



California Public Employees' Retirement System
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Circular Letter: 200-050-16
Distribution: IV, V, VI, X, XII, XVI

Circular Letter

November 4, 2016

TO: ALL CALPERS EMPLOYERS

**SUBJECT: STATUTORY AND REGULATORY REQUIREMENTS FOR COMPENSATION
EARNABLE AND PUBLICLY AVAILABLE PAY SCHEDULES**

Accurate Payroll reporting is crucial for providing accurate member benefits. The purpose of this letter is to remind employers of the requirements for compensation earnable and publicly available pay schedules.

Compensation Earnable

Only those pay amounts that meet the definition of compensation earnable are used when calculating retirement benefits. For more information about compensation earnable, please refer to the Public Employees' Retirement Law (PERL) Government Code (GC) sections 20636 and 20636.1 which define compensation earnable for State, School, and Public Agency members. Compensation earnable is further clarified by California Code of Regulations (CCR) Section 570.5.

All employers must comply with the compensation earnable provisions and corresponding regulations of the PERL. Where employers fail to comply, pay amounts will be determined to not constitute payrate, and accordingly, CalPERS will be unable to use such pay amounts when calculating members' retirement benefits.

Requirement for Publicly Available Pay Schedules

To meet the definition of compensation earnable, an amount of pay must either constitute payrate or special compensation as defined in the statutes. GC section 20636(d) further requires that payrate and special compensation schedules, ordinances, or similar documents are public records.

Employers must review their pay schedules to verify that all members' pay amounts are included within a publicly available pay schedule.

Compensation Earnable Government Codes

GC section 20636(b)(1) (applicable to Public Agency members) and 20636.1(b)(1) (applicable to School members) require pay amounts to be paid pursuant to publicly available pay schedules. For example, GC section 20636 (b)(1) states:

“Payrate means the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules. “Payrate,” for a member who is not in a group or class, means the monthly rate of pay or base pay of the member, paid in cash and pursuant to publicly available pay schedules, for services rendered on a full-time basis during normal working hours, subject to the limitations of paragraph (2) of subdivision (e).”

CCR 570.5 specifies the required elements necessary to meet the definition of a publicly available pay schedule as follows:

- (a) For purposes of determining the amount of “compensation earnable” pursuant to GC sections 20630, 20636, and 20636.1, payrate shall be limited to the amount listed on a pay schedule that meets all of the following requirements:
 - (1) Has been duly approved and adopted by the employer’s governing body in accordance with requirements of applicable public meetings laws;
 - (2) Identifies the position title for every employee position;
 - (3) Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
 - (4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
 - (5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer’s internet website;
 - (6) Indicates an effective date and date of any revisions;
 - (7) Is retained by the employer and available for public inspection for not less than five years; and
 - (8) Does not reference another document in lieu of disclosing the payrate.

All eight (8) requirements must be met in one salary schedule for each member’s pay, in order for CalPERS to approve the pay amount as payrate and reportable compensation earnable.

Publicly Available Pay Schedules Government Code

If an agency cannot provide a document meeting the requirements for a publicly available pay schedule, then CalPERS must determine that the pay amount fails to meet the definition of payrate. CCR 570.5 (b)(1)-(4) outlines the process by which CalPERS may determine a member's payrate when there is no publicly available pay schedule provided.

CCR 570.5 (b) states:

- (b) Whenever an employer fails to meet the requirements of subdivision (a) above, the Board, in its sole discretion, may determine an amount that will be considered to be payrate, taking into consideration all information it deems relevant including, but not limited to, the following:
 - (1) Documents approved by the employer's governing body in accordance with requirements of public meetings laws and maintained by the employer;
 - (2) Last payrate listed on a pay schedule that conforms to the requirements of subdivision (a) with the same employer for the position at issue;
 - (3) Last payrate for the member that is listed on a pay schedule that conforms with the requirements of subdivision (a) with the same employer for a different position;
 - (4) Last payrate for the member in a position that was held by the member and that is listed on a pay schedule that conforms with the requirements of subdivision (a) of a former CalPERS employer.

For assistance or questions, please direct your inquiries to the CalPERS Customer Contact Center at **888 CalPERS** (or **888-225-7377**).

Renee Ostrander, Chief
Employer Account Management Division

RESOLUTION NO 2020-31

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
CONCERNING WAGES FOR THE
CONFIDENTIAL EMPLOYEES GROUP**

WHEREAS, on January 16, 2020, the City Council approved Resolution 2020-10 concerning the Memorandum of Understanding between the City of Brisbane and the Confidential Employees Group ; and

WHEREAS, the current Memorandum of Understanding between the City of Brisbane and the Confidential Employees Group provides for wage increases of 2.0% effective July 1, 2020 and January 1, 2021; and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Confidential Employees Group that reflect the increases;

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-31 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

Effective Date: 07/01/2020

2.0% Increase

CITY OF BRISBANE

Confidential Employees Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Administrative	Monthly	7,142.66	7,497.86	7,874.58	8,266.37	8,681.84
Management Analyst	Bi-Weekly	3,296.61	3,460.55	3,634.42	3,815.25	4,007.00
	Hourly	41.21	43.26	45.43	47.69	50.09
Deputy City Clerk/ Executive Assistant	Monthly	6,722.89	7,058.71	7,411.75	7,784.17	8,171.65
	Bi-weekly	3,102.87	3,257.86	3,420.81	3,592.69	3,771.53
	Hourly	38.79	40.72	42.76	44.91	47.14
Human Resources Administrator	Monthly	11,536.09	12,113.17	12,719.10	13,355.68	14,022.93
	Bi-weekly	5,324.35	5,590.69	5,870.35	6,164.16	6,472.12
	Hourly	66.55	69.88	73.38	77.05	80.90
Senior Human Resources Analyst	Monthly	7,980.06	8,378.31	8,798.09	9,237.24	9,697.92
	Bi-weekly	3,683.11	3,866.91	4,060.66	4,263.34	4,475.96
	Hourly	46.04	48.34	50.76	53.29	55.95

Effective Date: 01/01/2021

2.0% Increase

CITY OF BRISBANE

Confidential Employees Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Administrative	Monthly	7,285.52	7,647.82	8,032.07	8,431.70	8,855.48
Management Analyst	Bi-Weekly	3,362.55	3,529.76	3,707.11	3,891.55	4,087.15
	Hourly	42.03	44.12	46.34	48.64	51.09
Deputy City Clerk/ Executive Assistant	Monthly	6,857.34	7,199.88	7,559.99	7,939.85	8,335.09
	Bi-weekly	3,164.93	3,323.02	3,489.22	3,664.55	3,846.96
	Hourly	39.56	41.54	43.62	45.81	48.09
Human Resources Administrator	Monthly	11,766.82	12,355.43	12,973.48	13,622.80	14,303.39
	Bi-weekly	5,430.84	5,702.51	5,987.76	6,287.45	6,601.56
	Hourly	67.89	71.28	74.85	78.59	82.52
Senior Human Resources Analyst	Monthly	8,139.66	8,545.88	8,974.05	9,421.99	9,891.88
	Bi-weekly	3,756.77	3,944.25	4,141.87	4,348.61	4,565.48
	Hourly	46.96	49.30	51.77	54.36	57.07

RESOLUTION NO 2020-32

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
CONCERNING WAGES FOR THE
CONFIDENTIAL MANAGEMENT GROUP**

WHEREAS, on January 16, 2020, the City Council approved Resolution 2020-07 concerning the Memorandum of Understanding between the City of Brisbane and the Confidential Management Group ; and

WHEREAS, the current Memorandum of Understanding between the City of Brisbane and the Confidential Management Group provides for wage increases of 2.0% effective July 1, 2020 and January 1, 2021; and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Confidential Management Group that reflect the increases;

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-32 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

Effective Date: 07/01/2020

2.0% Increase

CITY OF BRISBANE

Confidential Management Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Administrative Services	Monthly	14,421.05	15,140.67	15,899.24	16,692.66	17,529.14
Director	Bi-Weekly	6,655.87	6,988.00	7,338.11	7,704.30	8,090.37
	Hourly	83.20	87.35	91.73	96.30	101.13
Finance Director	Monthly	13,801.89	14,490.75	15,216.52	15,979.19	16,774.67
	Bi-Weekly	6,370.10	6,688.04	7,023.01	7,375.01	7,742.15
	Hourly	79.63	83.60	87.79	92.19	96.78
Special Council	Hourly	175.04				
Major Development Projects						

Effective Date: 01/01/2021

2.0% Increase

CITY OF BRISBANE

Confidential Management Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Administrative Services	Monthly	14,709.47	15,443.48	16,217.22	17,026.51	17,879.72
Director	Bi-Weekly	6,788.99	7,127.76	7,484.87	7,858.39	8,252.18
	Hourly	84.86	89.10	93.56	98.23	103.15
Finance Director	Monthly	14,077.93	14,780.57	15,520.85	16,298.78	17,110.16
	Bi-Weekly	6,497.51	6,821.80	7,163.47	7,522.51	7,897.00
	Hourly	81.22	85.27	89.54	94.03	98.71
Special Council	Hourly	175.04				
Major Development Projects						

RESOLUTION NO 2020-33

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
CONCERNING WAGES FOR THE
EXECUTIVE MANAGEMENT GROUP**

WHEREAS, on January 16, 2020, the City Council approved Resolution 2020-04 concerning the Memorandum of Understanding between the City of Brisbane and the Executive Management Group; and

WHEREAS, the current Memorandum of Understanding between the City of Brisbane and the Executive Management Group provides for wage increases of 2.0% effective July 1, 2020 and January 1, 2021; and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Executive Management Group that reflect the increases;

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-33 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

Effective Date: 07/01/2020

2.0% Increase

CITY OF BRISBANE

Executive Management Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Assistant to the City Manager	Monthly	11,050.53	11,602.03	12,184.29	12,791.15	13,432.86
	Bi-weekly	5,100.25	5,354.78	5,623.52	5,903.61	6,199.78
	Hourly	63.75	66.93	70.29	73.80	77.50
City Clerk	Monthly	8,941.89	9,389.62	9,858.57	10,352.99	10,868.62
	Bi-weekly	4,127.03	4,333.67	4,550.11	4,778.30	5,016.29
	Hourly	51.59	54.17	56.88	59.73	62.70
Community Development Director	Monthly	13,945.40	14,642.47	15,376.44	16,145.26	16,953.03
	Bi-weekly	6,436.34	6,758.06	7,096.82	7,451.66	7,824.48
	Hourly	80.45	84.48	88.71	93.15	97.81
Director of Marina and Aquatic Services	Monthly	9,256.61	9,719.96	10,205.85	10,716.35	11,251.45
	Bi-weekly	4,272.28	4,486.13	4,710.39	4,946.01	5,192.98
	Hourly	53.40	56.08	58.88	61.83	64.91
Marina Services Director	Monthly	8,651.81	9,084.40	9,539.54	10,015.19	10,517.48
	Bi-weekly	3,993.14	4,192.80	4,402.87	4,622.39	4,854.22
	Hourly	49.91	52.41	55.04	57.78	60.68
Parks & Recreation Director	Monthly	13,297.54	13,963.86	14,660.92	15,392.84	16,163.71
	Bi-weekly	6,137.33	6,444.86	6,766.58	7,104.39	7,460.17
	Hourly	76.72	80.56	84.58	88.80	93.25
Public Works Director/ City Engineer	Monthly	16,327.73	17,143.70	17,998.63	18,900.72	19,845.85
	Bi-weekly	7,535.87	7,912.48	8,307.06	8,723.41	9,159.63
	Hourly	94.20	98.91	103.84	109.04	114.50

Effective Date: 01/01/2021

2.0% Increase

CITY OF BRISBANE

Executive Management Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Assistant to the City Manager	Monthly	11,271.54	11,834.07	12,427.97	13,046.97	13,701.51
	Bi-weekly	5,202.25	5,461.88	5,735.99	6,021.68	6,323.77
	Hourly	65.03	68.27	71.70	75.27	79.05
City Clerk	Monthly	9,120.73	9,577.41	10,055.74	10,560.05	11,085.99
	Bi-weekly	4,209.57	4,420.34	4,641.11	4,873.87	5,116.61
	Hourly	52.62	55.25	58.01	60.92	63.96
Community Development Director	Monthly	14,224.31	14,935.32	15,683.97	16,468.16	17,292.10
	Bi-weekly	6,565.07	6,893.22	7,238.75	7,600.69	7,980.97
	Hourly	82.06	86.17	90.48	95.01	99.76
Director of Marina and Aquatic Services	Monthly	9,441.75	9,914.36	10,409.97	10,930.68	11,476.48
	Bi-weekly	4,357.73	4,575.86	4,804.60	5,044.93	5,296.84
	Hourly	54.47	57.20	60.06	63.06	66.21
Marina Services Director	Monthly	8,824.84	9,266.09	9,730.33	10,215.49	10,727.83
	Bi-weekly	4,073.01	4,276.66	4,490.92	4,714.84	4,951.31
	Hourly	50.91	53.46	56.14	58.94	61.89
Parks & Recreation Director	Monthly	13,563.49	14,243.13	14,954.14	15,700.70	16,486.98
	Bi-weekly	6,260.07	6,573.75	6,901.91	7,246.47	7,609.38
	Hourly	78.25	82.17	86.27	90.58	95.12
Public Works Director/ City Engineer	Monthly	16,654.28	17,486.58	18,358.60	19,278.73	20,242.77
	Bi-weekly	7,686.59	8,070.73	8,473.20	8,897.88	9,342.82
	Hourly	96.08	100.88	105.92	111.22	116.79

RESOLUTION NO 2020-34

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
CONCERNING WAGES FOR THE
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 2400, AFL-CIO**

WHEREAS, on April 16, 2020, the City Council approved Resolution 2020-09 concerning the Memorandum of Understanding between the City of Brisbane and the International Association of Firefighters, Local 2400, AFL-CIO; and

WHEREAS, the current Memorandum of Understanding between the City of Brisbane and the International Association of Firefighters, Local 2400, AFL-CIO provides for wage increases of 2.5% effective July 1, 2020 and 2.0% effective January 1, 2021; and

WHEREAS, the City Council wishes to adopt a new pay schedule for the International Association of Firefighters, Local 2400, AFL-CIO that reflect the increases;

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-34 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

Effective Date: 07/01/2020
2.5% Increase

CITY OF BRISBANE
International Assoc. of Firefighters, Local 2400

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Firefighter	Monthly	7,950.53	8,347.49	8,764.99	9,199.77	9,660.62
	Bi-weekly	3,669.48	3,852.69	4,045.38	4,246.05	4,458.75
	Hourly	32.76	34.40	36.12	37.91	39.81
Firefighter/Paramedic	Monthly	7,950.53	8,347.49	8,764.99	9,199.77	9,660.62
	Bi-weekly	3,669.48	3,852.69	4,045.38	4,246.05	4,458.75
	Hourly	32.76	34.40	36.12	37.91	39.81
Fire Captain	Monthly	9,501.20	9,970.51	10,475.08	10,996.80	11,547.55
	Bi-weekly	4,385.17	4,601.78	4,834.65	5,075.45	5,329.64
	Hourly	39.15	41.09	43.17	45.32	47.59
Fire Prevention Officer	Monthly	8,364.17	8,785.26	9,223.37	9,682.98	10,167.44
	Bi-weekly	3,860.39	4,054.74	4,256.94	4,469.07	4,692.66
	Hourly	48.25	50.68	53.21	55.86	58.66
Fire Trainee	Monthly	3,954.08				
	Bi-weekly	1,824.96				
	Hourly	22.81				

1 - Hourly wage for Firefighter, Firefighter/Paramedic and Fire Captain are calculated on a 56-hour workweek.

2 - Hourly wage for Fire Prevention Officer and Fire Trainee is calculated on a 40-hour workweek.

3 - Base Salary includes holiday compensation at the rate of 6.0% for Firefighter & Firefighter/Paramedic.

Effective Date: 01/01/2021
2.0% Increase

CITY OF BRISBANE
International Assoc. of Firefighters, Local 2400

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Firefighter	Monthly	8,109.54	8,514.44	8,940.29	9,383.77	9,853.84
	Bi-weekly	3,742.87	3,929.74	4,126.29	4,330.97	4,547.92
	Hourly	33.42	35.09	36.84	38.67	40.61
Firefighter/Paramedic	Monthly	8,109.54	8,514.44	8,940.29	9,383.77	9,853.84
	Bi-weekly	3,742.87	3,929.74	4,126.29	4,330.97	4,547.92
	Hourly	33.42	35.09	36.84	38.67	40.61
Fire Captain	Monthly	9,691.22	10,169.92	10,684.58	11,216.74	11,778.50
	Bi-weekly	4,472.87	4,693.81	4,931.35	5,176.96	5,436.23
	Hourly	39.94	41.91	44.03	46.22	48.54
Fire Prevention Officer	Monthly	8,531.46	8,960.97	9,407.84	9,876.64	10,370.78
	Bi-weekly	3,937.60	4,135.83	4,342.08	4,558.45	4,786.52
	Hourly	49.22	51.70	54.28	56.98	59.83
Fire Trainee	Monthly	4,033.16				
	Bi-weekly	1,861.46				
	Hourly	23.27				

1 - Hourly wage for Firefighter, Firefighter/Paramedic and Fire Captain are calculated on a 56-hour workweek.

2 - Hourly wage for Fire Prevention Officer and Fire Trainee is calculated on a 40-hour workweek.

3 - Base Salary includes holiday compensation at the rate of 6.0% for Firefighter & Firefighter/Paramedic.

RESOLUTION NO 2020-35

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
CONCERNING WAGES FOR THE
GENERAL EMPLOYEES ASSOCIATION**

WHEREAS, on January 16, 2020, the City Council approved Resolution 2020-11 concerning the Memorandum of Understanding between the City of Brisbane and the General Employees Association; and

WHEREAS, the current Memorandum of Understanding between the City of Brisbane and the General Employees Association provides for wage increases of 2.0% effective July 1, 2020 and January 1, 2021; and

WHEREAS, the City Council wishes to adopt a new pay schedule for the General Employees Association that reflect the increases;

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-35 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

2.0% Increase

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Accounting Assistant I	Monthly	4,241.85	4,455.07	4,678.54	4,912.26	5,158.28
	Bi-weekly	1,957.78	2,056.18	2,159.32	2,267.20	2,380.75
	Hourly	24.47	25.70	26.99	28.34	29.76
Accounting Assistant II	Monthly	4,670.34	4,904.06	5,150.08	5,406.36	5,676.98
	Bi-weekly	2,155.54	2,263.41	2,376.96	2,495.24	2,620.14
	Hourly	26.94	28.29	29.71	31.19	32.75
Administrative Assistant	Monthly	5,611.37	5,892.25	6,185.43	6,495.01	6,820.99
	Bi-weekly	2,589.87	2,719.50	2,854.81	2,997.70	3,148.15
	Hourly	32.37	33.99	35.69	37.47	39.35
Assistant Engineer I	Monthly	6,533.96	6,861.99	7,204.37	7,565.21	7,942.44
	Bi-weekly	3,015.67	3,167.07	3,325.10	3,491.63	3,665.74
	Hourly	37.70	39.59	41.56	43.65	45.82
Assistant Engineer II	Monthly	7,187.97	7,544.71	7,923.99	8,319.68	8,735.87
	Bi-weekly	3,317.53	3,482.17	3,657.23	3,839.85	4,031.94
	Hourly	41.47	43.53	45.72	48.00	50.40
Associate Planner	Monthly	7,561.11	7,940.39	8,338.13	8,754.32	9,193.06
	Bi-weekly	3,489.74	3,664.80	3,848.37	4,040.45	4,242.95
	Hourly	43.62	45.81	48.10	50.51	53.04
Code Enforcement Officer*	Monthly	6,097.66	6,402.78	6,721.98	7,057.61	7,412.01
	Bi-weekly	2,814.30	2,955.13	3,102.45	3,257.36	3,420.93
	Hourly	35.18	36.94	38.78	40.72	42.76
Community Development Technician	Monthly	5,726.19	6,011.16	6,312.54	6,628.27	6,958.35
	Bi-weekly	2,642.85	2,774.38	2,913.48	3,059.20	3,211.55
	Hourly	33.04	34.68	36.42	38.24	40.14
Community Service Officer	Monthly	4,991.38	5,314.10	5,579.80	5,858.79	6,151.07
	Bi-weekly	2,303.71	2,452.66	2,575.29	2,704.06	2,838.95
	Hourly	28.80	30.66	32.19	33.80	35.49
Engineering Technician	Monthly	6,298.19	6,613.92	6,944.00	7,288.43	7,655.42
	Bi-weekly	2,906.86	3,052.58	3,204.92	3,363.89	3,533.27
	Hourly	36.34	38.16	40.06	42.05	44.17
Executive Administrative Assistant	Monthly	5,816.39	6,105.47	6,410.95	6,732.83	7,069.06
	Bi-weekly	2,684.49	2,817.91	2,958.90	3,107.46	3,262.64
	Hourly	33.56	35.22	36.99	38.84	40.78
Human Resources Technician	Monthly	5,726.19	6,011.16	6,312.54	6,628.27	6,958.35
	Bi-weekly	2,642.85	2,774.38	2,913.48	3,059.20	3,211.55
	Hourly	33.04	34.68	36.42	38.24	40.14

2.0% Increase

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Marina Maintenance Worker I	Monthly	4,910.21	5,154.18	5,412.51	5,683.13	5,968.11
	Bi-weekly	2,266.25	2,378.85	2,498.08	2,622.98	2,754.51
	Hourly	28.33	29.74	31.23	32.79	34.43
Marina Maintenance Worker II	Monthly	5,400.20	5,668.78	5,953.76	6,248.98	6,562.66
	Bi-weekly	2,492.40	2,616.36	2,747.89	2,884.15	3,028.92
	Hourly	31.16	32.70	34.35	36.05	37.86
Office Assistant	Monthly	4,500.17	4,717.49	4,953.26	5,201.34	5,463.76
	Bi-weekly	2,077.00	2,177.30	2,286.12	2,400.62	2,521.74
	Hourly	25.96	27.22	28.58	30.01	31.52
Office Specialist	Monthly	5,275.14	5,537.57	5,816.39	6,105.47	6,410.95
	Bi-weekly	2,434.68	2,555.80	2,684.49	2,817.91	2,958.90
	Hourly	30.43	31.95	33.56	35.22	36.99
Parks/Facilities Maintenance Maintenance Worker I	Monthly	4,910.21	5,154.18	5,412.51	5,683.13	5,968.11
	Bi-weekly	2,266.25	2,378.85	2,498.08	2,622.98	2,754.51
	Hourly	28.33	29.74	31.23	32.79	34.43
Parks/Facilities Maintenance Maintenance Worker II	Monthly	5,400.20	5,668.78	5,953.76	6,248.98	6,562.66
	Bi-weekly	2,492.40	2,616.36	2,747.89	2,884.15	3,028.92
	Hourly	31.16	32.70	34.35	36.05	37.86
Payroll and Utility Billing Technician	Monthly	5,726.19	6,011.16	6,312.54	6,628.27	6,958.35
	Bi-weekly	2,642.85	2,774.38	2,913.48	3,059.20	3,211.55
	Hourly	33.04	34.68	36.42	38.24	40.14
Public Works Inspector	Monthly	8,057.25	8,461.14	8,883.48	9,326.32	9,793.77
	Bi-weekly	3,718.73	3,905.14	4,100.07	4,304.46	4,520.20
	Hourly	46.48	48.81	51.25	53.81	56.50
Public Works Lead Maintenance Worker	Monthly	6,480.66	6,804.59	7,142.87	7,501.65	7,874.79
	Bi-weekly	2,991.07	3,140.58	3,296.71	3,462.30	3,634.52
	Hourly	37.39	39.26	41.21	43.28	45.43
Public Works Maintenance Worker I	Monthly	4,910.21	5,154.18	5,412.51	5,683.13	5,968.11
	Bi-weekly	2,266.25	2,378.85	2,498.08	2,622.98	2,754.51
	Hourly	28.33	29.74	31.23	32.79	34.43
Public Works Maintenance Worker II	Monthly	5,400.20	5,668.78	5,953.76	6,248.98	6,562.66
	Bi-weekly	2,492.40	2,616.36	2,747.89	2,884.15	3,028.92
	Hourly	31.16	32.70	34.35	36.05	37.86
Receptionist	Monthly	4,494.02	4,717.49	4,953.26	5,201.34	5,463.76
	Bi-weekly	2,074.16	2,177.30	2,286.12	2,400.62	2,521.74
	Hourly	25.93	27.22	28.58	30.01	31.52
Recreation Program Coordinator	Monthly	4,984.18	5,318.53	5,584.23	5,863.22	6,155.50
	Bi-weekly	2,300.39	2,454.70	2,577.34	2,706.10	2,841.00
	Hourly	28.75	30.68	32.22	33.83	35.51
Senior Accounting Assistant	Monthly	5,289.49	5,556.02	5,832.80	6,125.97	6,429.40
	Bi-weekly	2,441.31	2,564.32	2,692.06	2,827.37	2,967.42
	Hourly	30.52	32.05	33.65	35.34	37.09

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Accounting Assistant I	Monthly	4,326.68	4,544.17	4,772.11	5,010.50	5,261.45
	Bi-weekly	1,996.93	2,097.31	2,202.51	2,312.54	2,428.36
	Hourly	24.96	26.22	27.53	28.91	30.35
Accounting Assistant II	Monthly	4,763.74	5,002.14	5,253.08	5,514.48	5,790.52
	Bi-weekly	2,198.65	2,308.68	2,424.50	2,545.15	2,672.55
	Hourly	27.48	28.86	30.31	31.81	33.41
Administrative Assistant	Monthly	5,723.60	6,010.10	6,309.14	6,624.91	6,957.41
	Bi-weekly	2,641.66	2,773.89	2,911.91	3,057.65	3,211.11
	Hourly	33.02	34.67	36.40	38.22	40.14
Assistant Engineer I	Monthly	6,664.64	6,999.23	7,348.46	7,716.51	8,101.29
	Bi-weekly	3,075.99	3,230.41	3,391.60	3,561.47	3,739.06
	Hourly	38.45	40.38	42.39	44.52	46.74
Assistant Engineer II	Monthly	7,331.73	7,695.60	8,082.47	8,486.07	8,910.58
	Bi-weekly	3,383.88	3,551.82	3,730.37	3,916.65	4,112.58
	Hourly	42.30	44.40	46.63	48.96	51.41
Associate Planner	Monthly	7,712.33	8,099.20	8,504.89	8,929.40	9,376.92
	Bi-weekly	3,559.54	3,738.09	3,925.33	4,121.26	4,327.81
	Hourly	44.49	46.73	49.07	51.52	54.10
Code Enforcement Officer	Monthly	6,219.61	6,530.83	6,856.42	7,198.76	7,560.25
	Bi-weekly	2,870.59	3,014.23	3,164.50	3,322.50	3,489.35
	Hourly	35.88	37.68	39.56	41.53	43.62
Community Development Technician	Monthly	5,840.71	6,131.39	6,438.79	6,760.83	7,097.52
	Bi-weekly	2,695.71	2,829.87	2,971.75	3,120.39	3,275.78
	Hourly	33.70	35.37	37.15	39.00	40.95
Community Service Officer	Monthly	5,091.20	5,420.38	5,691.40	5,975.97	6,274.09
	Bi-weekly	2,349.79	2,501.71	2,626.80	2,758.14	2,895.73
	Hourly	29.37	31.27	32.83	34.48	36.20
Engineering Technician	Monthly	6,424.15	6,746.20	7,082.88	7,434.20	7,808.52
	Bi-weekly	2,964.99	3,113.63	3,269.02	3,431.17	3,603.93
	Hourly	37.06	38.92	40.86	42.89	45.05
Executive Administrative Assistant	Monthly	5,932.72	6,227.58	6,539.17	6,867.49	7,210.44
	Bi-weekly	2,738.18	2,874.27	3,018.08	3,169.61	3,327.90
	Hourly	34.23	35.93	37.73	39.62	41.60
Human Resources Technician	Monthly	5,840.71	6,131.39	6,438.79	6,760.83	7,097.52
	Bi-weekly	2,695.71	2,829.87	2,971.75	3,120.39	3,275.78
	Hourly	33.70	35.37	37.15	39.00	40.95

2.0% Increase

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Marina Maintenance Worker I	Monthly	5,008.41	5,257.27	5,520.76	5,796.79	6,087.47
	Bi-weekly	2,311.58	2,426.43	2,548.04	2,675.44	2,809.60
	Hourly	28.89	30.33	31.85	33.44	35.12
Marina Maintenance Worker II	Monthly	5,508.21	5,782.16	6,072.83	6,373.96	6,693.92
	Bi-weekly	2,542.25	2,668.69	2,802.85	2,941.83	3,089.50
	Hourly	31.78	33.36	35.04	36.77	38.62
Office Assistant	Monthly	4,590.17	4,811.84	5,052.33	5,305.36	5,573.04
	Bi-weekly	2,118.54	2,220.85	2,331.84	2,448.63	2,572.17
	Hourly	26.48	27.76	29.15	30.61	32.15
Office Specialist	Monthly	5,380.65	5,648.32	5,932.72	6,227.58	6,539.17
	Bi-weekly	2,483.38	2,606.92	2,738.18	2,874.27	3,018.08
	Hourly	31.04	32.59	34.23	35.93	37.73
Parks/Facilities Maintenance Maintenance Worker I	Monthly	5,008.41	5,257.27	5,520.76	5,796.79	6,087.47
	Bi-weekly	2,311.58	2,426.43	2,548.04	2,675.44	2,809.60
	Hourly	28.89	30.33	31.85	33.44	35.12
Parks/Facilities Maintenance Maintenance Worker II	Monthly	5,508.21	5,782.16	6,072.83	6,373.96	6,693.92
	Bi-weekly	2,542.25	2,668.69	2,802.85	2,941.83	3,089.50
	Hourly	31.78	33.36	35.04	36.77	38.62
Payroll and Utility Billing Technician	Monthly	5,840.71	6,131.39	6,438.79	6,760.83	7,097.52
	Bi-weekly	2,695.71	2,829.87	2,971.75	3,120.39	3,275.78
	Hourly	33.70	35.37	37.15	39.00	40.95
Public Works Inspector	Monthly	8,218.40	8,630.36	9,061.15	9,512.85	9,989.64
	Bi-weekly	3,793.11	3,983.24	4,182.07	4,390.55	4,610.60
	Hourly	47.41	49.79	52.28	54.88	57.63
Public Works Lead Maintenance Worker	Monthly	6,610.27	6,940.68	7,285.72	7,651.68	8,032.28
	Bi-weekly	3,050.89	3,203.39	3,362.64	3,531.55	3,707.21
	Hourly	38.14	40.04	42.03	44.14	46.34
Public Works Maintenance Worker I	Monthly	5,008.41	5,257.27	5,520.76	5,796.79	6,087.47
	Bi-weekly	2,311.58	2,426.43	2,548.04	2,675.44	2,809.60
	Hourly	28.89	30.33	31.85	33.44	35.12
Public Works Maintenance Worker II	Monthly	5,508.21	5,782.16	6,072.83	6,373.96	6,693.92
	Bi-weekly	2,542.25	2,668.69	2,802.85	2,941.83	3,089.50
	Hourly	31.78	33.36	35.04	36.77	38.62
Receptionist	Monthly	4,583.90	4,811.84	5,052.33	5,305.36	5,573.04
	Bi-weekly	2,115.65	2,220.85	2,331.84	2,448.63	2,572.17
	Hourly	26.45	27.76	29.15	30.61	32.15
Recreation Program Coordinator	Monthly	5,083.87	5,424.90	5,695.91	5,980.48	6,278.61
	Bi-weekly	2,346.40	2,503.80	2,628.88	2,760.22	2,897.82
	Hourly	29.33	31.30	32.86	34.50	36.22
Senior Accounting Assistant	Monthly	5,395.28	5,667.14	5,949.45	6,248.49	6,557.99
	Bi-weekly	2,490.13	2,615.60	2,745.90	2,883.92	3,026.76
	Hourly	31.13	32.70	34.32	36.05	37.83

RESOLUTION NO 2020-36

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
CONCERNING THE PAYSCALE FOR THE
HOURLY EMPLOYEES**

WHEREAS, the City Manager has recommended the following salary adjustments to the pay plan for hourly employees:

1) Effective July 1, 2020 and January 1, 2021, all positions on the Hourly Employees pay scale will be adjusted by 2.0%, with the exception of Habitat Restoration Aide, Habitat Restoration Lead Worker, Intern and Special Assistant, and

2) The terms of this Resolution shall be subject to review and modification if the State of California or the Federal government through executive or legislative action substantially affects the ability of the City to provide funding for City Council adopted services. This review and modification may also be exercised in the event there is a recession (as declared by the National Bureau of Economic Research);

WHEREAS, the City Council wishes to adopt a new pay plan for such employees effective July 1, 2020 and January 1, 2021;

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-36 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

2.0% Increase

Hourly Employees

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Cashier	Hourly	12.99	13.64	14.32	15.03	15.79
Crossing Guard	Hourly	13.05	13.70	14.39	15.10	15.86
Facility Attendant	Hourly	16.65	17.48	18.36	19.28	20.24
Habitat Restoration Aide	Hourly	12.00				
Habitat Restoration Lead Worker	Hourly	15.00				
Head Lifeguard	Hourly	19.97	20.97	22.01	23.12	24.27
History Project Assistant	Hourly	33.79	35.48	37.26	39.12	41.08
Intern	Hourly	Minimum	15.00		Maximum	20.00
Lifeguard	Hourly	15.15	15.91	16.70	17.54	18.40
Management Analyst (PT)	Hourly	37.36	39.25	41.20	43.26	45.42
Marina Maintenance Worker I (PT)	Hourly	28.88	30.33	31.84	33.45	35.12
Marina Maintenance Worker II (PT)	Hourly	31.76	33.38	35.01	36.75	38.62
Office Assistant	Hourly	26.44	27.75	29.13	30.61	32.14
Office Specialist	Hourly	31.05	32.59	34.22	35.93	37.73
Parks/Facilities Maintenance Worker I (PT)	Hourly	28.88	30.33	31.84	33.45	35.12
Pre-School Teacher	Hourly	16.75	17.60	18.48	19.41	20.38
Public Service Aide	Hourly	14.90	15.66	16.43	17.25	18.12
Public Works Maintenance Worker I (PT)	Hourly	28.88	30.33	31.84	33.45	35.12
Receptionist	Hourly	26.44	27.75	29.13	30.61	32.14
Recreation Leader	Hourly	16.72	17.56	18.44	19.35	20.32
Recreation Leader Aide	Hourly	12.99	13.64	14.32	15.03	15.79
Reserve Police Officer	Hourly	30.73	32.27	33.88	35.57	37.35
Senior Recreation Leader	Hourly	21.46	22.53	23.66	24.84	26.09
Special Assistant	Hourly	Minimum	12.00		Maximum	75.00
Swim Instructor	Hourly	16.52	17.35	18.23	19.14	20.10
Teen Coordinator	Hourly	17.10	17.95	18.86	19.80	20.77
Van Driver	Hourly	15.54	16.33	17.15	18.01	18.91

2.0% Increase

Hourly Employees

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Cashier	Hourly	13.25	13.91	14.61	15.34	16.11
Crossing Guard	Hourly	13.31	13.97	14.68	15.41	16.18
Facility Attendant	Hourly	16.99	17.83	18.72	19.67	20.64
Habitat Restoration Aide	Hourly	12.00				
Habitat Restoration Lead Worker	Hourly	15.00				
Head Lifeguard	Hourly	20.37	21.39	22.45	23.59	24.76
History Project Assistant	Hourly	34.47	36.19	38.00	39.90	41.90
Intern	Hourly	Minimum	15.00		Maximum	20.00
Lifeguard	Hourly	15.45	16.23	17.04	17.89	18.77
Management Analyst (PT)	Hourly	38.11	40.03	42.02	44.12	46.33
Marina Maintenance Worker I (PT)	Hourly	29.46	30.93	32.48	34.12	35.82
Marina Maintenance Worker II (PT)	Hourly	32.39	34.05	35.71	37.48	39.39
Office Assistant	Hourly	26.96	28.30	29.72	31.22	32.78
Office Specialist	Hourly	31.67	33.24	34.90	36.65	38.49
Parks/Facilities Maintenance Worker I (PT)	Hourly	29.46	30.93	32.48	34.12	35.82
Pre-School Teacher	Hourly	17.08	17.95	18.84	19.80	20.79
Public Service Aide	Hourly	15.20	15.97	16.76	17.59	18.48
Public Works Maintenance Worker I (PT)	Hourly	29.46	30.93	32.48	34.12	35.82
Receptionist	Hourly	26.96	28.30	29.72	31.22	32.78
Recreation Leader	Hourly	17.06	17.91	18.81	19.74	20.73
Recreation Leader Aide	Hourly	13.25	13.91	14.61	15.34	16.11
Reserve Police Officer	Hourly	31.34	32.91	34.55	36.28	38.10
Senior Recreation Leader	Hourly	21.89	22.98	24.13	25.34	26.61
Special Assistant	Hourly	Minimum	12.00		Maximum	75.00
Swim Instructor	Hourly	16.85	17.70	18.59	19.52	20.50
Teen Coordinator	Hourly	17.44	18.31	19.23	20.19	21.19
Van Driver	Hourly	15.85	16.66	17.49	18.37	19.29

RESOLUTION NO 2020-37

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
CONCERNING WAGES FOR THE
MID-MANAGEMENT/PROFESSIONAL EMPLOYEES GROUP**

WHEREAS, on January 16, 2020, the City Council approved Resolution 2020-08 concerning the Memorandum of Understanding between the City of Brisbane and the Mid-Management/Professional Employees Group; and

WHEREAS, the current Memorandum of Understanding between the City of Brisbane and the Mid-Management/Professional Employees Group provides for a wage increase of 4.0% effective July 1, 2020; and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Mid-Management/Professional Employees Group that reflect the increase;

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-37 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

Effective Date: 07/1/2020

CITY OF BRISBANE

Exhibit A

4.0% Increase

Mid-Management/Professional

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Associate Civil Engineer	Monthly	8,729.63	9,164.39	9,622.82	10,104.93	10,610.72
	Bi-weekly	4,029.06	4,229.72	4,441.30	4,663.82	4,897.25
	Hourly	50.36	52.87	55.52	58.30	61.22
Communications Manager	Monthly	8,520.86	8,968.53	9,439.88	9,937.06	10,460.06
	Bi-weekly	3,932.70	4,139.32	4,356.87	4,586.33	4,827.72
	Hourly	49.16	51.74	54.46	57.33	60.35
Deputy Director of Public Works	Monthly	12,883.52	13,527.05	14,205.02	14,915.27	15,659.96
	Bi-weekly	5,946.24	6,243.25	6,556.16	6,883.97	7,227.67
	Hourly	74.33	78.04	81.95	86.05	90.35
Deputy Finance Director	Monthly	11,531.66	12,108.51	12,714.21	13,350.55	14,017.54
	Bi-weekly	5,322.30	5,588.54	5,868.10	6,161.79	6,469.63
	Hourly	66.53	69.86	73.35	77.02	80.87
Financial Services Manager	Monthly	9,960.73	10,457.91	10,980.91	11,531.89	12,108.70
	Bi-weekly	4,597.26	4,826.73	5,068.11	5,322.41	5,588.63
	Hourly	57.47	60.33	63.35	66.53	69.86
Harbormaster	Monthly	8,032.29	8,432.61	8,854.46	9,297.83	9,762.72
	Bi-weekly	3,707.21	3,891.98	4,086.67	4,291.31	4,505.87
	Hourly	46.34	48.65	51.08	53.64	56.32
Information Technology & Systems Administrator	Monthly	8,781.28	9,220.35	9,680.93	10,165.20	10,675.29
	Bi-weekly	4,052.90	4,255.55	4,468.12	4,691.63	4,927.05
	Hourly	50.66	53.19	55.85	58.65	61.59
Principal Planner	Monthly	10,853.92	11,396.30	11,966.65	12,564.98	13,193.45
	Bi-weekly	5,009.50	5,259.83	5,523.07	5,799.22	6,089.28
	Hourly	62.62	65.75	69.04	72.49	76.12
Program Manager - San Mateo Countywide Water Pollution Prevention Program	Monthly	10,735.55	11,273.62	11,837.51	12,429.39	13,051.40
	Bi-weekly	4,954.87	5,203.21	5,463.47	5,736.64	6,023.72
	Hourly	61.94	65.04	68.29	71.71	75.30
Public Works Superintendent	Monthly	10,683.89	11,217.66	11,779.40	12,369.13	12,986.83
	Bi-Weekly	4,931.03	5,177.38	5,436.65	5,708.83	5,993.92
	Hourly	61.64	64.72	67.96	71.36	74.92
Public Works Supervisor	Monthly	8,165.73	8,574.67	9,002.97	9,452.79	9,926.29
	Bi-Weekly	3,768.80	3,957.54	4,155.22	4,362.83	4,581.37
	Hourly	47.11	49.47	51.94	54.54	57.27

Effective Date: 07/1/2020

4.0% Increase

CITY OF BRISBANE

Exhibit A

Mid-Management/Professional

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Public Works Team Leader	Monthly	7,408.13	7,797.69	8,208.78	8,641.39	9,095.52
	Bi-Weekly	3,419.14	3,598.94	3,788.67	3,988.33	4,197.93
	Hourly	42.74	44.99	47.36	49.85	52.47
Recreation Manager	Monthly	10,048.97	10,550.45	11,077.76	11,633.05	12,214.16
	Bi-weekly	4,637.99	4,869.44	5,112.81	5,369.10	5,637.31
	Hourly	57.97	60.87	63.91	67.11	70.47
Recreation Supervisor	Monthly	7,423.20	7,797.69	8,185.10	8,594.04	9,024.49
	Bi-weekly	3,426.09	3,598.94	3,777.74	3,966.48	4,165.15
	Hourly	42.83	44.99	47.22	49.58	52.06
Regional Compliance Program Manager (Maintenance Program Manager)	Monthly	8,520.86	8,968.53	9,439.88	9,937.06	10,460.06
	Bi-weekly	3,932.70	4,139.32	4,356.87	4,586.33	4,827.72
	Hourly	49.16	51.74	54.46	57.33	60.35
Senior Civil Engineer	Monthly	10,735.55	11,273.62	11,837.51	12,429.39	13,051.40
	Bi-weekly	4,954.87	5,203.21	5,463.47	5,736.64	6,023.72
	Hourly	61.94	65.04	68.29	71.71	75.30
Senior Management Analyst	Monthly	7,978.48	8,376.66	8,796.35	9,235.41	9,696.00
	Bi-weekly	3,682.38	3,866.15	4,059.85	4,262.50	4,475.08
	Hourly	46.03	48.33	50.75	53.28	55.94
Senior Planner	Monthly	9,179.45	9,637.89	10,120.00	10,627.94	11,157.40
	Bi-weekly	4,236.67	4,448.26	4,670.77	4,905.20	5,149.57
	Hourly	52.96	55.60	58.38	61.32	64.37
Sustainability Manager	Monthly	8520.858	8968.532	9439.88	9937.055	10460.06
	Bi-weekly	3932.704	4139.322	4356.868	4586.333	4827.719
	Hourly	49.16	51.74	54.46	57.33	60.35

RESOLUTION NO 2020-38

**A RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF BRISBANE CONCERNING
WAGES FOR THE POLICE CHIEF**

WHEREAS, on January 16, 2020, the City Council approved Resolution 2020-05 concerning the Memorandum of Understanding between the City of Brisbane and the Police Chief; and

WHEREAS, the current Memorandum of Understanding between the City of Brisbane and the Police Chief provides for wage increases of 2.0% effective July 1, 2020 and January 1, 2021; and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Police Chief that reflect the increases;

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-38 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

Effective Date: 07/01/2020

2.0% Increase

CITY OF BRISBANE

Police Chief

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Chief	Monthly	16,274.85	17,087.85	17,940.98	18,840.56	19,780.27
	Bi-weekly	7,511.47	7,886.70	8,280.45	8,695.64	9,129.36
	Hourly	93.89	98.58	103.51	108.70	114.12

Effective Date: 01/01/2021

2.0% Increase

CITY OF BRISBANE

Police Chief

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Chief	Monthly	16,600.35	17,429.61	18,299.80	19,217.38	20,175.87
	Bi-weekly	7,661.70	8,044.44	8,446.06	8,869.56	9,311.94
	Hourly	95.77	100.56	105.58	110.87	116.40

RESOLUTION NO 2020-39

**A RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF BRISBANE CONCERNING
WAGES FOR THE POLICE COMMANDER**

WHEREAS, on January 16, 2020, the City Council approved Resolution 2020-06 concerning the Memorandum of Understanding between the City of Brisbane and the Police Commander; and

WHEREAS, the current Memorandum of Understanding between the City of Brisbane and the Police Commander provides for wage increases of 2.0% effective July 1, 2020 and January 1, 2021; and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Police Commander that reflect the increases;

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-39 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

Effective Date: 07/01/2020
2.0% Increase

CITY OF BRISBANE
Police Commander

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Commander	Monthly	14,671.73	15,405.65	16,177.04	16,985.89	17,834.41
	Bi-weekly	6,771.57	7,110.30	7,466.32	7,839.64	8,231.27
	Hourly	84.64	88.88	93.33	98.00	102.89

Effective Date: 01/01/2021
2.0% Increase

CITY OF BRISBANE
Police Commander

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Commander	Monthly	14,965.17	15,713.77	16,500.58	17,325.61	18,191.10
	Bi-weekly	6,907.00	7,252.51	7,615.65	7,996.43	8,395.89
	Hourly	86.34	90.66	95.20	99.96	104.95

RESOLUTION NO 2020-40

**A RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF BRISBANE CONCERNING WAGES FOR
THE BRISBANE POLICE OFFICERS ASSOCIATION**

WHEREAS, on December 12, 2019, the City Council approved Resolution 2019-51 concerning a Tentative Agreement between the City of Brisbane and the Brisbane Police Officers Association; and

WHEREAS, the Tentative Agreement between the City of Brisbane and the Brisbane Police Officers Association provides for a wage increase of 4.0% effective July 1, 2020; and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Brisbane Police Officers Association that reflect the increase;

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-40 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

Effective Date: 7/1/2020

4.0% Increase

CITY OF BRISBANE

Police Officers Association

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Officer	Monthly	7,989.12	8,388.57	8,807.99	9,248.38	9,710.80
	Bi-weekly	3,687.29	3,871.65	4,065.23	4,268.49	4,481.91
	Hourly	43.90	46.09	48.40	50.82	53.36
Police Sergeant	Monthly	9,625.29	10,106.57	10,611.90	11,142.49	11,699.60
	Bi-weekly	4,442.44	4,664.57	4,897.80	5,142.69	5,399.81
	Hourly	52.89	55.53	58.31	61.22	64.28

Note: Hourly wages above are calculated based on 2,184 hours per year.

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Officer For Detective and School Resource Officer	Monthly	7,989.12	8,388.57	8,807.99	9,248.38	9,710.80
	Bi-weekly	3,687.29	3,871.65	4,065.23	4,268.49	4,481.91
	Hourly	46.09	48.40	50.82	53.36	56.02
Police Sergeant	Monthly	9,625.29	10,106.57	10,611.90	11,142.49	11,699.60
	Bi-weekly	4,442.44	4,664.57	4,897.80	5,142.69	5,399.81
	Hourly	55.53	58.31	61.22	64.28	67.50

Note: Hourly wages above are calculated based on 2,080 hours per year.

RESOLUTION NO 2020-41

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
ADOPTING MASTER PAY SCHEDULES
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, is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-41 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 21, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

City of Brisbane Master Pay Schedule

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	\$ 24.47	\$ 25.70	\$ 26.99	\$ 28.34	\$ 29.76				7/1/2020	General Employees	Non-Exempt
Accounting Assistant II	\$ 26.94	\$ 28.29	\$ 29.71	\$ 31.19	\$ 32.75				7/1/2020	General Employees	Non-Exempt
Administrative Assistant	\$ 32.37	\$ 33.99	\$ 35.69	\$ 37.47	\$ 39.35				7/1/2020	General Employees	Non-Exempt
Administrative Management Analyst	\$ 41.21	\$ 43.26	\$ 45.43	\$ 47.69	\$ 50.09				7/1/2020	Confidential Employee	Exempt
Administrative Services Director	\$ 83.20	\$ 87.35	\$ 91.73	\$ 96.30	\$ 101.13				7/1/2020	Confidential Management	Exempt
Assistant Engineer I	\$ 37.70	\$ 39.59	\$ 41.56	\$ 43.65	\$ 45.82				7/1/2020	General Employees	Non-Exempt
Assistant Engineer II	\$ 41.47	\$ 43.53	\$ 45.72	\$ 48.00	\$ 50.40				7/1/2020	General Employees	Non-Exempt
Assistant to the City Manager	\$ 63.75	\$ 66.93	\$ 70.29	\$ 73.80	\$ 77.50				7/1/2020	Executive Management	Exempt
Associate Civil Engineer	\$ 50.36	\$ 52.87	\$ 55.52	\$ 58.30	\$ 61.22				7/1/2020	Mid-Management/Professional	Exempt
Associate Planner	\$ 43.62	\$ 45.81	\$ 48.10	\$ 50.51	\$ 53.04				7/1/2020	General Employees	Non-Exempt
Cashier	\$ 12.99	\$ 13.64	\$ 14.32	\$ 15.03	\$ 15.79				7/1/2020	Unrepresented	Non-Exempt
City Clerk	\$ 51.59	\$ 54.17	\$ 56.88	\$ 59.73	\$ 62.70				7/1/2020	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 122.97		7/1/2020	Unrepresented	Exempt
Code Enforcement Officer*	\$ 35.18	\$ 36.94	\$ 38.78	\$ 40.72	\$ 42.76				7/1/2020	General Employees	Non-Exempt
Communications Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35				7/1/2020	Mid-Management/Professional	Exempt
Community Development Director	\$ 80.45	\$ 84.48	\$ 88.71	\$ 93.15	\$ 97.81				7/1/2020	Executive Management	Exempt
Community Development Technician	\$ 33.04	\$ 34.68	\$ 36.42	\$ 38.24	\$ 40.14				7/1/2020	General Employees	Non-Exempt
Community Services Officer	\$ 28.80	\$ 30.66	\$ 32.19	\$ 33.80	\$ 35.49				7/1/2020	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			7/1/2020	Elected Position	
Crossing Guard	\$ 13.05	\$ 13.70	\$ 14.39	\$ 15.10	\$ 15.86				7/1/2020	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 38.79	\$ 40.72	\$ 42.76	\$ 44.91	\$ 47.14				7/1/2020	Confidential	Exempt
Deputy Director of Public Works	\$ 74.33	\$ 78.04	\$ 81.95	\$ 86.05	\$ 90.35				7/1/2020	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 66.53	\$ 69.86	\$ 73.35	\$ 77.02	\$ 80.87				7/1/2020	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 53.40	\$ 56.08	\$ 58.88	\$ 61.83	\$ 64.91				7/1/2020	Executive Management	Exempt
Engineering Technician	\$ 36.34	\$ 38.16	\$ 40.06	\$ 42.05	\$ 44.17				7/1/2020	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 33.56	\$ 35.22	\$ 36.99	\$ 38.84	\$ 40.78				7/1/2020	General Employees	Non-Exempt
Facility Attendant	\$ 16.65	\$ 17.48	\$ 18.36	\$ 19.28	\$ 20.24				7/1/2020	Unrepresented	Non-Exempt
Finance Director	\$ 79.63	\$ 83.60	\$ 87.79	\$ 92.19	\$ 96.78				7/1/2020	Confidential Management	Exempt
Financial Services Manager	\$ 57.47	\$ 60.33	\$ 63.35	\$ 66.53	\$ 69.86				7/1/2020	Mid-Management/Professional	Exempt
Fire Captain	\$ 39.15	\$ 41.10	\$ 43.17	\$ 45.32	\$ 47.59				7/1/2020	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 48.25	\$ 50.68	\$ 53.21	\$ 55.86	\$ 58.66				7/1/2020	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 22.81		7/1/2020	IAFF Local 2400	Non-Exempt
Firefighter	\$ 32.76	\$ 34.40	\$ 36.12	\$ 37.91	\$ 39.81				7/1/2020	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 32.76	\$ 34.40	\$ 36.12	\$ 37.91	\$ 39.81				7/1/2020	IAFF Local 2400	Non-Exempt
Habitat Restoration Aide	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 12.00		7/1/2020	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 15.00		7/1/2020	Unrepresented	Non-Exempt

Harbormaster	\$ 46.34	\$ 48.65	\$ 51.08	\$ 53.64	\$ 56.32		7/1/2020	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 19.97	\$ 20.97	\$ 22.01	\$ 23.12	\$ 24.27		7/1/2020	Unrepresented	Non-Exempt
History Project Asst	\$ 33.79	\$ 35.48	\$ 37.26	\$ 39.12	\$ 41.08		7/1/2020	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 66.55	\$ 69.88	\$ 73.38	\$ 77.05	\$ 80.90		7/1/2020	Confidential	Exempt
Human Resources Technician	\$ 33.04	\$ 34.68	\$ 36.42	\$ 38.24	\$ 40.14		7/1/2020	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 50.66	\$ 53.19	\$ 55.85	\$ 58.65	\$ 61.59		7/1/2020	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15.00 - \$20.00	7/1/2020	Unrepresented	Non-Exempt
Lifeguard	\$ 15.15	\$ 15.91	\$ 16.70	\$ 17.54	\$ 18.40		7/1/2020	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 37.36	\$ 39.25	\$ 41.20	\$ 43.26	\$ 45.42		7/1/2020	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 28.33	\$ 29.74	\$ 31.23	\$ 32.79	\$ 34.43		7/1/2020	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 31.16	\$ 32.70	\$ 34.35	\$ 36.05	\$ 37.86		7/1/2020	General Employees	Non-Exempt
Marina Maintenance Worker I (Part-time)	\$ 28.88	\$ 30.33	\$ 31.84	\$ 33.45	\$ 35.12		7/1/2020	Unrepresented	Non-Exempt
Marina Maintenance Worker II (Part-time)	\$ 31.76	\$ 33.38	\$ 35.01	\$ 36.75	\$ 38.62		7/1/2020	Unrepresented	Non-Exempt
Marina Services Director	\$ 49.91	\$ 52.41	\$ 55.04	\$ 57.78	\$ 60.68		7/1/2020	Executive Management	Exempt
Office Assistant	\$ 25.96	\$ 27.22	\$ 28.58	\$ 30.01	\$ 31.52		7/1/2020	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 26.44	\$ 27.75	\$ 29.13	\$ 30.61	\$ 32.14		7/1/2020	Unrepresented	Non-Exempt
Office Specialist	\$ 30.43	\$ 31.95	\$ 33.56	\$ 35.22	\$ 36.99		7/1/2020	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 31.05	\$ 32.59	\$ 34.22	\$ 35.93	\$ 37.73		7/1/2020	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00	7/1/2020	Appointed Position	
Parks & Recreation Director	\$ 76.72	\$ 80.56	\$ 84.58	\$ 88.80	\$ 93.25		7/1/2020	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 28.33	\$ 29.74	\$ 31.23	\$ 32.79	\$ 34.43		7/1/2020	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 28.88	\$ 30.33	\$ 31.84	\$ 33.45	\$ 35.12		7/1/2020	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 31.16	\$ 32.70	\$ 34.35	\$ 36.05	\$ 37.86		7/1/2020	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 33.04	\$ 34.68	\$ 36.42	\$ 38.24	\$ 40.14		7/1/2020	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00	7/1/2020	Appointed Position	
Police Chief	\$ 93.89	\$ 98.58	\$ 103.51	\$ 108.70	\$ 114.12		7/1/2020	Police Chief	Exempt
Police Commander	\$ 84.64	\$ 88.88	\$ 93.33	\$ 98.00	\$ 102.89		7/1/2020	Police Commander	Exempt
Police Officer	\$ 43.90	\$ 46.09	\$ 48.40	\$ 50.82	\$ 53.36		7/1/2020	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 46.09	\$ 48.40	\$ 50.82	\$ 53.36	\$ 56.02		7/1/2020	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 52.89	\$ 55.53	\$ 58.31	\$ 61.22	\$ 64.28		7/1/2020	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 31.21	7/1/2020	Brisbane Police Officers Association*	Non-Exempt
Pre-School Teacher	\$ 16.75	\$ 17.60	\$ 18.48	\$ 19.41	\$ 20.38		7/1/2020	Unrepresented	Non-Exempt
Principal Analyst	\$ 57.64	\$ 60.53	\$ 63.55	\$ 66.72	\$ 70.06		7/1/2020	Confidential	Exempt
Principal Planner	\$ 62.62	\$ 65.75	\$ 69.04	\$ 72.49	\$ 76.12		7/1/2020	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 61.94	\$ 65.04	\$ 68.29	\$ 71.71	\$ 75.30		7/1/2020	Mid-Management/Professional	Exempt
Public Service Aide	\$ 14.90	\$ 15.66	\$ 16.43	\$ 17.25	\$ 18.12		7/1/2020	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 94.20	\$ 98.91	\$ 103.84	\$ 109.04	\$ 114.50		7/1/2020	Executive Management	Exempt
Public Works Inspector	\$ 46.48	\$ 48.81	\$ 51.25	\$ 53.81	\$ 56.50		7/1/2020	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 37.39	\$ 39.26	\$ 41.21	\$ 43.28	\$ 45.43		7/1/2020	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 28.33	\$ 29.74	\$ 31.23	\$ 32.79	\$ 34.43		7/1/2020	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 28.88	\$ 30.33	\$ 31.84	\$ 33.45	\$ 35.12		7/1/2020	Unrepresented	Non-Exempt

Public Works Maintenance Worker II	\$ 31.16	\$ 32.70	\$ 34.35	\$ 36.05	\$ 37.86	7/1/2020	General Employees	Non-Exempt
Public Works Superintendent	\$ 61.64	\$ 64.72	\$ 67.96	\$ 71.36	\$ 74.92	7/1/2020	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 47.11	\$ 49.47	\$ 51.94	\$ 54.54	\$ 57.27	7/1/2020	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 42.74	\$ 44.99	\$ 47.36	\$ 49.85	\$ 52.47	7/1/2020	Mid-Management/Professional	Exempt
Receptionist	\$ 25.93	\$ 27.22	\$ 28.58	\$ 30.01	\$ 31.52	7/1/2020	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 26.44	\$ 27.75	\$ 29.13	\$ 30.61	\$ 32.14	7/1/2020	Unrepresented	Non-Exempt
Recreation Leader	\$ 16.72	\$ 17.56	\$ 18.44	\$ 19.35	\$ 20.32	7/1/2020	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 12.99	\$ 13.64	\$ 14.32	\$ 15.03	\$ 15.79	7/1/2020	Unrepresented	Non-Exempt
Recreation Manager	\$ 57.97	\$ 60.87	\$ 63.91	\$ 67.11	\$ 70.47	7/1/2020	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 28.75	\$ 30.68	\$ 32.22	\$ 33.83	\$ 35.51	7/1/2020	General Employees	Non-Exempt
Recreation Supervisor	\$ 42.83	\$ 44.99	\$ 47.22	\$ 49.58	\$ 52.06	7/1/2020	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35	7/1/2020	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 30.73	\$ 32.27	\$ 33.88	\$ 35.57	\$ 37.35	7/1/2020	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 30.52	\$ 32.05	\$ 33.65	\$ 35.34	\$ 37.09	7/1/2020	General Employees	Non-Exempt
Senior Civil Engineer	\$ 61.94	\$ 65.04	\$ 68.29	\$ 71.71	\$ 75.30	7/1/2020	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 46.04	\$ 48.34	\$ 50.76	\$ 53.29	\$ 55.95	7/1/2020	Confidential	Exempt
Senior Management Analyst	\$ 46.03	\$ 48.33	\$ 50.75	\$ 53.28	\$ 55.94	7/1/2020	Mid-Management/Professional	Exempt
Senior Planner	\$ 52.96	\$ 55.60	\$ 58.38	\$ 61.32	\$ 64.37	7/1/2020	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 21.46	\$ 22.53	\$ 23.66	\$ 24.84	\$ 26.09	7/1/2020	Unrepresented	Non-Exempt
Sustainability Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35	7/1/2020	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -	7/1/2020	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -	7/1/2020	Confidential Management	Exempt
Swim Instructor	\$ 16.52	\$ 17.35	\$ 18.23	\$ 19.14	\$ 20.10	7/1/2020	Unrepresented	Non-Exempt
Van Driver	\$ 15.54	\$ 16.33	\$ 17.15	\$ 18.01	\$ 18.91	7/1/2020	Unrepresented	Non-Exempt
						\$12.00-\$75.00		
						\$ 175.04		

City of Brisbane Master Pay Schedule

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	\$ 24.96	\$ 26.22	\$ 27.53	\$ 28.91	\$ 30.35				1/1/2021	General Employees	Non-Exempt
Accounting Assistant II	\$ 27.48	\$ 28.86	\$ 30.31	\$ 31.81	\$ 33.41				1/1/2021	General Employees	Non-Exempt
Administrative Assistant	\$ 33.02	\$ 34.67	\$ 36.40	\$ 38.22	\$ 40.14				1/1/2021	General Employees	Non-Exempt
Administrative Management Analyst	\$ 42.03	\$ 44.12	\$ 46.34	\$ 48.64	\$ 51.09				1/1/2021	Confidential Employee	Exempt
Administrative Services Director	\$ 84.86	\$ 89.10	\$ 93.56	\$ 98.23	\$ 103.15				1/1/2021	Confidential Management	Exempt
Assistant Engineer I	\$ 38.45	\$ 40.38	\$ 42.39	\$ 44.52	\$ 46.74				1/1/2021	General Employees	Non-Exempt
Assistant Engineer II	\$ 42.30	\$ 44.40	\$ 46.63	\$ 48.96	\$ 51.41				1/1/2021	General Employees	Non-Exempt
Assistant to the City Manager	\$ 65.03	\$ 68.27	\$ 71.70	\$ 75.27	\$ 79.05				1/1/2021	Executive Management	Exempt
Associate Civil Engineer	\$ 50.36	\$ 52.87	\$ 55.52	\$ 58.30	\$ 61.22				1/1/2021	Mid-Management/Professional	Exempt
Associate Planner	\$ 44.49	\$ 46.73	\$ 49.07	\$ 51.52	\$ 54.10				1/1/2021	General Employees	Non-Exempt
Cashier	\$ 13.25	\$ 13.91	\$ 14.61	\$ 15.34	\$ 16.11				1/1/2021	Unrepresented	Non-Exempt
City Clerk	\$ 52.62	\$ 55.25	\$ 58.01	\$ 60.92	\$ 63.96				1/1/2021	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 122.97		1/1/2021	Unrepresented	Exempt
Code Enforcement Officer	\$ 35.88	\$ 37.68	\$ 39.56	\$ 41.53	\$ 43.62				1/1/2021	General Employees	Non-Exempt
Communications Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35				1/1/2021	Mid-Management/Professional	Exempt
Community Development Director	\$ 82.06	\$ 86.17	\$ 90.48	\$ 95.01	\$ 99.76				1/1/2021	Executive Management	Exempt
Community Development Technician	\$ 33.70	\$ 35.37	\$ 37.15	\$ 39.00	\$ 40.95				1/1/2021	General Employees	Non-Exempt
Community Services Officer	\$ 29.37	\$ 31.27	\$ 32.83	\$ 34.48	\$ 36.20				1/1/2021	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			1/1/2021	Elected Position	
Crossing Guard	\$ 13.31	\$ 13.97	\$ 14.68	\$ 15.41	\$ 16.18				1/1/2021	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 39.56	\$ 41.54	\$ 43.62	\$ 45.81	\$ 48.09				1/1/2021	Confidential	Exempt
Deputy Director of Public Works	\$ 74.33	\$ 78.04	\$ 81.95	\$ 86.05	\$ 90.35				1/1/2021	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 66.53	\$ 69.86	\$ 73.35	\$ 77.02	\$ 80.87				1/1/2021	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 54.47	\$ 57.20	\$ 60.06	\$ 63.06	\$ 66.21				1/1/2021	Executive Management	Exempt
Engineering Technician	\$ 37.06	\$ 38.92	\$ 40.86	\$ 42.89	\$ 45.05				1/1/2021	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 34.23	\$ 35.93	\$ 37.73	\$ 39.62	\$ 41.60				1/1/2021	General Employees	Non-Exempt
Facility Attendant	\$ 16.99	\$ 17.83	\$ 18.72	\$ 19.67	\$ 20.64				1/1/2021	Unrepresented	Non-Exempt
Finance Director	\$ 81.22	\$ 85.27	\$ 89.54	\$ 94.03	\$ 98.71				1/1/2021	Confidential Management	Exempt
Financial Services Manager	\$ 57.47	\$ 60.33	\$ 63.35	\$ 66.53	\$ 69.86				1/1/2021	Mid-Management/Professional	Exempt
Fire Captain	\$ 39.94	\$ 41.92	\$ 44.03	\$ 46.22	\$ 48.54				1/1/2021	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 49.22	\$ 51.70	\$ 54.28	\$ 56.98	\$ 59.83				1/1/2021	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 23.27		1/1/2021	IAFF Local 2400	Non-Exempt
Firefighter	\$ 33.42	\$ 35.09	\$ 36.84	\$ 38.67	\$ 40.61				1/1/2021	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 33.42	\$ 35.09	\$ 36.84	\$ 38.67	\$ 40.61				1/1/2021	IAFF Local 2400	Non-Exempt
Habitat Restoration Aide	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 12.00		1/1/2021	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 15.00		1/1/2021	Unrepresented	Non-Exempt

Harbormaster	\$ 46.34	\$ 48.65	\$ 51.08	\$ 53.64	\$ 56.32		1/1/2021	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 20.37	\$ 21.39	\$ 22.45	\$ 23.59	\$ 24.76		1/1/2021	Unrepresented	Non-Exempt
History Project Asst	\$ 34.47	\$ 36.19	\$ 38.00	\$ 39.90	\$ 41.90		1/1/2021	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 67.89	\$ 71.28	\$ 74.85	\$ 78.59	\$ 82.52		1/1/2021	Confidential	Exempt
Human Resources Technician	\$ 33.70	\$ 35.37	\$ 37.15	\$ 39.00	\$ 40.95		1/1/2021	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 50.66	\$ 53.19	\$ 55.85	\$ 58.65	\$ 61.59		1/1/2021	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15.00 - \$20.00	1/1/2021	Unrepresented	Non-Exempt
Lifeguard	\$ 15.45	\$ 16.23	\$ 17.04	\$ 17.89	\$ 18.77		1/1/2021	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 38.11	\$ 40.03	\$ 42.02	\$ 44.12	\$ 46.33		1/1/2021	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 35.12		1/1/2021	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62		1/1/2021	General Employees	Non-Exempt
Marina Maintenance Worker I (Part-time)	\$ 29.46	\$ 30.93	\$ 32.48	\$ 34.12	\$ 35.82		1/1/2021	Unrepresented	Non-Exempt
Marina Maintenance Worker II (Part-time)	\$ 32.39	\$ 34.05	\$ 35.71	\$ 37.48	\$ 39.39		1/1/2021	Unrepresented	Non-Exempt
Marina Services Director	\$ 50.91	\$ 53.46	\$ 56.14	\$ 58.94	\$ 61.89		1/1/2021	Executive Management	Exempt
Office Assistant	\$ 26.48	\$ 27.76	\$ 29.15	\$ 30.61	\$ 32.15		1/1/2021	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.22	\$ 32.78		1/1/2021	Unrepresented	Non-Exempt
Office Specialist	\$ 31.04	\$ 32.59	\$ 34.23	\$ 35.93	\$ 37.73		1/1/2021	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 31.67	\$ 33.24	\$ 34.90	\$ 36.65	\$ 38.49		1/1/2021	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00	1/1/2021	Appointed Position	
Parks & Recreation Director	\$ 78.25	\$ 82.17	\$ 86.27	\$ 90.58	\$ 95.12		1/1/2021	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 35.12		1/1/2021	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 29.46	\$ 30.93	\$ 32.48	\$ 34.12	\$ 35.82		1/1/2021	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62		1/1/2021	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 33.70	\$ 35.37	\$ 37.15	\$ 39.00	\$ 40.95		1/1/2021	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00	1/1/2021	Appointed Position	
Police Chief	\$ 95.77	\$ 100.56	\$ 105.58	\$ 110.87	\$ 116.40		1/1/2021	Police Chief	Exempt
Police Commander	\$ 86.34	\$ 90.66	\$ 95.20	\$ 99.96	\$ 104.95		1/1/2021	Police Commander	Exempt
Police Officer	\$ 43.90	\$ 46.09	\$ 48.40	\$ 50.82	\$ 53.36		1/1/2021	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 46.09	\$ 48.40	\$ 50.82	\$ 53.36	\$ 56.02		1/1/2021	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 52.89	\$ 55.53	\$ 58.31	\$ 61.22	\$ 64.28		1/1/2021	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 31.21	1/1/2021	Brisbane Police Officers Association*	Non-Exempt
Pre-School Teacher	\$ 17.08	\$ 17.95	\$ 18.84	\$ 19.80	\$ 20.79		1/1/2021	Unrepresented	Non-Exempt
Principal Analyst	\$ 58.79	\$ 61.74	\$ 64.82	\$ 68.05	\$ 71.46		1/1/2021	Confidential	Exempt
Principal Planner	\$ 62.62	\$ 65.75	\$ 69.04	\$ 72.49	\$ 76.12		1/1/2021	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 61.94	\$ 65.04	\$ 68.29	\$ 71.71	\$ 75.30		1/1/2021	Mid-Management/Professional	Exempt
Public Service Aide	\$ 15.20	\$ 15.97	\$ 16.76	\$ 17.59	\$ 18.48		1/1/2021	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 96.08	\$ 100.88	\$ 105.92	\$ 111.22	\$ 116.79		1/1/2021	Executive Management	Exempt
Public Works Inspector	\$ 47.41	\$ 49.79	\$ 52.28	\$ 54.88	\$ 57.63		1/1/2021	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 38.14	\$ 40.04	\$ 42.03	\$ 44.14	\$ 46.34		1/1/2021	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 35.12		1/1/2021	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 29.46	\$ 30.93	\$ 32.48	\$ 34.12	\$ 35.82		1/1/2021	Unrepresented	Non-Exempt

Public Works Maintenance Worker II	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62	1/1/2021	General Employees	Non-Exempt
Public Works Superintendent	\$ 61.64	\$ 64.72	\$ 67.96	\$ 71.36	\$ 74.92	1/1/2021	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 47.11	\$ 49.47	\$ 51.94	\$ 54.54	\$ 57.27	1/1/2021	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 42.74	\$ 44.99	\$ 47.36	\$ 49.85	\$ 52.47	1/1/2021	Mid-Management/Professional	Exempt
Receptionist	\$ 26.45	\$ 27.76	\$ 29.15	\$ 30.61	\$ 32.15	1/1/2021	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.22	\$ 32.78	1/1/2021	Unrepresented	Non-Exempt
Recreation Leader	\$ 17.06	\$ 17.91	\$ 18.81	\$ 19.74	\$ 20.73	1/1/2021	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 13.25	\$ 13.91	\$ 14.61	\$ 15.34	\$ 16.11	1/1/2021	Unrepresented	Non-Exempt
Recreation Manager	\$ 57.97	\$ 60.87	\$ 63.91	\$ 67.11	\$ 70.47	1/1/2021	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 29.33	\$ 31.30	\$ 32.86	\$ 34.50	\$ 36.22	1/1/2021	General Employees	Non-Exempt
Recreation Supervisor	\$ 42.83	\$ 44.99	\$ 47.22	\$ 49.58	\$ 52.06	1/1/2021	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35	1/1/2021	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 31.34	\$ 32.91	\$ 34.55	\$ 36.28	\$ 38.10	1/1/2021	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 31.13	\$ 32.70	\$ 34.32	\$ 36.05	\$ 37.83	1/1/2021	General Employees	Non-Exempt
Senior Civil Engineer	\$ 61.94	\$ 65.04	\$ 68.29	\$ 71.71	\$ 75.30	1/1/2021	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 46.96	\$ 49.30	\$ 51.77	\$ 54.36	\$ 57.07	1/1/2021	Confidential	Exempt
Senior Management Analyst	\$ 46.03	\$ 48.33	\$ 50.75	\$ 53.28	\$ 55.94	1/1/2021	Mid-Management/Professional	Exempt
Senior Planner	\$ 52.96	\$ 55.60	\$ 58.38	\$ 61.32	\$ 64.37	1/1/2021	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 21.89	\$ 22.98	\$ 24.13	\$ 25.34	\$ 26.61	1/1/2021	Unrepresented	Non-Exempt
Sustainability Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35	1/1/2021	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -	1/1/2021	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -	1/1/2021	Confidential Management	Exempt
Swim Instructor	\$ 16.85	\$ 17.70	\$ 18.59	\$ 19.52	\$ 20.50	1/1/2021	Unrepresented	Non-Exempt
Van Driver	\$ 15.85	\$ 16.66	\$ 17.49	\$ 18.37	\$ 19.29	1/1/2021	Unrepresented	Non-Exempt
							\$12.00-\$75.00	
							\$ 175.04	