



CITY OF MANHATTAN BEACH - SALARY SCHEDULE

The Citywide salary schedule identifies the steps or ranges associated with each job classification within the City of Manhattan Beach, including all employees, the City Manager and elected officials¹. Salary and compensation levels are negotiated through the collective bargaining process between the City and represented employee associations, and memorialized in the individual Memoranda of Understanding (MOU) for each group. This schedule is updated periodically as salaries are modified, or new positions are added. Information regarding benefits, other items of compensation, and terms and conditions of employment can be found in the applicable MOU. MOU's are accessible on the City's website at <https://www.citymb.info/departments/human-resources/mous>

Employee Groups

MOU Effective Date

Manhattan Beach Firefighters' Association	MBFA	07/01/2026 - 06/30/2029
Manhattan Beach Police Association	MBPOA	07/01/2025 - 06/30/2028
Manhattan Beach Police Management Association	MBPMA	07/01/2025 - 06/30/2028
Manhattan Beach Mid-Management Employees Association	MBMEA	07/01/2025 - 06/30/2028
California Teamsters Local 986	Teamsters	07/01/2025 - 06/30/2028
Unrepresented (Executive, Management, and Confidential)	UN/MC	07/01/2025 - 06/30/2028
Unrepresented - Part-Time Employees	Unrepresented	07/01/2025 - 06/30/2028

Salary Schedule Revision Dates:

01/07/20 (City Council Approval Date)
 03/17/20 (City Council Approval Date)
 01/05/21 (City Council Approval Date)
 10/19/21 (City Council Approval Date)
 05/17/22 (City Council Approval Date)
 12/20/22 (City Council Approval Date)
 11/07/23 (City Council Approval Date)
 04/16/24 (City Council Approval Date)
 07/16/24 (City Council Approval Date)
 11/19/24 (City Council Approval Date)
 02/04/25 (City Council Approval Date)
 04/15/25 (City Council Approval Date)
 09/16/25 (City Council Approval Date)
 10/21/25 (City Council Approval Date)
 01/20/26 (City Council Approval Date)
 07/07/26 (City Council Approval Date)

¹ This salary schedule satisfies the requirements set forth in the California Code of Regulations (CCR) Section 570.5 and Government Code (GC) Section 20636.

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

ELECTED POSITIONS (Monthly)		
Class Title	Effective	Salary
City Treasurer	3/17/2009	500
Council Member	3/17/2009	500

FULL-TIME CLASSIFICATIONS (Monthly)											
Class Title	Unit	Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Account Specialist I <i>(Flex Class)</i>	Teamsters	7/11/2026	5,210	5,472	5,748	6,036	6,338	6,655			
Account Specialist II <i>(Flex Class)</i>	Teamsters	7/11/2026	5,734	6,020	6,321	6,637	6,969	7,317			
Accountant	MBMEA	7/11/2026	8,394	8,602	8,819	9,039	9,264	9,496	9,734	9,977	10,226
Accounting Supervisor	MBMEA	7/11/2026	9,893	10,140	10,395	10,656	10,920	11,193	11,473	11,760	12,053
Accounting Technician	Teamsters	7/11/2026	6,050	6,354	6,670	7,003	7,354	7,722			
Administrative Analyst	Teamsters	7/11/2026	6,713	7,049	7,402	7,771	8,159	8,567			
Administrative Assistant	Teamsters	7/11/2026	5,558	5,837	6,129	6,434	6,760	7,097			
Applications Analyst	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Assistant City Clerk	UN/MC*	7/11/2026	10,427								13,679
Assistant Engineer	Teamsters	7/11/2026	8,322	8,736	9,175	9,636	10,118	10,622			
Assistant Planner	Teamsters	7/11/2026	7,454	7,829	8,221	8,631	9,061	9,515			
Assistant to the City Manager	UN/MC*	7/11/2026	10,427								13,679
Associate Engineer	Teamsters	7/11/2026	9,633	10,116	10,620	11,150	11,709	12,295			
Associate Planner	Teamsters	7/11/2026	8,632	9,062	9,516	9,991	10,490	11,016			
Background Investigator	Teamsters	7/11/2026	7,221	7,583	7,961	8,360	8,777	9,216			
Budget and Financial Analyst	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Building Inspector	Teamsters	7/11/2026	7,224	7,585	7,965	8,362	8,781	9,219			
Building Maintenance Technician	Teamsters	7/11/2026	6,202	6,515	6,838	7,179	7,539	7,916			
Building Official	MBMEA	7/11/2026	14,410	14,770	15,139	15,517	15,905	16,303	16,710	17,130	17,556
City Clerk	UN/MC*	7/11/2026	16,529								21,541
City Engineer	MBMEA	7/11/2026	16,719	17,136	17,564	18,003	18,456	18,916	19,389	19,875	20,369
City Manager ⁺	Unrepresented	5/16/2026									25,531
Code Enforcement Officer I <i>(Flex Class)</i>	Teamsters	7/11/2026	6,455	6,777	7,115	7,471	7,844	8,236			
Code Enforcement Officer II <i>(Flex Class)</i>	Teamsters	7/11/2026	7,181	7,544	7,919	8,314	8,729	9,166			
Code Enforcement Supervisor	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Communications and Civic Engagement Manager	UN/MC*	7/11/2026	12,744								16,721
Community Development Director	UN/MC*	7/11/2026	16,529								21,541
Community Services Officer	Teamsters	7/11/2026	5,546	5,820	6,112	6,416	6,738	7,075			

*Salary based on contract

*Salary Range Exists (minimum - maximum)

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

FULL-TIME CLASSIFICATIONS (Monthly)											
Class Title	Unit	Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Crime Analyst	MBMEA	7/11/2026	8,394	8,602	8,819	9,039	9,264	9,496	9,734	9,977	10,226
Cross-Connection Control Specialist	Teamsters	7/11/2026	7,709	8,094	8,501	8,924	9,369	9,836			
Cultural Arts Manager	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Deputy City Clerk	UN/MC*	7/11/2026	6,496								8,567
Deputy City Manager	UN/MC*	7/11/2026	16,529								21,541
Digital Communications and Graphics Coordinator	UN/MC*	7/11/2026	7,795								10,226
Electrician	Teamsters	7/11/2026	6,747	7,086	7,439	7,811	8,202	8,614			
Emergency Preparedness Administrator	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Engineering Technician I <i>(Flex Class)</i>	Teamsters	7/11/2026	6,356	6,677	7,007	7,357	7,724	8,112			
Engineering Technician II <i>(Flex Class)</i>	Teamsters	7/11/2026	7,008	7,358	7,728	8,113	8,518	8,941			
Environmental Compliance Technician	Teamsters	7/11/2026	7,008	7,358	7,728	8,113	8,518	8,941			
Environmental Programs Administrator	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Equipment Maintenance Supervisor	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Equipment Mechanic I <i>(Flex Class)</i>	Teamsters	7/11/2026	5,349	5,620	5,897	6,193	6,501	6,827			
Equipment Mechanic II <i>(Flex Class)</i>	Teamsters	7/11/2026	6,674	7,006	7,355	7,723	8,110	8,516			
Executive Assistant	Teamsters	7/11/2026	6,286	6,602	6,929	7,277	7,641	8,025			
Executive Assistant to the City Manager/City Council	UN/MC*	7/11/2026	7,182								9,423
Facilities Supervisor	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Field Operations Manager	MBMEA	7/11/2026	13,722	14,066	14,417	14,776	15,147	15,527	15,913	16,312	16,720
Field Operations Supervisor	MBMEA	7/11/2026	10,358	10,617	10,882	11,152	11,431	11,718	12,009	12,310	12,617
Finance Director	UN/MC*	7/11/2026	16,529								21,541
Financial Controller	UN/MC*	7/11/2026	12,744								16,721
Financial Services Manager	UN/MC*	7/11/2026	11,470								15,049
Fire Captain	MBFA	7/11/2026	12,256	12,561	12,876	13,198	13,528				
Fire Captain/Paramedic ¹	MBFA	7/11/2026	14,483	14,845	15,215	15,597	15,986				
Fire Chief	UN/MC*	7/11/2026	22,659								29,352
Fire Deputy Chief	UN/MC*	7/11/2026	18,965								24,671
Fire Division Chief	UN/MC*	7/11/2026	17,241								22,429
Fire Engineer	MBFA	7/11/2026	10,531	10,795	11,065	11,341	11,625				
Fire Engineer/Paramedic ¹	MBFA	7/11/2026	12,443	12,754	13,072	13,399	13,733				
Fire Inspector	Teamsters	7/11/2026	7,229	7,592	7,970	8,370	8,789	9,226			
Fire Marshal	MBMEA	7/11/2026	13,722	14,066	14,417	14,776	15,147	15,527	15,913	16,312	16,720
Firefighter	MBFA	7/11/2026	8,172	8,437	8,711	8,994	9,286	9,588	9,900		
Firefighter/Paramedic ¹	MBFA	7/11/2026	9,618	10,102	10,605	11,134	11,692				

*Salary Range Exists (minimum - maximum)

¹ Employees hired before 01/01/2022

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

FULL-TIME CLASSIFICATIONS (Monthly)											
Class Title	Unit	Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Geographic Information Systems Administrator	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Geographic Information Systems Analyst	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Geographic Information Systems Technician	Teamsters	7/11/2026	7,008	7,358	7,728	8,113	8,518	8,941			
Grants and Financial Analyst	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Human Resources Analyst	UN/MC*	7/11/2026	8,496								11,147
Human Resources Assistant	UN/MC*	7/11/2026	6,061								7,739
Human Resources Director	UN/MC*	7/11/2026	16,529								21,541
Human Resources Executive Assistant	UN/MC*	7/11/2026	6,496								8,567
Human Resources Manager	UN/MC*	7/11/2026	12,744								16,721
Human Resources Technician	UN/MC*	7/11/2026	7,348								9,693
Information Systems Manager	MBMEA	7/11/2026	13,722	14,066	14,417	14,776	15,147	15,527	15,913	16,312	16,720
Information Technology Director	UN/MC*	7/11/2026	16,529								21,541
Lead Account Specialist	Teamsters	7/11/2026	6,367	6,686	7,020	7,370	7,741	8,127			
Lead Community Services Officer	Teamsters	7/11/2026	6,098	6,403	6,722	7,059	7,412	7,783			
Lead Maintenance Worker	Teamsters	7/11/2026	6,198	6,511	6,834	7,177	7,531	7,913			
Lead Police Records Technician	Teamsters	7/11/2026	5,835	6,127	6,433	6,756	7,092	7,447			
Lead Sewer Maintenance Worker	Teamsters	7/11/2026	6,344	6,662	6,994	7,346	7,711	8,097			
Lead Water System Operator	Teamsters	7/11/2026	7,144	7,505	7,877	8,270	8,686	9,124			
Lead Water Treatment Operator	Teamsters	7/11/2026	6,863	7,206	7,569	7,946	8,344	8,761			
Maintenance Assistant	Teamsters	7/11/2026	4,012	4,212	4,423	4,644	4,876	5,119			
Maintenance Inspector	Teamsters	7/11/2026	7,019	7,369	7,740	8,126	8,533	8,958			
Maintenance Supervisor	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Maintenance Worker I (Flex Class)	Teamsters	7/11/2026	5,110	5,366	5,634	5,916	6,211	6,525			
Maintenance Worker II (Flex Class)	Teamsters	7/11/2026	5,496	5,769	6,057	6,359	6,680	7,010			
Management Analyst	MBMEA	7/11/2026	8,394	8,602	8,819	9,039	9,264	9,496	9,734	9,977	10,226
Management Analyst (Confidential)	UN/MC*	7/11/2026	7,795								10,226
Marketing and Communications Coordinator	UN/MC*	7/11/2026	7,795								10,226
Marketing Specialist	Teamsters	7/11/2026	5,478	5,753	6,040	6,343	6,662	6,995			
Network Administrator	Teamsters	7/11/2026	9,113	9,569	10,049	10,551	11,078	11,631			
Office Assistant	Teamsters	7/11/2026	4,535	4,761	5,000	5,248	5,511	5,787			
Park Services Enforcement Officer	Teamsters	7/11/2026	7,181	7,544	7,919	8,314	8,729	9,166			
Parking Services Technician	Teamsters	7/11/2026	5,629	5,909	6,205	6,517	6,841	7,181			
Parks and Recreation Director	UN/MC*	7/11/2026	16,529								21,541
Permits Technician	Teamsters	7/11/2026	6,107	6,412	6,734	7,068	7,423	7,794			

*Salary Range Exists (minimum - maximum)

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

FULL-TIME CLASSIFICATIONS (Monthly)											
Class Title	Unit	Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Plan Check Engineer	Teamsters	7/11/2026	9,185	9,642	10,125	10,631	11,163	11,722			
Planning Manager	MBMEA	7/11/2026	13,722	14,066	14,417	14,776	15,147	15,527	15,913	16,312	16,720
Planning Technician	Teamsters	7/11/2026	6,673	7,009	7,358	7,725	8,110	8,518			
Plans Examiner	Teamsters	7/11/2026	8,266	8,680	9,113	9,569	10,048	10,550			
Police Academy Trainee	Teamsters	7/11/2026						7,715			
Police Captain	MBPMA	7/11/2026	18,117	18,582	19,056	19,547	20,048				
Police Chief	UN/MC*	7/11/2026	22,659								29,352
Police Lieutenant	MBPMA	7/11/2026	16,548	16,961	17,386	17,820	18,266				
Police Officer	MBPOA	7/11/2026	9,399	9,870	10,364	10,881	11,426				
Police Records Manager	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Police Records Specialist	Teamsters	7/11/2026	5,556	5,835	6,127	6,431	6,756	7,092			
Police Records Technician	Teamsters	7/11/2026	5,556	5,835	6,127	6,431	6,756	7,092			
Police Sergeant	MBPOA	7/11/2026	13,682	14,364	15,084						
Police Services Officer	Teamsters	7/11/2026	6,046	6,346	6,665	6,999	7,348	7,715			
Police Support Supervisor	MBMEA	7/11/2026	8,812	9,033	9,259	9,490	9,727	9,970	10,221	10,475	10,738
Police Technology Specialist	Teamsters	7/11/2026	7,922	8,319	8,733	9,171	9,631	10,112			
Policy and Management Analyst	UN/MC*	7/11/2026	9,187								12,053
Principal Building Inspector	MBMEA	7/11/2026	9,893	10,140	10,395	10,656	10,920	11,193	11,473	11,760	12,053
Principal Civil Engineer	MBMEA	7/11/2026	13,722	14,066	14,417	14,776	15,147	15,527	15,913	16,312	16,720
Property and Evidence Officer	Teamsters	7/11/2026	6,348	6,665	6,998	7,349	7,716	8,100			
Public Works Director	UN/MC*	7/11/2026	16,529								21,541
Public Works Inspector	Teamsters	7/11/2026	7,019	7,369	7,740	8,126	8,533	8,958			
Purchasing Analyst	MBMEA	7/11/2026	8,394	8,602	8,819	9,039	9,264	9,496	9,734	9,977	10,226
Purchasing Assistant	Teamsters	7/11/2026	5,558	5,837	6,129	6,434	6,760	7,097			
Purchasing Manager	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Purchasing Supervisor	MBMEA	7/11/2026	9,652	9,893	10,140	10,395	10,656	10,920	11,193	11,473	11,760
Recreation Coordinator	Teamsters	7/11/2026	5,478	5,753	6,040	6,343	6,662	6,995			
Recreation Manager	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Recreation Supervisor	Teamsters	7/11/2026	6,849	7,192	7,554	7,927	8,326	8,740			
Revenue Services Manager	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Revenue Services Supervisor	MBMEA	7/11/2026	9,652	9,893	10,140	10,395	10,656	10,920	11,193	11,473	11,760
Risk Manager	UN/MC*	7/11/2026	12,744								16,721
Senior Accountant	MBMEA	7/11/2026	8,812	9,033	9,259	9,490	9,727	9,970	10,221	10,475	10,738
Senior Building Inspector	Teamsters	7/11/2026	8,490	8,914	9,363	9,829	10,319	10,837			
Senior Business Services Analyst	MBMEA	7/11/2026	9,893	10,140	10,395	10,656	10,920	11,193	11,473	11,760	12,053

*Salary Range Exists (minimum - maximum)

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FULL-TIME CLASSIFICATIONS (Monthly)											
Class Title	Unit	Effective	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Senior Civil Engineer	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Senior Fire Inspector	Teamsters	7/11/2026	8,490	8,914	9,363	9,829	10,319	10,837			
Senior Engineering Technician	Teamsters	7/11/2026	7,668	8,044	8,452	8,871	9,317	9,782			
Senior Human Resources Analyst	UN/MC*	7/11/2026	9,771								12,819
Senior Management Analyst	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Senior Management Analyst (<i>Confidential</i>)	UN/MC*	7/11/2026	8,744								11,470
Senior Permits Technician	Teamsters	7/11/2026	6,409	6,729	7,064	7,416	7,788	8,179			
Senior Plan Check Engineer	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Senior Planner	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Senior Recreation Manager	MBMEA	7/11/2026	13,722	14,066	14,417	14,776	15,147	15,527	15,913	16,312	16,720
Senior Recreation Supervisor	MBMEA	7/11/2026	9,652	9,893	10,140	10,395	10,656	10,920	11,193	11,473	11,760
Senior Technology Specialist	Teamsters	7/11/2026	8,714	9,150	9,606	10,087	10,593	11,124			
Senior Technology Systems Engineer	MBMEA	7/11/2026	12,353	12,662	12,979	13,301	13,634	13,975	14,324	14,681	15,047
Sewer Maintenance Worker	Teamsters	7/11/2026	5,768	6,056	6,358	6,679	7,009	7,359			
Solid Waste Administrator	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Technology Specialist	Teamsters	7/11/2026	7,922	8,319	8,733	9,171	9,631	10,112			
Technology Systems Engineer	MBMEA	7/11/2026	11,230	11,511	11,799	12,092	12,395	12,704	13,022	13,347	13,679
Traffic Engineer	MBMEA	7/11/2026	11,789	12,084	12,385	12,696	13,012	13,338	13,672	14,013	14,364
Transportation Services Operator	Teamsters	7/11/2026	5,251	5,514	5,791	6,079	6,385	6,703			
Urban Forester	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Utilities Manager	MBMEA	7/11/2026	13,722	14,066	14,417	14,776	15,147	15,527	15,913	16,312	16,720
Wastewater Supervisor	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Water Compliance Supervisor	MBMEA	7/11/2026	9,652	9,893	10,140	10,395	10,656	10,920	11,193	11,473	11,760
Water Meter Technician	Teamsters	7/11/2026	5,110	5,366	5,634	5,916	6,211	6,525			
Water Superintendent	MBMEA	7/11/2026	11,789	12,084	12,385	12,696	13,012	13,338	13,672	14,013	14,364
Water Supervisor	MBMEA	7/11/2026	9,415	9,651	9,892	10,139	10,393	10,651	10,918	11,191	11,470
Water System Operator I (<i>Flex Class</i>)	Teamsters	7/11/2026	5,621	5,904	6,196	6,505	6,831	7,177			
Water System Operator II (<i>Flex Class</i>)	Teamsters	7/11/2026	6,040	6,345	6,662	6,994	7,344	7,715			
Water System Operator III	Teamsters	7/11/2026	6,494	6,822	7,160	7,519	7,895	8,294			
Water Treatment Operator	Teamsters	7/11/2026	6,341	6,659	6,992	7,342	7,708	8,095			

*Salary Range Exists (minimum - maximum)

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

PART-TIME CLASSIFICATIONS (Hourly)							
Class Title	Effective		Step 1	Step 2	Step 3	Step 4	Step 5
Ceramics Technician	1/10/2026		20.36	21.37	22.45	23.56	24.75
Custodian	1/10/2026	Range:	17.33		-		28.27
Emergency Services Coordinator	1/10/2026		46.45	48.76	51.21	53.77	56.45
Fire Prevention Apprentice	1/10/2026		20.36	21.37	22.45	23.56	24.75
Intern	1/10/2026	Range:	17.33		-		28.27
Police Intern	1/10/2026	Range:	17.33		-		28.27
Pool Lifeguard/Instructor	1/10/2026		20.36	21.37	22.45	23.56	24.75
Pool Manager	1/10/2026		24.75	25.98	27.27	28.63	30.07
Program Coordinator	1/10/2026	Range:	21.00		-		58.23
Project Administrator	1/10/2026	Range:	47.25		-		141.33
Recreation Leader	1/10/2026		19.38	20.36	21.37	22.45	23.56
Senior Recreation Leader	1/10/2026		24.75	25.98	27.27	28.63	30.07
Warehouse Assistant	1/10/2026	Range:	18.90		-		28.27