



CITY COUNCIL AGENDA R, EPORT

Meeting Date: June 5, 2025

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 compensation, together in one document as the master pay schedule, to comply with applicable law.

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 July 2025. The summary of the updates to the master pay schedule are as follows:

- City Manager: The master pay schedule will reflect a 4.5% pay increase, resulting in \$158.25 per hour. Note that because the City Manager is a local agency executive as defined in the CalPERS law, his salary and related benefits must be summarized orally prior to the adoption of the resolution approving the Master Pay Schedule. The Mayor will provide that statement.
- Confidential Management Employees: The classifications in this group will receive a 4.5% pay increase and the current filled positions in this group and their respective top step pay rates include: Assistant City Manager at \$145.04 per hour, Finance Director at \$120.69 per hour and Human Resources Director at \$118.45 per hour.
- Executive Management: The classifications in this group will receive a 4.5% pay increase and the current filled positions in this group and their respective top step pay rates include: Assistant to the City Manager at \$96.65 per hour, City Clerk at \$78.20 per hour, Community Development Director at \$121.97 per hour, Parks and Recreation Director at \$116.29 per hour and Public Works Director/City Engineer at \$142.79 per hour.
- Police Chief: This classification will receive a 4.5% pay increase and the new pay rate will be \$142.31 per hour at the top step.
- The following bargaining groups will also receive a 4.5% 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 X% 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. The reason for the exceptions are due to set salary ranges for the Intern, Habitat Restoration Lead Worker and Special Assistant positions.

Staff recommends the 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 will be reflected in the FY 2025-26 budget.

Measure of Success


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

Attachments

1. CalPERS Circular Letter 200-050-16
2. Resolution 2025-XX



Abby Partin, Human Resources
Director



Jeremy Dennis, City Manager

RESOLUTION NO 2025-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.

Cliff Lentz, Mayor

I hereby certify that the foregoing Resolution No. 2025-XX was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 5, 2025, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk



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

City of Brisbane Master Pay Schedule
Approved per Resolution No. 2025-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	\$ 30.52	\$ 32.05	\$ 33.66	\$ 35.34	\$ 37.11				7/1/2025	General Employees	Non-Exempt
Accounting Assistant II	\$ 33.60	\$ 35.28	\$ 37.05	\$ 38.90	\$ 40.84				7/1/2025	General Employees	Non-Exempt
Accounting Systems Analyst	\$ 46.14	\$ 48.57	\$ 51.00	\$ 53.55	\$ 56.22				7/1/2025	General Employees	Non-Exempt
Administrative Assistant	\$ 40.37	\$ 42.39	\$ 44.50	\$ 46.73	\$ 49.08				7/1/2025	General Employees	Non-Exempt
Administrative Management Analyst	\$ 51.39	\$ 53.95	\$ 56.66	\$ 59.47	\$ 62.46				7/1/2025	Confidential Employee	Exempt
Administrative Services Director	\$ 103.76	\$ 108.93	\$ 114.39	\$ 120.10	\$ 126.12				7/1/2025	Confidential Management	Exempt
Assistant Engineer I	\$ 47.01	\$ 49.37	\$ 51.83	\$ 54.43	\$ 57.14				7/1/2025	General Employees	Non-Exempt
Assistant Engineer II	\$ 51.72	\$ 54.28	\$ 57.01	\$ 59.86	\$ 62.85				7/1/2025	General Employees	Non-Exempt
Assistant City Manager	\$ 119.32	\$ 125.27	\$ 131.55	\$ 138.11	\$ 145.04				7/1/2025	Confidential Management	Exempt
Assistant to the City Manager	\$ 79.51	\$ 83.47	\$ 87.66	\$ 92.03	\$ 96.65				7/1/2025	Executive Management	Exempt
Assistant Fire Marshal	\$ 89.24	\$ 93.71	\$ 98.39	\$ 103.31	\$ 108.48				7/1/2025	Brisbane Fire Management	Exempt
Associate Civil Engineer	\$ 61.58	\$ 64.64	\$ 67.88	\$ 71.28	\$ 74.84				7/1/2025	Mid-Management/Professional	Exempt
Associate Planner	\$ 54.40	\$ 57.13	\$ 59.99	\$ 62.99	\$ 66.14				7/1/2025	General Employees	Non-Exempt
Building Permit Technician	\$ 41.20	\$ 43.25	\$ 45.42	\$ 47.69	\$ 50.06				7/1/2025	General Employees	Non-Exempt
Cashier	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.52	\$ 21.54				7/1/2025	Unrepresented	Non-Exempt
C/CAG Stormwater Program Director	\$ 81.34	\$ 85.41	\$ 89.68	\$ 94.17	\$ 98.88				7/1/2025	Mid-Management/Professional	Exempt
City Clerk	\$ 64.33	\$ 67.56	\$ 70.93	\$ 74.49	\$ 78.20				7/1/2025	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 158.25		7/1/2025	Unrepresented	Exempt
Code Enforcement Officer	\$ 43.87	\$ 46.07	\$ 48.36	\$ 50.78	\$ 53.33				7/1/2025	General Employees	Non-Exempt
Communications Digital and Media Coordinator	\$ 41.20	\$ 43.25	\$ 45.42	\$ 47.69	\$ 50.06				7/1/2025	General Employees	Non-Exempt
Communications Manager	\$ 60.10	\$ 63.26	\$ 66.59	\$ 70.09	\$ 73.78				7/1/2025	Mid-Management/Professional	Exempt
Community Development Director	\$ 100.33	\$ 105.35	\$ 110.63	\$ 116.16	\$ 121.97				7/1/2025	Executive Management	Exempt
Community Development Technician	\$ 41.20	\$ 43.25	\$ 45.42	\$ 47.69	\$ 50.06				7/1/2025	General Employees	Non-Exempt
Community Services Officer	\$ 35.91	\$ 38.23	\$ 40.15	\$ 42.15	\$ 44.26				7/1/2025	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			7/1/2025	Elected Position	
Crossing Guard	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.52	\$ 21.54				7/1/2025	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 48.37	\$ 50.79	\$ 53.33	\$ 56.01	\$ 58.79				7/1/2025	Confidential	Exempt
Deputy Director of Public Works	\$ 90.88	\$ 95.42	\$ 100.20	\$ 105.21	\$ 110.46				7/1/2025	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 81.34	\$ 85.41	\$ 89.68	\$ 94.17	\$ 98.88				7/1/2025	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 66.60	\$ 69.93	\$ 73.43	\$ 77.10	\$ 80.95				7/1/2025	Executive Management	Exempt
Engineering Technician	\$ 45.31	\$ 47.59	\$ 49.96	\$ 52.44	\$ 55.08				7/1/2025	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 41.85	\$ 43.93	\$ 46.13	\$ 48.44	\$ 50.86				7/1/2025	General Employees	Non-Exempt
Facility Attendant	\$ 20.77	\$ 21.80	\$ 22.89	\$ 24.04	\$ 25.24				7/1/2025	Unrepresented	Non-Exempt
Finance Director	\$ 99.30	\$ 104.26	\$ 109.48	\$ 114.97	\$ 120.69				7/1/2025	Confidential Management	Exempt
Financial Services Manager	\$ 70.26	\$ 73.77	\$ 77.46	\$ 81.34	\$ 85.41				7/1/2025	Mid-Management/Professional	Exempt
Fire Captain	\$ 49.07	\$ 51.51	\$ 54.10	\$ 56.79	\$ 59.63				7/1/2025	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 57.48	\$ 63.52	\$ 66.69	\$ 70.01	\$ 73.51				7/1/2025	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -				7/1/2025	IAFF Local 2400	Non-Exempt
Firefighter	\$ 41.06	\$ 43.11	\$ 45.26	\$ 47.51	\$ 49.89		\$ 28.59		7/1/2025	IAFF Local 2400	Non-Exempt
Firefighter II	\$ 45.16	\$ 47.42	\$ 49.79	\$ 52.26	\$ 54.88				7/1/2025	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 41.06	\$ 43.11	\$ 45.26	\$ 47.51	\$ 49.89				7/1/2025	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic II	\$ 45.16	\$ 47.42	\$ 49.79	\$ 52.26	\$ 54.88				7/1/2025	IAFF Local 2400	Non-Exempt
Geographic Information System Manager	\$ 60.10	\$ 63.26	\$ 66.59	\$ 70.09	\$ 73.78				7/1/2025	Mid-Management/Professional	Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 16.50		7/1/2025	Unrepresented	Non-Exempt
Harbormaster	\$ 56.66	\$ 59.48	\$ 62.46	\$ 65.58	\$ 68.86				7/1/2025	Mid-Management/Professional	Exempt

Job Classification	Hourly Grade A	Hourly Grade B	Hourly Grade C	Hourly Grade D	Hourly Grade E	Monthly	Fixed Hourly	Hourly Range	Effective Date	Bargaining Group	FLSA Status
Head Lifeguard	\$ 24.90	\$ 26.15	\$ 27.45	\$ 28.84	\$ 30.27				7/1/2025	Unrepresented	Non-Exempt
History Project Asst	\$ 42.14	\$ 44.25	\$ 46.46	\$ 48.78	\$ 51.23				7/1/2025	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 83.00	\$ 87.15	\$ 91.51	\$ 96.09	\$ 100.89				7/1/2025	Confidential	Exempt
Human Resources Director	\$ 97.45	\$ 102.32	\$ 107.44	\$ 112.81	\$ 118.45				7/1/2025	Confidential Management	Exempt
Human Resources Technician	\$ 41.20	\$ 43.25	\$ 45.42	\$ 47.69	\$ 50.06				7/1/2025	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 61.94	\$ 65.04	\$ 68.29	\$ 71.70	\$ 75.30				7/1/2025	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -			\$16.50 - \$23.00	7/1/2025	Unrepresented	Non-Exempt
Lifeguard	\$ 18.90	\$ 19.84	\$ 20.83	\$ 21.88	\$ 22.95				7/1/2025	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 46.60	\$ 48.94	\$ 51.38	\$ 53.94	\$ 56.64				7/1/2025	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 35.33	\$ 37.08	\$ 38.94	\$ 40.89	\$ 42.94				7/1/2025	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 38.85	\$ 40.79	\$ 42.84	\$ 44.96	\$ 47.22				7/1/2025	General Employees	Non-Exempt
Marina Maintenance Worker I (Part-time)	\$ 36.02	\$ 37.82	\$ 39.71	\$ 41.71	\$ 43.79				7/1/2025	Unrepresented	Non-Exempt
Marina Maintenance Worker II (Part-time)	\$ 39.61	\$ 41.63	\$ 43.66	\$ 45.83	\$ 48.16				7/1/2025	Unrepresented	Non-Exempt
Marina Services Director	\$ 62.25	\$ 65.36	\$ 68.63	\$ 72.06	\$ 75.67				7/1/2025	Executive Management	Exempt
Office Assistant	\$ 32.38	\$ 33.94	\$ 35.64	\$ 37.42	\$ 39.31				7/1/2025	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 32.97	\$ 34.60	\$ 36.33	\$ 38.17	\$ 40.08				7/1/2025	Unrepresented	Non-Exempt
Office Specialist	\$ 37.95	\$ 39.84	\$ 41.85	\$ 43.93	\$ 46.13				7/1/2025	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 38.72	\$ 40.64	\$ 42.67	\$ 44.81	\$ 47.05				7/1/2025	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			7/1/2025	Appointed Position	
Parks & Recreation Director	\$ 95.67	\$ 100.47	\$ 105.48	\$ 110.75	\$ 116.29				7/1/2025	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 35.33	\$ 37.08	\$ 38.94	\$ 40.89	\$ 42.94				7/1/2025	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 36.02	\$ 37.82	\$ 39.71	\$ 41.71	\$ 43.79				7/1/2025	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 38.85	\$ 40.79	\$ 42.84	\$ 44.96	\$ 47.22				7/1/2025	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 41.20	\$ 43.25	\$ 45.42	\$ 47.69	\$ 50.06				7/1/2025	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			7/1/2025	Appointed Position	
Police Chief	\$ 117.09	\$ 122.94	\$ 129.08	\$ 135.55	\$ 142.31				7/1/2025	Police Chief	Exempt
Police Commander	\$ 105.56	\$ 110.84	\$ 116.39	\$ 122.21	\$ 128.31				7/1/2025	Police Commander	Exempt
Police Officer	\$ 53.65	\$ 56.33	\$ 59.15	\$ 62.10	\$ 65.21				7/1/2025	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 56.33	\$ 59.15	\$ 62.10	\$ 65.21	\$ 68.47				7/1/2025	Brisbane Police Officers Association*	Non-Exempt
Police Corporal	\$ 59.01	\$ 61.96	\$ 65.06	\$ 68.32	\$ 71.73				7/1/2025	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 64.64	\$ 67.87	\$ 71.26	\$ 74.82	\$ 78.57				7/1/2025	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 39.70		7/1/2025	Unrepresented	Non-Exempt
Pre-School Teacher	\$ 20.89	\$ 21.95	\$ 23.04	\$ 24.21	\$ 25.42				7/1/2025	Unrepresented	Non-Exempt
Principal Analyst	\$ 71.88	\$ 75.49	\$ 79.25	\$ 83.20	\$ 87.37				7/1/2025	Confidential	Exempt
Principal Planner	\$ 76.56	\$ 80.39	\$ 84.41	\$ 88.63	\$ 93.06				7/1/2025	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 75.72	\$ 79.52	\$ 83.50	\$ 87.67	\$ 92.06				7/1/2025	Mid-Management/Professional	Exempt
Public Service Aide	\$ 18.59	\$ 19.53	\$ 20.49	\$ 21.51	\$ 22.60				7/1/2025	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 117.47	\$ 123.34	\$ 129.50	\$ 135.99	\$ 142.79				7/1/2025	Executive Management	Exempt
Public Works Inspector	\$ 57.97	\$ 60.88	\$ 63.91	\$ 67.10	\$ 70.46				7/1/2025	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 46.63	\$ 48.96	\$ 51.39	\$ 53.97	\$ 56.66				7/1/2025	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 35.33	\$ 37.08	\$ 38.94	\$ 40.89	\$ 42.94				7/1/2025	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 36.02	\$ 37.82	\$ 39.71	\$ 41.71	\$ 43.79				7/1/2025	Unrepresented	Non-Exempt
Public Works Maintenance Worker II	\$ 38.85	\$ 40.79	\$ 42.84	\$ 44.96	\$ 47.22				7/1/2025	General Employees	Non-Exempt
Public Works Superintendent	\$ 75.36	\$ 79.13	\$ 83.09	\$ 87.25	\$ 91.60				7/1/2025	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 57.60	\$ 60.48	\$ 63.50	\$ 66.68	\$ 70.02				7/1/2025	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 52.25	\$ 55.00	\$ 57.90	\$ 60.95	\$ 64.16				7/1/2025	Mid-Management/Professional	Exempt
Receptionist	\$ 32.33	\$ 33.94	\$ 35.64	\$ 37.42	\$ 39.31				7/1/2025	General Employees	Non-Exempt

Job Classification	Hourly Grade A	Hourly Grade B	Hourly Grade C	Hourly Grade D	Hourly Grade E	Monthly	Fixed Hourly	Hourly Range	Effective Date	Bargaining Group	FLSA Status
Receptionist (Part-time)	\$ 32.97	\$ 34.60	\$ 36.33	\$ 38.17	\$ 40.08				7/1/2025	Unrepresented	Non-Exempt
Recreation Leader	\$ 20.86	\$ 21.90	\$ 23.00	\$ 24.14	\$ 25.35				7/1/2025	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.52	\$ 21.54				7/1/2025	Unrepresented	Non-Exempt
Recreation Manager	\$ 70.88	\$ 74.42	\$ 78.14	\$ 82.06	\$ 86.15				7/1/2025	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 35.86	\$ 38.27	\$ 40.18	\$ 42.18	\$ 44.29				7/1/2025	General Employees	Non-Exempt
Recreation Supervisor	\$ 52.36	\$ 55.00	\$ 57.73	\$ 60.62	\$ 63.66				7/1/2025	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 60.10	\$ 63.26	\$ 66.59	\$ 70.09	\$ 73.78				7/1/2025	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 38.32	\$ 40.24	\$ 42.25	\$ 44.36	\$ 46.58				7/1/2025	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 38.06	\$ 39.97	\$ 41.97	\$ 44.07	\$ 46.26				7/1/2025	General Employees	Non-Exempt
Senior Civil Engineer	\$ 75.72	\$ 79.52	\$ 83.50	\$ 87.67	\$ 92.06				7/1/2025	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 57.41	\$ 60.28	\$ 63.30	\$ 66.46	\$ 69.77				7/1/2025	Confidential	Exempt
Senior Management Analyst	\$ 56.28	\$ 59.09	\$ 62.05	\$ 65.14	\$ 68.39				7/1/2025	Mid-Management/Professional	Exempt
Senior Planner	\$ 64.75	\$ 67.98	\$ 71.38	\$ 74.97	\$ 78.70				7/1/2025	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 26.76	\$ 28.10	\$ 29.50	\$ 30.98	\$ 32.54				7/1/2025	Unrepresented	Non-Exempt
Sustainability Manager	\$ 60.10	\$ 63.26	\$ 66.59	\$ 70.09	\$ 73.78				7/1/2025	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -			\$16.50-\$145.00	7/1/2025	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 175.04		7/1/2025	Confidential Management	Exempt
Swim Instructor	\$ 20.61	\$ 21.64	\$ 22.73	\$ 23.87	\$ 25.06				7/1/2025	Unrepresented	Non-Exempt
Van Driver	\$ 19.38	\$ 20.37	\$ 21.39	\$ 22.47	\$ 23.59				7/1/2025	Unrepresented	Non-Exempt
Water Quality Technician	\$ 38.85	\$ 40.79	\$ 42.84	\$ 44.96	\$ 47.22				7/1/2025	General Employees	Non-Exempt