

City of Paso Robles Wage Schedule

Adopted: May 6, 2025

Revised: June 17, 2025

Effective Date: April 15, 2025

Attachment 1, Exhibit A



Full-Time Rates

Classification/Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Group
Administrative Assistant I	246E 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	270E 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)	247E 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	295E Hourly	29.46	31.27	33.19	35.22	37.39	SEIU
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)	296E 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)	271E 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	310E 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)	311E 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)	298E 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	306C 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	

City of Paso Robles Wage Schedule

Adopted: May 6, 2025

Revised: June 17, 2025

Effective Date: April 15, 2025

Attachment 1, Exhibit A



Technician III	339E	Hourly	36.65	38.91	41.28	43.83	46.52	SEIU
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	339E	Hourly	36.65	38.91	41.28	43.83	46.52	SEIU
Administrative Services Coordinator		Bi-Weekly	2,932.25	3,112.47	3,302.46	3,506.12	3,721.29	
Adult Services Librarian		Annually	76,238.50	80,924.22	85,863.96	91,159.12	96,753.54	
Aquatics Coordinator								
Children's Services Librarian								
Civic Engagement Coordinator								
Emergency Services Coordinator								
Facilities Maintenance Supervisor								
Fleet Supervisor								
Landscape Supervisor								
Library Volunteer Coordinator								
Outreach Services Librarian								
Parking Coordinator								
Parks and Trails Supervisor								
Records Supervisor								
Recreation Marketing Coordinator								
Recreation Program Coordinator								
Recreation Volunteer Coordinator								
Senior Accountant								
Streets Maintenance Supervisor								
Technical Services Librarian								
Utility Billing Supervisor								
Supervisor/Professional/Coordinator I	338B	Hourly	36.65	38.91	41.28	43.83	46.52	MGMT
Executive Assistant/Deputy City Clerk		Bi-Weekly	2,932.25	3,112.47	3,302.46	3,506.12	3,721.29	
Human Resources Specialist		Annually	76,238.50	80,924.22	85,863.96	91,159.12	96,753.54	
Payroll/Risk Coordinator								
Technician III (W/WW)	340E	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	344C	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	344C	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	

City of Paso Robles Wage Schedule

Adopted: May 6, 2025

Revised: June 17, 2025

Effective Date: April 15, 2025

Attachment 1, Exhibit A



Pretreatment Coordinator	358E	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)	359E	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	348C	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	362B	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	363C	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	363C	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	355C	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	355C	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)	379E	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	361C	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	400B	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	
Fire Engineer/Paramedic* - 56 hour	370C	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	370C	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	

City of Paso Robles Wage Schedule

Adopted: May 6, 2025

Revised: June 17, 2025

Effective Date: April 15, 2025

Attachment 1, Exhibit A



Assistant Human Resources Manager	411B	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								
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	403C	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	403C	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	421C	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	423C	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	423C	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	
Professional Manager III	460B	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								

City of Paso Robles Wage Schedule

Adopted: May 6, 2025

Revised: June 17, 2025

Effective Date: April 15, 2025

Attachment 1, Exhibit A



Operations Battalion Chief* - 56 hour	468B	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	
Operations Battalion Chief - 40 hour	468B	Hourly	70.37	74.70	79.31	84.19	89.38	MGMT
		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	
Battalion Chief/Fire Marshal	468A	Hourly	70.37	74.70	79.31	84.19	89.38	MGMT
		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	470A	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	468C	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	500B	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 Administrative Services Director Assistant City Manager Community Development Director Community Services Director Public Works Director Utilities Director	505B	Hourly	79.78	84.71	89.92	95.46	101.34	MGMT
		Bi-Weekly	6,382.21	6,776.44	7,193.55	7,636.98	8,107.33	
		Annually	165,937.46	176,187.44	187,032.30	198,561.48	210,790.58	
Safety Executive Manager Fire Chief Police Chief	513C	Hourly	88.03	93.47	99.22	105.34	111.82	MGMT
		Bi-Weekly	7,042.50	7,477.21	7,937.85	8,427.37	8,945.75	
		Annually	183,105.00	194,407.46	206,384.10	219,111.62	232,589.50	
City Manager	CMA	Hourly	129.33				129.33	Contract
		Bi-Weekly	10,346.15				10,346.15	
		Annually	269,000.00				269,000.00	

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

City of Paso Robles Wage Schedule

Adopted: May 6, 2025

Revised: June 17, 2025

Effective Date: April 15, 2025

Attachment 1, Exhibit A



Part-Time Hourly Rates

Classification/Job Title			Step 1	Step 2	Step 3	Step 4	Group
Staff Aide	SA	Hourly	17.36	17.93	18.51	19.09	Part-Time
Clerical/Customer Service Aide							
Maintenance Aide							
Recreation Aide							
Aquatics Office Assistant	SAA1	Hourly	17.93	18.51	19.09	19.66	Part-Time
Staff Assistant I	SA1A	Hourly	19.09	19.66	20.25	20.83	Part-Time
Library Staff Assistant I							
Recreation Staff Assistant I							
Entry-Level Labor/Maintenance							
Lifeguard/Swim Instructor	SAA2	Hourly	18.51	19.66	20.83	21.98	Part-Time
Staff Assistant II	SA2A	Hourly	21.69	22.27	22.85	23.42	Part-Time
Journey-Level Labor/Maintenance							
Library Staff Assistant II							
Police Records Cadet							
Recreation Staff Assistant II							
Staff Assistant III	SA3A	Hourly	24.59	25.16	25.74	26.32	Part-Time
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							
Assistant Pool Manager	SAA3	Hourly	23.72	24.87	26.03	27.19	Part-Time
Staff Assistant IV	SA4A	Hourly	28.63	29.50	30.36	31.24	Part-Time
Level II Police Officer							
Library Coordinator							
Pool Manager							
Recreation Coordinator							

Volunteer

Title							
Reserve Police Officer	-			Uncompensated			Volunteer

City of Paso Robles Wage Schedule

Adopted: June 17, 2025

Effective Date: June 17, 2025

Attachment 1, Exhibit A



Full-Time Rates

Classification/Job Title	Range		Step 1	Step 2	Step 3	Step 4	Step 5	Group
Administrative Assistant I	246E	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	270E	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)	247E	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	295E	Hourly	29.46	31.27	33.19	35.22	37.39	SEIU
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)	296E	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)	271E	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	310E	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)	311E	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)	298E	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	306C	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	

City of Paso Robles Wage Schedule

Adopted: June 17, 2025

Effective Date: June 17, 2025

Attachment 1, Exhibit A



Technician III	339E	Hourly	36.65	38.91	41.28	43.83	46.52	SEIU
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								
Facilities Maintenance Supervisor								
Fleet Supervisor								
Landscape Supervisor								
Library Volunteer Coordinator								
Outreach Services Librarian								
Parking Coordinator								
Parks and Trails Supervisor								
Records Supervisor								
Recreation Marketing Coordinator								
Recreation Program Coordinator								
Recreation Volunteer Coordinator								
Senior Accountant								
Streets Maintenance Supervisor								
Technical Services Librarian								
Utility Billing Supervisor								
Supervisor/Professional/Coordinator I	338B	Hourly	36.65	38.91	41.28	43.83	46.52	MGMT
Executive Assistant/Deputy City Clerk		Bi-Weekly	2,932.25	3,112.47	3,302.46	3,506.12	3,721.29	
Human Resources Specialist		Annually	76,238.50	80,924.22	85,863.96	91,159.12	96,753.54	
Payroll/Risk Coordinator								
Technician III (W/WW)	340E	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	344C	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	344C	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	

City of Paso Robles Wage Schedule

Adopted: June 17, 2025

Effective Date: June 17, 2025

Attachment 1, Exhibit A



Pretreatment Coordinator	358E	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)	359E	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	348C	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	362B	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	363C	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	363C	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	355C	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	355C	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)	379E	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	361C	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	400B	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	
Fire Engineer/Paramedic* - 56 hour	370C	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	370C	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	

City of Paso Robles Wage Schedule

Adopted: June 17, 2025

Effective Date: June 17, 2025

Attachment 1, Exhibit A



Assistant Human Resources Manager	411B	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								
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	403C	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	403C	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	421C	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	423C	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	423C	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	
Professional Manager III	460B	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								

City of Paso Robles Wage Schedule

Adopted: June 17, 2025

Effective Date: June 17, 2025

Attachment 1, Exhibit A



Operations Battalion Chief* - 56 hour	468B	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	
Operations Battalion Chief - 40 hour	468B	Hourly	70.37	74.70	79.31	84.19	89.38	MGMT
		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	
Battalion Chief/Fire Marshal	468A	Hourly	70.37	74.70	79.31	84.19	89.38	MGMT
		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	470A	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	468C	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	500B	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	
Deputy Police Chief	505B	Hourly	79.78	84.71	89.92	95.46	101.34	MGMT
Executive Manager		Bi-Weekly	6,382.21	6,776.44	7,193.55	7,636.98	8,107.33	
Administrative Services Director		Annually	165,937.46	176,187.44	187,032.30	198,561.48	210,790.58	
Assistant City Manager								
Community Development Director								
Community Services Director								
Public Works Director								
Utilities Director								
Safety Executive Manager	513C	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	CMA	Hourly	129.33				129.33	
		Bi-Weekly	10,346.15				10,346.15	
		Annually	269,000.00				269,000.00	Contract

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

City of Paso Robles Wage Schedule

Adopted: June 17, 2025

Effective Date: June 17, 2025

Attachment 1, Exhibit A



Part-Time Hourly Rates

Classification/Job Title			Step 1	Step 2	Step 3	Step 4	Group
Staff Aide	SA	Hourly	17.36	17.93	18.51	19.09	Part-Time
Clerical/Customer Service Aide							
Maintenance Aide							
Recreation Aide							
Aquatics Office Assistant	SAA1	Hourly	17.93	18.51	19.09	19.66	Part-Time
Staff Assistant I	SA1A	Hourly	19.09	19.66	20.25	20.83	Part-Time
Library Staff Assistant I							
Recreation Staff Assistant I							
Entry-Level Labor/Maintenance							
Lifeguard/Swim Instructor	SAA2	Hourly	18.51	19.66	20.83	21.98	Part-Time
Staff Assistant II	SA2A	Hourly	21.69	22.27	22.85	23.42	Part-Time
Journey-Level Labor/Maintenance							
Library Staff Assistant II							
Police Records Cadet							
Recreation Staff Assistant II							
Staff Assistant III	SA3A	Hourly	24.59	25.16	25.74	26.32	Part-Time
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							
Assistant Pool Manager	SAA3	Hourly	23.72	24.87	26.03	27.19	Part-Time
Staff Assistant IV	SA4A	Hourly	28.63	29.50	30.36	31.24	Part-Time
Level II Police Officer							
Library Coordinator							
Pool Manager							
Recreation Coordinator							

Volunteer

Title							
Reserve Police Officer	-			Uncompensated			Volunteer