

**MONTEREY PENINSULA AIRPORT DISTRICT  
RESOLUTION NO. 1664, adopted June 8, 2016,  
amended by RESOLUTION No. 1669 and 1670  
September 14, 2016  
FISCAL YEAR 2017 SALARY SCHEDULE**

EFFECTIVE: JULY 1, 2016

PER CONTRACT								
EXECUTIVE DIRECTOR	ANNUAL							185,000
POLICE CHIEF	ANNUAL							135,000
PAY STEPS: ANNUAL, MONTHLY & HOURLY -- FULL-TIME & PART-TIME								
	STEP	1	2	3	4	5	6	7
DEPUTY EXECUTIVE DIRECTOR - ADMINISTRATION AND FINANCE	ANNUAL	123,600	126,516	129,432	132,360	134,592	136,812	139,056
	PER MONTH	10,300	10,543	10,786	11,030	11,216	11,401	11,588
	PER HOUR	59.42	60.83	62.23	63.63	64.71	65.78	66.85
COORDINATOR - COMMUNICATIONS AND COMMUNITY AFFAIRS	ANNUAL	65,000	70,000	75,000	80,000	85,000	90,000	95,000
	PER MONTH	5,417	5,833	6,250	6,667	7,083	7,500	7,917
	PER HOUR	31.25	33.65	36.06	38.46	40.87	43.27	45.67
SENIOR MANAGER FOR DEVELOPMENT AND ENVIRONMENT	ANNUAL	75,372	78,852	82,332	85,824	89,328	92,808	96,264
	PER MONTH	6,281	6,571	6,861	7,152	7,444	7,734	8,022
	PER HOUR	36.24	37.91	39.58	41.26	42.95	44.62	46.28
OPERATIONS MANAGER	ANNUAL	62,424	64,944	67,908	70,920	73,944	76,920	82,632
	PER MONTH	5,202	5,412	5,659	5,910	6,162	6,410	6,886
	PER HOUR	30.01	31.22	32.65	34.10	35.55	36.98	39.73
PLANNING MANAGER / ENVIRONMENTAL	ANNUAL	56,736	63,684	67,908	70,920	73,944	76,920	82,632
	PER MONTH	4,728	5,307	5,659	5,910	6,162	6,410	6,886
	PER HOUR	27.28	30.62	32.65	34.10	35.55	36.98	39.73
STAFF ACCOUNTANT	ANNUAL	57,996	63,048	67,908	70,920	73,944	76,920	82,632
	PER MONTH	4,833	5,254	5,659	5,910	6,162	6,410	6,886
	PER HOUR	27.88	30.31	32.65	34.10	35.55	36.98	39.73
OPERATIONS SUPERVISOR	ANNUAL	53,316	56,256	59,244	62,220	65,136	68,136	71,076
	PER MONTH	4,443	4,688	4,937	5,185	5,428	5,678	5,923
	PER HOUR	25.63	27.05	28.48	29.91	31.32	32.76	34.17
ACCOUNTING SPECIALIST	ANNUAL	49,356	52,056	54,924	57,948	61,128	64,500	68,052
	PER MONTH	4,113	4,338	4,577	4,829	5,094	5,375	5,671
	PER HOUR	23.73	25.03	26.41	27.86	29.39	31.01	32.72
EXECUTIVE ASSISTANT	ANNUAL	48,708	51,384	54,204	57,180	60,324	63,636	67,152
	PER MONTH	4,059	4,282	4,517	4,765	5,027	5,303	5,596
	PER HOUR	23.42	24.70	26.06	27.49	29.00	30.59	32.28
OFFICE TECHNICIAN	ANNUAL	42,204	44,532	46,980	49,548	52,284	55,164	58,188
	PER MONTH	3,517	3,711	3,915	4,129	4,357	4,597	4,849
	PER HOUR	20.29	21.41	22.59	23.82	25.14	26.52	27.98
ADMINISTRATIVE ASSISTANT	ANNUAL	36,888	38,904	41,064	43,308	45,696	48,204	50,844
	PER MONTH	3,074	3,242	3,422	3,609	3,808	4,017	4,237
	PER HOUR	17.73	18.70	19.74	20.82	21.97	23.18	24.44
CONFIDENTIAL ASSISTANT	ANNUAL	31,524	33,768	37,140	40,512	45,024	49,512	54,024
	PER MONTH	2,627	2,814	3,095	3,376	3,752	4,126	4,502
	PER HOUR	15.16	16.23	17.86	19.48	21.65	23.80	25.97
MAINTENANCE MANAGER	ANNUAL	71,712	75,264	78,780	82,284	85,824	89,340	92,928
	PER MONTH	5,976	6,272	6,565	6,857	7,152	7,445	7,744
	PER HOUR	34.48	36.18	37.88	39.56	41.26	42.95	44.68
MAINTENANCE LEAD WORKER	ANNUAL	47,520	49,812	52,128	54,444	56,772	59,160	61,440
	PER MONTH	3,960	4,151	4,344	4,537	4,731	4,930	5,120
	PER HOUR	22.85	23.95	25.06	26.18	27.29	28.44	29.54

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<b>PAY STEPS: ANNUAL, MONTHLY &amp; HOURLY</b>		<b>-- FULL-TIME &amp; PART-TIME</b>							
		STEP	1	2	3	4	5	6	7
<b>MAINTENANCE WORKER</b>	ANNUAL		37,536	39,420	41,376	43,440	45,624	47,892	50,292
	PER MONTH		3,128	3,285	3,448	3,620	3,802	3,991	4,191
	PER HOUR		18.05	18.95	19.89	20.88	21.93	23.03	24.18
<b>CUSTODIAN</b>	ANNUAL		35,760	37,296	38,784	40,296	41,784	43,296	44,796
	PER MONTH		2,980	3,108	3,232	3,358	3,482	3,608	3,733
	PER HOUR		17.19	17.93	18.65	19.37	20.09	20.82	21.54
<b>POLICE LIEUTENANT</b>	ANNUAL		96,480	98,472	99,264	100,656	102,072	103,452	104,844
	PER MONTH		8,040	8,206	8,272	8,388	8,506	8,621	8,737
	PER HOUR		46.38	47.34	47.72	48.39	49.07	49.74	50.41
<b>POLICE SERGEANT</b>	ANNUAL		89,712	90,492	91,320	92,124	92,928	93,744	94,500
	PER MONTH		7,476	7,541	7,610	7,677	7,744	7,812	7,875
	PER HOUR		43.13	43.51	43.90	44.29	44.68	45.07	45.43
<b>POLICE OFFICER</b>	ANNUAL		71,676	74,208	76,680	79,164	81,696	84,192	86,700
	PER MONTH		5,973	6,184	6,390	6,597	6,808	7,016	7,225
	PER HOUR		34.46	35.68	36.87	38.06	39.28	40.48	41.68

<b>HOURLY WAGE FOR PART-TIME OR TEMPORARY LAW ENFORCEMENT OFFICERS (NO BENEFITS)</b>									
		STEP	1	2	3	4	5	6	7
<b>POLICE OFFICER</b>			31.01	32.11	33.18	34.25	35.35	36.43	37.51

- NOTE 1: INDICATED SALARY RATES DO NOT INCLUDE EDUCATIONAL INCENTIVE FOR CERTAIN REPRESENTED POLICE (POA) PERSONNEL.  
EDUCATIONAL INCENTIVE IS: 30 college units = 2.5%, AA degree = 5%, BA/BS = 7%
- NOTE 2: INDICATED SALARY RATES DO NOT INCLUDE UNIFORM ALLOWANCE FOR REPRESENTED (POA) POLICE PERSONNEL.  
UNIFORM ALLOWANCE: Full-Time (POA) members: \$80.00 per month, Part-Time (Unrepresented): \$10.00 per pay cycle (only if individual works)
- NOTE 3: INDICATED SALARY RATES DO NOT INCLUDE FIELD TRAINING PAY FOR REPRESENTED (POA) POLICE PERSONNEL.  
FIELD TRAINING PAY: 2.5% added to hourly base pay rate for hours worked actively performing training.
- NOTE 4: INDICATED SALARY RATES DO NOT INCLUDE NIGHT SHIFT DIFFERENTIAL PAY FOR REPRESENTED POLICE (POA) PERSONNEL.  
NIGHT SHIFT DIFFERENTIAL PAY IS: 2.5% added to hourly base pay rate for hours worked between 10:00 pm and 6:00 am.
- NOTE 5: INDICATED SALARY RATES DO NOT INCLUDE LONGEVITY PAY.  
LONGEVITY PAY IS: 15 Years of Service = 2%, 20 Years of Service = 3%, 25 Years of Service = 4%
- NOTE 6: INDICATED SALARY RATES DO NOT INCLUDE PAGER/IMMEDIATE RESPONSE PAY FOR MAINTENANCE/CUSTODIAL POSITIONS.  
PAGER PAY: \$200 per week to the individual responsible for pager/immediate response.
- NOTE 7: INDICATED SALARY RATES DO NOT INCLUDE AUTOMOBILE ALLOWANCES FOR EXECUTIVE MANAGEMENT POSITIONS.  
AUTO ALLOWANCE: \$650 per month to Executive Director.
- NOTE 8: INDICATED SALARY RATES DO NOT INCLUDE TECHNOLOGY ALLOWANCE FOR EXECUTIVE DIRECTOR.  
TECHNOLOGY ALLOWANCE: \$100 per month to Executive Director.
- NOTE 9: INDICATED SALARY RATES DO NOT INCLUDE COMPENSATION FOR THE BOARD OF DIRECTORS.  
DIRECTOR COMPENSATION: \$100 per meeting/day of service; not to exceed \$400 per month.