



## CITY COUNCIL AGENDA REPORT

**Meeting Date:** April 6, 2023

**From:** Abby Partin, Human Resources Administrator

**Subject:** Approve Resolutions Establishing the Classification of Building Permit Technician and Amending the Master Pay Schedule.

### **Community Goal/Result**

Fiscally Prudent, Safe Community

### **Purpose**

To continue to provide high level of service from the Community Development Department and to ensure the community continues to receive excellent service by retaining and attracting exceptional employees in a financially prudent manner.

### **Recommendation**

Approve Resolutions to:

- Establish the classification of Building Permit Technician job description;
- Amend the Master Pay Schedule; and
- Add the Building Permit Technician classification to the General Employees Association unit.

### **Background**

With the current and proposed growth in residential, retail, hotel, commercial and biotechnology construction, including the Baylands development within the City of Brisbane, the City engaged Baker Tilly (previously Management Partners) to identify ways to improve the current development review process within the Community Development Department, in preparation for an expected increase in the number and complexity of development applications during the next three to five years.

### **Discussion**

In anticipation of this expected substantial change in the level of development, Baker Tilly was tasked to evaluate the current development review process and make recommendations about how the City could provide more efficient service. One of the recommendations was to create a new Building Permit Technician classification to allow for better customer service. Additionally, Baker Tilly interviewed staff and reviewed relevant background information, conducted a focus group with several customers, and prepared two process maps to understand the existing processes and identify opportunities for increased efficiency. It was found that one of the important elements to improve service is the selection and implementation of a comprehensive permit tracking system.

The proposed Building Permit Technician (Technician) classification will serve as the primary point of contact for building permit applicants, other city departments, and outside agencies for processing building permits. The Technician also will perform routine and complex tasks associated with the receipt, review and tracking of building permit applications through the entire permit process utilizing electronic permitting systems to ensure efficiency and compliance with departmental policies and procedures.

Staff performed an internal and external compensation review and recommends a salary range of \$6,258.97-\$7,605.78 monthly (\$36.11-\$43.88 hourly), equivalent to the Community Development Technician and Human Resources Technician salary range. The General Employees Association unit have reviewed the proposed job description and approved the addition of the proposed classification.

**Fiscal Impact**

The estimated yearly cost at top rate of the proposed Building Permit Technician classification is \$91,269. The estimated full year cost, including benefits for the position is \$136,904, which will be incorporated in the updated fiscal year 2022-23 budget and in the ensuing budget.

**Measure of Success**

The City is able to maintain a stable and high quality workforce.

**Attachments**

Resolution 2023-XX

Resolution 2023-XX



---

Abby Partin, Human Resources  
Administrator

*Clayton L. Holstine*  
Clay Holstine, City Manager

**RESOLUTION NO 2023-XX**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE  
AMENDING RESOLUTION 2001-11 TO INCLUDE THE CLASSIFICATION OF  
BUILDING PERMIT TECHNICIAN IN THE CLASS SPECIFICATION MANUAL**

**WHEREAS**, on February 13, 2001, the City Council approved Resolution 2001-11 establishing the Classifications and Pay Plan and approving the class descriptions included in Exhibit “A” of said resolution for development of the Class Specification Manual; and

**WHEREAS**, the City Manager has established the need for a new classification of Building Permit Technician; and

**WHEREAS**, the class description for Building Permit Technician was developed in cooperation with and has been approved by the City Manager; and

**WHEREAS**, this newly developed class description for Building Permit Technician meets the requirements established Rule 6.02b of the City of Brisbane Personnel Rules and Regulations for the Class Specification Manual.

**NOW, THEREFORE**, the City Council of the City of Brisbane resolves as follows:

The class description for the classification of Building Permit Technician in Exhibit “A” is approved for inclusion in the Class Specification Manual.

---

Madison Davis, Mayor

I hereby certify that the foregoing Resolution No. 2023-XX was duly and regularly adopted at a regular meeting of the Brisbane City Council on April 6, 2023, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

---

Ingrid Padilla, City Clerk

**CITY OF BRISBANE**  
**BUILDING PERMIT TECHNICIAN**

**Definition**

Under general supervision, performs technical, paraprofessional support, customer service, and clerical work supporting the operations involved with the building permit review, issuance and inspection process.

**Class Characteristics**

This is a technical classification in which the incumbent will serve as the primary point of contact for building permit applicants in the processing of permits. The nature of the tasks requires the ability to organize and prioritize the workload, along with good public relations skills and the ability to handle customers with tact and good judgement. The incumbent will perform routine and complex tasks associated with the receipt, review and tracking of building permit applications through the entire permit process to ensure efficiency and compliance with departmental policies and procedures. The incumbent will serve as primary point of contact with other city departments and outside agencies for processing building permits.

**Supervision Received and Exercised**

Receives direction from the Chief Building Official and/or designee.

Exercises functional or technical supervision over other clerical positions.

**Examples of Important and Essential Duties** - *the duties described below are provided as examples and are not to be considered as exclusive or all inclusive:*

- Assist or provide direction to applicants with their submittal of required materials for building permit applications;
- Screen building permit applications for completeness and conformance to City policies and procedures;
- Efficiently process building permit applications and related permits;
- Route, coordinate, and monitor plans and associated information through various City departments and agencies for plan review and permit issuance;
- Proactively track and monitor building permit workflow to ensure timely permit processing;
- Respond to inquiries and confer with builders, engineers, contractors, architects, and the public concerning submittal requirements, building codes and permit regulations;
- Effectively communicate and resolve a variety of complex problems and complaints that may be encountered by staff and applicants regarding permit and plan submittals, processing and inspections;
- Utilize the City's computerized Permit Tracking System for the processing of all building permit applications, ensuring completeness and accuracy of data entry;
- Maintain and compile records, files, forms and reports concerning building inspection and plan review activities;
- Ensure that plan check and permit fees are accurately calculated and collected;
- Organize and maintain various departmental files and databases;
- Maintain and update the Building Division website on an ongoing basis;
- Process complex records requests associate with building permits, including research of permit and plans information as needed;

- Process building-related requests from other city departments or outside agencies;
- Develop and maintain procedure manuals;
- Operate standard office equipment; and
- Perform related duties as assigned.

## **Qualifications**

### **Knowledge of:**

- Organization, procedures, and operating details of the Community Development Department;
- Applicable Federal, State, and local laws, rules, regulations, ordinances, and organizational policies and procedures relevant to building, engineering, land use, and/or urban planning, sufficient to answer questions and provide information to the public; applicable zoning and related laws and regulations;
- Business letter writing and basic report preparation;
- Modern equipment and communication tools used for business functions and program, project, and task coordination; and
- Computers, e-permitting systems and software programs (e.g., Microsoft software packages) to conduct, compile, and/or generate documentation.

### **Ability to:**

- Read and review building plans and specifications;
- Read land use maps, assessor's maps, plot maps, specifications, civil, mechanical, electrical, plumbing drawings, energy calculations, and other related documents;
- Use architectural and engineering scales to calculate dimensions and features; calculate and assess fees, apply cash handling principles;
- Work using a computer for extended periods of time;
- Independently respond to and resolve day-to-day requests, problems and/or complaints from staff the public and others in the course of handling building permit-related issues;
- Explain, interpret and apply routine and specialized information, policies, and governmental guidelines and regulations to other City departments, staff, the public and/or others;
- Research complex data, compile statistical information, and prepare reports for management;
- Communicate clearly and concisely orally and in writing;
- Work with the public in a tactful and effective manner;
- Work independently within established policies and procedures;
- Organize work, set priorities and meet deadlines; and
- Learn and utilize various computer programs to perform tasks, including, but not limited to, the City's specialized Permit Tracking System.

## **Education and Experience**

*Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

Equivalent to graduation from high school and two (2) years of experience as a Building Permit Technician is highly desirable.

**Licenses and Certifications:**

- Possession of a valid California Class C Driver's License and a good driving record, at the time of appointment.
- Possession of certification as an International Code Council Certified Permit Technician within six (6) months of date of hire.

**Physical Demands:**

Must possess mobility to work in a standard office setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone. Standing and walking in work areas if frequently required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull drawers open and closed to retrieve and file information. Employees must possess the ability to lift, carry, push, and pull materials and objects weighing up to 25 pounds.

Approved Date: April 6, 2023

Resolution:

Revised Date:

Resolution:

Bargaining Unit: General Employees Association

Resolution:

Former Titles:

Abolished:

**RESOLUTION NO 2023-XX**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE  
ADOPTING MASTER PAY SCHEDULE  
FOR ALL EMPLOYEES**

**WHEREAS**, the City of Brisbane contracts with the California Public Employee's Retirement System (CalPERS) to provide retirement benefits for its employees; and

**WHEREAS**, pursuant to the California Code of Regulations, Title 2, Section 570.5 CalPERS requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

**WHEREAS**, the pay schedule must identify the position title for every employee position, pay rate for each position title, and the applicable time base for the pay rate; and

**WHEREAS**, the City Council of the City of Brisbane desires to approve and adopt a publicly available Master Pay Schedule, showing all established employee positions and pay rates, in accordance with the requirement of California Code of Regulations, Title 2, Section 570.5;

**NOW, THEREFORE**, the City Council of the City of Brisbane resolves as follows:

The Master Pay Schedule as set forth in Exhibit A is approved and is incorporated by reference as though fully set forth herein.

\_\_\_\_\_

Madison Davis, Mayor

I hereby certify that the foregoing Resolution No. 2023-XX was duly and regularly adopted at a special meeting of the Brisbane City Council on April 6, 2023, by the following vote:

- Ayes:
- Noes:
- Absent:
- Abstain:

\_\_\_\_\_

Ingrid Padilla, City Clerk

City of Brisbane Master Pay Schedule

Approved per Resolution No. 2023-XX

Job Classification	Hourly Grade A	Hourly Grade B	Hourly Grade C	Hourly Grade D	Hourly Grade E	Monthly	Fixed Hourly	Hourly Range	Effective Date	Bargaining Group	FLSA Status
Accounting Assistant I	\$ 26.75	\$ 28.09	\$ 29.50	\$ 30.98	\$ 32.53				1/2/2023	General Employees	Non-Exempt
Accounting Assistant II	\$ 29.45	\$ 30.93	\$ 32.48	\$ 34.09	\$ 35.80				1/2/2023	General Employees	Non-Exempt
Accounting Systems Analyst	\$ 40.44	\$ 42.57	\$ 44.70	\$ 46.93	\$ 49.28				1/2/2023	General Employees	Non-Exempt
Administrative Assistant	\$ 35.39	\$ 37.16	\$ 39.01	\$ 40.96	\$ 43.01				1/2/2023	General Employees	Non-Exempt
Administrative Management Analyst	\$ 45.04	\$ 47.28	\$ 49.66	\$ 52.13	\$ 54.75				1/2/2023	Confidential Employee	Exempt
Administrative Services Director	\$ 90.94	\$ 95.48	\$ 100.26	\$ 105.26	\$ 110.54				1/2/2023	Confidential Management	Exempt
Assistant Engineer I	\$ 41.20	\$ 43.27	\$ 45.43	\$ 47.71	\$ 50.09				1/2/2023	General Employees	Non-Exempt
Assistant Engineer II	\$ 45.33	\$ 47.58	\$ 49.97	\$ 52.46	\$ 55.09				1/2/2023	General Employees	Non-Exempt
Assistant City Manager	\$ 104.58	\$ 109.80	\$ 115.30	\$ 121.05	\$ 127.12				1/2/2023	Confidential Management	Exempt
Assistant to the City Manager	\$ 69.68	\$ 73.16	\$ 76.83	\$ 80.66	\$ 84.71				1/2/2023	Executive Management	Exempt
Assistant Fire Marshal	\$ 78.22	\$ 82.13	\$ 86.24	\$ 90.55	\$ 95.08				1/2/2023	Brisbane Fire Management	Exempt
Associate Civil Engineer	\$ 53.97	\$ 56.66	\$ 59.49	\$ 62.47	\$ 65.60				1/2/2023	Mid-Management/Professional	Exempt
Associate Planner	\$ 47.68	\$ 50.07	\$ 52.58	\$ 55.20	\$ 57.97				1/2/2023	General Employees	Non-Exempt
Building Permit Technician	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80	\$ 43.88				4/6/2023	General Employees	Non-Exempt
Cashier	\$ 15.50	\$ 16.28	\$ 17.09	\$ 17.94	\$ 18.84				1/2/2023	Unrepresented	Non-Exempt
C/CAG Stormwater Program Director	\$ 71.29	\$ 74.86	\$ 78.60	\$ 82.54	\$ 86.66				1/2/2023	Mid-Management/Professional	Exempt
City Clerk	\$ 56.39	\$ 59.21	\$ 62.17	\$ 65.29	\$ 68.54				1/2/2023	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 142.14		1/2/2023	Unrepresented	Exempt
Code Enforcement Officer	\$ 38.45	\$ 40.38	\$ 42.39	\$ 44.51	\$ 46.74				1/2/2023	General Employees	Non-Exempt
Communications Digital and Media Coordinator	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80	\$ 43.88				1/2/2023	General Employees	Non-Exempt
Communications Manager	\$ 52.68	\$ 55.45	\$ 58.36	\$ 61.43	\$ 64.67				1/2/2023	Mid-Management/Professional	Exempt
Community Development Director	\$ 87.94	\$ 92.34	\$ 96.96	\$ 101.81	\$ 106.91				1/2/2023	Executive Management	Exempt
Community Development Technician	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80	\$ 43.88				1/2/2023	General Employees	Non-Exempt
Community Services Officer	\$ 31.48	\$ 33.51	\$ 35.19	\$ 36.95	\$ 38.79				1/2/2023	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			1/2/2023	Elected Position	
Crossing Guard	\$ 15.50	\$ 16.28	\$ 17.09	\$ 17.94	\$ 18.84				1/2/2023	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 42.39	\$ 44.51	\$ 46.74	\$ 49.09	\$ 51.53				1/2/2023	Confidential	Exempt
Deputy Director of Public Works	\$ 79.65	\$ 83.63	\$ 87.82	\$ 92.21	\$ 96.82				1/2/2023	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 71.29	\$ 74.86	\$ 78.60	\$ 82.54	\$ 86.66				1/2/2023	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 58.37	\$ 61.29	\$ 64.36	\$ 67.58	\$ 70.95				1/2/2023	Executive Management	Exempt
Engineering Technician	\$ 39.72	\$ 41.71	\$ 43.79	\$ 45.96	\$ 48.28				1/2/2023	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 36.68	\$ 38.50	\$ 40.43	\$ 42.46	\$ 44.58				1/2/2023	General Employees	Non-Exempt
Facility Attendant	\$ 18.20	\$ 19.11	\$ 20.07	\$ 21.07	\$ 22.12				1/2/2023	Unrepresented	Non-Exempt
Finance Director	\$ 87.04	\$ 91.38	\$ 95.96	\$ 100.77	\$ 105.78				1/2/2023	Confidential Management	Exempt
Financial Services Manager	\$ 61.58	\$ 64.65	\$ 67.89	\$ 71.29	\$ 74.86				1/2/2023	Mid-Management/Professional	Exempt
Fire Captain	\$ 43.01	\$ 45.14	\$ 47.41	\$ 49.78	\$ 52.27				1/2/2023	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 50.38	\$ 55.67	\$ 58.45	\$ 61.36	\$ 64.43				1/2/2023	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 25.06		1/2/2023	IAFF Local 2400	Non-Exempt
Firefighter	\$ 35.99	\$ 37.78	\$ 39.67	\$ 41.64	\$ 43.73				1/2/2023	IAFF Local 2400	Non-Exempt
Firefighter II	\$ 39.59	\$ 41.56	\$ 43.64	\$ 45.81	\$ 48.10				1/2/2023	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 35.99	\$ 37.78	\$ 39.67	\$ 41.64	\$ 43.73				1/2/2023	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic II	\$ 39.59	\$ 41.56	\$ 43.64	\$ 45.81	\$ 48.10				1/2/2023	IAFF Local 2400	Non-Exempt
Geographic Information System Manager	\$ 52.68	\$ 55.45	\$ 58.36	\$ 61.43	\$ 64.67				1/2/2023	Mid-Management/Professional	Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 15.50		1/2/2023	Unrepresented	Non-Exempt
Harbormaster	\$ 49.66	\$ 52.13	\$ 54.74	\$ 57.48	\$ 60.36				1/2/2023	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 21.82	\$ 22.92	\$ 24.06	\$ 25.28	\$ 26.53				1/2/2023	Unrepresented	Non-Exempt
History Project Asst	\$ 36.94	\$ 38.79	\$ 40.72	\$ 42.75	\$ 44.90				1/2/2023	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 72.75	\$ 76.39	\$ 80.21	\$ 84.22	\$ 88.43				1/2/2023	Confidential	Exempt
Human Resources Technician	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80	\$ 43.88				1/2/2023	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 54.29	\$ 57.00	\$ 59.85	\$ 62.85	\$ 66.00				1/2/2023	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -			\$ 15.50 - \$20.00	1/2/2023	Unrepresented	Non-Exempt
Lifeguard	\$ 16.56	\$ 17.39	\$ 18.26	\$ 19.17	\$ 20.12				1/2/2023	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 40.84	\$ 42.90	\$ 45.03	\$ 47.28	\$ 49.65				1/2/2023	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 30.96	\$ 32.50	\$ 34.13	\$ 35.84	\$ 37.64				1/2/2023	General Employees	Non-Exempt



Job Classification	Hourly Grade A	Hourly Grade B	Hourly Grade C	Hourly Grade D	Hourly Grade E	Monthly	Fixed Hourly	Hourly Range	Effective Date	Bargaining Group	FLSA Status
Marina Maintenance Worker II	\$ 34.05	\$ 35.75	\$ 37.54	\$ 39.41	\$ 41.38				1/2/2023	General Employees	Non-Exempt
Marina Maintenance Worker I ( Part-time)	\$ 31.57	\$ 33.15	\$ 34.80	\$ 36.56	\$ 38.38				1/2/2023	Unrepresented	Non-Exempt
Marina Maintenance Worker II ( Part-time)	\$ 34.71	\$ 36.48	\$ 38.27	\$ 40.17	\$ 42.21				1/2/2023	Unrepresented	Non-Exempt
Marina Services Director	\$ 54.56	\$ 57.29	\$ 60.16	\$ 63.16	\$ 66.32				1/2/2023	Executive Management	Exempt
Office Assistant	\$ 28.38	\$ 29.75	\$ 31.24	\$ 32.80	\$ 34.45				1/2/2023	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 28.90	\$ 30.33	\$ 31.84	\$ 33.46	\$ 35.13				1/2/2023	Unrepresented	Non-Exempt
Office Specialist	\$ 33.27	\$ 34.92	\$ 36.68	\$ 38.50	\$ 40.43				1/2/2023	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 33.94	\$ 35.62	\$ 37.40	\$ 39.28	\$ 41.24				1/2/2023	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			1/2/2023	Appointed Position	
Parks & Recreation Director	\$ 83.85	\$ 88.06	\$ 92.45	\$ 97.07	\$ 101.93				1/2/2023	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 30.96	\$ 32.50	\$ 34.13	\$ 35.84	\$ 37.64				1/2/2023	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 31.57	\$ 33.15	\$ 34.80	\$ 36.56	\$ 38.38				1/2/2023	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 34.05	\$ 35.75	\$ 37.54	\$ 39.41	\$ 41.38				1/2/2023	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80	\$ 43.88				1/2/2023	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			1/2/2023	Appointed Position	
Police Chief	\$ 102.63	\$ 107.76	\$ 113.14	\$ 118.81	\$ 124.73				1/2/2023	Police Chief	Exempt
Police Commander	\$ 92.52	\$ 97.15	\$ 102.01	\$ 107.11	\$ 112.46				1/2/2023	Police Commander	Exempt
Police Officer	\$ 47.02	\$ 49.37	\$ 51.84	\$ 54.43	\$ 57.16				1/2/2023	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 49.37	\$ 51.84	\$ 54.43	\$ 57.16	\$ 60.01				1/2/2023	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 56.65	\$ 59.48	\$ 62.46	\$ 65.58	\$ 68.86				1/2/2023	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 34.80		1/2/2023	Unrepresented	Non-Exempt
Pre-School Teacher	\$ 18.31	\$ 19.24	\$ 20.19	\$ 21.22	\$ 22.28				1/2/2023	Unrepresented	Non-Exempt
Principal Analyst	\$ 63.00	\$ 66.16	\$ 69.46	\$ 72.92	\$ 76.58				1/2/2023	Confidential	Exempt
Principal Planner	\$ 67.10	\$ 70.46	\$ 73.98	\$ 77.68	\$ 81.57				1/2/2023	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 66.37	\$ 69.70	\$ 73.18	\$ 76.84	\$ 80.69				1/2/2023	Mid-Management/Professional	Exempt
Public Service Aide	\$ 16.29	\$ 17.12	\$ 17.96	\$ 18.85	\$ 19.81				1/2/2023	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 102.96	\$ 108.11	\$ 113.50	\$ 119.19	\$ 125.15				1/2/2023	Executive Management	Exempt
Public Works Inspector	\$ 50.81	\$ 53.36	\$ 56.02	\$ 58.81	\$ 61.76				1/2/2023	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 40.87	\$ 42.91	\$ 45.04	\$ 47.31	\$ 49.66				1/2/2023	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 30.96	\$ 32.50	\$ 34.13	\$ 35.84	\$ 37.64				1/2/2023	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 31.57	\$ 33.15	\$ 34.80	\$ 36.56	\$ 38.38				1/2/2023	Unrepresented	Non-Exempt
Public Works Maintenance Worker II	\$ 34.05	\$ 35.75	\$ 37.54	\$ 39.41	\$ 41.38				1/2/2023	General Employees	Non-Exempt
Public Works Superintendent	\$ 66.05	\$ 69.35	\$ 72.82	\$ 76.47	\$ 80.29				1/2/2023	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 50.48	\$ 53.01	\$ 55.66	\$ 58.44	\$ 61.37				1/2/2023	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 45.80	\$ 48.21	\$ 50.75	\$ 53.42	\$ 56.23				1/2/2023	Mid-Management/Professional	Exempt
Receptionist	\$ 28.34	\$ 29.75	\$ 31.24	\$ 32.80	\$ 34.45				1/2/2023	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 28.90	\$ 30.33	\$ 31.84	\$ 33.46	\$ 35.13				1/2/2023	Unrepresented	Non-Exempt
Recreation Leader	\$ 18.28	\$ 19.19	\$ 20.16	\$ 21.16	\$ 22.22				1/2/2023	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 15.50	\$ 16.28	\$ 17.09	\$ 17.94	\$ 18.84				1/2/2023	Unrepresented	Non-Exempt
Recreation Manager	\$ 62.13	\$ 65.23	\$ 68.49	\$ 71.92	\$ 75.51				1/2/2023	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 31.43	\$ 33.54	\$ 35.21	\$ 36.97	\$ 38.82				1/2/2023	General Employees	Non-Exempt
Recreation Supervisor	\$ 45.89	\$ 48.21	\$ 50.60	\$ 53.13	\$ 55.79				1/2/2023	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 52.68	\$ 55.45	\$ 58.36	\$ 61.43	\$ 64.67				1/2/2023	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 33.59	\$ 35.27	\$ 37.03	\$ 38.88	\$ 40.83				1/2/2023	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 33.36	\$ 35.04	\$ 36.78	\$ 38.63	\$ 40.54				1/2/2023	General Employees	Non-Exempt
Senior Civil Engineer	\$ 66.37	\$ 69.70	\$ 73.18	\$ 76.84	\$ 80.69				1/2/2023	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 50.32	\$ 52.83	\$ 55.48	\$ 58.25	\$ 61.16				1/2/2023	Confidential	Exempt
Senior Management Analyst	\$ 49.33	\$ 51.79	\$ 54.38	\$ 57.10	\$ 59.94				1/2/2023	Mid-Management/Professional	Exempt
Senior Planner	\$ 56.75	\$ 59.59	\$ 62.57	\$ 65.71	\$ 68.98				1/2/2023	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 23.46	\$ 24.63	\$ 25.86	\$ 27.15	\$ 28.52				1/2/2023	Unrepresented	Non-Exempt
Sustainability Manager	\$ 52.68	\$ 55.45	\$ 58.36	\$ 61.43	\$ 64.67				1/2/2023	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -			\$15.50-\$75.00	1/2/2023	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 175.04		1/2/2023	Confidential Management	Exempt
Swim Instructor	\$ 18.06	\$ 18.97	\$ 19.92	\$ 20.92	\$ 21.97				1/2/2023	Unrepresented	Non-Exempt
Van Driver	\$ 16.99	\$ 17.85	\$ 18.75	\$ 19.69	\$ 20.67				1/2/2023	Unrepresented	Non-Exempt
Water Quality Technician	\$ 34.05	\$ 35.75	\$ 37.54	\$ 39.41	\$ 41.38				1/2/2023	General Employees	Non-Exempt