

**CONFIDENTIAL EXEMPT EMPLOYEES'  
SALARY SCHEDULE  
EFFECTIVE JANUARY 23, 2021**

JOB CLASS CODE	JOB CLASS	STEPS									
		1		2		3		4		5	
		HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY
F26	ASSISTANT FINANCE DIRECTOR	52.280	4,182.40	54.896	4,391.68	57.639	4,611.12	60.524	4,841.92	63.547	5,083.76
F35	INFORMATION SERVICES MANAGER	48.881	3,910.48	51.323	4,105.84	53.892	4,311.36	56.588	4,527.04	59.415	4,753.20

**EXECUTIVE MANAGERS  
SALARY SCHEDULE  
EFFECTIVE JANUARY 23, 2021**

<b>JOB CLASS CODE</b>	<b>JOB CLASS DESCRIPTION</b>	<b>HOURLY RATE</b>	<b>BI-WEEKLY SALARY</b>
H05	DEPUTY CM - RESOURCE MANAGEMENT	77.120	6,169.60
I01	CITY ATTORNEY	86.077	6,886.16
I02	CITY MANAGER	94.585	7,566.80
R01	POLICE CHIEF	84.089	6,727.12
R02	FIRE CHEF	81.003	6,480.24
R04	ASSISTANT CITY MANAGER	72.826	5,826.08
R12	HUMAN RESOURCES DIRECTOR	72.021	5,761.68
R13	RECREATION DIRECTOR	69.018	5,521.44
R14	FINANCE DIRECTOR	74.052	5,924.16
R15	HUMAN RESOURCES DIRECTOR/RISK MANAGER	73.820	5,905.60
R16	COMMUNITY DEVELOPMENT DIRECTOR	58.402	4,672.16
R17	CHIEF BUILDING OFFICIAL	58.402	4,672.16
R18	ECONOMIC DEVELOPMENT DIRECTOR	58.402	4,672.16
R19	PUBLIC WORKS DIRECTOR/CITY ENGINEER	74.052	5,924.16
R20	ASSISTANT CITY ATTORNEY	86.077	6,886.16

**2021 Seasonal Part-Time Salary Schedule**

**FOR JOB CLASSIFICATIONS WORKING LESS THAN 1,000 PER YEAR**  
**Hourly Rate of Pay; up to 8 steps; 2.5% between steps**  
**Effective December 26, 2020**

<b>Occupational Job Families and Job Classes</b>	<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
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**Aquatics Programs**

Lead Lifeguard	9	\$ 15.84	\$ 16.24	\$ 16.64	\$ 17.06	\$ 17.48	\$ 17.92	\$ 18.37	\$ 18.83
Water Safety Instructor	7	\$ 15.08	\$ 15.46	\$ 15.84	\$ 16.24	\$ 16.65	\$ 17.06	\$ 17.49	\$ 17.93
Lifeguard	4	\$ 14.00	\$ 14.35	\$ 14.71	\$ 15.08	\$ 15.45	\$ 15.84	\$ 16.24	\$ 16.64

**Recreation Programs**

Recreation Leader IV	9	\$ 15.84	\$ 16.24	\$ 16.64	\$ 17.06	\$ 17.48	\$ 17.92	\$ 18.37	\$ 18.83
Recreation Leader III	7	\$ 15.08	\$ 15.46	\$ 15.84	\$ 16.24	\$ 16.65	\$ 17.06	\$ 17.49	\$ 17.93
Recreation Leader II	3	<del>\$ 13.66</del>	\$ 14.00	\$ 14.35	\$ 14.71	\$ 15.08	\$ 15.46	\$ 15.84	\$ 16.24
Recreation Leader I	1	<del>\$ 13.00</del>	<del>\$ 13.33</del>	<del>\$ 13.66</del>	\$ 14.00	\$ 14.35	\$ 14.71	\$ 15.08	\$ 15.45

**Other**

Intern	7	\$ 15.08	\$ 15.46	\$ 15.84	\$ 16.24	\$ 16.65	\$ 17.06	\$ 17.49	\$ 17.93
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**Scheduled Minimum Wage Adjustments:**

2020 \$13.00  
 2021 \$14.00  
 2022 \$15.00

## 2021 Regular Part-Time Salary Schedule

### JOB CLASSIFICATIONS SCHEDULED AN AVERAGE OF 30 HOURS PER WEEK

**Hourly Rate of pay; 5 STEPS; 5% BETWEEN STEPS**

**Effective December 28, 2019**

Occupational Job Families and Job Classes	Grade	Step 1	Step 2	Step 3	Step 4	Step 5
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#### **Aquatics Programs**

Pool Manager	21	\$ 21.30	\$ 22.37	\$ 23.48	\$ 24.66	\$ 25.89
Assistant Pool Manager	16	\$ 18.83	\$ 19.77	\$ 20.76	\$ 21.80	\$ 22.89
Senior Lifeguard	12	\$ 17.06	\$ 17.91	\$ 18.81	\$ 19.75	\$ 20.74

#### **Recreation Programs**

Recreation Specialist II	19	\$ 20.28	\$ 21.29	\$ 22.36	\$ 23.48	\$ 24.65
Recreation Specialist	15	\$ 18.37	\$ 19.29	\$ 20.25	\$ 21.27	\$ 22.33
Rec Bus Driver	16	\$ 18.83	\$ 19.77	\$ 20.76	\$ 21.80	\$ 22.89

#### **Administrative Group**

Office Assistant	16	\$ 18.83	\$ 19.77	\$ 20.76	\$ 21.80	\$ 22.89
Facility Receptionist	13	\$ 17.48	\$ 18.35	\$ 19.27	\$ 20.24	\$ 21.25
Volunteer Coordinator	16	\$ 18.83	\$ 19.77	\$ 20.76	\$ 21.80	\$ 22.89

#### **Facilities Group**

Lead Facility Attendant	12	\$ 17.06	\$ 17.91	\$ 18.81	\$ 19.75	\$ 20.74
Facility Attendant	9	\$ 15.84	\$ 16.63	\$ 17.46	\$ 18.34	\$ 19.25

Note: The following job classifications are equivalent to the full-time rates:

Admin Assistant; Senior Admin Asst; Firefighter; Police Officer Reserve; Police Records Tech; and Youth Resource Center Coordinator.

**SEASIDE CITY EMPLOYEES' ASSOCIATION (SCEA)**  
**SALARY SCHEDULE**  
**EFFECTIVE JANUARY 23, 2021**

JOB CLASS CODE	JOB CLASS DESCRIPTION	STEPS									
		1		2		3		4		5	
		HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY
A09	CUSTODIAN	19.988	1,599.04	20.807	1,664.56	21.611	1,728.88	22.504	1,800.32	23.416	1,873.28
A15	MECHANICS ASSISTANT	22.510	1,800.80	23.638	1,891.04	24.820	1,985.60	26.062	2,084.96	27.365	2,189.20
A20	ACCOUNTING ASSISTANT	24.776	1,982.08	25.802	2,064.16	26.854	2,148.32	27.990	2,239.20	29.191	2,335.28
A22	EQUIPMENT OPERATOR	28.339	2,267.12	29.494	2,359.52	30.744	2,459.52	32.063	2,565.04	33.434	2,674.72
A24	SENIOR ADMINISTRATIVE ASSISTANT	28.089	2,247.12	29.287	2,342.96	30.531	2,442.48	31.850	2,548.00	33.202	2,656.16
A25	MECHANIC	30.581	2,446.48	31.899	2,551.92	33.241	2,659.28	34.670	2,773.60	36.170	2,893.60
A26	BUILDING/PLANNING TECHNICIAN	28.089	2,247.12	29.287	2,342.96	30.531	2,442.48	31.850	2,548.00	33.202	2,656.16
A27	GIS TECHNICIAN	29.191	2,335.28	30.650	2,452.00	32.183	2,574.64	33.792	2,703.36	35.481	2,838.48
A29	ENGINEERING TECHNICIAN	29.805	2,384.40	31.089	2,487.12	32.433	2,594.64	33.844	2,707.52	35.316	2,825.28
A30	CODE ENFORCEMENT OFFICER	33.679	2,694.32	35.132	2,810.56	36.656	2,932.48	38.255	3,060.40	39.937	3,194.96
A31	JUNIOR ENGINEER	33.371	2,669.68	34.816	2,785.28	36.329	2,906.32	37.914	3,033.12	39.584	3,166.72
A32	BUILDING INSPECTOR	34.614	2,769.12	36.115	2,889.20	37.690	3,015.20	39.350	3,148.00	41.103	3,288.24
A34	ACCOUNTING TECHNICIAN	26.855	2,148.40	28.001	2,240.08	29.188	2,335.04	30.452	2,436.16	31.740	2,539.20
A41	BUILDING TECHNICIAN	28.089	2,247.12	29.287	2,342.96	30.531	2,442.48	31.850	2,548.00	33.202	2,656.16
A56	IRRIGATION SPECIALIST	30.665	2,453.20	31.916	2,553.28	33.268	2,661.44	34.696	2,775.68	36.178	2,894.24
A60	ELECTRICIAN	32.180	2,574.40	33.549	2,683.92	34.998	2,799.84	36.469	2,917.52	38.036	3,042.88
A61	HVAC SPECIALIST	30.041	2,403.28	31.318	2,505.44	32.673	2,613.84	34.044	2,723.52	35.507	2,840.56
A62	STREET SWEEPER OPERATOR	29.305	2,344.40	30.549	2,443.92	31.870	2,549.60	33.207	2,656.56	34.635	2,770.80
A63	MAINTENANCE & UTILITIES WORKER TRAINEE	20.117	1,609.36	21.124	1,689.92	22.180	1,774.40	23.290	1,863.20	24.453	1,956.24
A64	MAINTENANCE & UTILITIES WORKER I	22.181	1,774.48	23.291	1,863.28	24.454	1,956.32	25.677	2,054.16	26.962	2,156.96
A65	APPRENTICE ELECTRICIAN	24.627	1,970.16	25.857	2,068.56	27.150	2,172.00	28.506	2,280.48	29.933	2,394.64
A66	ASSISTANT ELECTRICIAN	26.247	2,099.76	27.559	2,204.72	28.938	2,315.04	30.385	2,430.80	31.904	2,552.32
A67	BUILDING MAINTENANCE SPECIALIST	30.608	2,448.64	31.909	2,552.72	33.288	2,663.04	34.684	2,774.72	36.176	2,894.08
A68	SENIOR MAINTENANCE & UTILITIES WORKER	29.792	2,383.36	31.281	2,502.48	32.846	2,627.68	34.490	2,759.20	36.214	2,897.12
A69	MAINTENANCE & UTILITIES WORKER III	26.985	2,158.80	28.335	2,266.80	29.752	2,380.16	31.240	2,499.20	32.801	2,624.08
A70	MAINTENANCE & UTILITIES WORKER II	24.458	1,956.64	25.681	2,054.48	26.966	2,157.28	28.313	2,265.04	29.730	2,378.40
F33	ASSISTANT ENGINEER	40.064	3,205.12	42.062	3,364.96	44.168	3,533.44	46.375	3,710.00	48.695	3,895.60
F34	ASSISTANT PLANNER	27.819	2,225.52	29.008	2,320.64	30.262	2,420.96	31.575	2,526.00	32.951	2,636.08
P50	SENIOR FACILITY ATTENDANT	21.987	1,758.96	23.087	1,846.96	24.240	1,939.20	25.453	2,036.24	26.726	2,138.08
S01	RECREATION PROGRAM COORDINATOR	27.551	2,204.08	28.742	2,299.36	29.950	2,396.00	31.238	2,499.04	32.589	2,607.12
Y02	YOUTH RESOURCE CENTER ACTIVITY COORDINATOR	29.856	2,388.48	31.147	2,491.76	32.457	2,596.56	33.852	2,708.16	35.315	2,825.20
Y04	YOUTH CENTER SUPERVISOR	33.504	2,680.32	34.947	2,795.76	36.417	2,913.36	37.982	3,038.56	39.629	3,170.32

**SEASIDE FIREFIGHTERS' ASSOCIATION  
SALARY SCHEDULE  
EFFECTIVE JANUARY 23, 2021**

JOB CLASS CODE	JOB CLASS DESCRIPTION	STEPS									
		1		2		3		4		5	
		HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY
E01	FIREFIGHTER	29.033	3,251.70	30.486	3,414.43	32.009	3,585.01	33.610	3,764.32	35.289	3,952.37
E05	FIRE ENGINEER	32.052	3,589.82	33.653	3,769.14	35.338	3,957.86	37.105	4,155.76	38.959	4,363.41
E09	FIRE CAPTAIN	35.380	3,962.56	37.152	4,161.02	39.007	4,368.78	40.957	4,587.18	43.005	4,816.56

**SEASIDE MANAGEMENT AND SUPERVISORY EMPLOYEES' ASSOCIATION**  
**SALARY SCHEDULE**  
**EFFECTIVE JANUARY 23, 2021**

JOB CLASS CODE	JOB CLASS DESCRIPTION	STEPS									
		1		2		3		4		5	
		HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY
A38	FACILITY MAINTENANCE CREW CHIEF	25.820	2,065.56	26.918	2,153.44	28.082	2,246.58	29.262	2,340.94	30.518	2,441.40
A51	UTILITY ENGINEER	35.798	2,863.81	37.433	2,994.61	39.136	3,130.89	40.930	3,274.41	42.758	3,420.63
A96	ADMINISTRATIVE ANALYST II	35.041	2,803.30	36.793	2,943.46	38.632	3,090.59	40.564	3,245.14	42.592	3,407.38
A97	CRIME ANALYST	34.089	2,727.15	35.793	2,863.43	37.581	3,006.47	39.461	3,156.91	41.436	3,314.85
A99	ADMINISTRATIVE ANALYST	32.172	2,573.80	33.782	2,702.53	35.466	2,837.29	37.243	2,979.47	39.104	3,128.30
F10	CITY CLERK	42.929	3,434.31	44.106	3,528.47	46.016	3,681.25	48.037	3,842.97	50.192	4,015.33
F11	PUBLIC AFFAIRS OFFICER/CITY CLERK	47.344	3,787.56	49.712	3,976.93	52.197	4,175.79	54.807	4,384.56	57.547	4,603.76
F13	ACCOUNTANT	30.366	2,429.28	31.884	2,550.70	33.479	2,678.29	35.152	2,812.14	36.910	2,952.84
F16	SENIOR BUILDING INSPECTOR	31.668	2,533.44	33.089	2,647.12	34.573	2,765.87	36.131	2,890.49	37.761	3,020.90
F17	BUILDING OFFICIAL	49.065	3,925.18	51.257	4,100.56	53.578	4,286.23	55.979	4,478.31	58.537	4,682.96
F20	SENIOR PLANNER	38.410	3,072.82	40.324	3,225.88	42.347	3,387.79	44.456	3,556.48	46.690	3,735.18
F21	ASSOCIATE CIVIL ENGINEER	42.076	3,366.08	43.956	3,516.47	45.944	3,675.51	48.005	3,840.44	50.199	4,015.91
F25	GIS COORDINATOR	38.863	3,109.05	40.807	3,264.54	42.846	3,427.69	44.988	3,599.03	47.237	3,778.95
F28	PW SENIOR SERVICES MANAGER/CITY ENGINEER	56.266	4,501.25	59.081	4,726.48	62.035	4,962.76	65.139	5,211.09	68.393	5,471.45
F31	SENIOR CIVIL ENGINEER	45.956	3,676.47	48.015	3,841.23	50.176	4,014.08	52.467	4,197.37	54.885	4,390.79
F32	ASSOCIATE PLANNER	36.066	2,885.31	37.871	3,029.67	39.763	3,181.04	41.751	3,340.11	43.839	3,507.11
F36	RECREATION SUPERINTENDENT	39.643	3,171.42	41.389	3,311.10	43.232	3,458.54	45.146	3,611.70	47.195	3,775.63
F37	RECREATION SUPERINTENDENT - AQUATICS	39.643	3,171.42	41.389	3,311.10	43.232	3,458.54	45.146	3,611.72	47.195	3,775.63
F38	ACCOUNTANT II	34.019	2,721.51	35.719	2,857.53	37.507	3,000.55	39.379	3,150.33	41.348	3,307.87
F40	MAINTENANCE & UTILITIES SUPERINTENDENT	45.594	3,647.52	47.634	3,810.70	49.788	3,983.02	52.021	4,161.68	54.398	4,351.87
F41	ECONOMIC DEVELOPMENT MANAGER	44.614	3,569.15	46.614	3,729.10	48.709	3,896.75	50.934	4,074.76	53.283	4,262.64
F42	MAINTENANCE FIELD SUPERVISOR	36.012	2,880.96	37.812	3,024.97	39.702	3,176.17	41.688	3,335.04	43.772	3,501.76
F43	UTILITIES FIELD SUPERVISOR	38.837	3,106.96	40.779	3,262.31	42.819	3,425.52	44.961	3,596.87	47.209	3,776.72
F44	HOUSING PROGRAM MANAGER	42.978	3,438.21	45.126	3,610.12	47.382	3,790.57	49.752	3,980.13	52.240	4,179.18
F45	RECREATION SUPERVISOR	31.958	2,556.65	33.556	2,684.47	35.234	2,818.69	36.996	2,959.66	38.845	3,107.57
F46	FAMILY & COMMUNITY SUPPORT PRACTITIONER	32.172	2,573.80	33.782	2,702.53	35.466	2,837.29	37.243	2,979.47	39.104	3,128.30

**SEASIDE POLICE OFFICERS' ASSOCIATION  
SALARY SCHEDULE  
EFFECTIVE JANUARY 23, 2021**

**SWORN PERSONNEL**

JOB CLASS CODE	JOB CLASS DESCRIPTION	STEPS									
		1		2		3		4		5	
		HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY
D01	<b>POLICE OFFICER (80-HOUR)</b>	46.182	3,694.56	48.488	3,879.04	50.915	4,073.20	53.458	4,276.64	56.118	4,489.44
D01	POLICE OFFICER (84-HOUR)	45.027	3,782.27	47.276	3,971.18	49.642	4,169.93	52.122	4,378.25	54.715	4,596.06
D07	<b>POLICE SERGEANT (80-HOUR)</b>	56.508	4,520.64	59.350	4,748.00	62.303	4,984.24	65.423	5,233.84	68.708	5,496.64
D07	POLICE SERGEANT (84-HOUR)	55.095	4,627.98	57.866	4,860.74	60.745	5,102.58	63.787	5,358.11	66.990	5,627.16
D09	<b>POLICE CORPORAL (80-HOUR)</b>	51.102	4,088.16	53.651	4,292.08	56.339	4,507.12	59.152	4,732.16	62.095	4,967.60
D09	POLICE CORPORAL (84-HOUR)	49.824	4,185.22	52.310	4,394.04	54.931	4,614.20	57.673	4,844.53	60.543	5,085.61

**CIVILIAN PERSONNEL (NON-SWORN)**

JOB CLASS CODE	JOB CLASS DESCRIPTION	STEPS									
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		HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY	HOURLY RATE	BI-WEEKLY SALARY
B01	POLICE SERVICES SPECIALIST	29.499	2,359.93	30.961	2,476.88	32.516	2,601.28	34.151	2,732.09	35.850	2,868.02
B02	VEHICLE ABATEMENT OFFICER	35.926	2,874.05	37.474	2,997.93	39.101	3,128.09	40.807	3,264.56	42.601	3,408.05
B06	ANIMAL CONTROL OFFICER	28.083	2,246.64	29.480	2,358.38	30.952	2,476.15	32.510	2,600.80	34.123	2,729.85
B11	POLICE RECORDS SPECIALIST	29.658	2,372.67	31.141	2,491.30	32.699	2,615.92	34.333	2,746.64	36.049	2,883.95
B12	POLICE RECORDS SUPERVISOR	35.804	2,864.32	37.613	3,009.03	39.471	3,157.68	41.457	3,316.54	43.544	3,483.55
B15	SENIOR ADMIN ASSISTANT - PO	30.277	2,422.16	31.563	2,525.04	32.907	2,632.56	34.330	2,746.37	35.787	2,862.96
C01	POLICE RECORDS TECHNICIAN	26.680	2,134.38	28.029	2,242.33	29.411	2,352.87	30.893	2,471.41	32.449	2,595.90
D04	DETENTION OFFICER	28.279	2,262.31	29.692	2,375.34	31.776	2,542.08	32.732	2,618.56	34.370	2,749.56
D05	CSO/DETENTION OFFICER	28.279	2,262.31	29.692	2,375.34	31.776	2,542.08	32.732	2,618.56	34.370	2,749.56
D08	POLICE OFFICER RECRUIT	35.504	2,840.30	37.277	2,982.17	39.142	3,131.36	41.101	3,288.05	43.156	3,452.47



**SEASIDE PUBLIC SAFETY MANAGEMENT ASSOCIATION  
SALARY SCHEDULE  
EFFECTIVE JANUARY 23, 2021**

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E12	FIRE DIVISION CHIEF	45.176	5,059.67	47.435	5,312.72	49.804	5,578.05	52.297	5,857.28	54.910	6,149.97
G13	POLICE COMMANDER	60.615	4,849.20	63.811	5,104.88	67.174	5,373.92	70.708	5,656.64	74.422	5,953.76
G19	POLICE DEPUTY CHIEF	69.743	5,579.44	73.419	5,873.52	77.277	6,182.16	81.330	6,506.40	85.625	6,850.00