



## CITY COUNCIL AGENDA REPORT

**Meeting Date:** December 9, 2021

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

**Subject:** Approval of Resolution Nos. 2021-75 and 2021-76  
Establishing the Classifications of Accounting Systems Analyst and Geographic Information Systems (GIS) Manager and Amending the Master Pay Schedule.

### Community Goal/Result

Fiscally Prudent, Safe Community

### Purpose

To continue to provide high level of service from the Finance and Public Works Departments and to ensure the community continues to receive excellent service by retaining and attracting exceptional employees in a financially prudent manner.

### Recommendation

We recommend the City Council adopt Resolution Nos. 2021-75 and 2021-76 by approving the following:

- Establish the Accounting Systems Analyst and GIS Manager classifications;
- Amend the Master Pay Schedule; and
- Add Accounting Systems Analyst to the General Employees Association unit and GIS Manager to the Mid-Management/Professional unit.

### Background

On May 6, 2021, staff presented an informational report to the City Council as a companion report to the mid-year budget, which included new positions to the City's Finance and Public Works Departments in anticipation for the City's future information technology improvements. On October 7, 2021, as part of the City's Technology Improvement Project, staff presented the City's first Information Technology (IT) Strategic Plan, which included the City's Technology Master Plan (TMP). The TMP, prepared by the City's IT consultants, ClientFirst, identified positions needed to support our information technology transition.

### Discussion

#### Finance – Accounting Systems Analyst

The Finance Department oversees the accounting system and other programs that process payments and general ledger. In mid-2016, the department transitioned to a new cloud-based accounting system, primed to integrate with other divisions' information systems. In order to continue to provide the high level of service from the Finance Department, staff recommends establishing the classification of Accounting Systems Analyst to assist the Finance Director in the

maintenance of the accounting system, assist with finance-related technology projects and perform other general accounting functions.

This new position's duties will include troubleshooting issues with the City's financial systems, including working with the software vendor, City IT staff, and end users to identify and implement solutions. Participating in research and beta testing of solutions implementation. Performing basic to complex accounting and financial support work in conjunction with a particular program or financial function and ad hoc projects. Developing and providing group and individual training on the City's financial systems.

This position will also enable career growth for internal employees, which allows for departmental succession planning.

### **Public Works – Geographic Information Systems Manager**

The Technology Master Plan identified the implementation of a new GIS system and its ongoing improvements, which triggered the preparation of a GIS Master Plan. The GIS Master Plan noted that all of the City's current and pending geospatial enterprise application systems are hampered by the current GIS environment and require development of a strong GIS system to allow the enterprise systems to provide a full level of service. The upgrade of the current GIS environment is an important precursor to the City's transition to geospatial enterprises for use in internal work accomplishment and for use in communication with the public.

In order to create a strong, well-integrated system, the GIS Master Plan recommended the establishment of a GIS Division, staffed by a manager and an analyst. The position recommended herein is for the manager position; this individual will be responsible for establishment of a Citywide GIS Steering Committee, selection of a GIS enterprise system, expansion of the existing GIS database, and supervision of the to be hired analyst. As noted in the attached job description, this position goes beyond the recommendations in the master plan and includes graphics design duties that will assist the City with its branding, marketing and outreach activities.

This is a new position, but staff intends to conduct an internal recruitment with the expectation that a current employee will apply for and be successful in the recruitment process. Assuming that these series of events occurs, this action will not result in the hiring of a new full-time employee.

Staff provided the proposed job descriptions for the Accounting Systems Analyst and GIS Manager to the General Employees Association unit and Mid-Management/Professional unit, for review and approval to include the classifications into the respective bargaining groups.

### **Fiscal Impact**

The estimated yearly cost at top rates of the new Accounting Systems Analyst is \$142,270 and the differential from Engineering Technician to GIS Manager is an additional \$36,415. The total

full year cost for the two positions combined is \$178,685, which has been incorporated in the updated Fiscal Year 2021-22 budget.

**Measure of Success**

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

**Attachments**

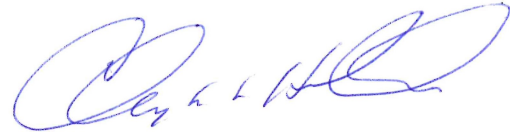
Resolution 2021-75

Resolution 2021-76



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Abby Partin, Human Resources  
Administrator



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Clay Holstine, City Manager

**RESOLUTION NO 2021- 75**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE  
AMENDING RESOLUTION 2001-11 TO INCLUDE THE CLASSIFICATIONS OF  
ACCOUNTING SYSTEMS ANALYST AND GEOGRAPHIC INFORMATION SYSTEMS  
MANAGER 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 the new classifications of Accounting Systems Analyst and Geographic Information Systems Manager; and

**WHEREAS**, the class descriptions for Accounting Systems Analyst and Geographic Information Systems Manager were developed in cooperation with and has been approved by the City Manager; and

**WHEREAS**, this newly developed classes for Accounting Systems Analyst and Geographic Information Systems Manager meet 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 descriptions for the classifications of Accounting Systems Analyst and Geographic Information Systems Manager in Exhibit "A" is approved for inclusion in the Class Specification Manual.

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-75 was duly and regularly adopted at a regular meeting of the Brisbane City Council on December 9, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

## CITY OF BRISBANE

### ACCOUNTING SYSTEMS ANALYST

#### **Definition:**

Performs a wide variety of routine and complex administrative, technical and professional work in analyzing and administering various special projects and/or programs, special studies, surveys and research assignments, and oversees and maintains technical day-to-day aspects of the Enterprise Resource Planning (ERP) system.

#### **Class Characteristics:**

This is a full-time advanced journey-level professional position in which incumbents perform routine and complex administrative and technical analytical work under general supervision, where assignments are subject to review while work is in progress and upon completion. This position uses independent judgment and analytical abilities on specific projects, as well as the ability to independently solve problems of varying difficulty. The analytical and program management nature of the position requires thorough knowledge of city-wide, department, and/or program policies, the ability to analyze financial, legal and legislative impacts and the ability to function effectively with people at all levels of the organization as well as external contacts. This position is expected to manage the delivery of services for their assigned area. This position also manages accountability of consultants, vendors and other external contractors within the scope of their contracted duties. In furtherance of the required management responsibilities, this position involves development and implementation of department policies and procedures. Strong written, verbal, and interpersonal skills are essential for incumbents assigned to this classification. This position regularly performs routine and specialized office support work.

#### **Supervision Received and Exercised**

Receives direction from a Department Head and/or designated person.

May provide supervision over technical and clerical office staff.

**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:*

Performs basic to complex accounting and financial support work in conjunction with a particular program or financial function and ad hoc projects.

- Assist IT in setting up and maintaining users on the City's ERP financial system including roles and workflow controls. Assist IT in password resetting and other access issues.
- Troubleshoots issues with the City's financial systems, including working with the software vendor, City IT staff, and end users to identify and implement solutions. Participates in research and beta testing of solutions implementation.
- Develops, coordinates and conducts group and individual training on the City's financial systems.
- Serves as a primary resource point for a particular program or financial area, requiring an in-depth knowledge of department programs, functions, organizational structure, and services.
- Researches, compiles and analyzes data and written materials, and prepares technical and administrative reports and materials.
- Reviews policies, procedures and forms for compatibility with new applications in relationship to our financial system; implements changes after approval as necessary.

- Prepares contract, requests for proposals, meeting agendas, staff reports and other similar documents.
- Initiates and responds to correspondence and phone calls from internal and external customers.
- Uses independent judgment and discretion in the release of confidential or sensitive information.
- Manages specific program activities and projects on a day to day basis.
- May represent department and/or City in inter-department, community and professional meetings; attend and present at staff, board and commission meetings.
- Assists with budget preparation and annual audit.

### **Qualifications**

#### **Knowledge of:**

- Principles and procedures of technical financial duties related to areas of assignment.
- Financial record keeping and booking practices and techniques.
- Knowledge of and ability to perform program and quantitative analysis.
- Principles and practices of ERP financial systems.
- Principles of customer service.
- Principles and techniques of conducting group and individual training.
- Methods and techniques utilized in a variety of management and administrative functions such as supervision and/or management of an office, program, operation or section or facility.
- Municipal government and or department's organization, operations and issues.
- Principles and practices of auditing financial documents and records.
- Basic budgetary practices and terminology.
- Correct business English, including spelling, grammar and punctuation.
- Tyler Incode 10 financial system is desirable.
- Governmental operations is desirable.

#### **Skill in:**

- Operating modern office equipment, computer systems and applications, including office software (i.e. Word, Excel, PowerPoint, etc.), database management and related methods and procedures.
- Analyzing budget, technical reports, financials statements and spreadsheets.
- Preparing a variety of statistical and analytical reports.
- Working with staff from various disciplines to identify ERP financial system issues and solutions.
- Performing technical, specialized, complex and difficult financial and accounting support work.
- Interpreting, applying and explaining applicable laws, codes and regulations.
- Reviewing, posting, balancing and reconciling a variety of financial records.
- Project Management, organizing work, setting priorities and meeting critical deadlines.

#### **Ability to:**

- Research, analyze, evaluate and make recommendations for improvements in operations, systems and procedures.
- Identify, gather and analyze data from a variety of sources for relevant information.
- Formulate logical conclusions and develop effective courses of action and/or recommendations.
- Independently perform complex and responsible administrative work.
- Make decisions in matters with only limited direction received.

- Work cooperatively with other City personnel, other organizations, outside vendors and the public
- Communicate clearly and concisely, both orally and in writing

**Education and Experience:**

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

**Education:** Equivalent to an Associate's degree from an accredited college with course work in accounting, bookkeeping, computer science or a related field.

**Experience:** Three years of responsible journey level financial record keeping in such areas of as accounts payable, accounts receivable, payroll, business licenses. Experience in administration, troubleshooting and end user training of a financial ERP system is desirable. Experience involving a combination of any of the following: research, project management, policy analysis, study and analysis of management, budget, organizational, procedural problems, or contract and program administration.

**Licenses:** Possession of a valid California Driver's license.

**Working Conditions:** Work in a standard office environment, with occasional off-site and/or field assignments. The ability to travel to and from different sites and locations; drive and/or walk safely to different sites and locations; maintain a safe driving record; maintain a neat and clean appearance; work protracted and irregular hours and evening meetings or off-shift work for meeting attendance or participation in specific projects or programs as needed; available for evening meetings.

**Physical Demands:** Able to use standard office equipment, including a computer; sit, stand, walk, and maintain sustained posture in a seated or standing positions for prolonged periods of time; vision to read printed materials and a computer screen; hearing and speech to communicate in person, over the telephone, and to make presentations; lift and carry 35 pound boxes, files, and materials.

Approved Date:  
Resolution:

Revised Date:  
Resolution:

Bargaining Unit: General Employees Association  
Resolution:

Former Titles:

Abolished:

## CITY OF BRISBANE

### GEOGRAPHIC INFORMATION SYSTEMS (GIS) MANAGER

#### **Definition**

Under general direction, plans, develops, and manages the City's Geographic Information Systems (GIS) and related database systems; works with other departments and/or interdepartmental project teams to identify, develop, and maintain new and existing GIS projects and systems. Supervises and occasionally completes skilled graphics work translating requirements into presentations, and assisting the organization with branding and outreach.

#### **Class Characteristics**

This is a professional-level position in which the incumbent performs routine, difficult and complex technical work, where assignments are subject to infrequent review while work is in progress and upon completion. This position uses independent judgment and analytical abilities, which require sound grounding in municipal government and/or civil engineering fundamentals, as well as the ability to solve problems of moderate difficulty without supervision. Strong creative, visual, written, verbal, interpersonal and human relations skills are essential for incumbents assigned to this classification.

#### **Supervision Received and Exercised**

Receives direction from and reports to the City Engineer or her/his designee.

Supervises the GIS analyst, other assigned support staff, and interns when assigned.

**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:*

- Plan, direct, and participate in the acquisition, installation, administration, and operation of the City's geographic information system (GIS); oversee software release installs and updates for the GIS system.
- Develop new GIS layers as required, and update existing GIS layers using a variety of GIS software applications (including ArcGIS, AutoCAD, and CMMS).
- Coordinate, train, and instruct staff in the operation of the geographic information system.
- Oversee and participate in providing graphic services including preparation, layout, and design of a variety of reports, displays, literature, maps and computer graphics; ensure the accuracy and completeness of digital GIS maps and data files.
- Create graphical and tabular output such as maps, charts displays and spreadsheets for use in project analysis, council presentations, public reference/promotions/outreach, etc.
- Supervise the use, care and operation of GIS equipment.
- Serve as project lead for special GIS projects including the planning, system integration, database development, implementation, and application development; meet with various GIS users and IT management to plan and discuss system requirements; provide project status updates as needed.
- Coordinate with the City's IT department, to ensure that GIS application software and hardware operates efficiently and meets the City's needs for information technology and integrates with other computer applications; update layers as changes occur.
- Meet with City staff and users and review requests; develop and tailor applications to meet user needs; prepare documentation.



- Oversee the design and development of all databases associated with the GIS base map including relational databases; develop standards and strategies for maintaining database security.
- Plan and develop citywide user training for geographic information systems and permit systems; develop policies and procedures for users and output requirements for GIS services.
- Coordinate the design and development of user-specific GIS databases and user types; configure system operational functions; prepare reports as necessary.
- Research and investigate geographic information system industry techniques and products; evaluate and recommend GIS software and hardware systems; review vendor proposals, negotiate GIS contracts, and prepare specifications for service contracts and RFP's.
- Periodically review system operations, recommend changes to improve the system, and assist user departments in the periodic reassessment of their information needs.
- Coordinate with software and hardware vendors as well as service consultants on planning issues, price quotes, problem reporting, and contracts.
- Coordinate GIS activities with other staff, the public and private agencies as needed.
- Represent City geographic information systems interests to various governmental and professional geographic information systems related agencies, and to the community as needed.
- Attend and participate in professional group meetings, seminars and trainings in order to stay abreast of new trends and innovations in the field of geographic information systems technology.
- Develop and administer the City's Internet GIS Mapping applications in coordination with the City's webmaster.
- Plan, supervise, and evaluate the work of lower-level technical staff or interns; verify the work of assigned employees for accuracy, proper work methods, techniques and compliance with applicable standards and specifications.
- Develop staff reports and procedural documents, facilitate the coordination of the GIS Strategic Plan, and assist in the development and oversight of the GIS budget.
- Operate a variety of standard office equipment, including personal and on-line computer systems, scanners, printers and plotters; and work with external printing services as needed.
- Prepare specific maps, drawings, plans, specs, or standard details upon request for City staff
- Serve as the City's GIS primary point of contact.
- Perform related duties as required.

### **Qualifications**

#### **Knowledge of:**

- Basic principles and practices of civil engineering as performed by a paraprofessional engineering position. Principles and practices of project management, training, and supervision.
- Current principles, practices, terminology, and trends in GIS usage and modern land-based mapping application theory.
- Operating principles and practices of multiple mapping, drafting, illustration, and office software such as AutoCAD, AutoCAD Maps, Civil 3D, and the ESRI suite of products including ArcGIS Pro, ArcGIS online, Story Maps, Microsoft Office Products, and the Adobe suite including Photoshop and Illustrator.

#### **Skill to:**

- Manage, organize, and display the City's geographical records
- Design, prepare and create visual content of the City's assets
- Supervise and manage assigned employees.
- Facilitate interdepartmental cooperation in the absence of a direct chain of command.

- Understand Civil Engineering and Public Works workflows, needs, and standards
- Map, draft and manage database with speed and accuracy
- Manage interdepartmental communications and workflow priorities
- Use office automation and software applications to facilitate public relations activities
- Read, comprehend, and interpret complex scientific and technical information as it relates to GIS

**Education and Experience:**

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

**Education:** Possession of a Bachelor’s degree from an accredited college or university with major course works in Cartography, Civil Engineering, Geographic Information Systems, or Graphic Design. Experience beyond that required below in a professional or support capacity in a government department may be substituted for the required education on a year-for-year basis.

**Experience:** Three years of increasingly responsible experience utilizing geographic information systems, with a minimum of 2 years’ experience as a GIS Technician or similar position.

**Licenses:** Possession of a valid California driver’s license, and have a satisfactory driving record. Possession of or the ability to obtain ArcGIS Desktop Certification issued by ESRI. Possession of certification as a Water Distribution Operator and/or Sewer Collections is highly desirable.

**Working Conditions:** Work in a standard office environment with some exposure to outdoors, mechanical hazards, traffic, and electrical hazards. Must be able to travel to various locations to fulfill job responsibilities.

**Physical Demands:** Able to use standard office equipment, including a computer; sit, stand, walk, and maintain sustained posture in a seated or standing position for prolonged periods; vision to read printed materials and a computer screen; hearing and speech to communicate in person, over the telephone, and to make presentations; lift and carry 35-pound boxes, files, and materials.

Approved Date:

Resolution:

Revised Date:

Resolution:

Bargaining Unit: Mid-Management/Professional Group

Resolution:

Former Titles:

Abolished:

**RESOLUTION NO 2021- 76**

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

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

**WHEREAS**, pursuant to 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, the pay rate for each position title, and 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 is approved as set forth in Exhibit "B" and is incorporated by reference as though fully set forth herein.

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-76 was duly and regularly adopted at a regular meeting of the Brisbane City Council on December 9, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

Appendix A

**City of Brisbane Master Pay Schedule**  
**Approved per Resolution No. 2021-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	\$ 25.46	\$ 26.74	\$ 28.08	\$ 29.48	\$ 30.96				7/5/2021	General Employees	Non-Exempt
Accounting Assistant II	\$ 28.03	\$ 29.44	\$ 30.91	\$ 32.45	\$ 34.07				7/5/2021	General Employees	Non-Exempt
Accounting Systems Analyst	\$ 38.49	\$ 40.52	\$ 42.55	\$ 44.67	\$ 46.91				12/9/2021	General Employees	Non-Exempt
Administrative Assistant	\$ 33.68	\$ 35.37	\$ 37.13	\$ 38.99	\$ 40.94				7/5/2021	General Employees	Non-Exempt
Administrative Management Analyst	\$ 42.87	\$ 45.00	\$ 47.27	\$ 49.62	\$ 52.11				7/5/2021	Confidential Employee	Exempt
Administrative Services Director	\$ 86.56	\$ 90.88	\$ 95.43	\$ 100.19	\$ 105.22				7/5/2021	Confidential Management	Exempt
Assistant Engineer I	\$ 39.22	\$ 41.19	\$ 43.24	\$ 45.41	\$ 47.67				7/5/2021	General Employees	Non-Exempt
Assistant Engineer II	\$ 43.14	\$ 45.29	\$ 47.56	\$ 49.94	\$ 52.44				7/5/2021	General Employees	Non-Exempt
Assistant City Manager	\$ 99.54	\$ 104.51	\$ 109.75	\$ 115.22	\$ 121.00				7/5/2021	Confidential Management	Exempt
Assistant to the City Manager	\$ 66.33	\$ 69.64	\$ 73.13	\$ 76.78	\$ 80.63				7/5/2021	Executive Management	Exempt
Associate Civil Engineer	\$ 51.37	\$ 53.93	\$ 56.63	\$ 59.46	\$ 62.44				7/5/2021	Mid-Management/Professional	Exempt
Associate Planner	\$ 45.38	\$ 47.66	\$ 50.05	\$ 52.55	\$ 55.18				7/5/2021	General Employees	Non-Exempt
Cashier	\$ 13.51	\$ 14.19	\$ 14.90	\$ 15.64	\$ 16.43				7/5/2021	Unrepresented	Non-Exempt
C/CAG Stormwater Program Director	\$ 67.86	\$ 71.25	\$ 74.82	\$ 78.56	\$ 82.49				7/5/2021	Mid-Management/Professional	Exempt
City Clerk	\$ 53.67	\$ 56.36	\$ 59.17	\$ 62.14	\$ 65.24				7/5/2021	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 126.66		7/5/2021	Unrepresented	Exempt
Code Enforcement Officer	\$ 36.60	\$ 38.43	\$ 40.35	\$ 42.36	\$ 44.49				7/5/2021	General Employees	Non-Exempt
Communications Digital and Media Coordinator	\$ 34.37	\$ 36.08	\$ 37.89	\$ 39.78	\$ 41.77				7/15/2021	General Employees	Non-Exempt
Communications Manager	\$ 50.14	\$ 52.78	\$ 55.55	\$ 58.48	\$ 61.55				7/5/2021	Mid-Management/Professional	Exempt
Community Development Director	\$ 83.70	\$ 87.89	\$ 92.29	\$ 96.91	\$ 101.76				7/5/2021	Executive Management	Exempt
Community Development Technician	\$ 34.37	\$ 36.08	\$ 37.89	\$ 39.78	\$ 41.77				7/5/2021	General Employees	Non-Exempt
Community Services Officer	\$ 29.96	\$ 31.90	\$ 33.49	\$ 35.17	\$ 36.92				7/5/2021	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			7/5/2021	Elected Position	
Crossing Guard	\$ 13.57	\$ 14.25	\$ 14.98	\$ 15.71	\$ 16.50				7/5/2021	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 40.35	\$ 42.37	\$ 44.49	\$ 46.72	\$ 49.05				7/5/2021	Confidential	Exempt
Deputy Director of Public Works	\$ 75.81	\$ 79.60	\$ 83.59	\$ 87.77	\$ 92.15				7/5/2021	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 67.86	\$ 71.25	\$ 74.82	\$ 78.56	\$ 82.49				7/5/2021	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 55.56	\$ 58.34	\$ 61.26	\$ 64.32	\$ 67.53				7/5/2021	Executive Management	Exempt
Engineering Technician	\$ 37.80	\$ 39.70	\$ 41.68	\$ 43.75	\$ 45.95				7/5/2021	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 34.91	\$ 36.65	\$ 38.48	\$ 40.41	\$ 42.43				7/5/2021	General Employees	Non-Exempt
Facility Attendant	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06				7/5/2021	Unrepresented	Non-Exempt
Finance Director	\$ 82.84	\$ 86.98	\$ 91.33	\$ 95.91	\$ 100.69				7/5/2021	Confidential Management	Exempt
Financial Services Manager	\$ 58.62	\$ 61.54	\$ 64.62	\$ 67.86	\$ 71.26				7/5/2021	Mid-Management/Professional	Exempt
Fire Captain	\$ 40.93	\$ 42.97	\$ 45.13	\$ 47.38	\$ 49.75				7/5/2021	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 50.45	\$ 52.99	\$ 55.63	\$ 58.41	\$ 61.33				7/5/2021	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 23.85		7/5/2021	IAFF Local 2400	Non-Exempt
Firefighter	\$ 34.25	\$ 35.96	\$ 37.76	\$ 39.64	\$ 41.62				7/5/2021	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 34.25	\$ 35.96	\$ 37.76	\$ 39.64	\$ 41.62				7/5/2021	IAFF Local 2400	Non-Exempt
Geographic Information System Manager	\$ 50.14	\$ 52.78	\$ 55.55	\$ 58.48	\$ 61.55				12/9/2021	Mid-Management/Professional	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
Habitat Restoration Aide	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 12.00		7/5/2021	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 15.00		7/5/2021	Unrepresented	Non-Exempt
Harbormaster	\$ 47.27	\$ 49.62	\$ 52.11	\$ 54.71	\$ 57.45				7/5/2021	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 20.77	\$ 21.82	\$ 22.90	\$ 24.06	\$ 25.25				7/5/2021	Unrepresented	Non-Exempt
History Project Asst	\$ 35.16	\$ 36.92	\$ 38.76	\$ 40.70	\$ 42.74				7/5/2021	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 69.24	\$ 72.71	\$ 76.34	\$ 80.16	\$ 84.17				7/5/2021	Confidential	Exempt
Human Resources Technician	\$ 34.37	\$ 36.08	\$ 37.89	\$ 39.78	\$ 41.77				7/5/2021	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 51.67	\$ 54.26	\$ 56.97	\$ 59.82	\$ 62.82				7/5/2021	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -			\$15.00 - \$20.00	7/5/2021	Unrepresented	Non-Exempt
Lifeguard	\$ 15.76	\$ 16.55	\$ 17.38	\$ 18.25	\$ 19.15				7/5/2021	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 38.87	\$ 40.83	\$ 42.86	\$ 45.00	\$ 47.25				7/5/2021	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 29.47	\$ 30.94	\$ 32.49	\$ 34.11	\$ 35.82				7/5/2021	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 32.41	\$ 34.03	\$ 35.74	\$ 37.51	\$ 39.39				7/5/2021	General Employees	Non-Exempt
Marina Maintenance Worker I ( Part-time)	\$ 30.05	\$ 31.55	\$ 33.13	\$ 34.80	\$ 36.54				7/5/2021	Unrepresented	Non-Exempt
Marina Maintenance Worker II ( Part-time)	\$ 33.04	\$ 34.73	\$ 36.43	\$ 38.23	\$ 40.18				7/5/2021	Unrepresented	Non-Exempt
Marina Services Director	\$ 51.93	\$ 54.53	\$ 57.26	\$ 60.11	\$ 63.13				7/5/2021	Executive Management	Exempt
Office Assistant	\$ 27.01	\$ 28.32	\$ 29.73	\$ 31.22	\$ 32.80				7/5/2021	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 27.50	\$ 28.87	\$ 30.31	\$ 31.85	\$ 33.44				7/5/2021	Unrepresented	Non-Exempt
Office Specialist	\$ 31.66	\$ 33.24	\$ 34.91	\$ 36.65	\$ 38.48				7/5/2021	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 32.30	\$ 33.90	\$ 35.60	\$ 37.39	\$ 39.26				7/5/2021	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			7/5/2021	Appointed Position	
Parks & Recreation Director	\$ 79.82	\$ 83.82	\$ 88.00	\$ 92.39	\$ 97.02				7/5/2021	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 29.47	\$ 30.94	\$ 32.49	\$ 34.11	\$ 35.82				7/5/2021	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 30.05	\$ 31.55	\$ 33.13	\$ 34.80	\$ 36.54				7/5/2021	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 32.41	\$ 34.03	\$ 35.74	\$ 37.51	\$ 39.39				7/5/2021	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 34.37	\$ 36.08	\$ 37.89	\$ 39.78	\$ 41.77				7/5/2021	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			7/5/2021	Appointed Position	
Police Chief	\$ 97.69	\$ 102.57	\$ 107.69	\$ 113.09	\$ 118.73				7/5/2021	Police Chief	Exempt
Police Commander	\$ 88.06	\$ 92.47	\$ 97.10	\$ 101.95	\$ 107.05				7/5/2021	Police Commander	Exempt
Police Officer	\$ 45.65	\$ 47.93	\$ 50.33	\$ 52.85	\$ 55.49				7/5/2021	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 47.93	\$ 50.33	\$ 52.85	\$ 55.49	\$ 58.26				7/5/2021	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 55.00	\$ 57.75	\$ 60.64	\$ 63.67	\$ 66.85				7/5/2021	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 33.12		7/5/2021	Unrepresented	Non-Exempt
Pre-School Teacher	\$ 17.43	\$ 18.31	\$ 19.22	\$ 20.19	\$ 21.20				7/5/2021	Unrepresented	Non-Exempt
Principal Analyst	\$ 59.97	\$ 62.98	\$ 66.12	\$ 69.41	\$ 72.89				7/5/2021	Confidential	Exempt
Principal Planner	\$ 63.87	\$ 67.06	\$ 70.42	\$ 73.94	\$ 77.64				7/5/2021	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 63.17	\$ 66.34	\$ 69.66	\$ 73.14	\$ 76.80				7/5/2021	Mid-Management/Professional	Exempt
Public Service Aide	\$ 15.51	\$ 16.29	\$ 17.09	\$ 17.94	\$ 18.85				7/5/2021	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 98.00	\$ 102.90	\$ 108.03	\$ 113.45	\$ 119.12				7/5/2021	Executive Management	Exempt
Public Works Inspector	\$ 48.36	\$ 50.79	\$ 53.32	\$ 55.98	\$ 58.79				7/5/2021	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 38.90	\$ 40.84	\$ 42.87	\$ 45.03	\$ 47.27				7/5/2021	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
Public Works Maintenance Worker I	\$ 29.47	\$ 30.94	\$ 32.49	\$ 34.11	\$ 35.82				7/5/2021	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 30.05	\$ 31.55	\$ 33.13	\$ 34.80	\$ 36.54				7/5/2021	Unrepresented	Non-Exempt
Public Works Maintenance Worker II	\$ 32.41	\$ 34.03	\$ 35.74	\$ 37.51	\$ 39.39				7/5/2021	General Employees	Non-Exempt
Public Works Superintendent	\$ 62.87	\$ 66.01	\$ 69.32	\$ 72.79	\$ 76.42				7/5/2021	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 48.05	\$ 50.46	\$ 52.98	\$ 55.63	\$ 58.41				7/5/2021	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 43.59	\$ 45.89	\$ 48.31	\$ 50.85	\$ 53.52				7/5/2021	Mid-Management/Professional	Exempt
Receptionist	\$ 26.97	\$ 28.32	\$ 29.73	\$ 31.22	\$ 32.80				7/5/2021	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 27.50	\$ 28.87	\$ 30.31	\$ 31.85	\$ 33.44				7/5/2021	Unrepresented	Non-Exempt
Recreation Leader	\$ 17.40	\$ 18.27	\$ 19.19	\$ 20.14	\$ 21.15				7/5/2021	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 13.51	\$ 14.19	\$ 14.90	\$ 15.64	\$ 16.43				7/5/2021	Unrepresented	Non-Exempt
Recreation Manager	\$ 59.13	\$ 62.09	\$ 65.19	\$ 68.46	\$ 71.88				7/5/2021	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 29.92	\$ 31.92	\$ 33.52	\$ 35.19	\$ 36.95				7/5/2021	General Employees	Non-Exempt
Recreation Supervisor	\$ 43.68	\$ 45.89	\$ 48.17	\$ 50.57	\$ 53.11				7/5/2021	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 50.14	\$ 52.78	\$ 55.55	\$ 58.48	\$ 61.55				7/5/2021	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 31.97	\$ 33.57	\$ 35.24	\$ 37.00	\$ 38.86				7/5/2021	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 31.75	\$ 33.35	\$ 35.01	\$ 36.77	\$ 38.59				7/5/2021	General Employees	Non-Exempt
Senior Civil Engineer	\$ 63.17	\$ 66.34	\$ 69.66	\$ 73.14	\$ 76.80				7/5/2021	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 47.90	\$ 50.29	\$ 52.81	\$ 55.44	\$ 58.21				7/5/2021	Confidential	Exempt
Senior Management Analyst	\$ 46.95	\$ 49.29	\$ 51.76	\$ 54.35	\$ 57.06				7/5/2021	Mid-Management/Professional	Exempt
Senior Planner	\$ 54.02	\$ 56.72	\$ 59.55	\$ 62.54	\$ 65.66				7/5/2021	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 22.33	\$ 23.44	\$ 24.61	\$ 25.84	\$ 27.14				7/5/2021	Unrepresented	Non-Exempt
Sustainability Manager	\$ 50.14	\$ 52.78	\$ 55.55	\$ 58.48	\$ 61.55				7/5/2021	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -			\$12.00-\$75.00	7/5/2021	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 175.04		7/5/2021	Confidential Management	Exempt
Swim Instructor	\$ 17.19	\$ 18.05	\$ 18.96	\$ 19.91	\$ 20.91				7/5/2021	Unrepresented	Non-Exempt
Van Driver	\$ 16.17	\$ 16.99	\$ 17.84	\$ 18.74	\$ 19.68				7/5/2021	Unrepresented	Non-Exempt
Water Quality Technician	\$ 32.41	\$ 34.03	\$ 35.74	\$ 37.51	\$ 39.39				7/5/2021	General Employees	Non-Exempt

**City of Brisbane Master Pay Schedule**  
**Approved per Resolution No. 2021-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	\$ 25.97	\$ 27.28	\$ 28.64	\$ 30.07	\$ 31.58				1/3/2022	General Employees	Non-Exempt
Accounting Assistant II	\$ 28.59	\$ 30.02	\$ 31.53	\$ 33.10	\$ 34.76				1/3/2022	General Employees	Non-Exempt
Accounting Systems Analyst	\$ 39.26	\$ 41.33	\$ 43.40	\$ 45.57	\$ 47.84				1/3/2022	General Employees	Non-Exempt
Administrative Assistant	\$ 34.35	\$ 36.07	\$ 37.87	\$ 39.76	\$ 41.76				1/3/2022	General Employees	Non-Exempt
Administrative Management Analyst	\$ 43.73	\$ 45.90	\$ 48.21	\$ 50.61	\$ 53.15				1/3/2022	Confidential Employee	Exempt
Administrative Services Director	\$ 88.29	\$ 92.70	\$ 97.34	\$ 102.20	\$ 107.32				1/3/2022	Confidential Management	Exempt
Assistant Engineer I	\$ 40.00	\$ 42.01	\$ 44.11	\$ 46.32	\$ 48.63				1/3/2022	General Employees	Non-Exempt
Assistant Engineer II	\$ 44.01	\$ 46.19	\$ 48.51	\$ 50.94	\$ 53.48				1/3/2022	General Employees	Non-Exempt
Assistant City Manager	\$ 101.53	\$ 106.60	\$ 111.94	\$ 117.53	\$ 123.42				1/3/2022	Confidential Management	Exempt
Assistant to the City Manager	\$ 67.66	\$ 71.03	\$ 74.60	\$ 78.31	\$ 82.24				1/3/2022	Executive Management	Exempt
Associate Civil Engineer	\$ 52.40	\$ 55.01	\$ 57.76	\$ 60.65	\$ 63.69				1/3/2022	Mid-Management/Professional	Exempt
Associate Planner	\$ 46.29	\$ 48.61	\$ 51.05	\$ 53.60	\$ 56.28				1/3/2022	General Employees	Non-Exempt
Cashier	\$ 13.78	\$ 14.47	\$ 15.20	\$ 15.96	\$ 16.76				1/3/2022	Unrepresented	Non-Exempt
C/CAG Stormwater Program Director	\$ 69.22	\$ 72.68	\$ 76.31	\$ 80.13	\$ 84.14				1/3/2022	Mid-Management/Professional	Exempt
City Clerk	\$ 54.75	\$ 57.49	\$ 60.36	\$ 63.38	\$ 66.54				1/3/2022	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 126.66		1/3/2022	Unrepresented	Exempt
Code Enforcement Officer	\$ 37.33	\$ 39.20	\$ 41.15	\$ 43.21	\$ 45.38				1/3/2022	General Employees	Non-Exempt
Communications Digital and Media Coordinator	\$ 35.06	\$ 36.80	\$ 38.65	\$ 40.58	\$ 42.60				1/3/2022	General Employees	Non-Exempt
Communications Manager	\$ 51.14	\$ 53.83	\$ 56.66	\$ 59.65	\$ 62.78				1/3/2022	Mid-Management/Professional	Exempt
Community Development Director	\$ 85.38	\$ 89.65	\$ 94.14	\$ 98.85	\$ 103.79				1/3/2022	Executive Management	Exempt
Community Development Technician	\$ 35.06	\$ 36.80	\$ 38.65	\$ 40.58	\$ 42.60				1/3/2022	General Employees	Non-Exempt
Community Services Officer	\$ 30.56	\$ 32.53	\$ 34.16	\$ 35.87	\$ 37.66				1/3/2022	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			1/3/2022	Elected Position	
Crossing Guard	\$ 13.84	\$ 14.54	\$ 15.28	\$ 16.03	\$ 16.83				1/3/2022	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 41.16	\$ 43.22	\$ 45.38	\$ 47.66	\$ 50.03				1/3/2022	Confidential	Exempt
Deputy Director of Public Works	\$ 77.33	\$ 81.19	\$ 85.26	\$ 89.53	\$ 94.00				1/3/2022	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 69.22	\$ 72.68	\$ 76.31	\$ 80.13	\$ 84.14				1/3/2022	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 56.67	\$ 59.51	\$ 62.48	\$ 65.61	\$ 68.89				1/3/2022	Executive Management	Exempt
Engineering Technician	\$ 38.56	\$ 40.49	\$ 42.51	\$ 44.62	\$ 46.87				1/3/2022	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 35.61	\$ 37.38	\$ 39.25	\$ 41.22	\$ 43.28				1/3/2022	General Employees	Non-Exempt
Facility Attendant	\$ 17.67	\$ 18.55	\$ 19.48	\$ 20.46	\$ 21.48				1/3/2022	Unrepresented	Non-Exempt
Finance Director	\$ 84.50	\$ 88.72	\$ 93.16	\$ 97.83	\$ 102.70				1/3/2022	Confidential Management	Exempt
Financial Services Manager	\$ 59.79	\$ 62.77	\$ 65.91	\$ 69.22	\$ 72.68				1/3/2022	Mid-Management/Professional	Exempt
Fire Captain	\$ 41.75	\$ 43.83	\$ 46.03	\$ 48.33	\$ 50.75				1/3/2022	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 51.46	\$ 54.05	\$ 56.75	\$ 59.57	\$ 62.55				1/3/2022	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 24.33		1/3/2022	IAFF Local 2400	Non-Exempt
Firefighter	\$ 34.94	\$ 36.68	\$ 38.52	\$ 40.43	\$ 42.45				1/3/2022	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 34.94	\$ 36.68	\$ 38.52	\$ 40.43	\$ 42.45				1/3/2022	IAFF Local 2400	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
Geographic Information System Manager	\$ 51.14	\$ 53.83	\$ 56.66	\$ 59.65	\$ 62.78				1/3/2022	Mid-Management/Professional	Exempt
Habitat Restoration Aide	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 12.00		1/3/2022	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 15.00		1/3/2022	Unrepresented	Non-Exempt
Harbormaster	\$ 48.21	\$ 50.62	\$ 53.15	\$ 55.81	\$ 58.60				1/3/2022	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 21.19	\$ 22.25	\$ 23.36	\$ 24.54	\$ 25.76				1/3/2022	Unrepresented	Non-Exempt
History Project Asst	\$ 35.86	\$ 37.66	\$ 39.54	\$ 41.51	\$ 43.59				1/3/2022	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 70.63	\$ 74.16	\$ 77.87	\$ 81.77	\$ 85.85				1/3/2022	Confidential	Exempt
Human Resources Technician	\$ 35.06	\$ 36.80	\$ 38.65	\$ 40.58	\$ 42.60				1/3/2022	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 52.71	\$ 55.34	\$ 58.11	\$ 61.01	\$ 64.08				1/3/2022	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -			\$15.00 - \$20.00	1/3/2022	Unrepresented	Non-Exempt
Lifeguard	\$ 16.08	\$ 16.88	\$ 17.72	\$ 18.61	\$ 19.53				1/3/2022	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 39.65	\$ 41.65	\$ 43.72	\$ 45.90	\$ 48.20				1/3/2022	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.79	\$ 36.54				1/3/2022	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.26	\$ 40.18				1/3/2022	General Employees	Non-Exempt
Marina Maintenance Worker I ( Part-time)	\$ 30.65	\$ 32.18	\$ 33.79	\$ 35.50	\$ 37.27				1/3/2022	Unrepresented	Non-Exempt
Marina Maintenance Worker II ( Part-time)	\$ 33.70	\$ 35.42	\$ 37.15	\$ 39.00	\$ 40.98				1/3/2022	Unrepresented	Non-Exempt
Marina Services Director	\$ 52.97	\$ 55.62	\$ 58.40	\$ 61.32	\$ 64.39				1/3/2022	Executive Management	Exempt
Office Assistant	\$ 27.55	\$ 28.88	\$ 30.33	\$ 31.84	\$ 33.45				1/3/2022	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 28.05	\$ 29.45	\$ 30.92	\$ 32.48	\$ 34.10				1/3/2022	Unrepresented	Non-Exempt
Office Specialist	\$ 32.30	\$ 33.90	\$ 35.61	\$ 37.38	\$ 39.25				1/3/2022	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 32.95	\$ 34.58	\$ 36.31	\$ 38.13	\$ 40.04				1/3/2022	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			1/3/2022	Appointed Position	
Parks & Recreation Director	\$ 81.41	\$ 85.49	\$ 89.76	\$ 94.24	\$ 98.96				1/3/2022	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.79	\$ 36.54				1/3/2022	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 30.65	\$ 32.18	\$ 33.79	\$ 35.50	\$ 37.27				1/3/2022	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.26	\$ 40.18				1/3/2022	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 35.06	\$ 36.80	\$ 38.65	\$ 40.58	\$ 42.60				1/3/2022	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			1/3/2022	Appointed Position	
Police Chief	\$ 99.64	\$ 104.62	\$ 109.84	\$ 115.35	\$ 121.10				1/3/2022	Police Chief	Exempt
Police Commander	\$ 89.83	\$ 94.32	\$ 99.04	\$ 103.99	\$ 109.19				1/3/2022	Police Commander	Exempt
Police Officer	\$ 45.65	\$ 47.93	\$ 50.33	\$ 52.85	\$ 55.49				1/3/2022	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 47.93	\$ 50.33	\$ 52.85	\$ 55.49	\$ 58.26				1/3/2022	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 55.00	\$ 57.75	\$ 60.64	\$ 63.67	\$ 66.85				1/3/2022	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 33.78		1/3/2022	Unrepresented	Non-Exempt
Pre-School Teacher	\$ 17.77	\$ 18.68	\$ 19.61	\$ 20.60	\$ 21.63				1/3/2022	Unrepresented	Non-Exempt
Principal Analyst	\$ 61.17	\$ 64.24	\$ 67.44	\$ 70.80	\$ 74.35				1/3/2022	Confidential	Exempt
Principal Planner	\$ 65.15	\$ 68.40	\$ 71.83	\$ 75.42	\$ 79.19				1/3/2022	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 64.44	\$ 67.67	\$ 71.05	\$ 74.61	\$ 78.34				1/3/2022	Mid-Management/Professional	Exempt
Public Service Aide	\$ 15.82	\$ 16.62	\$ 17.43	\$ 18.30	\$ 19.23				1/3/2022	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 99.96	\$ 104.96	\$ 110.19	\$ 115.72	\$ 121.50				1/3/2022	Executive Management	Exempt
Public Works Inspector	\$ 49.33	\$ 51.80	\$ 54.39	\$ 57.10	\$ 59.96				1/3/2022	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 39.68	\$ 41.66	\$ 43.73	\$ 45.93	\$ 48.21				1/3/2022	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
Public Works Maintenance Worker I	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.79	\$ 36.54				1/3/2022	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 30.65	\$ 32.18	\$ 33.79	\$ 35.50	\$ 37.27				1/3/2022	Unrepresented	Non-Exempt
Public Works Maintenance Worker II	\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.26	\$ 40.18				1/3/2022	General Employees	Non-Exempt
Public Works Superintendent	\$ 64.13	\$ 67.33	\$ 70.70	\$ 74.24	\$ 77.95				1/3/2022	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 49.01	\$ 51.47	\$ 54.04	\$ 56.74	\$ 59.58				1/3/2022	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 44.47	\$ 46.80	\$ 49.27	\$ 51.87	\$ 54.59				1/3/2022	Mid-Management/Professional	Exempt
Receptionist	\$ 27.51	\$ 28.88	\$ 30.33	\$ 31.84	\$ 33.45				1/3/2022	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 28.05	\$ 29.45	\$ 30.92	\$ 32.48	\$ 34.10				1/3/2022	Unrepresented	Non-Exempt
Recreation Leader	\$ 17.75	\$ 18.63	\$ 19.57	\$ 20.54	\$ 21.57				1/3/2022	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 13.78	\$ 14.47	\$ 15.20	\$ 15.96	\$ 16.76				1/3/2022	Unrepresented	Non-Exempt
Recreation Manager	\$ 60.32	\$ 63.33	\$ 66.49	\$ 69.83	\$ 73.31				1/3/2022	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 30.51	\$ 32.56	\$ 34.19	\$ 35.90	\$ 37.69				1/3/2022	General Employees	Non-Exempt
Recreation Supervisor	\$ 44.56	\$ 46.80	\$ 49.13	\$ 51.58	\$ 54.17				1/3/2022	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 51.14	\$ 53.83	\$ 56.66	\$ 59.65	\$ 62.78				1/3/2022	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 32.61	\$ 34.24	\$ 35.95	\$ 37.74	\$ 39.64				1/3/2022	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 32.38	\$ 34.02	\$ 35.71	\$ 37.51	\$ 39.36				1/3/2022	General Employees	Non-Exempt
Senior Civil Engineer	\$ 64.44	\$ 67.67	\$ 71.05	\$ 74.61	\$ 78.34				1/3/2022	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 48.86	\$ 51.29	\$ 53.87	\$ 56.55	\$ 59.37				1/3/2022	Confidential	Exempt
Senior Management Analyst	\$ 47.89	\$ 50.28	\$ 52.80	\$ 55.43	\$ 58.20				1/3/2022	Mid-Management/Professional	Exempt
Senior Planner	\$ 55.10	\$ 57.85	\$ 60.74	\$ 63.79	\$ 66.97				1/3/2022	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 22.78	\$ 23.91	\$ 25.11	\$ 26.36	\$ 27.69				1/3/2022	Unrepresented	Non-Exempt
Sustainability Manager	\$ 51.14	\$ 53.83	\$ 56.66	\$ 59.65	\$ 62.78				1/3/2022	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -			\$12.00-\$75.00	1/3/2022	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 175.04		1/3/2022	Confidential Management	Exempt
Swim Instructor	\$ 17.54	\$ 18.41	\$ 19.34	\$ 20.31	\$ 21.33				1/3/2022	Unrepresented	Non-Exempt
Van Driver	\$ 16.49	\$ 17.33	\$ 18.20	\$ 19.12	\$ 20.07				1/3/2022	Unrepresented	Non-Exempt
Water Quality Technician	\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.26	\$ 40.18				1/3/2022	General Employees	Non-Exempt