

EXHIBIT A

**CITY OF ARROYO GRANDE
COMBINED SALARY SCHEDULE
EFFECTIVE 01/20/2023**

GROUP: SEIU

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Office Assistant I	Biweekly	1,528.48	1,604.90	1,685.15	1,769.41	1,857.88
	Monthly	3,311.70	3,477.29	3,651.15	3,833.71	4,025.40
	Annual	39,740.45	41,727.47	43,813.85	46,004.54	48,304.77
Accounting Clerk I	Biweekly	1,566.69	1,645.03	1,727.28	1,813.64	1,904.32
	Monthly	3,394.50	3,564.22	3,742.43	3,929.55	4,126.03
	Annual	40,733.96	42,770.66	44,909.19	47,154.65	49,512.39
Maintenance Worker I	Biweekly	1,646.00	1,728.30	1,814.72	1,905.46	2,000.73
	Monthly	3,566.34	3,744.66	3,931.89	4,128.49	4,334.91
	Annual	42,796.12	44,935.93	47,182.72	49,541.86	52,018.95
Office Assistant II	Biweekly	1,687.15	1,771.51	1,860.09	1,953.09	2,050.75
	Monthly	3,655.50	3,838.28	4,030.19	4,231.70	4,443.29
	Annual	43,866.02	46,059.32	48,362.29	50,780.41	53,319.43
Accounting Clerk II	Biweekly	1,816.88	1,907.73	2,003.11	2,103.27	2,208.43
	Monthly	3,936.58	4,133.40	4,340.07	4,557.08	4,784.93
	Annual	47,238.91	49,600.86	52,080.90	54,684.94	57,419.19
Administrative Secretary	Biweekly	2,005.50	2,105.77	2,211.06	2,321.61	2,437.69
	Monthly	4,345.24	4,562.51	4,790.63	5,030.16	5,281.67
	Annual	52,142.92	54,750.06	57,487.57	60,361.94	63,380.04
Senior Accounting Clerk Building Permit Tech. Plan/Engineer Permit Tech Sports Facility Coord. Recreation Coordinator Maintenance Worker III	Biweekly	2,055.63	2,158.42	2,266.34	2,379.65	2,498.64
	Monthly	4,453.87	4,676.57	4,910.40	5,155.92	5,413.71
	Annual	53,446.49	56,118.81	58,924.76	61,870.99	64,964.54
Water Services Worker	Biweekly	2,159.70	2,267.69	2,381.07	2,500.12	2,625.13
	Monthly	4,679.35	4,913.32	5,158.99	5,416.93	5,687.78
	Annual	56,152.22	58,959.83	61,907.82	65,003.21	68,253.37
Fleet Maint. Coordinator Community Services Specialist	Biweekly	2,269.04	2,382.49	2,501.61	2,626.69	2,758.03
	Monthly	4,916.24	5,162.06	5,420.16	5,691.17	5,975.72
	Annual	58,994.92	61,944.67	65,041.90	68,294.00	71,708.70
Public Works Lead Worker Parks Lead Worker	Biweekly	2,325.76	2,442.05	2,564.15	2,692.36	2,826.98
	Monthly	5,039.15	5,291.11	5,555.66	5,833.45	6,125.12
	Annual	60,469.80	63,493.29	66,667.95	70,001.35	73,501.42

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<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
GIS Technician	Biweekly	2,504.59	2,629.82	2,761.31	2,899.38	3,044.35
	Monthly	5,426.61	5,697.94	5,982.84	6,281.98	6,596.08
	Annual	65,119.36	68,375.33	71,794.09	75,383.80	79,152.99
Recreation Supervisor	Biweekly	2,567.21	2,695.57	2,830.34	2,971.86	3,120.45
Streets Maintenance Supervisor	Monthly	5,562.28	5,840.39	6,132.41	6,439.03	6,760.98
Parks, Tree & Landscape Supervisor	Annual	66,747.34	70,084.71	73,588.95	77,268.39	81,131.81
Utilities/Water & Sewer System Supervisor						
Soto Sports Complex Maint. & Coord. Supervisor						
Citywide Fleet Coordinator	Biweekly	2,631.39	2,762.95	2,901.10	3,046.16	3,198.47
	Monthly	5,701.34	5,986.40	6,285.72	6,600.01	6,930.01
	Annual	68,416.03	71,836.83	75,428.67	79,200.10	83,160.11
IT Specialist	Biweekly	2,764.60	2,902.83	3,047.97	3,200.37	3,360.39
Assistant Engineer	Monthly	5,989.97	6,289.46	6,603.94	6,934.13	7,280.84
Engineering Inspector	Annual	71,879.59	75,473.57	79,247.25	83,209.61	87,370.09
Program Analyst						
Associate Engineer	Biweekly	3,127.89	3,284.29	3,448.50	3,620.92	3,801.97
	Monthly	6,777.10	7,115.95	7,471.75	7,845.34	8,237.60
	Annual	81,325.16	85,391.41	89,660.98	94,144.03	98,851.23
Senior Engineer	Biweekly	3,368.40	3,536.82	3,713.66	3,899.34	4,094.31
	Monthly	7,298.19	7,663.10	8,046.26	8,448.57	8,871.00
	Annual	87,578.30	91,957.21	96,555.07	101,382.83	106,451.97

CITY OF ARROYO GRANDE
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GROUP: POA

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Police Officer	Biweekly	2,823.27	2,964.43	3,112.65	3,268.29	3,431.70
	Monthly	6,117.08	6,422.93	6,744.08	7,081.29	7,435.35
	Annual	73,404.97	77,075.22	80,928.98	84,975.43	89,224.20
Sr. Police Officer	Biweekly	3,117.61	3,273.49	3,437.16	3,609.02	3,789.47
	Monthly	6,754.82	7,092.56	7,447.19	7,819.55	8,210.53
	Annual	81,057.86	85,110.75	89,366.29	93,834.60	98,526.33
Police Sergeant	Biweekly	3,613.43	3,794.10	3,983.80	4,182.99	4,392.14
	Monthly	7,829.09	8,220.54	8,631.57	9,063.15	9,516.31
	Annual	93,949.08	98,646.54	103,578.86	108,757.81	114,195.70
Records Clerk	Biweekly	1,967.53	2,065.90	2,169.20	2,277.66	2,391.54
	Monthly	4,262.97	4,476.12	4,699.93	4,934.92	5,181.67
	Annual	51,155.66	53,713.45	56,399.12	59,219.08	62,180.03
Records/Property Evidence Tech.	Biweekly	2,173.72	2,282.41	2,396.53	2,516.36	2,642.17
	Monthly	4,709.73	4,945.22	5,192.48	5,452.10	5,724.71
	Annual	56,516.78	59,342.62	62,309.75	65,425.24	68,696.50
Police Trainee	Biweekly	2,459.14	2,582.10	2,711.21	2,846.77	2,989.11
	Monthly	5,328.15	5,594.55	5,874.28	6,168.00	6,476.40
	Annual	63,937.76	67,134.65	70,491.38	74,015.95	77,716.75

CITY OF ARROYO GRANDE
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GROUP: FCFA IAFF

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Fire Fighter	Biweekly	2,252	2,365	2,483	2,607	2,738
	Monthly	4,880	5,124	5,380	5,649	5,932
	Annual	58,560	61,488	64,562	67,791	71,180
Fire Engineer	Biweekly	2,612	2,742	2,880	3,024	3,175
	Monthly	5,659	5,942	6,239	6,551	6,879
	Annual	67,908	71,303	74,869	78,612	82,543
Fire Captain	Biweekly	3,105	3,260	3,423	3,594	3,774
	Monthly	6,727	7,063	7,417	7,787	8,177
	Annual	80,724	84,760	88,998	93,448	98,121

GROUP: FCFA MANAGEMENT

<u>Position</u>		<u>LOW</u>	<u>MID</u>	<u>HIGH</u>
Administrative Operations Manager/ Clerk to the Board	Biweekly	3,273	3,626	3,980
	Monthly	7,091	7,857	8,623
	Annual	85,089	94,280	103,471
Battalion Chief	Biweekly	4,843	5,365	5,888
	Monthly	10,493	11,625	12,756
	Annual	125,919	139,495	153,077
Fire Chief	Biweekly	5,618	6,225	6,831
	Monthly	12,173	13,488	14,802
	Annual	146,072	161,845	177,618

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GROUP: MANAGEMENT

<u>Position</u>		LOW	MID	HIGH
Office Assistant I	Biweekly	1,560.00	1,728.46	1,896.92
	Monthly	3,380.00	3,745.00	4,110.00
	Annual	40,560.00	44,940.00	49,320.00
Office Assistant II	Biweekly	1,721.54	1,908.00	2,094.46
	Monthly	3,730.00	4,134.00	4,538.00
	Annual	44,760.00	49,608.00	54,456.00
Administrative Secretary	Biweekly	1,997.08	2,212.38	2,427.69
	Monthly	4,327.00	4,793.50	5,260.00
	Annual	51,924.00	57,522.00	63,120.00
Executive Secretary	Biweekly	2,259.69	2,503.85	2,748.00
	Monthly	4,896.00	5,425.00	5,954.00
	Annual	58,752.00	65,100.00	71,448.00
Assistant Planner	Biweekly	2,494.62	2,763.92	3,033.23
	Monthly	5,405.00	5,988.50	6,572.00
	Annual	64,860.00	71,862.00	78,864.00
Associate Planner Deputy City Clerk/ Communications Coordinator	Biweekly	2,753.08	3,050.54	3,348.00
	Monthly	5,965.00	6,609.50	7,254.00
	Annual	71,580.00	79,314.00	87,048.00
Assistant Projects Manager				
Planning Manager	Biweekly	3,272.77	3,626.31	3,979.85
	Monthly	7,091.00	7,857.00	8,623.00
	Annual	85,092.00	94,284.00	103,476.00
Public Works Manager Utilities Manager	Biweekly	3,525.23	3,905.31	4,285.38
	Monthly	7,638.00	8,461.50	9,285.00
	Annual	91,656.00	101,538.00	111,420.00
Information Technology Mgr	Biweekly	3,612.00	4,001.77	4,391.54
	Monthly	7,826.00	8,670.50	9,515.00
	Annual	93,912.00	104,046.00	114,180.00

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<u>Position</u>		LOW	MID	HIGH
Capital Improvement Projects Manager	Biweekly	3,702.46	4,102.15	4,501.85
	Monthly	8,022.00	8,888.00	9,754.00
	Annual	96,264.00	106,656.00	117,048.00
Human Resources Officer Dir of Legis and Info Services Dir of Recreation Services	Biweekly	3,795.69	4,205.08	4,614.46
	Monthly	8,224.00	9,111.00	9,998.00
	Annual	98,688.00	109,332.00	119,976.00
Building Official	Biweekly	3,889.85	4,310.31	4,730.77
	Monthly	8,428.00	9,339.00	10,250.00
	Annual	101,136.00	112,068.00	123,000.00
Police Commander	Biweekly	4,423.85	4,901.31	5,378.77
	Monthly	9,585.00	10,619.50	11,654.00
	Annual	115,020.00	127,434.00	139,848.00
City Engineer	Biweekly	4,738.62	5,251.15	5,763.69
	Monthly	10,267.00	11,377.50	12,488.00
	Annual	123,204.00	136,530.00	149,856.00
Director of Public Works Dir of Administrative Services Dir of Community Develop	Biweekly	5,230.62	5,795.54	6,360.46
	Monthly	11,333.00	12,557.00	13,781.00
	Annual	135,996.00	150,684.00	165,372.00
Police Chief	Biweekly	5,661.23	6,272.54	6,883.85
	Monthly	12,266.00	13,590.50	14,915.00
	Annual	147,192.00	163,086.00	178,980.00
Assistant City Manager/Public Works Director	Biweekly	6,303.69	6,983.77	7,663.85
	Monthly	13,658.00	15,131.50	16,605.00
	Annual	163,896.00	181,578.00	199,260.00
City Manager	Biweekly			7,825.85
	Monthly			16,956.00
	Annual			203,472.00

CITY OF ARROYO GRANDE
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GROUP: PART-TIME POSITIONS

	HOURLY RATE			
	Step A	Step B	Step C	Step D
<u>POLICE DEPARTMENT</u>				
Administrative Intern (Cadet)	\$16.30	\$17.12	\$17.97	\$18.87
Records Clerk	\$20.91	\$21.95	\$23.05	\$24.20
Fleet & Equipment Technician	\$25.26	\$26.53	\$27.85	\$29.25
Neighborhood Services Technician	\$22.54	\$23.67	\$24.85	\$26.10
Training Technician	\$25.26	\$26.53	\$27.85	\$29.25
Police Reserve Officer Trainee	\$24.11	\$25.31	\$26.58	\$27.90
Police Reserve Officer	\$27.68	\$29.06	\$30.51	\$32.04
Designated Level I Reserve Officer	\$34.60	\$36.33	\$38.15	\$40.05
 <u>RECREATION SERVICES DEPARTMENT</u>				
AM/PM Assistant I	\$15.53	\$16.30	\$17.12	\$17.97
AM/PM Assistant II	\$16.50	\$17.32	\$18.19	\$19.10
AM/PM Assistant Teacher	\$18.14	\$19.05	\$20.00	\$21.00
AM/PM Teacher	\$19.95	\$20.95	\$22.00	\$23.10
Pre School Teacher	\$19.95	\$20.95	\$22.00	\$23.10
Facility Attendant	\$15.53	\$16.30	\$17.12	\$17.97
Senior Facility Attendant	\$16.50	\$17.32	\$18.19	\$19.10
Sports Facility Attendant	\$15.53	\$16.30	\$17.12	\$17.97
Volunteer and Program Coordinator	\$25.48	\$26.76	\$28.09	\$29.50
 <u>MISCELLANEOUS</u>				
Capital Improvement Projects Manager	\$46.28	\$49.40	\$52.74	\$56.27
Administrative Intern	\$16.30	\$17.12	\$17.97	\$18.87
Office Assistant I	\$16.99	\$17.84	\$18.74	\$19.67
Office Assistant II	\$19.86	\$20.85	\$21.90	\$22.99
Sr. Office Assistant	\$20.91	\$21.95	\$23.05	\$24.20
Administrative Secretary	\$23.89	\$25.08	\$26.34	\$27.65
Executive Secretary	\$28.25	\$29.66	\$31.14	\$32.70
Building Permit Technician	\$25.64	\$26.92	\$28.26	\$29.68
Assistant Engineer	\$31.29	\$32.85	\$34.50	\$36.22
Associate Engineer	\$34.41	\$36.13	\$37.94	\$39.84
Planning Technician	\$25.64	\$26.92	\$28.26	\$29.68
Assistant Planner	\$29.83	\$31.32	\$32.89	\$34.53
Associate Planner	\$32.27	\$33.88	\$35.58	\$37.36
Custodian	\$17.34	\$18.20	\$19.11	\$20.07
Maintenance Worker	\$17.34	\$18.20	\$19.11	\$20.07
Student Intern (seasonal)	\$15.53			
 <u>FIVE CITIES FIRE AUTHORITY</u>				
Office Assistant II	\$18.81	\$19.75	\$20.72	\$21.77
Reserve Firefighter	\$16.00	\$17.00	\$18.00	