

Exhibit A



City of Paso Robles Wage Schedule

Adopted: June 20, 2023

Effective Date: June 20, 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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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						
Recreation Services Manager						

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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						
Utilities Director						

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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	\$8,797.50				\$8,797.50	Contract

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

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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					