

**CITY OF CARMEL-BY-THE-SEA**  
**PAY SCHEDULE FOR GENERAL EMPLOYEES UNIT (affiliated unit of LiUNA) CLASSIFICATIONS**  
**EFFECTIVE JULY 1, 2022**  
**City Council September 13, 2022, Resolution #2022-082**

7% effective July 1, 2022									Longevity****
Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Public Services Maint Worker I	G-142	Hourly:	\$ 19.09	\$ 20.03	\$ 21.04	\$ 22.11	\$ 23.21	\$ 23.90	
		Monthly:	\$ 3,308.73	\$ 3,471.94	\$ 3,646.27	\$ 3,831.74	\$ 4,022.77	\$ 4,143.46	
		Annual:	\$ 39,704.70	\$ 41,663.23	\$ 43,755.30	\$ 45,980.90	\$ 48,273.26	\$ 49,721.46	
Facility Maintenance Worker Forest Care Worker	G-204	Hourly:	\$ 26.01	\$ 27.31	\$ 28.68	\$ 30.12	\$ 31.60	\$ 32.55	
Library Assistant		Monthly:	\$ 4,508.69	\$ 4,733.11	\$ 4,970.51	\$ 5,220.89	\$ 5,476.83	\$ 5,641.14	
Public Services Maintenance Worker II		Annual:	\$ 54,104.34	\$ 56,797.31	\$ 59,646.08	\$ 62,650.64	\$ 65,721.97	\$ 67,693.63	
Maintenance Worker	G-214	Hourly:	\$ 27.33	\$ 28.69	\$ 30.13	\$ 31.62	\$ 33.21	\$ 34.21	
Maintenance Worker / Gardener		Monthly:	\$ 4,736.82	\$ 4,972.36	\$ 5,222.74	\$ 5,480.54	\$ 5,756.89	\$ 5,929.59	
Tree Care and Care Specialist		Annual:	\$ 56,841.82	\$ 59,668.34	\$ 62,672.90	\$ 65,766.48	\$ 69,082.62	\$ 71,155.10	
Senior Maintenance Worker	G-224	Hourly:	\$ 28.71	\$ 30.15	\$ 31.65	\$ 33.23	\$ 34.89	\$ 35.94	
		Monthly:	\$ 4,976.07	\$ 5,226.45	\$ 5,486.10	\$ 5,760.59	\$ 6,048.07	\$ 6,229.51	
		Annual:	\$ 59,712.85	\$ 62,717.41	\$ 65,833.25	\$ 69,127.14	\$ 72,576.82	\$ 74,754.12	
Administrative Coordinator	G-229	Hourly:	\$ 29.41	\$ 30.93	\$ 32.46	\$ 34.09	\$ 35.80	\$ 36.88	
		Monthly:	\$ 5,098.48	\$ 5,361.84	\$ 5,627.06	\$ 5,908.97	\$ 6,205.71	\$ 6,391.89	
		Annual:	\$ 61,181.74	\$ 64,342.10	\$ 67,524.70	\$ 70,907.62	\$ 74,468.58	\$ 76,702.63	
Librarian I	G-234	Hourly:	\$ 30.20	\$ 31.70	\$ 33.28	\$ 34.95	\$ 36.69	\$ 37.79	
		Monthly:	\$ 5,233.87	\$ 5,495.38	\$ 5,768.01	\$ 6,057.34	\$ 6,359.65	\$ 6,550.44	
		Annual:	\$ 62,806.43	\$ 65,944.53	\$ 69,216.16	\$ 72,688.10	\$ 76,315.82	\$ 78,605.30	
Finance Specialist Permit Technician	G-239	Hourly:	\$ 30.97	\$ 32.51	\$ 34.13	\$ 35.83	\$ 37.62	\$ 38.75	
		Monthly:	\$ 5,367.41	\$ 5,634.48	\$ 5,916.39	\$ 6,211.28	\$ 6,521.01	\$ 6,716.64	
		Annual:	\$ 64,408.86	\$ 67,613.73	\$ 70,996.64	\$ 74,535.34	\$ 78,252.10	\$ 80,599.66	
Community Activities Assistant I	G-242	Hourly:	\$ 31.43	\$ 33.01	\$ 34.65	\$ 36.38	\$ 38.19	\$ 39.33	
		Monthly:	\$ 5,447.16	\$ 5,721.65	\$ 6,005.41	\$ 6,305.87	\$ 6,619.31	\$ 6,817.88	
		Annual:	\$ 65,365.87	\$ 68,659.76	\$ 72,064.93	\$ 75,670.40	\$ 79,431.66	\$ 81,814.61	

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Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Circulation Supervisor Facility Maintenance Specialist*	G-244	Hourly:	\$ 31.74	\$ 33.32	\$ 34.99	\$ 36.74	\$ 38.58	\$ 39.74	
		Monthly:	\$ 5,500.94	\$ 5,775.43	\$ 6,064.76	\$ 6,368.93	\$ 6,687.93	\$ 6,888.57	
		Annual:	\$ 66,011.30	\$ 69,305.18	\$ 72,777.12	\$ 76,427.10	\$ 80,255.14	\$ 82,662.79	
Planning Technician	G-248	Hourly:	\$ 32.38	\$ 33.99	\$ 35.68	\$ 37.47	\$ 39.32	\$ 40.50	
		Monthly:	\$ 5,612.22	\$ 5,892.28	\$ 6,185.31	\$ 6,495.04	\$ 6,815.90	\$ 7,020.38	
		Annual:	\$ 67,346.66	\$ 70,707.31	\$ 74,223.76	\$ 77,940.51	\$ 81,790.80	\$ 84,244.52	
Program Supervisor (Community Activities)**	G-252	Hourly:	\$ 33.04	\$ 34.68	\$ 36.41	\$ 38.23	\$ 40.15	\$ 41.35	
		Monthly:	\$ 5,727.21	\$ 6,010.97	\$ 6,311.43	\$ 6,626.72	\$ 6,958.71	\$ 7,167.47	
		Annual:	\$ 68,726.53	\$ 72,131.70	\$ 75,737.17	\$ 79,520.69	\$ 83,504.51	\$ 86,009.65	
Librarian II	G-254	Hourly:	\$ 33.35	\$ 35.02	\$ 36.79	\$ 38.63	\$ 40.56	\$ 41.78	
		Monthly:	\$ 5,781.00	\$ 6,070.32	\$ 6,376.34	\$ 6,695.35	\$ 7,031.04	\$ 7,241.97	
		Annual:	\$ 69,371.95	\$ 72,843.89	\$ 76,516.13	\$ 80,344.16	\$ 84,372.50	\$ 86,903.67	
Information Technology Technician		Hourly:	\$ 33.75	\$ 35.44	\$ 37.21	\$ 39.08	\$ 41.03	\$ 42.27	
		Monthly:	\$ 5,466.39	\$ 5,739.71	\$ 6,026.69	\$ 6,328.03	\$ 7,112.65	\$ 7,326.03	
		Annual:	\$ 65,596.65	\$ 68,876.48	\$ 72,320.31	\$ 75,936.32	\$ 85,351.76	\$ 87,912.31	
Assistant Planner	G-264	Hourly:	\$ 35.05	\$ 36.84	\$ 38.67	\$ 40.60	\$ 42.62	\$ 43.90	
		Monthly:	\$ 6,075.33	\$ 6,385.60	\$ 6,702.80	\$ 7,037.33	\$ 7,387.47	\$ 7,609.09	
		Annual:	\$ 72,904.00	\$ 76,627.20	\$ 80,433.60	\$ 84,448.00	\$ 88,649.60	\$ 91,309.09	
Community Activities Assistant ***	G-272	Hourly:	\$ 36.50	\$ 38.32	\$ 40.23	\$ 42.23	\$ 44.35	\$ 45.68	
		Monthly:	\$ 6,326.67	\$ 6,642.13	\$ 6,973.20	\$ 7,319.87	\$ 7,687.33	\$ 7,917.95	
		Annual:	\$ 75,920.00	\$ 79,705.60	\$ 83,678.40	\$ 87,838.40	\$ 92,248.00	\$ 95,015.44	
Code Compliance Coordinator	G-284	Hourly:	\$ 38.74	\$ 40.70	\$ 42.71	\$ 44.85	\$ 47.10	\$ 48.51	
		Monthly:	\$ 6,714.93	\$ 7,054.67	\$ 7,403.07	\$ 7,774.00	\$ 8,164.00	\$ 8,408.92	
		Annual:	\$ 80,579.20	\$ 84,656.00	\$ 88,836.80	\$ 93,288.00	\$ 97,968.00	\$ 100,907.04	

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Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Streets Supervisor	G-288	Hourly:	\$ 39.54	\$ 41.51	\$ 43.58	\$ 45.76	\$ 48.04	\$ 49.48	
		Monthly:	\$ 6,853.60	\$ 7,195.07	\$ 7,553.87	\$ 7,931.73	\$ 8,326.93	\$ 8,576.74	
		Annual:	\$ 82,243.20	\$ 86,340.80	\$ 90,646.40	\$ 95,180.80	\$ 99,923.20	\$ 102,920.90	
Finance Analyst	G-294	Hourly:	\$ 39.72	\$ 41.71	\$ 43.80	\$ 45.99	\$ 48.28	\$ 49.73	
		Monthly:	\$ 6,884.80	\$ 7,229.73	\$ 7,592.00	\$ 7,971.60	\$ 8,368.53	\$ 8,619.59	
		Annual:	\$ 82,617.60	\$ 86,756.80	\$ 91,104.00	\$ 95,659.20	\$ 100,422.40	\$ 103,435.07	
Assistant City Forester	G-296	Hourly:	\$ 41.13	\$ 43.20	\$ 45.36	\$ 47.63	\$ 50.02	\$ 51.52	
		Monthly:	\$ 7,129.20	\$ 7,488.00	\$ 7,862.40	\$ 8,255.87	\$ 8,670.13	\$ 8,930.24	
		Annual:	\$ 85,550.40	\$ 89,856.00	\$ 94,348.80	\$ 99,070.40	\$ 104,041.60	\$ 107,162.85	
Building Inspector	G-314	Hourly:	\$ 44.99	\$ 47.26	\$ 49.62	\$ 52.09	\$ 54.70	\$ 56.34	
		Monthly:	\$ 7,798.27	\$ 8,191.73	\$ 8,600.80	\$ 9,028.93	\$ 9,481.33	\$ 9,765.77	
		Annual:	\$ 93,579.20	\$ 98,300.80	\$ 103,209.60	\$ 108,347.20	\$ 113,776.00	\$ 117,189.28	

\*Building Maintenance Specialist is the official job description

\*\*Program Supervisor (Recreation) is the official job description

\*\*\*Community Activities Assistant classification salary range will be eliminated through attrition.

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4% effective July 1, 2023		Longevity****						
Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Public Services Maint Worker I	G-142	Hourly:	\$ 19.85	\$ 20.83	\$ 21.88	\$ 22.99	\$ 24.14	\$ 24.86
		Monthly:	\$ 3,440.67	\$ 3,610.53	\$ 3,792.53	\$ 3,984.93	\$ 4,184.27	\$ 4,309.79
		Annual:	\$ 41,288.00	\$ 43,326.40	\$ 45,510.40	\$ 47,819.20	\$ 50,211.20	\$ 51,717.54
Facility Maintenance Worker	G-204	Hourly:	\$ 27.05	\$ 28.40	\$ 29.82	\$ 31.33	\$ 32.86	\$ 33.85
Forest Care Worker		Monthly:	\$ 4,688.67	\$ 4,922.67	\$ 5,168.80	\$ 5,430.53	\$ 5,695.73	\$ 5,866.61
Library Assistant Public Services Maint Worker II		Annual:	\$ 56,264.00	\$ 59,072.00	\$ 62,025.60	\$ 65,166.40	\$ 68,348.80	\$ 70,399.26
Maintenance Worker	G-214	Hourly:	\$ 28.42	\$ 29.83	\$ 31.34	\$ 32.88	\$ 34.54	\$ 35.58
Maintenance Worker / Gardener		Monthly:	\$ 4,926.13	\$ 5,170.53	\$ 5,432.27	\$ 5,699.20	\$ 5,986.93	\$ 6,166.54
Tree Care and Care Specialist		Annual:	\$ 59,113.60	\$ 62,046.40	\$ 65,187.20	\$ 68,390.40	\$ 71,843.20	\$ 73,998.50
Senior Maintenance Worker	G-224	Hourly:	\$ 29.86	\$ 31.36	\$ 32.92	\$ 34.56	\$ 36.29	\$ 37.38
		Monthly:	\$ 5,175.73	\$ 5,435.73	\$ 5,706.13	\$ 5,990.40	\$ 6,290.27	\$ 6,478.97
		Annual:	\$ 62,108.80	\$ 65,228.80	\$ 68,473.60	\$ 71,884.80	\$ 75,483.20	\$ 77,747.70
Administrative Coordinator	G-229	Hourly:	\$ 30.59	\$ 32.17	\$ 33.76	\$ 35.45	\$ 37.23	\$ 38.35
		Monthly:	\$ 5,302.27	\$ 5,576.13	\$ 5,851.73	\$ 6,144.67	\$ 6,453.20	\$ 6,646.80
		Annual:	\$ 63,627.20	\$ 66,913.60	\$ 70,220.80	\$ 73,736.00	\$ 77,438.40	\$ 79,761.55
Librarian I	G-234	Hourly:	\$ 31.40	\$ 32.97	\$ 34.61	\$ 36.34	\$ 38.16	\$ 39.30
		Monthly:	\$ 5,442.67	\$ 5,714.80	\$ 5,999.07	\$ 6,298.93	\$ 6,614.40	\$ 6,812.83
		Annual:	\$ 65,312.00	\$ 68,577.60	\$ 71,988.80	\$ 75,587.20	\$ 79,372.80	\$ 81,753.98
Finance Specialist Permit Technician	G-239	Hourly:	\$ 32.20	\$ 33.81	\$ 35.50	\$ 37.27	\$ 39.13	\$ 40.30
		Monthly:	\$ 5,581.33	\$ 5,860.40	\$ 6,153.33	\$ 6,460.13	\$ 6,782.53	\$ 6,986.01
		Annual:	\$ 66,976.00	\$ 70,324.80	\$ 73,840.00	\$ 77,521.60	\$ 81,390.40	\$ 83,832.11
Community Activities Assistant I	G-242	Hourly:	\$ 32.68	\$ 34.33	\$ 36.03	\$ 37.84	\$ 39.72	\$ 40.91
		Monthly:	\$ 5,664.53	\$ 5,950.53	\$ 6,245.20	\$ 6,558.93	\$ 6,884.80	\$ 7,091.34
		Annual:	\$ 67,974.40	\$ 71,406.40	\$ 74,942.40	\$ 78,707.20	\$ 82,617.60	\$ 85,096.13

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Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Circulation Supervisor Facility Maintenance Specialist*	G-244	Hourly:	\$ 33.01	\$ 34.65	\$ 36.39	\$ 38.21	\$ 40.13	\$ 41.33
		Monthly:	\$ 5,721.73	\$ 6,006.00	\$ 6,307.60	\$ 6,623.07	\$ 6,955.87	\$ 7,164.54
		Annual:	\$ 68,660.80	\$ 72,072.00	\$ 75,691.20	\$ 79,476.80	\$ 83,470.40	\$ 85,974.51
Planning Technician	G-248	Hourly:	\$ 33.67	\$ 35.35	\$ 37.11	\$ 38.97	\$ 40.90	\$ 42.13
		Monthly:	\$ 5,836.13	\$ 6,127.33	\$ 6,432.40	\$ 6,754.80	\$ 7,089.33	\$ 7,302.01
		Annual:	\$ 70,033.60	\$ 73,528.00	\$ 77,188.80	\$ 81,057.60	\$ 85,072.00	\$ 87,624.16
Program Supervisor (Community Activities)**	G-252	Hourly:	\$ 34.36	\$ 36.07	\$ 37.87	\$ 39.76	\$ 41.75	\$ 43.00
		Monthly:	\$ 5,955.73	\$ 6,252.13	\$ 6,564.13	\$ 6,891.73	\$ 7,236.67	\$ 7,453.77
		Annual:	\$ 71,468.80	\$ 75,025.60	\$ 78,769.60	\$ 82,700.80	\$ 86,840.00	\$ 89,445.20
Librarian II	G-254	Hourly:	\$ 34.69	\$ 36.42	\$ 38.26	\$ 40.17	\$ 42.19	\$ 43.46
		Monthly:	\$ 6,012.93	\$ 6,312.80	\$ 6,631.73	\$ 6,962.80	\$ 7,312.93	\$ 7,532.32
		Annual:	\$ 72,155.20	\$ 75,753.60	\$ 79,580.80	\$ 83,553.60	\$ 87,755.20	\$ 90,387.86
Information Technology Technician	G-262	Hourly:	\$ 35.10	\$ 36.86	\$ 38.70	\$ 40.64	\$ 42.68	\$ 43.96
		Monthly:	\$ 5,466.39	\$ 5,739.71	\$ 6,026.69	\$ 6,328.03	\$ 7,397.87	\$ 7,619.80
		Annual:	\$ 65,596.65	\$ 68,876.48	\$ 72,320.31	\$ 75,936.32	\$ 88,774.40	\$ 91,437.63
Assistant Planner	G-264	Hourly:	\$ 36.46	\$ 38.31	\$ 40.22	\$ 42.22	\$ 44.32	\$ 45.65
		Monthly:	\$ 6,319.73	\$ 6,640.40	\$ 6,971.47	\$ 7,318.13	\$ 7,682.13	\$ 7,912.60
		Annual:	\$ 75,836.80	\$ 79,684.80	\$ 83,657.60	\$ 87,817.60	\$ 92,185.60	\$ 94,951.17
Community Activities Assistant**	G-272	Hourly:	\$ 37.96	\$ 39.85	\$ 41.84	\$ 43.92	\$ 46.13	\$ 47.51
		Monthly:	\$ 6,579.73	\$ 6,907.33	\$ 7,252.27	\$ 7,612.80	\$ 7,995.87	\$ 8,235.74
		Annual:	\$ 78,956.80	\$ 82,888.00	\$ 87,027.20	\$ 91,353.60	\$ 95,950.40	\$ 98,828.91
Code Compliance Coordinator	G-284	Hourly:	\$ 40.29	\$ 42.33	\$ 44.42	\$ 46.95	\$ 48.99	\$ 50.46
		Monthly:	\$ 6,983.60	\$ 7,337.20	\$ 7,699.47	\$ 8,138.00	\$ 8,491.60	\$ 8,746.35
		Annual:	\$ 83,803.20	\$ 88,046.40	\$ 92,393.60	\$ 97,656.00	\$ 101,899.20	\$ 104,956.18
Streets Supervisor	G-288	Hourly:	\$ 41.12	\$ 43.17	\$ 45.32	\$ 47.59	\$ 49.96	\$ 51.46
		Monthly:	\$ 7,127.47	\$ 7,482.80	\$ 7,855.47	\$ 8,248.93	\$ 8,659.73	\$ 8,919.53
		Annual:	\$ 85,529.60	\$ 89,793.60	\$ 94,265.60	\$ 98,987.20	\$ 103,916.80	\$ 107,034.30

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4% effective July 1, 2023		Longevity****						
Classification	Grade	Pay	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Finance Analyst	G-294	Hourly:	\$ 41.31	\$ 43.38	\$ 45.55	\$ 47.83	\$ 50.21	\$ 51.72
		Monthly:	\$ 7,160.40	\$ 7,519.20	\$ 7,895.33	\$ 8,290.53	\$ 8,703.07	\$ 8,964.16
		Annual:	\$ 85,924.80	\$ 90,230.40	\$ 94,744.00	\$ 99,486.40	\$ 104,436.80	\$ 107,569.90
Assistant City Forester	G-296	Hourly:	\$ 42.78	\$ 44.92	\$ 47.17	\$ 49.53	\$ 52.02	\$ 53.58
		Monthly:	\$ 7,415.20	\$ 7,786.13	\$ 8,176.13	\$ 8,585.20	\$ 9,016.80	\$ 9,287.30
		Annual:	\$ 88,982.40	\$ 93,433.60	\$ 98,113.60	\$ 103,022.40	\$ 108,201.60	\$ 111,447.65
Building Inspector	G-314	Hourly:	\$ 46.79	\$ 49.15	\$ 51.60	\$ 54.17	\$ 56.89	\$ 58.60
		Monthly:	\$ 8,110.27	\$ 8,519.33	\$ 8,944.00	\$ 9,389.47	\$ 9,860.93	\$ 10,156.76
		Annual:	\$ 97,323.20	\$ 102,232.00	\$ 107,328.00	\$ 112,673.60	\$ 118,331.20	\$ 121,881.14

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*\*\*Program Supervisor (Recreation) is the official job description*

*\*\*\*Community Activities Assistant classification salary range will be eliminated through attrition.*

*\*\*\*\*Longevity: Refer to the MOU Article 20: Longevity/Merit Step Increase*