



CITY COUNCIL AGENDA R, EPORT

Meeting Date: November 2, 2023

From: Abby Partin, Human Resources Director

Subject: Adopt Resolution to Amend the Master Pay Schedule

Community Goal/Result

Fiscally Prudent

Purpose

To ensure the City maintains competitive pay rates to retain qualified, stable and dedicated workforce for the community.

Recommendation

Adopt the attached resolution to amend the Master Pay Schedule.

Background

On November 4, 2016, CalPERS issued Circular Letter 200-050-16, clarifying that pay schedules must comply with Government Code (GC) Section 20636 and California Code of Regulations (CCR), Title 2, Section 570.5. If an agency does not meet the requirements outlined in GC Section 20636 and CCR, Title 2, Section 570.5, CalPERS may determine an amount that may be considered to be the pay rate.

To comply with these codes, pay schedules need to meet 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.

On May 17, 2017, the City began posting a master pay schedule that combines all of the pay schedules, including Council Member and Commissioner Pay, together in one document as the master pay schedule, to avoid possible issues with CalPERS going forward.

In December 2022, the City completed negotiations and reached an agreement with all of the employee bargaining groups outlining wages, benefits and working conditions for each respective group. Staff posted the approved labor/employment agreements and associated salary information on the City's website to provide the public with access to this information at <https://www.brisbaneca.org/hr/page/labor-agreements> and <https://www.brisbaneca.org/hr/page/salary-information>

Discussion

Staff is presenting tonight for adoption the master pay schedule to reflect the approved pay increases effective the first full pay period in January 2024. The summary of the updates to the master pay schedule are as follows:

- Confidential Management Employees: The classifications in this group will receive a 3% pay increase and the current filled positions in this group and their respective top step pay rates include: Finance Director at \$108.95 per hour and Human Resources Director at \$106.93.
- Executive Management: The classifications in this group will receive a 3% pay increase and the current filled positions in this group and their respective top step pay rates include: Assistant to the City Manager at \$87.25 per hour, City Clerk at \$70.59 per hour, Community Development Director at \$110.11 per hour, Parks and Recreation Director at \$104.99 per hour and Public Works Director/City Engineer at \$128.90 per hour.
- Police Chief: This classification will receive a 3% pay increase and the new pay rate will be \$128.48 per hour at the top step.
- The following bargaining groups will also receive a 3% pay increase: Brisbane Fire Management, Confidential Employees, General Employees Association, International Association of Firefighters, Local 2400, Mid-Management/Professional Employees, Police Commander, and Police Officers Association.

Historically, the City Council has approved pay increases for hourly unrepresented employees that mirror the pay increases of represented bargaining groups. In order to continue this practice, staff is requesting Council to approve for this fiscal year a similar 3% increase to the pay scales for hourly employees, with the exception of the Intern, Habitat Restoration Lead Worker and Special Assistant positions to ensure the hourly employees are compensated appropriately and their compensation kept in line with their fellow employees in the bargaining units.

Staff recommends adjusting the Intern top of the salary range from \$20 to \$23, in order to stay competitive with San Mateo County cities that have a Summer Internship Program. The City takes pride in providing college students an opportunity to learn about municipal government and to showcase various departments and classifications necessary to operate a city.

Staff is also recommending that hourly pay step scales and salary ranges that are currently below the scheduled January 2024 minimum wage increase have their starting step (Step A) and low end of the salary range be set at \$16.00 per hour, so that the minimum wage requirement is met. Moreover, to address compaction between additional pay steps (Grades B to E), each grade will

be adjusted in increments of 5%. The classifications that will receive the minimum wage increase are: Crossing Guard, Habitat Restoration Lead Worker, Intern, Recreation Leader Aide and Special Assistant.

Staff recommends City Council approves the attached resolution, so that the City is in compliance with GC Section 20636 and CCR section 570.5, and able to work towards retaining and attracting the quality and expertise of staff required by Council and the community.

Fiscal Impact

These increases are reflected in the FY 2023-24 budget.

Measure of Success

The City is able to recruit and retain a qualified, stable and dedicated workforce.

Attachments

1. CalPERS Circular Letter 200 500 16 Agreement
2. Resolution 2023-XX



Abby Partin, Human Resources
Director



Clay Holstine, City Manager



California Public Employees' Retirement System
P.O. Box 942715
Sacramento, CA 94229-2715
(888) CalPERS (or **888-225-7377**)
TTY: (877) 249-7442
www.calpers.ca.gov

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 2023-XX

**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 as set forth in Exhibit A is approved and is incorporated by reference as though fully set forth herein.

Madison Davis, Mayor

I hereby certify that the foregoing Resolution No. 2023-XX was duly and regularly adopted at a regular meeting of the Brisbane City Council on November 2, 2023, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

City of Brisbane Master Pay Schedule

Approved per Resolution No. 2023-XX

| Job Classification | Hourly Grade A | Hourly Grade B | Hourly Grade C | Hourly Grade D | Hourly Grade E | Monthly | Fixed Hourly | Hourly Range | Effective Date | Bargaining Group | FLSA Status |
|--|----------------|----------------|----------------|----------------|----------------|-----------|--------------|-------------------|----------------|-----------------------------|-------------|
| Accounting Assistant I | \$ 27.55 | \$ 28.94 | \$ 30.39 | \$ 31.91 | \$ 33.50 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Accounting Assistant II | \$ 30.33 | \$ 31.85 | \$ 33.45 | \$ 35.12 | \$ 36.87 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Accounting Systems Analyst | \$ 41.65 | \$ 43.85 | \$ 46.04 | \$ 48.34 | \$ 50.76 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Administrative Assistant | \$ 36.45 | \$ 38.27 | \$ 40.18 | \$ 42.19 | \$ 44.30 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Administrative Management Analyst | \$ 46.39 | \$ 48.70 | \$ 51.15 | \$ 53.69 | \$ 56.39 | | | | 1/1/2024 | Confidential Employee | Exempt |
| Administrative Services Director | \$ 93.67 | \$ 98.34 | \$ 103.27 | \$ 108.42 | \$ 113.86 | | | | 1/1/2024 | Confidential Management | Exempt |
| Assistant Engineer I | \$ 42.44 | \$ 44.57 | \$ 46.79 | \$ 49.14 | \$ 51.59 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Assistant Engineer II | \$ 46.69 | \$ 49.00 | \$ 51.47 | \$ 54.04 | \$ 56.74 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Assistant City Manager | \$ 107.72 | \$ 113.09 | \$ 118.76 | \$ 124.69 | \$ 130.93 | | | | 1/1/2024 | Confidential Management | Exempt |
| Assistant to the City Manager | \$ 71.78 | \$ 75.36 | \$ 79.14 | \$ 83.08 | \$ 87.25 | | | | 1/1/2024 | Executive Management | Exempt |
| Assistant Fire Marshal | \$ 80.57 | \$ 84.59 | \$ 88.82 | \$ 93.27 | \$ 97.93 | | | | 1/1/2024 | Brisbane Fire Management | Exempt |
| Associate Civil Engineer | \$ 55.59 | \$ 58.36 | \$ 61.28 | \$ 64.35 | \$ 67.57 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Associate Planner | \$ 49.11 | \$ 51.57 | \$ 54.16 | \$ 56.86 | \$ 59.71 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Building Permit Technician | \$ 37.19 | \$ 39.04 | \$ 41.00 | \$ 43.05 | \$ 45.20 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Cashier | \$ 15.97 | \$ 16.76 | \$ 17.60 | \$ 18.48 | \$ 19.41 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| C/CAG Stormwater Program Director | \$ 73.43 | \$ 77.11 | \$ 80.96 | \$ 85.01 | \$ 89.26 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| City Clerk | \$ 58.08 | \$ 60.99 | \$ 64.03 | \$ 67.24 | \$ 70.59 | | | | 1/1/2024 | Executive Management | Exempt |
| City Manager | \$ - | \$ - | \$ - | \$ - | \$ - | | \$ 142.14 | | 1/1/2024 | Unrepresented | Exempt |
| Code Enforcement Officer | \$ 39.61 | \$ 41.59 | \$ 43.66 | \$ 45.84 | \$ 48.14 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Communications Digital and Media Coordinator | \$ 37.19 | \$ 39.04 | \$ 41.00 | \$ 43.05 | \$ 45.20 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Communications Manager | \$ 54.26 | \$ 57.11 | \$ 60.11 | \$ 63.28 | \$ 66.61 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Community Development Director | \$ 90.58 | \$ 95.11 | \$ 99.87 | \$ 104.87 | \$ 110.11 | | | | 1/1/2024 | Executive Management | Exempt |
| Community Development Technician | \$ 37.19 | \$ 39.04 | \$ 41.00 | \$ 43.05 | \$ 45.20 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Community Services Officer | \$ 32.42 | \$ 34.52 | \$ 36.24 | \$ 38.05 | \$ 39.95 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Council Member | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 400.00 | | | 1/1/2024 | Elected Position | |
| Crossing Guard | \$ 16.00 | \$ 16.80 | \$ 17.64 | \$ 18.52 | \$ 19.45 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Deputy City Clerk/Executive Assistant | \$ 43.67 | \$ 45.85 | \$ 48.14 | \$ 50.56 | \$ 53.08 | | | | 1/1/2024 | Confidential | Exempt |
| Deputy Director of Public Works | \$ 82.04 | \$ 86.14 | \$ 90.46 | \$ 94.98 | \$ 99.72 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Deputy Finance Director | \$ 73.43 | \$ 77.11 | \$ 80.96 | \$ 85.01 | \$ 89.26 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Director of Marina/Aquatics Services | \$ 60.12 | \$ 63.13 | \$ 66.29 | \$ 69.60 | \$ 73.08 | | | | 1/1/2024 | Executive Management | Exempt |
| Engineering Technician | \$ 40.91 | \$ 42.96 | \$ 45.10 | \$ 47.34 | \$ 49.72 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Executive Administrative Assistant | \$ 37.78 | \$ 39.66 | \$ 41.64 | \$ 43.73 | \$ 45.91 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Facility Attendant | \$ 18.75 | \$ 19.68 | \$ 20.67 | \$ 21.71 | \$ 22.78 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Finance Director | \$ 89.65 | \$ 94.12 | \$ 98.83 | \$ 103.79 | \$ 108.95 | | | | 1/1/2024 | Confidential Management | Exempt |
| Financial Services Manager | \$ 63.43 | \$ 66.59 | \$ 69.92 | \$ 73.43 | \$ 77.11 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Fire Captain | \$ 44.30 | \$ 46.50 | \$ 48.84 | \$ 51.27 | \$ 53.84 | | | | 1/1/2024 | IAFF Local 2400 | Non-Exempt |
| Fire Prevention Officer | \$ 51.89 | \$ 57.34 | \$ 60.20 | \$ 63.20 | \$ 66.36 | | | | 1/1/2024 | IAFF Local 2400 | Non-Exempt |
| Fire Trainee | \$ - | \$ - | \$ - | \$ - | \$ - | | \$ 25.81 | | 1/1/2024 | IAFF Local 2400 | Non-Exempt |
| Firefighter | \$ 37.07 | \$ 38.92 | \$ 40.86 | \$ 42.89 | \$ 45.04 | | | | 1/1/2024 | IAFF Local 2400 | Non-Exempt |
| Firefighter II | \$ 40.77 | \$ 42.81 | \$ 44.95 | \$ 47.18 | \$ 49.54 | | | | 1/1/2024 | IAFF Local 2400 | Non-Exempt |
| Firefighter/Paramedic | \$ 37.07 | \$ 38.92 | \$ 40.86 | \$ 42.89 | \$ 45.04 | | | | 1/1/2024 | IAFF Local 2400 | Non-Exempt |
| Firefighter/Paramedic II | \$ 40.77 | \$ 42.81 | \$ 44.95 | \$ 47.18 | \$ 49.54 | | | | 1/1/2024 | IAFF Local 2400 | Non-Exempt |
| Geographic Information System Manager | \$ 54.26 | \$ 57.11 | \$ 60.11 | \$ 63.28 | \$ 66.61 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Habitat Restoration Lead Worker | \$ - | \$ - | \$ - | \$ - | \$ - | | \$ 16.00 | | 1/1/2024 | Unrepresented | Non-Exempt |
| Harbormaster | \$ 51.15 | \$ 53.70 | \$ 56.38 | \$ 59.21 | \$ 62.17 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Head Lifeguard | \$ 22.48 | \$ 23.61 | \$ 24.78 | \$ 26.03 | \$ 27.33 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| History Project Asst | \$ 38.04 | \$ 39.95 | \$ 41.95 | \$ 44.04 | \$ 46.25 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Human Resources Administrator | \$ 74.93 | \$ 78.68 | \$ 82.61 | \$ 86.75 | \$ 91.08 | | | | 1/1/2024 | Confidential | Exempt |
| Human Resources Director | \$ 87.97 | \$ 92.37 | \$ 96.99 | \$ 101.84 | \$ 106.93 | | | | 1/1/2024 | Confidential Management | Exempt |
| Human Resources Technician | \$ 37.19 | \$ 39.04 | \$ 41.00 | \$ 43.05 | \$ 45.20 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Information Technology & Systems Administrator | \$ 55.92 | \$ 58.71 | \$ 61.65 | \$ 64.73 | \$ 67.98 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Intern | \$ - | \$ - | \$ - | \$ - | \$ - | | | \$16.00 - \$23.00 | 1/1/2024 | Unrepresented | Non-Exempt |
| Lifeguard | \$ 17.06 | \$ 17.91 | \$ 18.80 | \$ 19.75 | \$ 20.72 | | | | 1/1/2024 | Unrepresented | 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 |
|---|----------------|----------------|----------------|----------------|----------------|-----------|--------------|------------------|----------------|---------------------------------------|-------------|
| Management Analyst (Part-time) | \$ 42.07 | \$ 44.18 | \$ 46.38 | \$ 48.70 | \$ 51.14 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Marina Maintenance Worker I | \$ 31.89 | \$ 33.48 | \$ 35.16 | \$ 36.91 | \$ 38.76 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Marina Maintenance Worker II | \$ 35.08 | \$ 36.82 | \$ 38.67 | \$ 40.59 | \$ 42.63 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Marina Maintenance Worker I (Part-time) | \$ 32.52 | \$ 34.14 | \$ 35.85 | \$ 37.66 | \$ 39.54 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Marina Maintenance Worker II (Part-time) | \$ 35.75 | \$ 37.58 | \$ 39.42 | \$ 41.37 | \$ 43.48 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Marina Services Director | \$ 56.20 | \$ 59.01 | \$ 61.96 | \$ 65.05 | \$ 68.31 | | | | 1/1/2024 | Executive Management | Exempt |
| Office Assistant | \$ 29.23 | \$ 30.64 | \$ 32.17 | \$ 33.78 | \$ 35.49 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Office Assistant (Part-Time) | \$ 29.76 | \$ 31.24 | \$ 32.80 | \$ 34.46 | \$ 36.18 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Office Specialist | \$ 34.26 | \$ 35.97 | \$ 37.78 | \$ 39.66 | \$ 41.64 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Office Specialist (Part-Time) | \$ 34.96 | \$ 36.69 | \$ 38.52 | \$ 40.46 | \$ 42.48 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Park/Beach/Recreation Commissioner | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 100.00 | | | 1/1/2024 | Appointed Position | |
| Parks & Recreation Director | \$ 86.37 | \$ 90.70 | \$ 95.23 | \$ 99.98 | \$ 104.99 | | | | 1/1/2024 | Executive Management | Exempt |
| Parks/Facilities Maintenance Worker I | \$ 31.89 | \$ 33.48 | \$ 35.16 | \$ 36.91 | \$ 38.76 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Parks/Facilities Maintenance Worker I (Part-Time) | \$ 32.52 | \$ 34.14 | \$ 35.85 | \$ 37.66 | \$ 39.54 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Parks/Facilities Maintenance Worker II | \$ 35.08 | \$ 36.82 | \$ 38.67 | \$ 40.59 | \$ 42.63 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Payroll/Utility Billing Technician | \$ 37.19 | \$ 39.04 | \$ 41.00 | \$ 43.05 | \$ 45.20 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Planning Commissioner | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 100.00 | | | 1/1/2024 | Appointed Position | |
| Police Chief | \$ 105.71 | \$ 110.99 | \$ 116.53 | \$ 122.37 | \$ 128.48 | | | | 1/1/2024 | Police Chief | Exempt |
| Police Commander | \$ 95.30 | \$ 100.06 | \$ 105.07 | \$ 110.33 | \$ 115.84 | | | | 1/1/2024 | Police Commander | Exempt |
| Police Officer | \$ 48.43 | \$ 50.85 | \$ 53.40 | \$ 56.07 | \$ 58.87 | | | | 1/1/2024 | Brisbane Police Officers Association* | Non-Exempt |
| Police Officer - 40 hour shift (Detective/SRO) | \$ 50.85 | \$ 53.40 | \$ 56.07 | \$ 58.87 | \$ 61.81 | | | | 1/1/2024 | Brisbane Police Officers Association* | Non-Exempt |
| Police Corporal | \$ 53.28 | \$ 55.94 | \$ 58.74 | \$ 61.67 | \$ 64.76 | | | | 1/1/2024 | Brisbane Police Officers Association* | Non-Exempt |
| Police Sergeant | \$ 58.35 | \$ 61.27 | \$ 64.33 | \$ 67.55 | \$ 70.93 | | | | 1/1/2024 | Brisbane Police Officers Association* | Non-Exempt |
| Police Trainee | \$ - | \$ - | \$ - | \$ - | \$ - | | \$ 35.84 | | 1/1/2024 | Unrepresented | Non-Exempt |
| Pre-School Teacher | \$ 18.86 | \$ 19.81 | \$ 20.80 | \$ 21.85 | \$ 22.94 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Principal Analyst | \$ 64.89 | \$ 68.15 | \$ 71.55 | \$ 75.11 | \$ 78.87 | | | | 1/1/2024 | Confidential | Exempt |
| Principal Planner | \$ 69.12 | \$ 72.57 | \$ 76.20 | \$ 80.01 | \$ 84.01 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Program Manager - SMCWPPP | \$ 68.36 | \$ 71.79 | \$ 75.38 | \$ 79.15 | \$ 83.11 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Public Service Aide | \$ 16.78 | \$ 17.63 | \$ 18.50 | \$ 19.42 | \$ 20.40 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Public Works Director/City Engineer | \$ 106.05 | \$ 111.35 | \$ 116.90 | \$ 122.76 | \$ 128.90 | | | | 1/1/2024 | Executive Management | Exempt |
| Public Works Inspector | \$ 52.33 | \$ 54.96 | \$ 57.70 | \$ 60.58 | \$ 63.61 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Public Works Lead Maintenance Worker | \$ 42.09 | \$ 44.20 | \$ 46.39 | \$ 48.72 | \$ 51.15 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Public Works Maintenance Worker I | \$ 31.89 | \$ 33.48 | \$ 35.16 | \$ 36.91 | \$ 38.76 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Public Works Maintenance Worker I (Part-time) | \$ 32.52 | \$ 34.14 | \$ 35.85 | \$ 37.66 | \$ 39.54 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Public Works Maintenance Worker II | \$ 35.08 | \$ 36.82 | \$ 38.67 | \$ 40.59 | \$ 42.63 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Public Works Superintendent | \$ 68.03 | \$ 71.43 | \$ 75.01 | \$ 78.76 | \$ 82.70 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Public Works Supervisor | \$ 52.00 | \$ 54.60 | \$ 57.33 | \$ 60.19 | \$ 63.21 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Public Works Team Leader | \$ 47.17 | \$ 49.65 | \$ 52.27 | \$ 55.03 | \$ 57.92 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Receptionist | \$ 29.19 | \$ 30.64 | \$ 32.17 | \$ 33.78 | \$ 35.49 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Receptionist (Part-time) | \$ 29.76 | \$ 31.24 | \$ 32.80 | \$ 34.46 | \$ 36.18 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Recreation Leader | \$ 18.83 | \$ 19.77 | \$ 20.76 | \$ 21.79 | \$ 22.88 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Recreation Leader Aide | \$ 16.00 | \$ 16.80 | \$ 17.64 | \$ 18.52 | \$ 19.45 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Recreation Manager | \$ 63.99 | \$ 67.18 | \$ 70.54 | \$ 74.08 | \$ 77.78 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Recreation Program Coordinator | \$ 32.37 | \$ 34.54 | \$ 36.27 | \$ 38.08 | \$ 39.98 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Recreation Supervisor | \$ 47.27 | \$ 49.65 | \$ 52.12 | \$ 54.73 | \$ 57.47 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Regional Compliance Program Manager | \$ 54.26 | \$ 57.11 | \$ 60.11 | \$ 63.28 | \$ 66.61 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Reserve Police Officer | \$ 34.60 | \$ 36.33 | \$ 38.14 | \$ 40.04 | \$ 42.05 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Senior Accounting Assistant | \$ 34.36 | \$ 36.09 | \$ 37.89 | \$ 39.79 | \$ 41.76 | | | | 1/1/2024 | General Employees | Non-Exempt |
| Senior Civil Engineer | \$ 68.36 | \$ 71.79 | \$ 75.38 | \$ 79.15 | \$ 83.11 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Senior Human Resources Analyst | \$ 51.83 | \$ 54.42 | \$ 57.15 | \$ 60.00 | \$ 62.99 | | | | 1/1/2024 | Confidential | Exempt |
| Senior Management Analyst | \$ 50.81 | \$ 53.34 | \$ 56.01 | \$ 58.81 | \$ 61.74 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Senior Planner | \$ 58.45 | \$ 61.37 | \$ 64.44 | \$ 67.68 | \$ 71.05 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Senior Recreation Leader | \$ 24.16 | \$ 25.37 | \$ 26.64 | \$ 27.97 | \$ 29.37 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Sustainability Manager | \$ 54.26 | \$ 57.11 | \$ 60.11 | \$ 63.28 | \$ 66.61 | | | | 1/1/2024 | Mid-Management/Professional | Exempt |
| Special Assistant | \$ - | \$ - | \$ - | \$ - | \$ - | | | \$16.00-\$145.00 | 1/1/2024 | Unrepresented | Non-Exempt |
| Spe Coun-Maj Dev Pro | \$ - | \$ - | \$ - | \$ - | \$ - | | \$ 175.04 | | 1/1/2024 | Confidential Management | 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 |
|--------------------------|----------------|----------------|----------------|----------------|----------------|---------|--------------|--------------|----------------|-------------------|-------------|
| Swim Instructor | \$ 18.60 | \$ 19.54 | \$ 20.52 | \$ 21.55 | \$ 22.62 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Van Driver | \$ 17.50 | \$ 18.39 | \$ 19.31 | \$ 20.28 | \$ 21.29 | | | | 1/1/2024 | Unrepresented | Non-Exempt |
| Water Quality Technician | \$ 35.08 | \$ 36.82 | \$ 38.67 | \$ 40.59 | \$ 42.63 | | | | 1/1/2024 | General Employees | Non-Exempt |