



**Monterey Bay Air Resources District**  
**Monthly Salaries for Staff Positions (All Full-Time)**  
**Effective 07/07/25 (based on SEIU labor contract 7/1/21-6/30/26)**

| <b>Job Title</b>                            | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> |
|---|---------------|---------------|---------------|---------------|---------------|---------------|
| Office Assistant                            | \$ 4,588.13   | \$ 4,816.93   | \$ 5,057.87   | \$ 5,310.93   | \$ 5,576.13   | \$ 6,134.27   |
| Administrative Assistant                    | \$ 4,773.60   | \$ 5,012.80   | \$ 5,264.13   | \$ 5,527.60   | \$ 5,803.20   | \$ 6,383.87   |
| Fiscal Assistant                            | \$ 4,967.73   | \$ 5,215.60   | \$ 5,475.60   | \$ 5,749.47   | \$ 6,037.20   | \$ 6,640.40   |
| Sr. Admin Assistant (hired after 12/31/14)  | \$ 5,271.07   | \$ 5,534.53   | \$ 5,810.13   | \$ 6,101.33   | \$ 6,406.40   | \$ 7,047.73   |
| Sr. Fiscal Assistant                        | \$ 5,486.00   | \$ 5,761.60   | \$ 6,049.33   | \$ 6,352.67   | \$ 6,669.87   | \$ 7,337.20   |
| Sr. Admin Assistant (hired prior to 1/1/15) | \$ 6,000.80   | \$ 6,300.67   | \$ 6,616.13   | \$ 6,947.20   | \$ 7,293.87   | \$ 8,023.60   |
| Air Quality Technician                      | \$ 6,058.00   | \$ 6,361.33   | \$ 6,680.27   | \$ 7,014.80   | \$ 7,364.93   | \$ 8,101.60   |
| Air Monitoring Specialist                   | \$ 6,177.60   | \$ 6,487.87   | \$ 6,812.00   | \$ 7,153.47   | \$ 7,510.53   | \$ 8,261.07   |
| Engineering and Compliance Specialist       | \$ 6,302.40   | \$ 6,617.87   | \$ 6,948.93   | \$ 7,297.33   | \$ 7,661.33   | \$ 8,429.20   |
| Air Quality Compliance Inspector I          | \$ 6,558.93   | \$ 6,886.53   | \$ 7,231.47   | \$ 7,593.73   | \$ 7,973.33   | \$ 8,768.93   |
| Air Quality Planner I                       | \$ 7,101.47   | \$ 7,456.80   | \$ 7,829.47   | \$ 8,221.20   | \$ 8,632.00   | \$ 9,493.47   |
| Senior Air Monitoring Specialist            | \$ 7,172.53   | \$ 7,529.60   | \$ 7,905.73   | \$ 8,300.93   | \$ 8,716.93   | \$ 9,588.80   |
| Air Quality Compliance Inspector II         | \$ 7,618.00   | \$ 7,999.33   | \$ 8,399.73   | \$ 8,819.20   | \$ 9,262.93   | \$ 10,188.53  |
| Air Quality Planner II                      | \$ 7,848.53   | \$ 8,240.27   | \$ 8,652.80   | \$ 9,086.13   | \$ 9,540.27   | \$ 10,493.60  |
| Air Quality Engineer I                      | \$ 7,930.00   | \$ 8,326.93   | \$ 8,742.93   | \$ 9,179.73   | \$ 9,639.07   | \$ 10,602.80  |
| Air Quality Compliance Inspector III        | \$ 8,333.87   | \$ 8,749.87   | \$ 9,186.67   | \$ 9,647.73   | \$ 10,129.60  | \$ 11,143.60  |
| Air Quality Planner III                     | \$ 8,670.13   | \$ 9,103.47   | \$ 9,557.60   | \$ 10,036.00  | \$ 10,538.67  | \$ 11,590.80  |
| Air Quality Engineer II                     | \$ 9,204.00   | \$ 9,665.07   | \$ 10,148.67  | \$ 10,656.53  | \$ 11,188.67  | \$ 12,308.40  |
| Air Quality Engineer III                    | \$ 10,065.47  | \$ 10,568.13  | \$ 11,096.80  | \$ 11,651.47  | \$ 12,233.87  | \$ 13,457.60  |

**Management & Confidential Employees Monthly Salary Ranges (All Full-Time) - Effective 07/07/25**

| <b>Job Title</b>                             | <b>Low</b>   | <b>High</b>                             |
|--|--------------|---|
| Air Pollution Control Officer (APCO)         | \$ 18,025.42 | \$ 21,054.08 (per employment agreement) |
| Engineering & Compliance Manager             | \$ 10,916.67 | \$ 16,029.30                            |
| Administrative Services Manager              | \$ 10,416.67 | \$ 13,547.80                            |
| Engineering Supervisor                       | \$ 10,333.33 | \$ 14,799.58                            |
| Planning and Air Monitoring Manager          | \$ 10,000.00 | \$ 14,909.30                            |
| Planning and Air Monitoring Supervisor       | \$ 10,000.00 | \$ 12,049.81                            |
| Supervising Air Quality Compliance Inspector | \$ 8,583.33  | \$ 12,194.43                            |
| Executive Assistant                          | \$ 6,666.67  | \$ 9,368.45                             |
| Administrative & Fiscal Specialist           | \$ 5,416.67  | \$ 7,578.48                             |