

**City of Half Moon Bay
Salary Schedule
Effective July 1, 2025 (3%)**

Position	Class	Steps				
		A	B	C	D	E
Monthly Salary Ranges (e)						
Exempt - Non Represented Management						
City Manager	99-999	<i>Only one step</i>				23,428.20
Assistant City Manager	10-500	17,686	18,570	19,499	20,474	21,498
Public Works Director	10-520	17,686	18,570	19,499	20,474	21,498
Community Development Director	10-505	16,277	17,091	17,946	18,843	19,785
Finance Director*	10-490	16,127	16,933	17,780	18,669	19,602
Administrative Services Director	10-490	16,127	16,933	17,780	18,669	19,602
Deputy City Manager*	10-500	14,662	15,395	16,165	16,973	17,822
Communications Director/City Clerk	10-412	13,906	14,601	15,331	16,098	16,903
Contract Services Manager*	10-430	11,468	12,041	12,643	13,275	13,939
Assistant to the City Manager	10-420	10,334	10,851	11,394	11,964	12,562
Exempt - Confidential						
Finance Manager	10-485	11,817	12,408	13,028	13,679	14,363
Administrative Services Manager *	10-525	11,708	12,293	12,908	13,553	14,231
Management Analyst - Human Resources	10-721	8,764	9,202	9,662	10,145	10,652
Executive Assistant to the City Manager	10-715	7,437	7,809	8,199	8,609	9,039
Senior Accountant*	10-745	9,823	10,314	10,830	11,372	11,941
Exempt - Represented Management						
City Engineer*	10-750	14,287	15,001	15,751	16,539	17,366
Planning and Development Services Manager*	10-748	12,984	13,633	14,315	15,031	15,783
Senior Planner	10-724	10,269	10,782	11,321	11,887	12,481
Associate Engineer	10-746	10,120	10,626	11,157	11,715	12,301
Public Works Superintendent	10-526	11,708	12,293	12,908	13,553	14,231
Community & Economic Vitality Manager	10-527	11,708	12,293	12,908	13,553	14,231
Assistant City Clerk	10-725	9,590	10,070	10,574	11,103	11,658
Communications Specialist	10-726	9,590	10,070	10,574	11,103	11,658
Senior Management Analyst	10-727	9,590	10,070	10,574	11,103	11,658
Housing Coordinator	10-726	9,590	10,070	10,574	11,103	11,658
Public Works Supervisor	10-528	9,100	9,555	10,033	10,535	11,062
Associate Planner	10-729	8,764	9,202	9,662	10,145	10,652
Management Analyst	10-721	8,764	9,202	9,662	10,145	10,652
Assistant Engineer	10-719	8,189	8,598	9,028	9,479	9,953
Recreation Coordinator*	10-200	6,555	6,883	7,227	7,588	7,967
Recreation Supervisor	10-201	8,313	8,729	9,165	9,623	10,104
Non-Exempt Operating Engineers Local 39						
Assistant Planner*	39-159	8,152	8,560	8,988	9,437	9,909
Deputy City Clerk*	39-160	7,771	8,160	8,568	8,996	9,446
Administrative Analyst	39-158	7,279	7,643	8,025	8,426	8,847
Community Preservation Specialist	39-158	7,279	7,643	8,025	8,426	8,847
Permit Technician	39-250	6,805	7,145	7,502	7,877	8,271
Administrative Assistant	39-155	6,500	6,825	7,166	7,524	7,900
Senior Accounting Technician*	39-150	6,275	6,589	6,918	7,264	7,627
Senior Maintenance Worker	39-280	7,262	7,625	8,006	8,406	8,826
Maintenance Worker II	39-275	6,167	6,475	6,799	7,139	7,496
Maintenance Worker I	39-255	5,468	5,741	6,028	6,329	6,645
Maintenance Assistant	39-131	4,543	4,770	5,009	5,259	5,522
Payroll Technician	39-144	5,601	5,881	6,175	6,484	6,808
Accounting Technician	39-145	5,601	5,881	6,175	6,484	6,808
Office Assistant II*	39-135	5,184	5,443	5,715	6,001	6,301
Office Assistant I*	39-130	4,543	4,770	5,009	5,259	5,522
Recreation Leader III	39-165	3,730	3,917	4,113	4,319	4,535
Recreation Leader II	39-140	3,392	3,562	3,740	3,927	4,123
Recreation Leader I	39-115	3,001	3,151	3,309	3,474	3,648

*Approved Classifications, unbudgeted

Steps				
A	B	C	D	E
Annual Salary Ranges (e)				
				281,138
212,232	222,840	233,988	245,688	257,976
212,232	222,840	233,988	245,688	257,976
195,324	205,092	215,352	226,116	237,420
193,524	203,196	213,360	224,028	235,224
193,524	203,196	213,360	224,028	235,224
175,944	184,740	193,980	203,676	213,864
166,872	175,212	183,972	193,176	202,836
137,616	144,492	151,716	159,300	167,268
124,008	130,212	136,728	143,568	150,744
141,804	148,896	156,336	164,148	172,356
140,496	147,516	154,896	162,636	170,772
105,168	110,424	115,944	121,740	127,824
89,244	93,708	98,388	103,308	108,468
117,876	123,768	129,960	136,464	143,292
171,444	180,012	189,012	198,468	208,392
155,808	163,596	171,780	180,372	189,396
123,228	129,384	135,852	142,644	149,772
121,440	127,512	133,884	140,580	147,612
140,496	147,516	154,896	162,636	170,772
140,496	147,516	154,896	162,636	170,772
115,080	120,840	126,888	133,236	139,896
115,080	120,840	126,888	133,236	139,896
115,080	120,840	126,888	133,236	139,896
115,080	120,840	126,888	133,236	139,896
109,200	114,660	120,396	126,420	132,744
105,168	110,424	115,944	121,740	127,824
105,168	110,424	115,944	121,740	127,824
98,268	103,176	108,336	113,748	119,436
78,660	82,596	86,724	91,056	95,604
99,756	104,748	109,980	115,476	121,248
97,824	102,720	107,856	113,244	118,908
93,252	97,920	102,816	107,952	113,352
87,348	91,716	96,300	101,112	106,164
87,348	91,716	96,300	101,112	106,164
81,660	85,740	90,024	94,524	99,252
78,000	81,900	85,992	90,288	94,800
75,300	79,068	83,016	87,168	91,524
87,144	91,500	96,072	100,872	105,912
74,004	77,700	81,588	85,668	89,952
65,616	68,892	72,336	75,948	79,740
54,516	57,240	60,108	63,108	66,264
67,212	70,572	74,100	77,808	81,696
67,212	70,572	74,100	77,808	81,696
62,208	65,316	68,580	72,012	75,612
54,516	57,240	60,108	63,108	66,264
44,760	47,004	49,356	51,828	54,420
40,704	42,744	44,880	47,124	49,476
36,012	37,812	39,708	41,688	43,776

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Part-Time	Pay Cd/Range	2025 RATES Hourly Wage Steps				
Building Attendant I	890/012	17.22	18.08	18.98	19.93	20.93
Building Attendant II	890/015	19.94	20.94	21.99	23.09	24.24
Building Attendant III	890/018	24.24	25.45	26.72	28.06	29.46
Maintenance Assistant*	890/015	19.94	20.94	21.99	23.09	24.24
Intern	02-100	23.15	24.31	25.53	26.81	28.15
City Council	One Step	\$955.00 Stipend per month (plus an additional \$100.00 Auto Allowance)				