

SPECIAL MEETING AGENDA ITEM:

- I. APPROVAL OF TEMPORARY SIDE LETTER AGREEMENT BETWEEN THE CITY OF MORRO BAY AND THE MORRO BAY FIREFIGHTERS ASSOCIATION, REGARDING SUCCESSOR MOU NEGOTIATIONS AND TEMPORARY SALARY REDUCTIONS, AND APPROVAL OF AMENDED FY 2020/21 COMBINED SALARY SCHEDULE; (CITY MANAGER/HUMAN RESOURCES)

RECOMMENDATION: Staff recommends that City Council:

- 1) **Adopt Resolution No. 85-20 approving a Temporary Side Letter Agreement between the City of Morro Bay and Morro Bay Firefighters Association (MBFFA) implementing a five percent salary reduction during ongoing negotiations for a Successor Memorandum of Understanding; and**
- 2) **Adopt Resolution No. 86-20 amending the FY 2020/21 Salary Schedule to reflect temporary salary reductions for members of the MBFFA.**

ADJOURNMENT

DATED: September 23, 2020



John Headding, Mayor

IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN A CITY MEETING, PLEASE CONTACT THE CITY CLERK'S OFFICE AT LEAST 24 HOURS PRIOR TO THE MEETING TO INSURE REASONABLE ARRANGEMENTS CAN BE MADE TO PROVIDE ACCESSIBILITY TO THE MEETING.



AGENDA NO: I

MEETING DATE: September 24, 2020

Staff Report

TO: Honorable Mayor and City Council

DATE: September 24, 2020

FROM: Scott Collins, City Manager
Dana Swanson, City Clerk/Human Resources

SUBJECT: Approval of Temporary Side Letter Agreement between the City of Morro Bay and the Morro Bay Firefighters Association, regarding Successor MOU Negotiations and Temporary Salary Reductions, and approval of Amended FY 2020/21 Combined Salary Schedule

RECOMMENDATION

Staff recommends that City Council:

- 1) Adopt Resolution No. 85-20 approving a Temporary Side Letter Agreement between the City of Morro Bay and Morro Bay Firefighters Association (MBFFA) implementing a five percent salary reduction during ongoing negotiations for a Successor Memorandum of Understanding; and
- 2) Adopt Resolution No. 86-20 amending the FY 2020/21 Salary Schedule to reflect temporary salary reductions for members of the MBFFA.

BACKGROUND/DISCUSSION

In order to protect the lives of our residents, President Donald Trump, California Governor Gavin Newsom, and the SLO County Public Health Officer each declared public health emergencies related to the deadly COVID-19 pandemic in March 2020. Since March 14, all California residents and businesses were required to adhere to Shelter at Home orders and associated restrictions. Those orders have been responsible for a precipitous flattening of the COVID-19 virus spread curve in SLO County, meaning our local health care system can continue to treat all patients. In terms of public health, the response to date can be considered a success both in SLO County and the City of Morro Bay, which has one of the lowest rates of COVID per capita in SLO County. Those important social distancing measures will be maintained as the County and State progress along the road to recovery and various business sectors continue to reopen and/or expand services.

At a special City Council meeting on March 19, 2020, Council ratified the City Manager's administrative action to declare a local emergency and activate the City's short-term fiscal emergency plan in the wake of the COVID-19 pandemic. The short-term fiscal emergency plan was developed and approved by Council in 2018 to create a transparent process and formula for short term action when fiscal first aid may be needed. Having this clear strategy in place for fiscal emergencies, like the pandemic, that reflects the City of Morro Bay's values, helps to serve as the foundation for decision-making in tough fiscal times and aid in preserving the City's long-term fiscal health and vitality.

Prepared By: DS

Dept Review: _____

City Manager Review: SC

City Attorney Review: CJT

On April 28, 2020, staff presented Council with the City's Rock Solid Together Financial and Economic Recovery Plan, outlining the City's four-pillar response to address the projected \$2 million General Fund revenue loss for FY 2019/20 due to COVID-19. At the time the Rock Solid Plan was developed, staff was projecting a \$2M loss of General Fund revenue for the 4th Quarter of FY2019/20 and up to \$4M in FY2020/21, equating to nearly a 30% loss of overall General Fund revenues.

The City has enacted several measures thus far, either through City Council or City Manager action, and a detailed Update on the City of Morro Bay's Rock Solid Together Financial and Economic Recovery Plan was provided to the Council and community at the September 22, 2020 Special City Council Meeting, which is available [here](#).

Rock Solid Together – City Government

The City Government prong of Rock Solid Together is comprised of four main pillars:

- 1) Employee compensation, which is discussed further below,
- 2) Review and prioritization of operations,
- 3) Responsible use of emergency reserves, and
- 4) Pursue State and Federal assistance and community support

Pillar One – Employee Compensation

Recognizing the gravity of the financial impact of COVID-19 and the need for immediate expenditure reductions, effective April 4, 2020, the City Council and Mayor have waived their monthly stipends for the remainder of FY19/20 (cost savings of \$14,000) and the City Manager and Department Heads have taken voluntary pay cuts of up to 8 percent (annualized General Fund cost savings of approximately \$70,000).

Effective May 3, 2020, the City's Planning Commissioners voluntarily waived their monthly stipends and the Morro Bay Peace Officers' Association ("POA"), Service Employees' International Union Local 620 ("SEIU"), and unrepresented employees, consisting of management and confidential employees, also agreed to take a 5 percent reduction in salary. As a result of the salary concessions, freezing vacant positions, and layoffs, the City achieved approximately \$200,000 in salary and benefit savings for FY 2019/20, helping to mitigate lost revenue.

The current Memorandum of Understanding between the City and the MBFFA ("MBFFA MOU 2017-2020"), expired on June 30, 2020. The City and MBFFA have participated in ongoing good faith meet and confer labor negotiations over the terms of a successor memorandum of understanding which have been protracted due to the impacts of both the COVID-19 pandemic and arguably the worst fire season in California history. The Morro Bay Fire Department has provided local county mutual aid and statewide mutual aid since late July. Also, during this time, local mutual response capability has been challenged causing increased staffing in the City due to the 100 plus firefighters out of the county responding to 42 large fires in California. For the last eight weeks, our fulltime firefighters have been working the following assignments outside of the City for a total of 176 personnel days:

- LNU Fire Complex, Fireline Medic Assignment July 28 - August 2 (5 days)
 - Captain Talmadge
- Pond Fire, Engine 5392 August 1- 6 (6 days)
 - Captain Subler
 - Engineer Simpson

- CZU Fire Complex, Engine 5392 August 12 - September 2 (23 days)
 - Captain Subler
 - Engineer Kelly
 - Firefighter Hames
- SLU Coverage, Cambria, OES 388 August 16 - 28 (12 days)
 - Captain Talmadge
 - Engineer Watson
- North Fire Complex, Butte County, OES 388 August 31 – Sept 22 (22 days)
 - Engineer Szopinski
 - Engineer Watson
 - Firefighter Hames

The MBFFA recognizes the significant financial impact of COVID-19 and desires to participate in the previously implemented City-wide temporary salary reductions while negotiations continue for a successor MOU. Staff notes the proposed Temporary Side Letter Agreement does not impose salary reductions for a specific time period, but rather reflects the willingness of MBFFA to immediately commence salary reduction contributions even while the parties continue to negotiate in good faith toward, what we hope will be, a multi-year labor agreement.

The proposed Temporary Side Letter Agreement and associated salary concessions with MBFFA have no set end date. The salary concessions agreed to by the City Manager, Department Heads, POA, SEIU, and unrepresented management and confidential employees will expire December 31, 2020 per those agreements. The City is required by CalPERS to maintain a combined salary schedule, approved by the governing body, identifying the position title and pay rate for all employees. Based on the current and proposed labor agreements, the amended salary schedule presented for adoption reflects the temporary 5% salary reductions for POA, SEIU and other represented and unrepresented employees through December 31, 2020, and salary concessions for MBFFA extending into 2021. The City's labor negotiators will begin meeting with POA and SEIU regarding successor MOU's this fall, and will continue to meet and confer with MBFFA in good faith on a successor agreement that may be completed prior to or after December 31, 2020, as the wildfire season remains extremely fluid. Further amendments to the salary schedule effective January 1, 2021 resulting from these negotiations will be brought forward for Council approval at that time.

Staff recommends the Council adopt Resolution No. 85-20 approving the Temporary Side Letter Agreement between the City and MBFFA and adopt Resolution No. 86-20 approving the amended salary schedule reflecting this change through December 31, 2020.

ATTACHMENTS

1. Resolution No. 85-20 Approving a Temporary Side Letter Agreement between the City and MBFFA
2. Resolution No. 86-20 Amending the FY 20/21 Salary Schedule

RESOLUTION NO. 85-20

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF MORRO BAY, CALIFORNIA,
APPROVING A TEMPORARY SIDE LETTER AGREEMENT BETWEEN
THE CITY OF MORRO BAY AND THE MORRO BAY FIRE FIGHTERS
ASSOCIATION, IAFF LOCAL 3725 REGARDING SUCCESSOR MOU NEGOTIATIONS
AND TEMPORARY SALARY REDUCTIONS**

**THE CITY COUNCIL
Morro Bay, California**

WHEREAS, the City of Morro Bay (“City”) has, and continues to recognize, the Morro Bay Fire Fighters Association, IAFF Local 3725 (“MBFFA”), as the sole exclusive bargaining agent for the City’s fire fighting employees, for all matters concerning wages, hours and working conditions; and

WHEREAS, the current Memorandum of Understanding between the City and MBFFA, which was duly approved by the City Council on September 26, 2017, expired on June 30, 2020; and

WHEREAS, the California Governor on March 4, 2020 proclaimed a State of Emergency to exist in California due to the COVID-19 pandemic; and

WHEREAS, the President of the United States on March 13, 2020 declared the outbreak of COVID-19 in the United States constituted a national emergency; and

WHEREAS, on March 13, 2020, the San Luis Obispo County Emergency Services Director issued a Proclamation of Local Emergency due to the spread of COVID-19 in the County of San Luis Obispo; and

WHEREAS, on March 14, 2020, the Morro Bay City Manager proclaimed a declaration of the existence of a local emergency within the City of Morro Bay due to the threat posed to the City from COVID-19, and that declaration was subsequently ratified by the City Council on March 19, 2020; and

WHEREAS, the City labor relations representatives and MBFFA representatives have participated in ongoing good faith meet and confer labor negotiations over the terms of a successor memorandum of understanding which have been protracted due to the impacts of both the COVID-19 pandemic and arguably the worst fire season in California history; and

WHEREAS, the City and MBFFA have agreed effective upon City Council approval a temporary Side Letter Agreement whereby the MBFFA agrees to participate in the previously implemented City-wide temporary salary reductions in light of the COVID-19 pandemic financial crisis while the labor negotiations for a successor MOU remain ongoing; and

WHEREAS, this Side Letter Agreement was ratified by the MBFFA on September 23, 2020; and

WHEREAS, this Side Letter Agreement is subject to City Council acceptance and approval, which is made a part hereof by this reference; and

WHEREAS, once approved by the City Council, the MBFFA Side Letter Agreement shall become a binding agreement between the City and MBFFA.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MORRO BAY, CALIFORNIA, AS FOLLOWS:

The City Council hereby approves the Temporary Side Letter Agreement between the City and MBFFA effective payroll beginning October 3, 2020, a copy of which is attached hereto as Exhibit 1.

PASSED AND ADOPTED, by the City Council of the City of Morro Bay, at a special meeting thereof held on the 24th day of September 2020, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

JOHN HEADDING, Mayor

ATTEST:

DANA SWANSON, City Clerk

TEMPORARY SIDE LETTER AGREEMENT BETWEEN THE CITY OF MORRO BAY AND THE MORRO BAY FIREFIGHTERS ASSOCIATION, IAFF LOCAL 3725, REGARDING SUCCESSOR MOU NEGOTIATIONS AND TEMPORARY SALARY REDUCTIONS

WHEREAS, the City of Morro Bay (hereinafter the “City”) has, and continues to, recognize the Morro Bay Firefighters Association, IAFF Local 3725 (“MBFFA”), as the sole exclusive bargaining agent for those City fire fighting employees, for all matters concerning wages, hours and working conditions; and

WHEREAS, the California Governor on March 4, 2020 proclaimed a State of Emergency to exist in California due to the COVID-19 pandemic; and

WHEREAS, the President of the United States on March 13, 2020 declared the outbreak of COVID-19 in the United States constituted a national emergency; and

WHEREAS, on March 13, 2020, the San Luis Obispo County Emergency Services Director issued a Proclamation of Local Emergency due to the spread of COVID-19 in the County of San Luis Obispo; and

WHEREAS, on March 14, 2020, the Morro Bay City Manager proclaimed a declaration of the existence of a local emergency within the City of Morro Bay due to the threat posed to the City from COVID-19, and that declaration was subsequently ratified by the City Council on March 19, 2020; and

WHEREAS, the current Memorandum of Understanding between the City and the MBFFA (“MBFFA MOU 2017-2020”), expired on June 30, 2020; and

WHEREAS, the City and MBFFA have participated in ongoing good faith meet and confer labor negotiations over the terms of a successor memorandum of understanding which have been protracted due to the impacts of both the COVID-19 pandemic and arguably the worst fire season in California history; and

WHEREAS, the MBFFA desires to participate in the previously implemented City-wide temporary salary reductions in light of the COVID-19 pandemic financial crisis while the labor negotiations for a successor memorandum of understanding remain ongoing; and

WHEREAS, the City and MBFFA have agreed effective upon City Council approval of this temporary Side Letter Agreement shall remain effect until a tentative agreement is reached on a successor MOU, impasse is declared by one of the parties, or one party gives notice ot the other party of cancellation of this side letter, the base salary for each employee represented by the MBFFA shall be reduced in the amount of five percent (5%); and

WHEREAS, the City’s labor relations representatives and MBFFA representatives desire to memorialize this agreement by means of this Side Letter Agreement, pursuant to both the Meyers-Miliias-Brown Act (“MMBA”) (Gov’t Code Section 3500-3511) and the City’s Employer-Employee Relations Resolution, Resolution No. 08-17; and

WHEREAS, this Side Letter Agreement was ratified by the MBFFA on September 23, 2020; and

WHEREAS, this Side Letter Agreement shall not be in full force and effect until adopted by resolution by the City Council of the City; and

WHEREAS, except as provided in this Side Letter Agreement, all provisions of the MBFFA MOU 2017-2020 shall remain subject to meet and confer negotiation as part of a successor memorandum of understanding.

NOW, THEREFORE, it is hereby agreed that effective upon City Council approval of this Side Letter Agreement and until a tentative agreement is reached on a successor MOU, impasse is declared by one of the parties, or one party gives notice to the other party of its cancellation of this agreement, the base salaries then in effect for all MBFFA represented employees shall be reduced by the amount of five percent (5%) per the following salary table/schedule:

FY 20/21MBFFA SALARY SCHEDULE

TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
FIREFIGHTER	56,112	58,917	61,863	64,956	68,204
FIRE ENGINEER	61,344	64,412	67,632	71,014	74,564
FIRE CAPTAIN	70,516	74,041	77,744	81,631	85,712
FIRE MARSHAL	83,708	87,894	92,288	96,903	101,748

IT IS SO AGREED:

**MORRO BAY FIREFIGHTERS
ASS'N, IAFF LOCAL 3725**

CITY OF MORRO BAY

Michael Hoese

Scott Collins, City Manager

Scott Subler

Dana Swanson, City Clerk / Human
Resources Manager

Travis Hasch

Colin J. Tanner, Deputy City
Attorney/Labor Negotiator

RESOLUTION NO. 86-20

**RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF MORRO BAY, CALIFORNIA,
RESCINDING RESOLUTION NO. 77-20 AND
APPROVING THE AMENDED FISCAL YEAR 2020-2021 SALARY SCHEDULE**

**THE CITY COUNCIL
City of Morro Bay, California**

WHEREAS, the California Public Employees' Retirement System (CalPERS), has requested all CalPERS employers list their compensation levels on one document, approved and adopted by the governing body, in accordance with 2 California Code of Regulations (CCR), section 570.5, and meeting all of the following requirements thereof:

1. Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
2. Identifies the position title for every employee position;
3. Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
4. Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
5. Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
6. Indicates an effective date and date of any revisions;
7. Is retained by the employer and available for public inspection for not less than five years; and
8. Does not reference another document in lieu of disclosing the pay rate; and

WHEREAS, the City employees represented by the Morro Bay Fire Fighters Association ("MBFFA") by means of a Side Letter Agreement to the expired Memorandum of Understanding between the City and the MBFFA ("MBFFA MOU 2017-2020") agreed to the terms of a temporary five percent (5%) base salary reduction effective October 3, 2020, and

WHEREAS, the formal approval of the pay schedules requires that they are duly approved and adopted by the City Council, and the 2 CCR 570.5 regulation requires the adoption of the Salary Schedule for Fiscal Year 2020-21, attached as Exhibit A and incorporated herein by reference.

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NOW, THEREFORE, BE IT RESOLVED the City Council of the City of Morro Bay does hereby rescind and replace Resolution No. 77-20 with this Resolution 86-20 and approve the Salary Schedules attached hereto as Exhibit A.

PASSED AND ADOPTED by the City Council of the City of Morro Bay at a special meeting thereof held on the 24th day of September 2020, by the following vote:

AYES:
NOES:
ABSENT:

JOHN HEADDING, Mayor

ATTEST:

DANA SWANSON, City Clerk

**CITY OF MORRO BAY
COMBINED SALARY SCHEDULE
FISCAL YEAR 2020-21: 10/3/20 - 12/31/20**

TITLE	GROUP	STEP 1 Annual	STEP 2 Annual	STEP 3 Annual	STEP 4 Annual	STEP 5 Annual	STEP 6 Annual
ACCOUNT CLERK IN-TRAINING	S	30,837	32,460	34,084	35,788	37,577	
ACCOUNT CLERK I	S	37,281	39,243	41,206	43,266	45,429	
CONSOLIDATED MAINTENANCE WRK I	S	37,281	39,243	41,206	43,266	45,429	
OFFICE ASST. III	S	37,281	39,243	41,206	43,266	45,429	
OFFICE ASST. IV	S	40,307	42,428	44,550	46,777	49,116	
ACCOUNT CLERK II	S	41,875	44,079	46,283	48,598	51,029	
CONSOLIDATED MAINTENANCE WRK II	S	41,875	44,079	46,283	48,598	51,029	
PERMIT TECHNICIAN	S	42,886	45,143	47,400	49,770	52,258	
ACCOUNT CLERK III	S	44,850	47,210	49,570	52,049	54,651	
CONSOLIDATED MAINTENANCE WRK III	S	44,850	47,210	49,570	52,049	54,651	
ADMINISTRATIVE TECHNICIAN	S	45,642	48,044	50,446	52,969	55,617	
PERMIT TECHNICIAN - CERTIFIED	S	45,642	48,044	50,446	52,969	55,617	
SUPPORT SERVICES TECHNICIAN	S	45,642	48,044	50,446	52,969	55,617	
PROPERTY EVIDENCE CLERK	S	45,642	48,044	50,446	52,969	55,617	
MECHANIC	S	47,102	49,581	52,060	54,663	57,396	
RECREATION COORDINATOR	S	47,102	49,581	52,060	54,663	57,396	
HUMAN RESOURCES ANALYST I	C	51,956	54,553	57,281	60,145	63,152	
SUPPORT SERVICES COORDINATOR	C	51,956	54,553	57,281	60,145	63,152	
HARBOR PATROL OFFICER	S	52,038	54,777	57,516	60,392	63,412	
ENGINEERING TECHNICIAN III	S	53,350	56,158	58,966	61,914	65,010	
RECREATION SUPERVISOR	S	53,350	56,158	58,966	61,914	65,010	
UTILITY OPERATOR	S	53,433	56,245	59,057	62,010	65,110	
ASSISTANT PLANNER	S	53,683	56,508	59,334	62,300	65,415	
BUILDING INSPECTOR	S	55,827	58,765	61,704	64,789	68,028	
EXECUTIVE ASSISTANT/DEPUTY CLERK	C	55,827	58,765	61,704	64,789	68,028	
FIREFIGHTER	F	56,112	58,917	61,863	64,956	68,204	

UTILITY OPERATOR MC (MULTIPLE CERT)	S	57,173	60,182	63,191	66,351	69,668	
SENIOR ACCOUNTING TECHNICIAN	C	58,033	61,087	64,142	67,346	70,716	
POLICE SUPPORT SERVICES MANAGER	M	58,033	61,087	64,142	67,349	70,716	
HARBOR BUSINESS COORD	S	58,111	61,169	64,228	67,439	70,811	
POLICE OFFICER	P	61,894	65,152	68,410	71,830	75,422	79,193
HARBOR PATROL SUPERVISOR	S	61,297	64,523	67,749	71,136	74,693	
FIRE ENGINEER	F	61,344	64,412	67,632	71,014	74,564	
ENGINEERING TECHNICIAN IV	S	62,477	65,765	69,053	72,506	76,131	
ASSISTANT ENGINEER	S	62,477	65,765	69,053	72,506	76,131	
ASSOCIATE PLANNER	S	62,477	65,765	69,053	72,506	76,131	
BUILDING INSPECTOR/PLANS EXAMINER	S	62,477	65,765	69,053	72,506	76,131	
CONSOLIDATED MAINT FIELD SUPV	S	62,477	65,765	69,053	72,506	76,131	
HUMAN RESOURCES ANALYST II	C	62,477	65,765	69,053	72,506	76,131	
LEAD UTILITY OPERATOR	S	63,726	67,080	70,434	73,955	77,653	
MANAGEMENT ANALYST	M	63,795	67,153	70,510	74,036	77,738	
POLICE DETECTIVE	P	64,989	68,410	71,831	75,422	79,194	83,153
POLICE SCHOOL RESOURCE OFFICER	P	64,989	68,410	71,831	75,422	79,194	83,153
POLICE SENIOR OFFICER	P	64,989	68,410	71,831	75,422	79,194	83,153
FIRE CAPTAIN	F	70,516	74,041	77,744	81,631	85,712	
ASSOCIATE CIVIL ENGINEER	S	71,848	75,629	79,411	83,381	87,550	
WASTEWATER SYSTEMS SUPV	S	71,848	75,629	79,411	83,381	87,550	
BUDGET/ACCOUNTING MANAGER	M	74,605	78,532	82,458	86,581	90,910	
CONSOLIDATED MAINTENANCE SUPT	M	74,605	78,532	82,458	86,581	90,910	
ENVIRONMENTAL PROGRAMS MANAGER	M	74,605	78,532	82,458	86,581	90,910	
INFORMATION SYSTEMS TECHNICIAN	M	74,605	78,532	82,458	86,581	90,910	
RECREATION SERVICES MANAGER	M	74,605	78,532	82,458	86,581	90,910	
SENIOR PLANNER	M	74,605	78,532	82,458	86,581	90,910	
TOURISM MANAGER	M	74,605	78,532	82,458	86,581	90,910	
POLICE SERGEANT	P	77,188	81,251	85,314	89,580	94,059	98,762
PLANNING MANAGER	M	82,068	86,171	90,480	95,004	99,754	
SENIOR CIVIL ENGINEER	M	82,068	86,171	90,480	95,004	99,754	
FIRE MARSHAL	F	83,708	87,894	92,288	96,903	101,748	
CITY CLERK/HR MANAGER	M	95,573	100,603	105,633	110,914	116,460	

CITY ENGINEER	M	96,718	101,808	106,898	112,243	117,856	
COMMUNITY DEVELOPMENT MANAGER	M	96,718	101,808	106,898	112,243	117,856	
UTILITY DIVISION MANAGER	M	96,718	101,808	106,898	112,243	117,856	
POLICE COMMANDER	M	108,585	114,300	120,015	126,015	132,316	
DEPUTY CITY MANAGER	E	114,802	120,542	126,569	132,898	139,543	
COMMUNITY DEVELOPMENT DIRECTOR	E	114,802	120,542	126,569	132,898	139,543	
FINANCE DIRECTOR	E	114,802	120,542	126,569	132,898	139,543	
PUBLIC WORKS DIRECTOR	E	119,084	125,038	131,290	137,854	144,747	
HARBOR DIRECTOR	E	121,305	127,370	133,738	140,425	147,447	sworn
FIRE CHIEF	E	125,260	131,523	138,100	145,005	152,255	sworn
POLICE CHIEF	E	121,305	127,370	133,738	140,425	147,447	sworn
CITY MANAGER	E	160,508	164,520	168,634	172,849	177,171	

**CITY OF MORRO BAY
COMBINED SALARY SCHEDULE
FISCAL YEAR 2020-21: 1/1/21-06/30/21**

TITLE	GROUP	STEP 1 Annual	STEP 2 Annual	STEP 3 Annual	STEP 4 Annual	STEP 5 Annual	STEP 6 Annual
ACCOUNT CLERK IN-TRAINING	S	32,460	34,083	35,787	37,577	39,455	
ACCOUNT CLERK I	S	39,243	41,205	43,265	45,429	47,700	
CONSOLIDATED MAINTENANCE WRK I	S	39,243	41,205	43,265	45,429	47,700	
OFFICE ASST. III	S	39,243	41,205	43,265	45,429	47,700	
OFFICE ASST. IV	S	42,428	44,549	46,777	49,116	51,571	
ACCOUNT CLERK II	S	44,079	46,283	48,597	51,027	53,578	
CONSOLIDATED MAINTENANCE WRK II	S	44,079	46,283	48,597	51,027	53,578	
PERMIT TECHNICIAN	S	45,143	47,400	49,770	52,259	54,872	
ACCOUNT CLERK III	S	47,210	49,571	52,049	54,651	57,384	
CONSOLIDATED MAINTENANCE WRK III	S	47,210	49,571	52,049	54,651	57,384	
ADMINISTRATIVE TECHNICIAN	S	48,044	50,446	52,969	55,617	58,398	
PERMIT TECHNICIAN - CERTIFIED	S	48,044	50,446	52,969	55,617	58,398	
SUPPORT SERVICES TECHNICIAN	S	48,044	50,446	52,969	55,617	58,398	
PROPERTY EVIDENCE CLERK	S	48,044	50,446	52,969	55,617	58,398	
MECHANIC	S	49,581	52,060	54,663	57,396	60,266	
RECREATION COORDINATOR	S	49,581	52,060	54,663	57,396	60,266	
HUMAN RESOURCES ANALYST I	C	54,690	57,425	60,296	63,311	66,476	
SUPPORT SERVICES COORDINATOR	C	54,690	57,425	60,296	63,311	66,476	
HARBOR PATROL OFFICER	S	54,777	57,516	60,392	63,411	66,582	
ENGINEERING TECHNICIAN III	S	56,158	58,966	61,914	65,010	68,260	
RECREATION SUPERVISOR	S	56,158	58,966	61,914	65,010	68,260	
UTILITY OPERATOR	S	56,245	59,057	62,010	65,111	68,366	
ASSISTANT PLANNER	S	56,508	59,333	62,300	65,415	68,686	
BUILDING INSPECTOR	S	58,765	61,703	64,788	68,028	71,429	
EXECUTIVE ASSISTANT/DEPUTY CLERK	C	58,765	61,703	64,788	68,028	71,429	
FIREFIGHTER	F	56,112	58,917	61,863	64,956	68,204	

UTILITY OPERATOR MC (MULTIPLE CERT)	S	60,182	63,191	66,351	69,668	73,152	
SENIOR ACCOUNTING TECHNICIAN	C	61,087	64,141	67,348	70,716	74,252	
POLICE SUPPORT SERVICES MANAGER	M	61,087	64,141	67,348	70,716	74,252	
HARBOR BUSINESS COORD	S	61,169	64,227	67,439	70,811	74,351	
POLICE OFFICER	P	65,152	68,410	71,830	75,422	79,193	83,152
HARBOR PATROL SUPERVISOR	S	64,523	67,749	71,137	74,693	78,428	
FIRE ENGINEER	F	61,344	64,412	67,632	71,014	74,564	
ENGINEERING TECHNICIAN IV	S	65,765	69,053	72,506	76,131	79,938	
ASSISTANT ENGINEER	S	65,765	69,053	72,506	76,131	79,938	
ASSOCIATE PLANNER	S	65,765	69,053	72,506	76,131	79,938	
BUILDING INSPECTOR/PLANS EXAMINER	S	65,765	69,053	72,506	76,131	79,938	
CONSOLIDATED MAINT FIELD SUPV	S	65,765	69,053	72,506	76,131	79,938	
HUMAN RESOURCES ANALYST II	C	65,765	69,053	72,506	76,131	79,938	
LEAD UTILITY OPERATOR	S	67,080	70,434	73,956	77,653	81,536	
MANAGEMENT ANALYST	M	67,153	70,511	74,036	77,738	81,625	
POLICE DETECTIVE	P	68,410	71,831	75,422	79,193	83,153	87,310
POLICE SCHOOL RESOURCE OFFICER	P	68,410	71,831	75,422	79,193	83,153	87,310
POLICE SENIOR OFFICER	P	68,410	71,831	75,422	79,193	83,153	87,310
FIRE CAPTAIN	F	70,516	74,041	77,744	81,631	85,712	
ASSOCIATE CIVIL ENGINEER	S	75,629	79,410	83,381	87,550	91,928	
WASTEWATER SYSTEMS SUPV	S	75,629	79,410	83,381	87,550	91,928	
BUDGET/ACCOUNTING MANAGER	M	78,532	82,459	86,582	90,911	95,456	
CONSOLIDATED MAINTENANCE SUPT	M	78,532	82,459	86,582	90,911	95,456	
ENVIRONMENTAL PROGRAMS MANAGER	M	78,532	82,459	86,582	90,911	95,456	
INFORMATION SYSTEMS TECHNICIAN	M	78,532	82,459	86,582	90,911	95,456	
RECREATION SERVICES MANAGER	M	78,532	82,459	86,582	90,911	95,456	
SENIOR PLANNER	M	78,532	82,459	86,582	90,911	95,456	
TOURISM MANAGER	M	78,532	82,459	86,582	90,911	95,456	
POLICE SERGEANT	P	81,251	85,314	89,579	94,058	98,761	103,699
PLANNING MANAGER	M	86,387	90,706	95,242	100,004	105,004	
SENIOR CIVIL ENGINEER	M	86,387	90,706	95,242	100,004	105,004	
FIRE MARSHAL	F	83,708	87,894	92,288	96,903	101,748	
CITY CLERK/HR MANAGER	M	100,603	105,633	110,915	116,461	122,284	

CITY ENGINEER	M	101,808	106,898	112,243	117,855	123,748	
COMMUNITY DEVELOPMENT MANAGER	M	101,808	106,898	112,243	117,855	123,748	
UTILITY DIVISION MANAGER	M	101,808	106,898	112,243	117,855	123,748	
POLICE COMMANDER	M	114,300	120,015	126,016	132,317	138,932	
DEPUTY CITY MANAGER	E	124,785	131,024	137,575	144,454	151,677	
COMMUNITY DEVELOPMENT DIRECTOR	E	124,785	131,024	137,575	144,454	151,677	
FINANCE DIRECTOR	E	124,785	131,024	137,575	144,454	151,677	
PUBLIC WORKS DIRECTOR	E	129,439	135,911	142,706	149,842	157,334	
HARBOR DIRECTOR	E	131,853	138,446	145,368	152,636	160,268	sworn
FIRE CHIEF	E	131,853	138,446	145,368	152,636	160,268	sworn
POLICE CHIEF	E	131,853	138,446	145,368	152,636	160,268	sworn
CITY MANAGER	E	174,465	178,827	183,297	187,880	192,577	