



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/classification-and-compensation/memoranda-of-understanding>.

Employee Groups

<u>Employee Groups</u>		<u>MOU Effective Date</u>
Manhattan Beach Firefighters' Association	MBFA	02/04/2020 - 06/30/2020
Manhattan Beach Fire Management Association	MBFMA	01/01/2020 - 12/31/2021
Manhattan Beach Police Association	MBPOA	01/01/2019 - 12/31/2021
Manhattan Beach Police Management Association	MBPMA	01/01/2019 - 12/31/2021
Manhattan Beach Mid-Management Employees Association	MBMEA	01/01/2020 - 12/31/2021
California Teamsters Local 911	Teamsters	01/01/2019 - 12/31/2021
Manhattan Beach Part-time Employees Association	MBPTEA	11/23/2019 - 12/31/2021
Unrepresented (Executive, Management & Confidential)	UN/MC	N/A

Salary Schedule Revision Dates:

02/08/17
 06/14/17
 01/01/18
 05/01/18
 01/22/19
 03/19/19 (City Council Approval Date)
 01/07/20 (City Council Approval Date)
 03/17/20 (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	A	AA	B	C	D	E	F	G	H	I	J	K	L
Account Services Representative I (Flex Class) ¹	Teamsters	1/4/2020	4,211	4,420	4,643	4,876	5,120	5,376							
Account Services Representative II (Flex Class) ¹	Teamsters	1/4/2020	4,632	4,864	5,106	5,361	5,629	5,911							
Accountant	MBMEA	3/14/2020	5,366		5,500	5,637	5,778	5,922	6,070	6,222	6,378	6,537	6,700	6,868	7,040
Administrative Clerk I (Flex Class) ¹	Teamsters	1/4/2020	3,479	3,654	3,835	4,026	4,228	4,440							
Administrative Clerk II (Flex Class) ¹	Teamsters	1/4/2020	3,663	3,846	4,040	4,240	4,452	4,675							
Assistant Finance Director	UN/MC*	3/14/2020	11,695												15,216
Assistant Planner	Teamsters	1/4/2020	6,021	6,324	6,640	6,972	7,320	7,685							
Associate Engineer (Flex Class w/ Eng. Asst.)	Teamsters	1/4/2020	7,781	8,171	8,578	9,007	9,458	9,932							
Associate Planner	Teamsters	1/4/2020	6,973	7,321	7,686	8,071	8,474	8,899							
Battalion Chief ¹	MBFMA*	1/6/2018	11,452												14,898
Building Inspector	Teamsters	1/4/2020	5,837	6,127	6,435	6,755	7,094	7,448							
Building Official	MBMEA	3/14/2020	10,471		10,733	11,001	11,276	11,558	11,847	12,143	12,447	12,758	13,077	13,404	13,739
Building Repair Craftsperson	Teamsters	1/4/2020	5,010	5,262	5,523	5,799	6,089	6,394							
Building Services Analyst	MBMEA	3/14/2020	6,405		6,565	6,729	6,897	7,069	7,246	7,427	7,613	7,803	7,998	8,198	8,403
City Clerk ¹	UN/MC*	3/14/2020	11,695												
City Engineer	MBMEA	3/14/2020	12,757		13,076	13,403	13,738	14,081	14,433	14,794	15,164	15,543	15,932	16,330	16,738
City Manager*	Unrepresent	4/2/2019													21,887.50
Code Enforcement Officer ¹	Teamsters	1/4/2020	5,801	6,093	6,397	6,716	7,051	7,404							
Communication/Civic Engagement Manager	UN/MC*	3/14/2020	10,560												13,739
Community Services Officer ¹	Teamsters	1/4/2020	4,479	4,702	4,937	5,184	5,443	5,716							
Controller	UN/MC*	3/14/2020	10,560												13,739
Crime Analyst	MBMEA	3/14/2020	6,405		6,565	6,729	6,897	7,069	7,246	7,427	7,613	7,803	7,998	8,198	8,403
Cultural Arts Manager	MBMEA	3/14/2020	8,568		8,782	9,002	9,227	9,458	9,694	9,936	10,184	10,439	10,700	10,967	11,241
Data Entry Operator	Teamsters	1/4/2020	3,564	3,740	3,928	4,125	4,333	4,549							
Deputy City Clerk ¹	UN/MC*	3/14/2020	5,338												7,040
Director of Community Development	UN/MC*	3/14/2020	13,581												17,700
Director of Finance and Administration	UN/MC*	3/14/2020	13,581												17,700
Director of Human Resources	UN/MC*	3/14/2020	13,581												17,700
Director of Information Technology	UN/MC*	3/14/2020	13,581												17,700
Director of Parks and Recreation	UN/MC*	3/14/2020	13,581												17,700
Director of Public Works	UN/MC*	3/14/2020	13,581												17,700
Electrician	Teamsters	1/4/2020	5,451	5,725	6,010	6,310	6,626	6,958							
Engineering Assistant (Flex Class w/ Assoc. Eng.)	Teamsters	1/4/2020	6,723	7,058	7,412	7,783	8,173	8,580							
Engineering Technician I (Flex Class)	Teamsters	1/4/2020	5,134	5,392	5,661	5,944	6,240	6,553							
Engineering Technician II (Flex Class)	Teamsters	1/4/2020	5,662	5,945	6,243	6,554	6,881	7,224							
Environmental Sustainability Manager	MBMEA	3/14/2020	8,568		8,782	9,002	9,227	9,458	9,694	9,936	10,184	10,439	10,700	10,967	11,241
Equipment Maintenance Supervisor	MBMEA	3/14/2020	7,184		7,364	7,548	7,737	7,930	8,128	8,331	8,539	8,752	8,971	9,195	9,425
Equipment Mechanic I (Flex Class) ¹	Teamsters	1/4/2020	4,321	4,539	4,764	5,003	5,252	5,515							
Equipment Mechanic II (Flex Class) ¹	Teamsters	1/4/2020	5,391	5,660	5,942	6,239	6,551	6,879							
Executive Assistant (Confidential)	UN/MC*	3/14/2020	5,338												7,040
Executive Secretary	Teamsters	1/4/2020	5,078	5,332	5,598	5,879	6,173	6,482							

* Salary based on contract

* Salary Range Exists (minimum - maximum)

¹ Part-time Classification Exists

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

FULL-TIME CLASSIFICATIONS (Monthly)															
Class Title	Unit	Effective	A	AA	B	C	D	E	F	G	H	I	J	K	L
Facilities Reservation Clerk	Teamsters	1/4/2020	3,663	3,846	4,040	4,240	4,452	4,675							
Facilities Supervisor	MBMEA	3/14/2020	7,184		7,364	7,548	7,737	7,930	8,128	8,331	8,539	8,752	8,971	9,195	9,425
Financial Analyst ¹	UN/MC*	3/14/2020	7,268												9,425
Fire Captain	MBFA	1/6/2018	10,186		10,695	11,230									
Fire Captain/Paramedic	MBFA	1/6/2018	12,039		12,641	13,272									
Fire Chief	UN/MC*	3/14/2020	14,970												19,392
Fire Engineer	MBFA	1/6/2018	8,754		9,191	9,651									
Fire Engineer/Paramedic	MBFA	1/6/2018	10,343		10,859	11,402									
Firefighter	MBFA	1/6/2018	6,762		7,099	7,453	7,826	8,219							
Firefighter/Paramedic	MBFA	1/6/2018	7,985		8,385	8,805	9,244	9,707							
General Services Coordinator	Teamsters	1/4/2020	5,398	5,668	5,952	6,250	6,563	6,891							
Geographic Information Systems Analyst	MBMEA	3/14/2020	7,184		7,364	7,548	7,737	7,930	8,128	8,331	8,539	8,752	8,971	9,195	9,425
Geographic Information Systems Technician ¹	Teamsters	1/4/2020	5,662	5,945	6,243	6,554	6,881	7,224							
Graphic Artist	Teamsters	1/4/2020	4,328	4,546	4,772	5,010	5,262	5,523							
Human Resources Analyst ¹	UN/MC*	3/14/2020	6,472												8,403
Human Resources Assistant	UN/MC*	3/14/2020	3,937												5,027
Human Resources Manager ¹	UN/MC*	3/14/2020	10,560												13,739
Human Resources Technician ¹	UN/MC*	3/14/2020	5,338												7,040
Information Systems Manager	MBMEA	3/14/2020	10,471		10,733	11,001	11,276	11,558	11,847	12,143	12,447	12,758	13,077	13,404	13,739
Information Systems Specialist ¹	Teamsters	1/4/2020	6,400	6,720	7,055	7,408	7,779	8,169							
Information Technology Analyst	MBMEA	3/14/2020	7,184		7,364	7,548	7,737	7,930	8,128	8,331	8,539	8,752	8,971	9,195	9,425
Legal Secretary	UN/MC*	3/14/2020	5,338												7,040
Maintenance Manager	MBMEA	3/14/2020	10,471		10,733	11,001	11,276	11,558	11,847	12,143	12,447	12,758	13,077	13,404	13,739
Maintenance Supervisor	MBMEA	3/14/2020	7,184		7,364	7,548	7,737	7,930	8,128	8,331	8,539	8,752	8,971	9,195	9,425
Maintenance Worker I (Flex Class) ¹	Teamsters	1/4/2020	4,127	4,335	4,551	4,778	5,018	5,270							
Maintenance Worker II (Flex Class)	Teamsters	1/4/2020	4,440	4,661	4,893	5,137	5,395	5,664							
Maintenance Worker III	Teamsters	1/4/2020	5,008	5,260	5,521	5,797	6,084	6,391							
Management Analyst (Confidential) ¹	UN/MC*	3/14/2020	6,472												8,403
Management Analyst ¹	MBMEA	3/14/2020	6,405		6,565	6,729	6,897	7,069	7,246	7,427	7,613	7,803	7,998	8,198	8,403
Management Fellow	UN/MC*	3/14/2020	5,338												7,040
Meter Repair Worker ¹	Teamsters	1/4/2020	4,547	4,773	5,012	5,264	5,525	5,801							
Network Administrator	Teamsters	1/4/2020	7,362	7,730	8,117	8,523	8,949	9,395							
Park Services Enforcement Officer	Teamsters	1/4/2020	5,801	6,093	6,397	6,716	7,051	7,404							
Permits Technician	Teamsters	1/4/2020	4,933	5,180	5,439	5,711	5,997	6,296							
Plan Check Engineer	Teamsters	1/4/2020	7,419	7,789	8,179	8,588	9,018	9,468							
Planning Manager	MBMEA	3/14/2020	10,471		10,733	11,001	11,276	11,558	11,847	12,143	12,447	12,758	13,077	13,404	13,739
Police Academy Trainee	Teamsters	1/4/2020						6,232							
Police Captain	MBPMA	1/4/2020	14,516												15,922
Police Chief	UN/MC*	3/14/2020	14,970												19,392
Police Lieutenant	MBPMA	1/4/2020	13,142		13,471	13,808	14,152	14,506							
Police Officer	MBPOA	1/4/2020	7,465		7,839	8,230	8,642	9,074							
Police Records Manager	MBMEA	3/14/2020	8,568		8,782	9,002	9,227	9,458	9,694	9,936	10,184	10,439	10,700	10,967	11,241
Police Records Technician/Matron ¹	Teamsters	1/4/2020	4,489	4,713	4,949	5,195	5,456	5,729							
Police Sergeant	MBPOA	1/4/2020					10,866	11,408	11,979						
Police Services Officer ¹	Teamsters	1/4/2020	4,884	5,128	5,384	5,654	5,936	6,232							
Principal Building Inspector	Teamsters	1/4/2020	7,546	7,923	8,320	8,736	9,173	9,631							
Principal Civil Engineer	MBMEA	3/14/2020	10,471		10,733	11,001	11,276	11,558	11,847	12,143	12,447	12,758	13,077	13,404	13,739

* Salary Range Exists (minimum - maximum)

¹ Part-time Classification Exists

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

FULL-TIME CLASSIFICATIONS (Monthly)															
Class Title	Unit	Effective	A	AA	B	C	D	E	F	G	H	I	J	K	L
Public Works Inspector	Teamsters	1/4/2020	5,669	5,953	6,252	6,565	6,893	7,237							
Purchasing Assistant	Teamsters	1/4/2020	4,491	4,715	4,951	5,198	5,460	5,732							
Purchasing Manager	MBMEA	3/14/2020	8,568		8,782	9,002	9,227	9,458	9,694	9,936	10,184	10,439	10,700	10,967	11,241
Receptionist Clerk	Teamsters	1/4/2020	3,761	3,948	4,146	4,351	4,568	4,798							
Recreation Coordinator	Teamsters	1/4/2020	4,425	4,648	4,880	5,125	5,381	5,651							
Recreation Manager	MBMEA	3/14/2020	8,568		8,782	9,002	9,227	9,458	9,694	9,936	10,184	10,439	10,700	10,967	11,241
Recreation Program Supervisor	MBMEA	3/14/2020	6,405		6,565	6,729	6,897	7,069	7,246	7,427	7,613	7,803	7,998	8,198	8,403
Recreation Supervisor ¹	Teamsters	1/4/2020	5,533	5,809	6,102	6,405	6,726	7,061							
Revenue Services Manager	MBMEA	3/14/2020	8,568		8,782	9,002	9,227	9,458	9,694	9,936	10,184	10,439	10,700	10,967	11,241
Revenue Services Specialist	Teamsters	1/4/2020	5,143	5,400	5,670	5,954	6,253	6,566							
Risk Manager ¹	UN/MC*	3/14/2020	10,560												13,739
Secretary	Teamsters	1/4/2020	4,491	4,715	4,951	5,198	5,460	5,732							
Senior Accountant	MBMEA	3/14/2020	6,405		6,565	6,729	6,897	7,069	7,246	7,427	7,613	7,803	7,998	8,198	8,403
Senior Building Inspector	Teamsters	1/4/2020	6,858	7,201	7,563	7,940	8,337	8,754							
Senior Civil Engineer	MBMEA	3/14/2020	8,568		8,782	9,002	9,227	9,458	9,694	9,936	10,184	10,439	10,700	10,967	11,241
Senior Deputy City Clerk	UN/MC*	3/14/2020	6,472												8,403
Senior Engineering Technician	Teamsters	1/4/2020	6,194	6,499	6,828	7,167	7,526	7,902							
Senior Financial Analyst	UN/MC*	3/14/2020	8,630												11,241
Senior Human Resources Analyst ¹	UN/MC*	3/14/2020	8,630												11,241
Senior Management Analyst (<i>Confidential</i>) ¹	UN/MC*	3/14/2020	7,268												9,425
Senior Management Analyst ¹	MBMEA	3/14/2020	7,184		7,364	7,548	7,737	7,930	8,128	8,331	8,539	8,752	8,971	9,195	9,425
Senior Permits Technician	Teamsters	1/4/2020	5,177	5,435	5,707	5,991	6,291	6,606							
Senior Plan Check Engineer	MBMEA	3/14/2020	8,568		8,782	9,002	9,227	9,458	9,694	9,936	10,184	10,439	10,700	10,967	11,241
Senior Planner	MBMEA	3/14/2020	8,568		8,782	9,002	9,227	9,458	9,694	9,936	10,184	10,439	10,700	10,967	11,241
Senior Recreation Manager	MBMEA	3/14/2020	10,471		10,733	11,001	11,276	11,558	11,847	12,143	12,447	12,758	13,077	13,404	13,739
Senior Water Plant Operator	Teamsters	1/4/2020	5,545	5,822	6,114	6,419	6,741	7,078							
Sewer Maintenance Worker	Teamsters	1/4/2020	4,660	4,892	5,136	5,394	5,663	5,946							
Traffic Engineer	MBMEA	3/14/2020	8,568		8,782	9,002	9,227	9,458	9,694	9,936	10,184	10,439	10,700	10,967	11,241
Transportation Services Operator ¹	Teamsters	1/4/2020	4,243	4,455	4,679	4,911	5,158	5,416							
Urban Forester	MBMEA	3/14/2020	7,184		7,364	7,548	7,737	7,930	8,128	8,331	8,539	8,752	8,971	9,195	9,425
Utilities Manager	MBMEA	3/14/2020	10,471		10,733	11,001	11,276	11,558	11,847	12,143	12,447	12,758	13,077	13,404	13,739
Wastewater Supervisor	MBMEA	3/14/2020	7,184		7,364	7,548	7,737	7,930	8,128	8,331	8,539	8,752	8,971	9,195	9,425
Water Meter Reader	Teamsters	1/4/2020	4,127	4,335	4,551	4,778	5,018	5,270							
Water Plant Operator	Teamsters	1/4/2020	5,123	5,379	5,648	5,931	6,226	6,538							
Water Supervisor	MBMEA	3/14/2020	7,184		7,364	7,548	7,737	7,930	8,128	8,331	8,539	8,752	8,971	9,195	9,425

* Salary Range Exists (minimum - maximum)

¹ Part-time Classification Exists

CITY OF MANHATTAN BEACH - SALARY SCHEDULE

PART-TIME CLASSIFICATIONS (Hourly)					
Class Title	Effective		A	B	C
Account Services Rep I ²	1/4/2020		24.29	26.79	28.13
Administrative Clerk I ²	1/4/2020		20.08	22.12	23.23
Administrative Clerk II ²	1/4/2020		21.13	23.31	24.47
Administrative Intern ⁴	1/1/2020		13.00	13.65	14.33
Administrative Intern (CM's Office)	7/8/2006		15.18	15.94	16.74
Ambulance Operator ⁴	1/1/2020		13.00	13.65	14.33
Assistant Pool Manager ³	1/4/2020		16.52	17.35	18.22
Background Investigator	7/8/2006		30.90	32.45	34.07
Battalion Chief ²	5/1/2018		66.07	69.37	72.84
City Clerk ²	2/10/2003				50.00
Code Enforcement Officer ²	1/4/2020		33.47	36.91	38.75
Community Services Officer ²	1/4/2020		25.84	28.48	29.91
Custodian ⁴	1/1/2020				13.00
Deputy City Clerk ²	3/16/2019		30.19	32.60	35.00
Emergency Services Coordinator	4/27/2017		39.88	43.97	46.17
Equipment Mechanic I ²	1/4/2020		24.93	27.48	28.86
Equipment Mechanic II ²	1/4/2020		31.10	34.29	35.99
Financial Analyst ²	3/16/2019		41.11	44.16	47.21
Fire Inspector	2/3/2007		16.43	17.25	18.11
Geographic Information Systems Intern	7/8/2006		13.47	14.14	14.85
Geographic Information Systems Technician ²	1/4/2020		32.66	36.01	37.81
Human Resources Analyst ²	3/16/2019		36.61	39.34	42.07
Human Resources Manager ²	3/13/2019	Range:	59.73		77.71
Human Resources Technician ²	3/16/2019		30.19	32.60	35.00
Information Systems Specialist ²	1/4/2020		36.93	40.71	42.74
Maintenance Assistant ⁴	1/1/2020				13.00
Maintenance Worker I ²	1/4/2020		23.82	26.25	27.56
Management Analyst ²	3/16/2019		36.61	39.34	42.06
Meter Repair Worker ²	1/4/2020		26.23	28.91	30.37
Microcomputer Support Specialist	7/8/2006		17.19	18.05	18.95
Paid-Call Firefighter	8/6/2005	Per shift:			50.00
Police Intern ⁴	1/1/2020		13.00	13.65	14.33
Police Records Technician/Matron ²	1/4/2020		25.90	28.55	29.97
Police Services Officer ²	1/4/2020		28.17	31.06	32.62
Pool Lifeguard	4/1/2017		13.16	13.81	14.51
Pool Lifeguard/Instructor ³	1/4/2020		15.73	16.52	17.35
Pool Manager	4/1/2017		18.57	19.50	20.48
Project Manager	11/13/2017	Range:	47.86		62.34
Recreation Leader I ⁴	1/1/2020		13.00	13.65	14.33
Recreation Leader II ³	1/4/2020		14.30	15.02	15.77
Recreation Supervisor ²	1/4/2020		31.92	35.20	36.96
Risk Manager ²	3/13/2019	Range:	59.73		77.71
Seasonal Program Aide ⁴	1/1/2020	Range:	13.00		18.00
Seasonal Program Coordinator	5/23/2016	Range:	20.00		50.00
Senior Human Resources Analyst ²	3/13/2019	Range:	48.81		63.58
Senior Management Analyst ²	3/16/2019		41.11	44.16	47.21
Senior Recreation Leader	4/1/2017		16.79	17.63	18.51
Senior Recreation Leader II	4/1/2017		20.65	21.69	22.77
Transportation Services Operator ²	1/4/2020		24.48	26.99	28.34
Warehouse Assistant ⁴	1/1/2020		13.00	13.65	14.33

² Part-time Classification with Full-time Equivalent Classification

³ Salary steps adjusted 1/4/20 based on impact of minimum wage increase effective 1/1/20

⁴ Salary Steps adjusted per CA Minimum Wage increase effective 1/1/20