

MONTEREY PENINSULA AIRPORT DISTRICT  
 FISCAL YEAR 2027 SALARY SCHEDULE  
 Adopted May 28, 2026 by Resolution No. 1930

EFFECTIVE: July 1, 2026

1 of 2

Position Titles	Salary Ranges							
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
EXECUTIVE DIRECTOR	ANNUAL	\$ 216,000	\$ 224,208	\$ 232,728	\$ 241,572	\$ 250,752	\$ 260,280	\$ 270,000
	PER MONTH	\$ 18,000	\$ 18,684	\$ 19,394	\$ 20,131	\$ 20,896	\$ 21,690	\$ 22,500
	PER HOUR	\$ 103.85	\$ 107.79	\$ 111.89	\$ 116.14	\$ 120.55	\$ 125.13	\$ 129.81
DEPUTY EXECUTIVE DIRECTOR	ANNUAL	\$ 160,800	\$ 166,908	\$ 173,256	\$ 179,844	\$ 186,672	\$ 193,764	\$ 201,000
	PER MONTH	\$ 13,400	\$ 13,909	\$ 14,438	\$ 14,987	\$ 15,556	\$ 16,147	\$ 16,750
	PER HOUR	\$ 77.31	\$ 80.24	\$ 83.30	\$ 86.46	\$ 89.75	\$ 93.16	\$ 96.63
CONTROLLER	ANNUAL	\$ 160,800	\$ 166,908	\$ 173,256	\$ 179,844	\$ 186,672	\$ 193,764	\$ 201,000
	PER MONTH	\$ 13,400	\$ 13,909	\$ 14,438	\$ 14,987	\$ 15,556	\$ 16,147	\$ 16,750
	PER HOUR	\$ 77.31	\$ 80.24	\$ 83.30	\$ 86.46	\$ 89.75	\$ 93.16	\$ 96.63
ASSISTANT CONTROLLER	ANNUAL	\$ 141,696	\$ 147,065	\$ 152,637	\$ 158,421	\$ 164,424	\$ 170,654	\$ 177,120
	PER MONTH	\$ 11,808	\$ 12,255	\$ 12,720	\$ 13,202	\$ 13,702	\$ 14,221	\$ 14,760
	PER HOUR	\$ 68.12	\$ 70.70	\$ 73.38	\$ 76.16	\$ 79.05	\$ 82.05	\$ 85.15
SUPERINTENDENT OF FIELD OPERATIONS	ANNUAL	\$ 113,940	\$ 117,816	\$ 122,292	\$ 126,936	\$ 131,760	\$ 136,764	\$ 143,568
	PER MONTH	\$ 9,495	\$ 9,818	\$ 10,191	\$ 10,578	\$ 10,980	\$ 11,397	\$ 11,964
	PER HOUR	\$ 54.78	\$ 56.64	\$ 58.79	\$ 61.03	\$ 63.35	\$ 65.75	\$ 69.02
OPERATIONS MANAGER	ANNUAL	\$ 90,048	\$ 93,468	\$ 97,020	\$ 100,704	\$ 104,532	\$ 108,504	\$ 109,788
	PER MONTH	\$ 7,504	\$ 7,789	\$ 8,085	\$ 8,392	\$ 8,711	\$ 9,042	\$ 9,149
	PER HOUR	\$ 43.29	\$ 44.94	\$ 46.64	\$ 48.42	\$ 50.26	\$ 52.17	\$ 52.78
PROJECT MANAGER	ANNUAL	\$ 111,000	\$ 115,224	\$ 119,604	\$ 124,152	\$ 128,868	\$ 133,764	\$ 138,756
	PER MONTH	\$ 9,250	\$ 9,602	\$ 9,967	\$ 10,346	\$ 10,739	\$ 11,147	\$ 11,563
	PER HOUR	\$ 53.37	\$ 55.40	\$ 57.50	\$ 59.69	\$ 61.96	\$ 64.31	\$ 66.71
ACCOUNTING SPECIALIST	ANNUAL	\$ 73,128	\$ 75,912	\$ 78,792	\$ 81,792	\$ 84,900	\$ 88,128	\$ 91,404
	PER MONTH	\$ 6,094	\$ 6,326	\$ 6,566	\$ 6,816	\$ 7,075	\$ 7,344	\$ 7,617
	PER HOUR	\$ 35.16	\$ 36.50	\$ 37.88	\$ 39.32	\$ 40.82	\$ 42.37	\$ 43.94
SENIOR EXECUTIVE ASSISTANT	ANNUAL	\$ 78,792	\$ 81,792	\$ 84,900	\$ 88,128	\$ 91,476	\$ 94,956	\$ 98,496
	PER MONTH	\$ 6,566	\$ 6,816	\$ 7,075	\$ 7,344	\$ 7,623	\$ 7,913	\$ 8,208
	PER HOUR	\$ 37.88	\$ 39.32	\$ 40.82	\$ 42.37	\$ 43.98	\$ 45.65	\$ 47.35
PROJECT SUPPORT SPECIALIST	ANNUAL	\$ 75,156	\$ 78,012	\$ 80,976	\$ 84,048	\$ 87,240	\$ 90,552	\$ 93,948
	PER MONTH	\$ 6,263	\$ 6,501	\$ 6,748	\$ 7,004	\$ 7,270	\$ 7,546	\$ 7,829
	PER HOUR	\$ 36.13	\$ 37.51	\$ 38.93	\$ 40.41	\$ 41.94	\$ 43.53	\$ 45.17

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Position Titles	Salary Ranges							
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
OPERATIONS SUPPORT SPECIALIST	ANNUAL	\$ 75,156	\$ 78,012	\$ 80,976	\$ 84,048	\$ 87,240	\$ 90,552	\$ 93,948
	PER MONTH	\$ 6,263	\$ 6,501	\$ 6,748	\$ 7,004	\$ 7,270	\$ 7,546	\$ 7,829
	PER HOUR	\$ 36.13	\$ 37.51	\$ 38.93	\$ 40.41	\$ 41.94	\$ 43.53	\$ 45.17
EXECUTIVE ASSISTANT	ANNUAL	\$ 75,156	\$ 78,012	\$ 80,976	\$ 84,048	\$ 87,240	\$ 90,552	\$ 93,948
	PER MONTH	\$ 6,263	\$ 6,501	\$ 6,748	\$ 7,004	\$ 7,270	\$ 7,546	\$ 7,829
	PER HOUR	\$ 36.13	\$ 37.51	\$ 38.93	\$ 40.41	\$ 41.94	\$ 43.53	\$ 45.17
PROPERTY SPECIALIST	ANNUAL	\$ 80,604	\$ 83,964	\$ 87,324	\$ 90,684	\$ 94,044	\$ 97,404	\$ 100,752
	PER MONTH	\$ 6,717	\$ 6,997	\$ 7,277	\$ 7,557	\$ 7,837	\$ 8,117	\$ 8,396
	PER HOUR	\$ 38.75	\$ 40.37	\$ 41.98	\$ 43.60	\$ 45.21	\$ 46.83	\$ 48.44
SOCIAL MEDIA SPECIALIST	ANNUAL	\$ 86,412	\$ 89,700	\$ 93,108	\$ 96,648	\$ 100,320	\$ 104,136	\$ 108,012
	PER MONTH	\$ 7,201	\$ 7,475	\$ 7,759	\$ 8,054	\$ 8,360	\$ 8,678	\$ 9,001
	PER HOUR	\$ 41.54	\$ 43.13	\$ 44.76	\$ 46.47	\$ 48.23	\$ 50.07	\$ 51.93
MAINTENANCE LEAD WORKER	ANNUAL	\$ 80,244	\$ 83,292	\$ 86,460	\$ 89,736	\$ 93,156	\$ 96,684	\$ 100,308
	PER MONTH	\$ 6,687	\$ 6,941	\$ 7,205	\$ 7,478	\$ 7,763	\$ 8,057	\$ 8,359
	PER HOUR	\$ 38.58	\$ 40.04	\$ 41.57	\$ 43.14	\$ 44.79	\$ 46.48	\$ 48.23
MAINTENANCE WORKER II	ANNUAL	\$ 69,780	\$ 72,432	\$ 75,180	\$ 78,036	\$ 81,000	\$ 84,072	\$ 87,228
	PER MONTH	\$ 5,815	\$ 6,036	\$ 6,265	\$ 6,503	\$ 6,750	\$ 7,006	\$ 7,269
	PER HOUR	\$ 33.55	\$ 34.82	\$ 36.14	\$ 37.52	\$ 38.94	\$ 40.42	\$ 41.94
MAINTENANCE WORKER I	ANNUAL	\$ 63,432	\$ 65,844	\$ 68,340	\$ 70,944	\$ 73,632	\$ 76,428	\$ 79,296
	PER MONTH	\$ 5,286	\$ 5,487	\$ 5,695	\$ 5,912	\$ 6,136	\$ 6,369	\$ 6,608
	PER HOUR	\$ 30.50	\$ 31.66	\$ 32.86	\$ 34.11	\$ 35.40	\$ 36.74	\$ 38.12
CUSTODIAN	ANNUAL	\$ 48,240	\$ 50,076	\$ 51,972	\$ 53,952	\$ 56,004	\$ 58,128	\$ 60,300
	PER MONTH	\$ 4,020	\$ 4,173	\$ 4,331	\$ 4,496	\$ 4,667	\$ 4,844	\$ 5,025
	PER HOUR	\$ 23.19	\$ 24.08	\$ 24.99	\$ 25.94	\$ 26.93	\$ 27.95	\$ 28.99

Note 1: Indicated Salary Rates do not include Pager Pay: This is \$200 per week to the maintenance individual responsible for pager/immediate response.

Note 2: Indicated Salary Rates do not include compensation for the Board of Directors.  
 Director Compensation: This has been set at \$127.63 per meeting of service, not to exceed \$765.78 per month.