

# SOUTH BAY REGIONAL PUBLIC COMMUNICATIONS AUTHORITY

## Publicly Available Pay Schedule

### MONTHLY SALARY STEPS OF REPRESENTED POSITIONS

| Salary<br>Effective Date | Position Title                             | Step A       | Step B       | Step C       | Step D       | Step E       | Step F       | Step G       |
|--------------------------|--------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 06/21/2025               | Accountant                                 | \$ 8,078.02  | \$ 8,469.80  | \$ 8,880.58  | \$ 9,311.29  | \$ 9,762.89  | \$ 10,006.96 | \$ 10,257.13 |
| 06/21/2025               | Administrative Services Manager            | \$ 12,227.91 | \$ 12,820.97 | \$ 13,442.77 | \$ 14,094.75 | \$ 14,778.34 | \$ 15,147.80 | \$ 15,526.50 |
| 03/14/2026               | Communications Operator                    | \$ 6,575.76  | \$ 6,892.17  | \$ 7,224.42  | \$ 7,573.35  | \$ 7,939.64  | \$ 8,324.31  | \$ 8,728.10  |
| 07/05/2025               | Communications Supervisor                  | \$ 7,920.52  | \$ 8,305.25  | \$ 8,709.18  | \$ 9,133.31  | \$ 9,578.66  | \$ 10,046.26 | \$ 10,537.26 |
| 06/21/2025               | Executive Assistant                        | \$ 8,669.93  | \$ 9,090.42  | \$ 9,531.31  | \$ 9,993.57  | \$ 10,478.27 | \$ 10,740.22 | \$ 11,008.73 |
| 06/21/2025               | Finance & Performance Audit Manager        | \$ 12,534.44 | \$ 13,142.36 | \$ 13,779.76 | \$ 14,448.09 | \$ 15,148.82 | \$ 15,527.54 | \$ 15,915.72 |
| 03/14/2026               | Public Safety Communications Specialist I  | \$ 7,377.26  | \$ 7,746.12  | \$ 8,133.43  | \$ 8,540.09  | \$ 8,967.10  | N/A          | N/A          |
| 03/14/2026               | Public Safety Communications Specialist II | \$ 7,746.13  | \$ 8,133.42  | \$ 8,540.10  | \$ 8,967.10  | \$ 9,415.46  | N/A          | N/A          |
| 06/21/2025               | Operations Manager                         | \$ 12,780.41 | \$ 13,419.41 | \$ 14,090.38 | \$ 14,794.90 | \$ 15,534.65 | \$ 15,923.01 | \$ 16,321.09 |

### MONTHLY SALARY STEPS OF UNREPRESENTED POSITIONS

| Salary<br>Effective Date | Position Title     | Salary       |
|--------------------------|--------------------|--------------|
| 11/19/2024               | Executive Director | \$ 19,000.00 |

### HOURLY RATE STEPS FOR PART-TIME EMPLOYEES

| Salary<br>Effective Date | Position Title          | Step A   | Step B   | Step C   | Step D   | Step E   |
|--------------------------|-------------------------|----------|----------|----------|----------|----------|
| 01/01/2026               | Administrative Intern   | \$ 16.90 | \$ 16.90 | \$ 18.15 | N/A      | N/A      |
| 03/14/2026               | Communications Operator | \$ 37.94 | \$ 39.76 | \$ 41.68 | \$ 43.69 | \$ 45.81 |
| 11/20/2019               | Office Assistant        | \$ 18.00 | \$ 19.80 | \$ 21.78 | N/A      | N/A      |