

**Exhibit A**

**CITY OF ARROYO GRANDE  
COMBINED SALARY SCHEDULE  
EFFECTIVE 12/22/2023**

GROUP: SEIU

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
Office Assistant I	Biweekly	1,661.07	1,744.13	1,831.33	1,922.90	2,019.05
	Monthly	3,598.99	3,778.94	3,967.89	4,166.29	4,374.60
	Annual	43,187.94	45,347.33	47,614.70	49,995.44	52,495.21
Accounting Clerk I	Biweekly	1,702.60	1,787.73	1,877.12	1,970.97	2,069.52
	Monthly	3,688.97	3,873.42	4,067.09	4,270.44	4,483.97
	Annual	44,267.64	46,481.02	48,805.07	51,245.32	53,807.59
Maintenance Worker I	Biweekly	1,788.80	1,878.24	1,972.15	2,070.75	2,174.29
	Monthly	3,875.72	4,069.51	4,272.99	4,486.63	4,710.97
	Annual	46,508.68	48,834.12	51,275.82	53,839.62	56,531.60
Office Assistant II	Biweekly	1,833.52	1,925.19	2,021.45	2,122.52	2,228.65
	Monthly	3,972.62	4,171.25	4,379.81	4,598.80	4,828.74
	Annual	47,671.40	50,054.97	52,557.72	55,185.61	57,944.89
Accounting Clerk II	Biweekly	1,974.50	2,073.22	2,176.88	2,285.73	2,400.01
Maintenance Worker II	Monthly	4,278.07	4,491.98	4,716.58	4,952.41	5,200.03
Neighborhood Services Tech.	Annual	51,336.88	53,903.73	56,598.92	59,428.86	62,400.30
Administrative Secretary	Biweekly	2,179.47	2,288.45	2,402.87	2,523.01	2,649.16
	Monthly	4,722.19	4,958.30	5,206.22	5,466.53	5,739.86
	Annual	56,666.32	59,499.63	62,474.61	65,598.34	68,878.26
Senior Accounting Clerk	Biweekly	2,233.96	2,345.66	2,462.94	2,586.09	2,715.39
Building Permit Tech.	Monthly	4,840.25	5,082.26	5,336.37	5,603.19	5,883.35
Plan/Engineer Permit Tech	Annual	58,082.97	60,987.12	64,036.48	67,238.30	70,600.22
Sports Facility Coord.						
Recreation Coordinator						
Maintenance Worker III						
Water Services Worker	Biweekly	2,347.05	2,464.41	2,587.63	2,717.01	2,852.86
	Monthly	5,085.29	5,339.55	5,606.53	5,886.85	6,181.20
	Annual	61,023.42	64,074.59	67,278.32	70,642.24	74,174.35
Fleet Maint. Coordinator	Biweekly	2,465.87	2,589.17	2,718.63	2,854.56	2,997.29
Community Services Specialist	Monthly	5,342.73	5,609.86	5,890.36	6,184.88	6,494.12
	Annual	64,112.73	67,318.37	70,684.29	74,218.50	77,929.43
Public Works Lead Worker	Biweekly	2,527.52	2,653.90	2,786.59	2,925.92	3,072.22
Parks Lead Worker	Monthly	5,476.30	5,750.11	6,037.62	6,339.50	6,656.47
	Annual	65,715.55	69,001.33	72,451.40	76,073.97	79,877.67

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GROUP: SEIU

<u>Position</u>		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
GIS Technician	Biweekly	2,721.86	2,857.96	3,000.86	3,150.90	3,308.44
	Monthly	5,897.37	6,192.24	6,501.85	6,826.95	7,168.29
	Annual	70,768.46	74,306.89	78,022.23	81,923.34	86,019.51
Recreation Supervisor	Biweekly	2,789.91	2,929.41	3,075.88	3,229.67	3,391.15
Streets Maintenance Supervisor	Monthly	6,044.81	6,347.05	6,664.40	6,997.62	7,347.50
Parks, Tree & Landscape Supervisor	Annual	72,537.67	76,164.56	79,972.79	83,971.43	88,170.00
Utilities/Water & Sewer System Supervisor						
Soto Sports Complex Maint. & Coord. Supervisor						
IT Specialist	Biweekly	3,004.43	3,154.65	3,312.38	3,478.00	3,651.90
Assistant Engineer	Monthly	6,509.60	6,835.07	7,176.83	7,535.67	7,912.45
Engineering Inspector	Annual	78,115.14	82,020.90	86,121.94	90,428.04	94,949.44
Program Analyst						
Citywide Fleet Coordinator						
Associate Engineer	Biweekly	3,399.24	3,569.20	3,747.66	3,935.04	4,131.79
	Monthly	7,365.01	7,733.26	8,119.92	8,525.92	8,952.21
	Annual	88,380.11	92,799.12	97,439.07	102,311.03	107,426.58
Senior Engineer	Biweekly	3,660.60	3,843.63	4,035.82	4,237.61	4,449.49
	Monthly	7,931.31	8,327.88	8,744.27	9,181.48	9,640.56
	Annual	95,175.71	99,934.50	104,931.23	110,177.79	115,686.68

CITY OF ARROYO GRANDE  
 COMBINED SALARY SCHEDULE  
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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	3,287.34	3,451.71	3,624.30	3,805.51	3,995.79
	Monthly	7,122.58	7,478.70	7,852.64	8,245.27	8,657.54
	Annual	85,470.91	89,744.45	94,231.68	98,943.26	103,890.42
Sr. Police Officer	Biweekly	3,630.07	3,811.57	4,002.15	4,202.26	4,412.37
	Monthly	7,865.15	8,258.40	8,671.32	9,104.89	9,560.13
	Annual	94,381.74	99,100.83	104,055.87	109,258.66	114,721.60
Police Sergeant	Biweekly	4,312.46	4,528.08	4,754.49	4,992.21	5,241.82
	Monthly	9,343.67	9,810.85	10,301.39	10,816.46	11,357.28
	Annual	112,123.98	117,730.18	123,616.69	129,797.53	136,287.40
Records Clerk	Biweekly	2,097.48	2,202.35	2,312.47	2,428.10	2,549.50
	Monthly	4,544.54	4,771.77	5,010.36	5,260.87	5,523.92
	Annual	54,534.50	57,261.22	60,124.28	63,130.50	66,287.02
Records/Property Evidence Tech.	Biweekly	2,317.30	2,433.16	2,554.82	2,682.56	2,816.69
	Monthly	5,020.81	5,271.85	5,535.44	5,812.21	6,102.83
	Annual	60,249.71	63,262.20	66,425.31	69,746.57	73,233.90
Police Trainee	Biweekly	2,621.57	2,752.65	2,890.28	3,034.80	3,186.54
	Monthly	5,680.07	5,964.07	6,262.28	6,575.39	6,904.16
	Annual	68,160.85	71,568.89	75,147.34	78,904.70	82,849.94

CITY OF ARROYO GRANDE  
 COMBINED SALARY SCHEDULE  
 EFFECTIVE 12/22/2023

GROUP: FCFA IAFF

<u>Position</u>		A	B	C	D	E
Fire Fighter	Biweekly	2,872	3,015	3,166	3,324	3,490
	Monthly	6,222	6,533	6,859	7,202	7,562
	Annual	74,664	78,397	82,305	86,420	90,741
Fire Engineer	Biweekly	3,169	3,328	3,494	3,669	3,852
	Monthly	6,867	7,211	7,571	7,950	8,347
	Annual	82,404	86,536	90,851	95,406	100,164
Fire Captain	Biweekly	3,586	3,765	3,954	4,151	4,359
	Monthly	7,770	8,158	8,566	8,995	9,444
	Annual	93,240	97,890	102,797	107,936	113,333

GROUP: FCFA MANAGEMENT

<u>Position</u>		LOW	MID	HIGH
Administrative Operations Manager/ Clerk to the Board	Biweekly	3,473	3,848	4,223
	Monthly	7,525	8,338	9,151
	Annual	90,300	100,054	109,809
Battalion Chief	Biweekly	5,327	5,901	6,476
	Monthly	11,541	12,786	14,030
	Annual	138,495	153,429	168,364
Fire Chief	Biweekly	6,273	6,950	7,629
	Monthly	13,591	15,059	16,526
	Annual	163,094	180,706	198,317

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GROUP: MANAGEMENT

<u>Position</u>		LOW	MID	HIGH
Office Assistant I	Biweekly	1,654.15	1,833.23	2,012.31
	Monthly	3,584.00	3,972.00	4,360.00
	Annual	43,008.00	47,664.00	52,320.00
Office Assistant II	Biweekly	1,826.31	2,023.85	2,221.38
	Monthly	3,957.00	4,385.00	4,813.00
	Annual	47,484.00	52,620.00	57,756.00
Administrative Secretary	Biweekly	2,118.46	2,347.62	2,576.77
	Monthly	4,590.00	5,086.50	5,583.00
	Annual	55,080.00	61,038.00	66,996.00
Executive Secretary	Biweekly	2,397.23	2,656.15	2,915.08
	Monthly	5,194.00	5,755.00	6,316.00
	Annual	62,328.00	69,060.00	75,792.00
Assistant Planner	Biweekly	2,645.54	2,931.92	3,218.31
	Monthly	5,732.00	6,352.50	6,973.00
	Annual	68,784.00	76,230.00	83,676.00
Deputy City Clerk/ Communications Coordinator Assistant Projects Manager	Biweekly	2,849.54	3,157.38	3,465.23
	Monthly	6,174.00	6,841.00	7,508.00
	Annual	74,088.00	82,092.00	90,096.00
Associate Planner	Biweekly	2,921.08	3,236.08	3,551.08
	Monthly	6,329.00	7,011.50	7,694.00
	Annual	75,948.00	84,138.00	92,328.00
Management Analyst	Biweekly	3,387.23	3,753.23	4,119.23
	Monthly	7,339.00	8,132.00	8,925.00
	Annual	88,068.00	97,584.00	107,100.00
Public Works Manager	Biweekly	3,738.46	4,141.85	4,545.23
	Monthly	8,100.00	8,974.00	9,848.00
	Annual	97,200.00	107,688.00	118,176.00
Capital Improvement Projects Manager	Biweekly	3,832.15	4,245.69	4,659.23
	Monthly	8,303.00	9,199.00	10,095.00
	Annual	99,636.00	110,388.00	121,140.00
Planning Manager Utilities Manager	Biweekly	3,928.62	4,352.31	4,776.00
	Monthly	8,512.00	9,430.00	10,348.00
	Annual	102,144.00	113,160.00	124,176.00

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GROUP: MANAGEMENT

<u>Position</u>		LOW	MID	HIGH
Building Official	Biweekly	4,026.00	4,461.23	4,896.46
Dir of Legis and Info Services	Monthly	8,723.00	9,666.00	10,609.00
Dir of Recreation Services	Annual	104,676.00	115,992.00	127,308.00
Information Technology Mgr				
Accounting Manager	Biweekly	4,230.00	4,686.46	5,142.92
	Monthly	9,165.00	10,154.00	11,143.00
	Annual	109,980.00	121,848.00	133,716.00
Human Resources Officer	Biweekly	4,336.15	4,803.92	5,271.69
	Monthly	9,395.00	10,408.50	11,422.00
	Annual	112,740.00	124,902.00	137,064.00
City Engineer	Biweekly	4,904.31	5,434.85	5,965.38
	Monthly	10,626.00	11,775.50	12,925.00
	Annual	127,512.00	141,306.00	155,100.00
Police Commander	Biweekly	5,413.85	5,998.38	6,582.92
	Monthly	11,730.00	12,996.50	14,263.00
	Annual	140,760.00	155,958.00	171,156.00
Director of Public Works	Biweekly	6,126.92	6,788.31	7,449.69
Dir of Administrative Services	Monthly	13,275.00	14,708.00	16,141.00
Dir of Community Develop	Annual	159,300.00	176,496.00	193,692.00
Police Chief	Biweekly	6,762.46	7,492.62	8,222.77
	Monthly	14,652.00	16,234.00	17,816.00
	Annual	175,824.00	194,808.00	213,792.00
Assistant City Manager/Public Works Director	Biweekly	7,105.38	7,872.23	8,639.08
	Monthly	15,395.00	17,056.50	18,718.00
	Annual	184,740.00	204,678.00	224,616.00
City Manager	Biweekly	7,842.92	8,689.62	9,536.31
	Monthly	16,993.00	18,827.50	20,662.00
	Annual	203,916.00	225,930.00	247,944.00

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)	\$17.38	\$18.24	\$19.16	\$20.12
Records Clerk	\$22.29	\$23.40	\$24.57	\$25.80
Fleet & Equipment Technician	\$26.92	\$28.27	\$29.68	\$31.17
Neighborhood Services Technician	\$24.03	\$25.23	\$26.49	\$27.82
Training Technician	\$26.92	\$28.27	\$29.68	\$31.17
Police Reserve Officer Trainee	\$25.70	\$26.98	\$28.33	\$29.75
Police Reserve Officer	\$29.51	\$30.98	\$32.53	\$34.16
Designated Level I Reserve Officer	\$36.88	\$38.73	\$40.66	\$42.70
 <u>RECREATION SERVICES DEPARTMENT</u>				
Facility Attendant	\$16.07	\$16.88	\$17.72	\$18.61
Senior Facility Attendant	\$17.08	\$17.93	\$18.83	\$19.77
Sports Facility Attendant	\$16.07	\$16.88	\$17.72	\$18.61
Volunteer and Program Coordinator	\$26.37	\$27.69	\$29.07	\$30.53
 <u>MISCELLANEOUS</u>				
Capital Improvement Projects Manager	\$47.90	\$51.14	\$54.59	\$58.24
Administrative Intern	\$16.87	\$17.71	\$18.60	\$19.53
Office Assistant I	\$18.02	\$18.92	\$19.87	\$20.86
Office Assistant II	\$21.07	\$22.13	\$23.23	\$24.40
Sr. Office Assistant	\$22.18	\$23.29	\$24.45	\$25.68
Administrative Secretary	\$25.35	\$26.62	\$27.95	\$29.34
Executive Secretary	\$29.96	\$31.46	\$33.03	\$34.68
Building Permit Technician	\$27.92	\$29.32	\$30.78	\$32.32
Assistant Engineer	\$37.56	\$39.44	\$41.41	\$43.48
Associate Engineer	\$42.49	\$44.61	\$46.85	\$49.19
Planning Technician	\$27.92	\$29.32	\$30.78	\$32.32
Assistant Planner	\$33.07	\$34.72	\$36.46	\$38.28
Associate Planner	\$36.51	\$38.34	\$40.25	\$42.26
Custodian	\$18.85	\$19.79	\$20.78	\$21.82
Maintenance Worker	\$22.36	\$23.48	\$24.65	\$25.88
Student Intern (seasonal)	\$16.07			
 <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	