utilities Director						
Safety Executive Manager	\$177,771.88	\$188,745.18	\$200,372.90	\$212,729.66	\$225,814.94	MGMT
Fire Chief						
Police Chief						
City Manager	\$247,033.80				\$247,033.80	Contract

\*Totals are based on the average number of hours worked over a 3 year period



## City of Paso Robles Wage Schedule

Adopted: November 7, 2023

Effective Date: January 7, 2024

### Part-Time Hourly Rates

Job Title	Step 1	Step 2	Step 3	Step 4	Group
Staff Aide	\$16.85	\$17.41	\$17.97	\$18.53	Part-Time
Clerical/Customer Service Aide					
Maintenance Aide					
Recreation Aide					
Aquatics Office Assistant	\$17.41	\$17.97	\$18.53	\$19.09	Part-Time
Staff Assistant I	\$18.53	\$19.09	\$19.66	\$20.22	Part-Time
Library Assistant I					
Recreation Leader I					
Entry-Level Labor/Maintenance					
Lifeguard/Swim Instructor	\$17.97	\$19.09	\$20.22	\$21.34	Part-Time
Staff Assistant II	\$21.06	\$21.62	\$22.18	\$22.74	Part-Time
Journey-Level Labor/Maintenance					
Library Assistant II					
Police Records Cadet					
Recreation Leader II					
Staff Assistant III	\$23.87	\$24.43	\$24.99	\$25.55	Part-Time
Advanced-Level Labor/Maintenance					
Assistant Police Dispatcher					
Community Services Officer					
Engineering Intern					
Library Assistant III					
Planning Intern					
Water Conservation Assistant					
Assistant Pool Manager	\$23.03	\$24.15	\$25.27	\$26.40	Part-Time
Staff Assistant IV	\$27.80	\$28.64	\$29.48	\$30.33	Part-Time
Level II Police Officer					
Library Coordinator					
Pool Manager					
Recreation Coordinator					