Seal Beach
Full-Time Pay Scale
Effective 09/14/2026

Grad	Title	Group	Step 1 Annually	Step 1 Monthly	Step 1 Hourly	Step 2 Annually	Step 2 Monthly	Step 2 Hourly	Step 3 Annually	Step 3 Monthly	Step 3 Hourly	Step 4 Annually	Step 4 Monthly	Step 4 Hourly	Step 5 Annually	Step 5 Monthly	Step 5 Hourly
7	Accounting Technician	SBSPA	$ 63,559.97	$ 5,296.66	$ 30.56	$ 66,737.98	$ 5,561.50	$ 32.09	$ 70,074.84	$ 5,839.57	$ 33.69	$ 73,578.64	$ 6,131.55	$ 35.37	$ 77,257.55	$ 6,438.13	$ 37.14
8	Community Services Officer	OCEA	$ 62,009.72	$ 5,167.48	$ 29.81	$ 65,110.22	$ 5,425.85	$ 31.30	$ 68,365.72	$ 5,697.14	$ 32.87	$ 71,784.02	$ 5,982.00	$ 34.51	$ 75,373.21	$ 6,281.10	$ 36.24
8	Maintenance Worker	OCEA	$ 62,009.72	$ 5,167.48	$ 29.81	$ 65,110.22	$ 5,425.85	$ 31.30	$ 68,365.72	$ 5,697.14	$ 32.87	$ 71,784.02	$ 5,982.00	$ 34.51	$ 75,373.21	$ 6,281.10	$ 36.24
8	Recreation Specialist	SBSPA	$ 62,009.72	$ 5,167.48	$ 29.81	$ 65,110.22	$ 5,425.85	$ 31.30	$ 68,365.72	$ 5,697.14	$ 32.87	$ 71,784.05	$ 5,982.00	$ 34.51	$ 75,373.21	$ 6,281.10	$ 36.24
9	Senior Building Technician	SBSPA	$ 66,777.63	$ 5,564.80	$ 32.10	$ 70,116.50	$ 5,843.04	$ 33.71	$ 73,622.43	$ 6,135.20	$ 35.40	$ 77,303.61	$ 6,441.97	$ 37.17	$ 81,168.71	$ 6,764.06	$ 39.02
10	Executive Assistant - Confidential	Mid-Mgmt	$ 70,158.33	$ 5,846.53	$ 33.73	$ 73,666.22	$ 6,138.85	$ 35.42	$ 77,349.54	$ 6,445.80	$ 37.19	$ 81,217.04	$ 6,768.09	$ 39.05	$ 85,277.88	$ 7,106.49	$ 41.00
10	Executive Assistant	SBSPA	$ 70,158.33	$ 5,846.53	$ 33.73	$ 73,666.22	$ 6,138.85	$ 35.42	$ 77,349.54	$ 6,445.80	$ 37.19	$ 81,217.04	$ 6,768.09	$ 39.05	$ 85,277.88	$ 7,106.49	$ 41.00
10	Senior Accounting Technician	SBSPA	$ 70,158.33	$ 5,846.53	$ 33.73	$ 73,666.22	$ 6,138.85	$ 35.42	$ 77,349.54	$ 6,445.80	$ 37.19	$ 81,217.04	$ 6,768.09	$ 39.05	$ 85,277.88	$ 7,106.49	$ 41.00
11	Senior Community Services Officer	OCEA	$ 68,447.14	$ 5,703.93	$ 32.91	$ 71,869.51	$ 5,989.13	$ 34.55	$ 75,462.97	$ 6,288.58	$ 36.28	$ 79,236.13	$ 6,603.01	$ 38.09	$ 83,197.90	$ 6,933.16	$ 40.00
11	Senior Maintenance Worker	OCEA	$ 68,447.14	$ 5,703.93	$ 32.91	$ 71,869.51	$ 5,989.13	$ 34.55	$ 75,462.97	$ 6,288.58	$ 36.28	$ 79,236.13	$ 6,603.01	$ 38.09	$ 83,197.90	$ 6,933.16	$ 40.00
11	Water Operator	OCEA	$ 68,447.14	$ 5,703.93	$ 32.91	$ 71,869.51	$ 5,989.13	$ 34.55	$ 75,462.97	$ 6,288.58	$ 36.28	$ 79,236.13	$ 6,603.01	$ 38.09	$ 83,197.90	$ 6,933.16	$ 40.00
11	Mechanic	OCEA	$ 68,447.14	$ 5,703.93	$ 32.91	$ 71,869.51	$ 5,989.13	$ 34.55	$ 75,462.97	$ 6,288.58	$ 36.28	$ 79,236.13	$ 6,603.01	$ 38.09	$ 83,197.90	$ 6,933.16	$ 40.00
12	Community Services Coordinator	SBSPA	$ 71,912.28	$ 5,992.69	$ 34.57	$ 75,507.90	$ 6,292.33	$ 36.30	$ 79,283.28	$ 6,606.94	$ 38.12	$ 83,247.45	$ 6,937.29	$ 40.02	$ 87,409.81	$ 7,284.15	$ 42.02
13	Code Enforcement Officer	SBSPA	$ 73,710.05	$ 6,142.50	$ 35.44	$ 77,395.53	$ 6,449.63	$ 37.21	$ 81,265.32	$ 6,772.11	$ 39.07	$ 85,328.62	$ 7,110.72	$ 41.02	$ 89,595.01	$ 7,466.25	$ 43.07
14	Police Recruit	OCEA	$ 73,710.08	$ 6,142.51	$ 35.44	$ 77,395.60	$ 6,449.63	$ 37.21	$ 81,265.36	$ 6,772.11	$ 39.07	$ 85,328.63	$ 7,110.72	$ 41.02	$ 89,595.05	$ 7,466.25	$ 43.07
15	Senior Water Operator	OCEA	$ 75,552.83	$ 6,296.07	$ 36.32	$ 79,330.51	$ 6,610.88	$ 38.14	$ 83,297.02	$ 6,941.42	$ 40.05	$ 87,461.83	$ 7,288.49	$ 42.05	$ 91,834.95	$ 7,652.91	$ 44.15
16	Deputy City Clerk	Mid-Mgmt	$ 79,377.69	$ 6,614.81	$ 38.16	$ 83,346.56	$ 6,945.55	$ 40.07	$ 87,513.90	$ 7,292.83	$ 42.07	$ 91,889.60	$ 7,657.47	$ 44.18	$ 96,484.10	$ 8,040.34	$ 46.39
17	Cross Connection Specialist	OCEA	$ 77,302.53	$ 6,441.88	$ 37.16	$ 81,167.66	$ 6,763.97	$ 39.02	$ 85,226.04	$ 7,102.17	$ 40.97	$ 89,487.34	$ 7,457.28	$ 43.02	$ 93,961.75	$ 7,830.15	$ 45.17
18	Building Inspector	SBSPA	$ 81,362.15	$ 6,780.18	$ 39.12	$ 85,430.25	$ 7,119.19	$ 41.07	$ 89,701.78	$ 7,475.15	$ 43.13	$ 94,186.83	$ 7,848.90	$ 45.28	$ 98,896.19	$ 8,241.35	$ 47.55
19	Police Civilian Investigator	OCEA	$ 79,377.69	$ 6,614.81	$ 38.16	$ 83,346.56	$ 6,945.55	$ 40.07	$ 87,513.90	$ 7,292.83	$ 42.07	$ 91,889.60	$ 7,657.47	$ 44.18	$ 96,484.10	$ 8,040.34	$ 46.39
20	Fleet Maintenance Program Manager	SBSPA	$ 83,396.19	$ 6,949.68	$ 40.09	$ 87,566.02	$ 7,297.17	$ 42.10	$ 91,944.28	$ 7,662.02	$ 44.20	$ 96,541.51	$ 8,045.13	$ 46.41	$ 101,368.59	$ 8,447.38	$ 48.73
20	Human Resources Specialist	Mid-Mgmt	$ 83,396.19	$ 6,949.68	$ 40.09	$ 87,566.02	$ 7,297.17	$ 42.10	$ 91,944.28	$ 7,662.02	$ 44.20	$ 96,541.51	$ 8,045.13	$ 46.41	$ 101,368.59	$ 8,447.38	$ 48.73
20	Police Services Manager	SBSPA	$ 83,396.19	$ 6,949.68	$ 40.09	$ 87,566.02	$ 7,297.17	$ 42.10	$ 91,944.28	$ 7,662.02	$ 44.20	$ 96,541.51	$ 8,045.13	$ 46.41	$ 101,368.59	$ 8,447.38	$ 48.73
20	Senior Code Enforcement Officer	SBSPA	$ 83,396.19	$ 6,949.68	$ 40.09	$ 87,566.02	$ 7,297.17	$ 42.10	$ 91,944.28	$ 7,662.02	$ 44.20	$ 96,541.51	$ 8,045.13	$ 46.41	$ 101,368.59	$ 8,447.38	$ 48.73
21	Electrician	OCEA	$ 81,362.13	$ 6,780.18	$ 39.12	$ 85,430.25	$ 7,119.19	$ 41.07	$ 89,701.76	$ 7,475.15	$ 43.13	$ 94,186.85	$ 7,848.90	$ 45.28	$ 98,896.21	$ 8,241.35	$ 47.55
23	Marine Safety Officer	SBMSMA	$ 91,834.85	$ 7,652.90	$ 44.15	$ 96,426.59	$ 8,035.55	$ 46.36	$ 101,247.91	$ 8,437.33	$ 48.68	$ 106,310.29	$ 8,859.19	$ 51.11	$ 111,625.81	$ 9,302.15	$ 53.67
24	Assistant Planner	SBSPA	$ 92,372.28	$ 7,697.69	$ 44.41	$ 96,990.90	$ 8,082.58	$ 46.63	$ 101,840.49	$ 8,486.71	$ 48.96	$ 106,932.52	$ 8,911.04	$ 51.41	$ 112,279.12	$ 9,356.59	$ 53.98
25	Accountant	Mid-Mgmt	$ 94,355.14	$ 7,862.93	$ 45.36	$ 99,072.90	$ 8,256.08	$ 47.63	$ 104,026.54	$ 8,668.88	$ 50.01	$ 109,227.85	$ 9,102.32	$ 52.51	$ 114,689.24	$ 9,557.44	$ 55.14
25	Water Services Supervisor	SBSPA	$ 94,355.14	$ 7,862.93	$ 45.36	$ 99,072.90	$ 8,256.08	$ 47.63	$ 104,026.54	$ 8,668.88	$ 50.01	$ 109,227.85	$ 9,102.32	$ 52.51	$ 114,689.24	$ 9,557.44	$ 55.14
25	Maintenance Services Supervisor	SBSPA	$ 94,355.14	$ 7,862.93	$ 45.36	$ 99,072.90	$ 8,256.08	$ 47.63	$ 104,026.54	$ 8,668.88	$ 50.01	$ 109,227.85	$ 9,102.32	$ 52.51	$ 114,689.24	$ 9,557.44	$ 55.14
26	Financial Analyst	Mid-Mgmt	$ 96,713.98	$ 8,059.50	$ 46.50	$ 101,549.70	$ 8,462.48	$ 48.82	$ 106,627.19	$ 8,885.60	$ 51.26	$ 111,958.55	$ 9,329.88	$ 53.83	$ 117,556.50	$ 9,796.38	$ 56.52
26	Management Analyst	Mid-Mgmt	$ 96,713.98	$ 8,059.50	$ 46.50	$ 101,549.70	$ 8,462.48	$ 48.82	$ 106,627.19	$ 8,885.60	$ 51.26	$ 111,958.55	$ 9,329.88	$ 53.83	$ 117,556.50	$ 9,796.38	$ 56.52
28	Asst Engineer	SBSPA	$ 101,610.16	$ 8,467.51	$ 48.85	$ 106,690.68	$ 8,890.89	$ 51.29	$ 112,025.20	$ 9,335.43	$ 53.86	$ 117,626.45	$ 9,802.20	$ 56.55	$ 123,507.77	$ 10,292.31	$ 59.38
28	Assoc Planner	SBSPA	$ 101,610.16	$ 8,467.51	$ 48.85	$ 106,690.68	$ 8,890.89	$ 51.29	$ 112,025.20	$ 9,335.43	$ 53.86	$ 117,626.45	$ 9,802.20	$ 56.55	$ 123,507.77	$ 10,292.31	$ 59.38
28	Police Records Supervisor	PMA	$ 101,514.48	$ 8,459.54	$ 48.81	$ 106,590.21	$ 8,882.52	$ 51.25	$ 111,919.70	$ 9,326.64	$ 53.81	$ 117,515.67	$ 9,792.97	$ 56.50	$ 123,391.46	$ 10,282.62	$ 59.32
30	Senior Planner	Mid-Mgmt	$ 111,771.32	$ 9,314.28	$ 53.74	$ 117,359.82	$ 9,779.99	$ 56.42	$ 123,227.87	$ 10,268.99	$ 59.24	$ 129,389.24	$ 10,782.44	$ 62.21	$ 135,858.67	$ 11,321.56	$ 65.32
31	Marine Safety Lieutenant	SBMSMA	$ 111,891.80	$ 9,324.32	$ 53.79	$ 117,486.44	$ 9,790.54	$ 56.48	$ 123,360.72	$ 10,280.06	$ 59.31	$ 129,528.75	$ 10,794.06	$ 62.27	$ 136,005.22	$ 11,333.77	$ 65.39
32	Senior Utilities Supervisor	SBSPA	$ 113,977.42	$ 9,498.12	$ 54.80	$ 119,976.24	$ 9,998.02	$ 57.68	$ 126,290.78	$ 10,524.23	$ 60.72	$ 132,937.66	$ 11,078.14	$ 63.91	$ 139,934.38	$ 11,661.20	$ 67.28
33	Police Officer	POA	$ 113,218.55	$ 9,434.88	$ 54.43	$ 118,879.44	$ 9,906.62	$ 57.15	$ 124,823.43	$ 10,401.95	$ 60.01	$ 131,064.62	$ 10,922.05	$ 63.01	$ 137,617.83	$ 11,468.15	$ 66.16
34	Public Works Superintendent	Mid-Mgmt	$ 117,765.36	$ 9,813.78	$ 56.62	$ 123,963.54	$ 10,330.30	$ 59.60	$ 130,487.93	$ 10,873.99	$ 62.73	$ 137,355.71	$ 11,446.31	$ 66.04	$ 144,584.96	$ 12,048.75	$ 69.51
35	Police Corporal	POA	$ 118,950.21	$ 9,912.52	$ 57.19	$ 124,897.74	$ 10,408.15	$ 60.05	$ 131,142.64	$ 10,928.55	$ 63.05	$ 137,699.76	$ 11,474.98	$ 66.20	$ 144,584.70	$ 12,048.73	$ 69.51
36	Human Resources Manager	Mid-Mgmt	$ 123,802.12	$ 10,316.84	$ 59.52	$ 129,992.23	$ 10,832.69	$ 62.50	$ 136,491.81	$ 11,374.32	$ 65.62	$ 143,316.41	$ 11,943.03	$ 68.90	$ 150,482.24	$ 12,540.19	$ 72.35
36	IT Manager	Mid-Mgmt	$ 123,802.12	$ 10,316.84	$ 59.52	$ 129,992.23	$ 10,832.69	$ 62.50	$ 136,491.81	$ 11,374.32	$ 65.62	$ 143,316.41	$ 11,943.03	$ 68.90	$ 150,482.24	$ 12,540.19	$ 72.35
36	Planning Manager	Mid-Mgmt	$ 123,802.12	$ 10,316.84	$ 59.52	$ 129,992.23	$ 10,832.69	$ 62.50	$ 136,491.81	$ 11,374.32	$ 65.62	$ 143,316.41	$ 11,943.03	$ 68.90	$ 150,482.24	$ 12,540.19	$ 72.35
38	Building Official	Mid-Mgmt	$ 130,069.68	$ 10,839.14	$ 62.53	$ 136,573.13	$ 11,381.09	$ 65.66	$ 143,401.79	$ 11,950.15	$ 68.94	$ 150,571.83	$ 12,547.65	$ 72.39	$ 158,100.45	$ 13,175.04	$ 76.01
40	Dep. Dir. of PW / Maint & Utilities	Mid-Mgmt	$ 133,321.36	$ 11,110.11	$ 64.10	$ 139,987.41	$ 11,665.62	$ 67.30	$ 146,986.77	$ 12,248.90	$ 70.67	$ 154,336.10	$ 12,861.34	$ 74.20	$ 162,052.90	$ 13,504.41	$ 77.91
42	Senior Engineer	Mid-Mgmt	$ 137,524.81	$ 11,460.40	$ 66.12	$ 144,401.05	$ 12,033.42	$ 69.42	$ 151,621.10	$ 12,635.09	$ 72.89	$ 159,202.16	$ 13,266.85	$ 76.54	$ 167,162.26	$ 13,930.19	$ 80.37
44	City Clerk	Executive	$ 135,335.06	$ 11,277.92	$ 65.06	$ 142,101.81	$ 11,841.82	$ 68.32	$ 149,206.90	$ 12,433.91	$ 71.73	$ 156,667.25	$ 13,055.60	$ 75.32	$ 164,500.61	$ 13,708.38	$ 79.09
46	Deputy Director of Community Services	Mid-Mgmt	$ 142,879.93	$ 11,906.66	$ 68.69	$ 150,023.93	$ 12,501.99	$ 72.13	$ 157,525.12	$ 13,127.09	$ 75.73	$ 165,401.38	$ 13,783.45	$ 79.52	$ 173,671.45	$ 14,472.62	$ 83.50
46	Marine Safety Chief	Executive	$ 138,718.38	$ 11,559.87	$ 66.69	$ 145,654.30	$ 12,137.86	$ 70.03	$ 152,937.01	$ 12,744.75	$ 73.53	$ 160,583.86	$ 13,381.99	$ 77.20	$ 168,613.06	$ 14,051.09	$ 81.06
48	Police Sergeant	PMA	$ 144,929.18	$ 12,077.43	$ 69.68	$ 152,175.76	$ 12,681.31	$ 73.16	$ 159,784.54	$ 13,315.38	$ 76.82	$ 167,773.76	$ 13,981.15	$ 80.66	$ 176,162.48	$ 14,680.21	$ 84.69
50	Police Lieutenant	PMA	$ 148,552.51	$ 12,379.38	$ 71.42	$ 155,980.15	$ 12,998.35	$ 74.99	$ 163,779.16	$ 13,648.26	$ 78.74	$ 171,968.12	$ 14,330.68	$ 82.68	$ 180,566.52	$ 15,047.21	$ 86.81

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51	Deputy Director of Finance	Mid-Mgmt	**$ 158,064.38**	**$ 13,172.03**	**$ 75.99**	$ 165,967.61	$ 13,830.63	$ 79.79	**$ 174,265.99**	**$ 14,522.17**	**$ 83.78**	$ 182,979.29	$ 15,248.27	$ 87.97	**$ 192,128.23**	**$ 16,010.69**	**$ 92.37**
52	Dep. Dir. of PW / City Engineer	Mid-Mgmt	**$ 162,439.12**	**$ 13,536.59**	**$ 78.10**	$ 170,561.07	$ 14,213.42	$ 82.00	**$ 179,089.12**	**$ 14,924.09**	**$ 86.10**	$ 188,043.56	$ 15,670.30	$ 90.41	**$ 197,445.71**	**$ 16,453.81**	**$ 94.93**
54	Police Captain	PMA	**$ 172,275.40**	**$ 14,356.28**	**$ 82.82**	$ 180,889.16	$ 15,074.10	$ 86.97	**$ 189,933.61**	**$ 15,827.80**	**$ 91.31**	$ 199,430.30	$ 16,619.19	$ 95.88	**$ 209,401.81**	**$ 17,450.15**	**$ 100.67**
56	Director of Finance	Executive	**$ 186,561.81**	**$ 15,546.82**	**$ 89.69**	$ 195,889.90	$ 16,324.16	$ 94.18	**$ 205,684.40**	**$ 17,140.37**	**$ 98.89**	$ 215,968.62	$ 17,997.38	$ 103.83	**$ 226,767.05**	**$ 18,897.25**	**$ 109.02**
56	Director of Community Development	Executive	**$ 186,561.81**	**$ 15,546.82**	**$ 89.69**	$ 195,889.90	$ 16,324.16	$ 94.18	**$ 205,684.40**	**$ 17,140.37**	**$ 98.89**	$ 215,968.62	$ 17,997.38	$ 103.83	**$ 226,767.05**	**$ 18,897.25**	**$ 109.02**
58	Director of Public Works	Executive	**$ 205,928.19**	**$ 17,160.68**	**$ 99.00**	$ 216,224.60	$ 18,018.72	$ 103.95	**$ 227,035.83**	**$ 18,919.65**	**$ 109.15**	$ 238,387.62	$ 19,865.64	$ 114.61	**$ 250,307.00**	**$ 20,858.92**	**$ 120.34**
60	Assistant City Manager	Executive	**$ 213,366.16**	**$ 17,780.51**	**$ 102.58**	$ 224,034.48	$ 18,669.54	$ 107.71	**$ 235,236.21**	**$ 19,603.02**	**$ 113.09**	$ 246,998.02	$ 20,583.17	$ 118.75	**$ 259,347.89**	**$ 21,612.32**	**$ 124.69**
62	Chief of Police	Executive	**$ 227,306.16**	**$ 18,942.18**	**$ 109.28**	$ 238,671.47	$ 19,889.29	$ 114.75	**$ 250,605.04**	**$ 20,883.75**	**$ 120.48**	$ 263,135.29	$ 21,927.94	$ 126.51	**$ 276,292.06**	**$ 23,024.34**	**$ 132.83**
65	City Manager	Executive													**$ 288,389.70**		

Date Approved by Council: September 14, 2026
Authorization: Resolution 7817
Reason: Adoption of MOUs with SBSPA, MMCA, MSMA
Effective Pay Period: Retroactive to 7/5/2026
Revision: G