

City of Paso Robles Wage Schedule

Adopted: March 4, 2025

Effective Date: March 16, 2025

Exhibit A



Full-Time Rates

Classification/Job Title		Step 1	Step 2	Step 3	Step 4	Step 5	Group
Administrative Assistant I	Hourly	23.11	24.52	26.03	27.63	29.33	SEIU
Maintenance Specialist I	Bi-Weekly	1,849.10	1,961.80	2,082.56	2,210.14	2,346.32	
	Annually	48,076.60	51,006.80	54,146.56	57,463.64	61,004.32	
Administrative Assistant II	Hourly	26.03	27.63	29.31	31.12	33.03	SEIU
Maintenance Specialist II	Bi-Weekly	2,082.56	2,210.14	2,345.17	2,489.93	2,642.71	
	Annually	54,146.56	57,463.64	60,974.42	64,738.18	68,710.46	
Maintenance Specialist I (W/WW)	Hourly	26.56	28.18	29.91	31.75	33.71	SEIU
	Bi-Weekly	2,124.61	2,254.22	2,393.08	2,539.80	2,696.43	
	Annually	55,239.86	58,609.72	62,220.08	66,034.80	70,107.18	
Administrative Assistant III	Hourly	29.46	31.27	33.19	35.22	37.39	SEIU/MGMT
Maintenance Specialist III	Bi-Weekly	2,357.18	2,501.96	2,655.31	2,817.24	2,991.18	
Technician I	Annually	61,286.68	65,050.96	69,038.06	73,248.24	77,770.68	
Equipment Mechanic I							
Building Inspector I							
Technician I (W/WW)	Hourly	30.04	31.89	33.85	35.92	38.13	SEIU
Laboratory Technician I	Bi-Weekly	2,403.54	2,551.18	2,707.95	2,873.30	3,050.13	
Wastewater Treatment Plant Operator I	Annually	62,492.04	66,330.68	70,406.70	74,705.80	79,303.38	
Water Quality Technician I							
Water Treatment Operator I							
Maintenance Specialist II (W/WW)	Hourly	30.51	32.37	34.35	36.48	38.71	SEIU
	Bi-Weekly	2,440.45	2,589.83	2,748.39	2,918.17	3,097.14	
	Annually	63,451.70	67,335.58	71,458.14	75,872.42	80,525.64	
Permit Technician	Hourly	31.75	33.69	35.76	37.95	40.28	SEIU
Technician II	Bi-Weekly	2,539.74	2,695.35	2,860.72	3,035.80	3,222.36	
Community Services Officer	Annually	66,033.24	70,079.10	74,378.72	78,930.80	83,781.36	
Crime Analyst							
Equipment Mechanic II							
Police Officer Recruit							
Technician II (W/WW)	Hourly	33.27	35.31	37.47	39.76	42.20	SEIU
Laboratory Technician II	Bi-Weekly	2,661.67	2,824.58	2,997.48	3,180.95	3,376.19	
Water Treatment Operator II	Annually	69,203.42	73,439.08	77,934.48	82,704.70	87,780.94	
Wastewater Treatment Plant Operator II							
Water Quality Technician II							
Maintenance Specialist III (W/WW)	Hourly	33.57	35.64	37.83	40.14	42.61	SEIU
	Bi-Weekly	2,685.83	2,850.91	3,026.18	3,211.07	3,408.75	
	Annually	69,831.58	74,123.66	78,680.68	83,487.82	88,627.50	
Dispatcher	Hourly	34.83	36.95	39.21	41.60	44.15	POA
	Bi-Weekly	2,786.00	2,956.06	3,136.61	3,328.31	3,531.75	
	Annually	72,436.00	76,857.56	81,551.86	86,536.06	91,825.50	

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Technician III	Hourly	36.65	38.91	41.28	43.83	46.52	SEIU/MGMT
Assistant Planner	Bi-Weekly	2,932.25	3,112.47	3,302.46	3,506.12	3,721.29	
Building Inspector III	Annually	76,238.50	80,924.22	85,863.96	91,159.12	96,753.54	
Engineering Inspector							
Engineering Technician III							
Fire Prevention Specialist I							
Information Systems Technician III							
Supervisor/Professional/Coordinator I							
Administrative Services Coordinator							
Adult Services Librarian							
Aquatics Coordinator							
Children's Services Librarian							
Civic Engagement Coordinator							
Emergency Services Coordinator							
Executive Assistant/Deputy City Clerk							
Facilities Maintenance Supervisor							
Fleet Supervisor							
Human Resources Specialist							
Landscape Supervisor							
Library Volunteer Coordinator							
Outreach Services Librarian							
Parking Coordinator							
Parks and Trails Supervisor							
Payroll/Risk Coordinator							
Records Supervisor							
Recreation Marketing Coordinator							
Recreation Program Coordinator							
Recreation Volunteer Coordinator							
Senior Accountant							
Streets Maintenance Supervisor							
Technical Services Librarian							
Utility Billing Supervisor							
Technician III (W/WW)	Hourly	37.38	39.67	42.10	44.69	47.44	SEIU
Wastewater Treatment Plant Operator III	Bi-Weekly	2,990.05	3,173.71	3,368.24	3,575.38	3,795.11	
Water Treatment Operator III	Annually	77,741.30	82,516.46	87,574.24	92,959.88	98,672.86	
Water Distribution Chief Operator							
Firefighter* - 56 hour	Hourly	27.67	29.39	31.20	33.12	35.16	IAFF
	Bi-Weekly*	3,099.04	3,291.68	3,494.40	3,709.44	3,937.92	
	Annually*	80,575.04	85,583.68	90,854.40	96,445.44	102,385.92	
Firefighter - 40 hour	Hourly	38.74	41.15	43.68	46.37	49.22	IAFF
	Bi-Weekly	3,099.04	3,291.68	3,494.40	3,709.44	3,937.92	
	Annually	80,575.04	85,583.68	90,854.40	96,445.44	102,385.92	

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Pretreatment Coordinator	Hourly	40.28	42.75	45.38	48.15	51.12	SEIU
Technician IV	Bi-Weekly	3,222.36	3,420.32	3,630.32	3,852.31	4,089.20	
Fire Prevention Specialist II	Annually	83,781.36	88,928.32	94,388.32	100,160.06	106,319.20	
Information Systems Technician IV							
Senior Building Inspector							
Senior Engineering Inspector							
Senior Water Quality Inspector							
Technical Supervisor I (W/WW)	Hourly	41.07	43.59	46.27	49.11	52.12	SEIU
Wastewater Collections Supervisor	Bi-Weekly	3,285.28	3,487.27	3,701.27	3,928.42	4,169.88	
Wastewater Laboratory Supervisor	Annually	85,417.28	90,669.02	96,233.02	102,138.92	108,416.88	
Water Quality Supervisor							
Dispatch Supervisor	Hourly	41.73	44.28	46.98	49.86	52.91	POA
	Bi-Weekly	3,338.07	3,542.14	3,758.79	3,988.82	4,232.95	
	Annually	86,789.82	92,095.64	97,728.54	103,709.32	110,056.70	
Professional Manager I	Hourly	42.11	44.68	47.43	50.35	53.44	MGMT
Associate Development Review Engineer	Bi-Weekly	3,369.04	3,574.44	3,794.75	4,027.66	4,275.39	
Associate Planner	Annually	87,595.04	92,935.44	98,663.50	104,719.16	111,160.14	
Development Services Manager							
Firefighter/Paramedic* - 56 hour	Hourly	31.03	32.95	34.99	37.15	39.44	IAFF
	Bi-Weekly*	3,475.36	3,690.40	3,918.88	4,160.80	4,417.28	
	Annually*	90,359.36	95,950.40	101,890.88	108,180.80	114,849.28	
Firefighter/Paramedic - 40 hour	Hourly	43.44	46.13	48.99	52.01	55.22	IAFF
	Bi-Weekly	3,475.36	3,690.40	3,918.88	4,160.80	4,417.28	
	Annually	90,359.36	95,950.40	101,890.88	108,180.80	114,849.28	
Fire Engineer* - 56 hour	Hourly	31.97	33.96	36.05	38.26	40.62	IAFF
	Bi-Weekly*	3,580.64	3,803.52	4,037.60	4,285.12	4,549.44	
	Annually*	93,096.64	98,891.52	104,977.60	111,413.12	118,285.44	
Fire Engineer - 40 hour	Hourly	44.76	47.54	50.47	53.56	56.87	IAFF
	Bi-Weekly	3,580.64	3,803.52	4,037.60	4,285.12	4,549.44	
	Annually	93,096.64	98,891.52	104,977.60	111,413.12	118,285.44	
Technical Supervisor II (W/WW)	Hourly	45.36	48.15	51.09	54.25	57.58	SEIU
Wastewater Chief Plant Operator	Bi-Weekly	3,628.60	3,851.75	4,087.49	4,339.85	4,606.46	
Water Distribution Supervisor	Annually	94,343.60	100,145.50	106,274.74	112,836.10	119,767.96	
Water Chief Plant Operator							
Police Officer	Hourly	46.16	48.96	51.97	55.15	58.53	POA
	Bi-Weekly	3,692.66	3,916.93	4,157.42	4,411.67	4,682.18	
	Annually	96,009.16	101,840.18	108,092.92	114,703.42	121,736.68	
Management Analyst	Hourly	47.79	50.75	53.90	57.24	60.79	MGMT
	Bi-Weekly	3,822.89	4,059.90	4,311.62	4,578.94	4,862.84	
	Annually	99,395.14	105,557.40	112,102.12	119,052.44	126,433.84	

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Fire Engineer/Paramedic* - 56 hour	Hourly	35.82	38.03	40.38	42.87	45.51	IAFF
	Bi-Weekly*	4,011.84	4,259.36	4,522.56	4,801.44	5,097.12	
	Annually*	104,307.84	110,743.36	117,586.56	124,837.44	132,525.12	
Fire Engineer/Paramedic - 40 hour	Hourly	50.15	53.24	56.53	60.02	63.71	IAFF
	Bi-Weekly	4,011.84	4,259.36	4,522.56	4,801.44	5,097.12	
	Annually	104,307.84	110,743.36	117,586.56	124,837.44	132,525.12	
Assistant Human Resources Manager	Hourly	49.96	53.05	56.31	59.78	63.46	MGMT
City Clerk	Bi-Weekly	3,996.73	4,243.93	4,504.86	4,782.33	5,077.03	
Homeless Services Manager	Annually	103,914.98	110,342.18	117,126.36	124,340.58	132,002.78	
Professional Manager II							
Airport Manager							
Assistant Capital Projects Manager							
Deputy Building Official							
Economic Development Manager							
GIS Analyst							
Industrial Waste Manager							
Maintenance Services Superintendent							
Recreation Services Manager							
Senior Development Review Engineer							
Senior Planner							
Solid Waste Manager							
Stormwater Manager							
Support Services Manager							
Water Utility Engineer							
Fire Captain* - 56 hour	Hourly	38.37	40.73	43.24	45.92	48.74	IAFF
	Bi-Weekly*	4,297.44	4,561.76	4,842.88	5,143.04	5,458.88	
	Annually*	111,733.44	118,605.76	125,914.88	133,719.04	141,930.88	
Fire Captain - 40 hour	Hourly	53.72	57.02	60.54	64.29	68.24	IAFF
	Bi-Weekly	4,297.44	4,561.76	4,842.88	5,143.04	5,458.88	
	Annually	111,733.44	118,605.76	125,914.88	133,719.04	141,930.88	
Sergeant	Hourly	57.53	61.05	64.81	68.79	73.02	POA
	Bi-Weekly	4,602.76	4,884.33	5,184.40	5,503.54	5,841.20	
	Annually	119,671.76	126,992.58	134,794.40	143,092.04	151,871.20	
Fire Captain/Paramedic* - 56 hour	Hourly	43.24	45.92	48.74	51.76	54.95	IAFF
	Bi-Weekly*	4,842.88	5,143.04	5,458.88	5,797.12	6,154.40	
	Annually*	125,914.88	133,719.04	141,930.88	150,725.12	160,014.40	
Fire Captain/Paramedic - 40 hour	Hourly	60.54	64.29	68.24	72.46	76.93	IAFF
	Bi-Weekly	4,842.88	5,143.04	5,458.88	5,797.12	6,154.40	
	Annually	125,914.88	133,719.04	141,930.88	150,725.12	160,014.40	

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Professional Manager III	Hourly	63.77	67.71	71.88	76.30	81.00	MGMT
Capital Projects Engineer	Bi-Weekly	5,101.62	5,416.95	5,750.53	6,104.13	6,480.05	
Chief Building Official	Annually	132,642.12	140,840.70	149,513.78	158,707.38	168,481.30	
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							
Operations Battalion Chief* - 56 hour	Hourly	50.26	53.35	56.65	60.14	63.84	MGMT
	Bi-Weekly*	5,629.12	5,975.20	6,344.80	6,735.68	7,150.08	
	Annually*	146,357.12	155,355.20	164,964.80	175,127.68	185,902.08	
Battalion Chief/Fire Marshal	Hourly	70.37	74.70	79.31	84.19	89.38	MGMT
Operations Battalion Chief - 40 hour	Bi-Weekly	5,629.36	5,976.30	6,344.46	6,734.98	7,150.28	
	Annually	146,363.36	155,383.80	164,955.96	175,109.48	185,907.28	
Deputy Community Development Director/City Engineer	Hourly	72.38	76.85	81.59	86.60	91.94	MGMT
	Bi-Weekly	5,790.34	6,148.23	6,526.85	6,928.19	7,354.86	
	Annually	150,548.84	159,853.98	169,698.10	180,132.94	191,226.36	
Police Commander	Hourly	75.29	79.93	84.85	90.07	95.62	MGMT
	Bi-Weekly	6,023.40	6,394.52	6,788.01	7,205.66	7,649.81	
	Annually	156,608.40	166,257.52	176,488.26	187,347.16	198,895.06	
Deputy Fire Chief	Hourly	78.83	83.71	88.90	94.40	100.24	MGMT
	Bi-Weekly	6,306.74	6,697.12	7,111.71	7,552.00	8,019.58	
	Annually	163,975.24	174,125.12	184,904.46	196,352.00	208,509.08	
Executive Manager	Hourly	79.78	84.71	89.92	95.46	101.34	MGMT
Administrative Services Director	Bi-Weekly	6,382.21	6,776.44	7,193.55	7,636.98	8,107.33	
Assistant City Manager	Annually	165,937.46	176,187.44	187,032.30	198,561.48	210,790.58	
Community Development Director							
Community Services Director							
Public Works Director							
Utilities Director							
Safety Executive Manager	Hourly	88.03	93.47	99.22	105.34	111.82	MGMT
Fire Chief	Bi-Weekly	7,042.50	7,477.21	7,937.85	8,427.37	8,945.75	
Police Chief	Annually	183,105.00	194,407.46	206,384.10	219,111.62	232,589.50	
City Manager		256,915.10				256,915.10	Contract

*Annual and bi-weekly totals are based on the average number of hours worked over a 3 year period

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Part-Time Hourly Rates

Classification/Job Title	Step 1	Step 2	Step 3	Step 4	Group
Staff Aide Clerical/Customer Service Aide Maintenance Aide Recreation Aide	17.36	17.93	18.51	19.09	Part-Time
Aquatics Office Assistant	17.93	18.51	19.09	19.66	Part-Time
Staff Assistant I Library Staff Assistant I Recreation Staff Assistant I Entry-Level Labor/Maintenance	19.09	19.66	20.25	20.83	Part-Time
Lifeguard/Swim Instructor	18.51	19.66	20.83	21.98	Part-Time
Staff Assistant II Journey-Level Labor/Maintenance Library Staff Assistant II Police Records Cadet Recreation Staff Assistant II	21.69	22.27	22.85	23.42	Part-Time
Staff Assistant III Advanced-Level Labor/Maintenance Assistant Police Dispatcher Community Services Officer Engineering Intern Library Staff Assistant III Planning Intern Recreation Staff Assistant III Water Conservation Assistant	24.59	25.16	25.74	26.32	Part-Time
Assistant Pool Manager	23.72	24.87	26.03	27.19	Part-Time
Staff Assistant IV Level II Police Officer Library Coordinator Pool Manager Recreation Coordinator	28.63	29.50	30.36	31.24	Part-Time

Volunteer

Title	Uncompensated	Volunteer
Reserve Police Officer		