



CITY COUNCIL AGENDA REPORT

Meeting Date: April 1, 2021

From: Abby Partin, Human Resources Administrator

Subject: Approval of Resolutions No. 2021-26 and 2021-27

Establishing the Classification of C/CAG Stormwater Program Director and Amending the Master Pay Schedule.

Community Goal/Result

Fiscally Prudent

Purpose

To continue to provide support to the City/County Association of Governments.

Recommendation

Adopt Resolutions No. 2021-26 and 2021-27 by approving the following:

- Establish the C/CAG Stormwater Program Director classification;
- Amend the Master Pay Schedule;
- Add C/CAG Stormwater Program Director to Mid-Management/Professional Employees unit.

Background

In 2006, City/County Association of Governments (C/CAG) contracted with the City of Brisbane for a part-time service to support the C/CAG Stormwater Program. In 2010, the Stormwater Program expanded and needed full-time service, which led to amending the contract between C/CAG and the City of Brisbane. Effective January 1, 2011, a City employee began working at full-time capacity on the C/CAG Stormwater Program and relocated to the C/CAG office in Redwood City. As part of the amended agreement, C/CAG contracted with the City, up to a five-percent administrative fee compensation to allow the City employee to work in a full-time capacity.

Discussion

The C/CAG Stormwater Program supports all twenty-one (21) jurisdictions in San Mateo County to meet the Municipal Regional Permit (MRP) requirements as promulgated by the San Francisco Bay Regional Water Quality Control Board. The MRP regulatory requirements have expanded over the years and required increased countywide program support, particularly in compliance actions related to reducing trash, mercury, and PCBs in stormwater runoff. More recently, MRP requirements expanded in the areas of green infrastructure planning, watershed and pollutant reduction modeling, and infrastructure-based stormwater treatment solutions. At present, the Regional Water

Quality Control Board is developing a new Draft MRP 3.0 which will increase regulatory requirements. Some of those requirements will be more cost-effectively addressed by the C/CAG Countywide Stormwater Program. To better align the increase in the scope of work in fulfilling the expanded Stormwater Program in response to the Municipal Regional Permit requirements, staff recommends establishing the classification of C/CAG Stormwater Program Director.

This position will provide technical and administrative support to C/CAG on stormwater and related issues; coordinate projects and programs with C/CAG's member agencies and outside agencies and stakeholders; manage budgets related to all assigned projects and programs; develop and execute C/CAG plans and objectives; exercise professional and technical leadership through staff supervision and consultant management.

This recommendation is rather a unique situation as the City does not foresee permitting any of its current employees, providing any services to another public entity or agency.

Staff provided the proposed job description to the Mid-Management/ Professional Employees Unit for review and approval to include of the classification into the bargaining group.

Fiscal Impact

There is no fiscal impact to the City. The City will continue to collect administrative fees from City/County Association of Governments.

Measure of Success

The City is able to maintain a good working relationship with the City/County Association of Governments.

Attachments

Resolution 2021-26

Resolution 2021-27



Abby Partin, Human Resources
Administrator



Clay Holstine, City Manager

RESOLUTION NO 2021- 26

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
AMENDING RESOLUTION 2001-11 TO INCLUDE THE CLASSIFICATION OF C/CAG
STORMWATER PROGRAM DIRECTOR IN THE CLASS SPECIFICATION MANUAL**

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

WHEREAS, the City Manager has established the need for the new classification of C/CAG Stormwater Program Director; and

WHEREAS, the class description for C/CAG Stormwater Program Director was developed in cooperation with and has been approved by the City Manager; and

WHEREAS, this newly developed class description for C/CAG Stormwater Program Director meet the requirements established Rule 6.02b of the City of Brisbane Personnel Rules and Regulations for the Class Specification Manual.

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

The class description for the classification of C/CAG Stormwater Program Director in Exhibit "A" is approved for inclusion in the Class Specification Manual.

Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-26 was duly and regularly adopted at a regular meeting of the Brisbane City Council on April 1, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

RESOLUTION NO 2021- 27

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

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

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

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

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

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

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

Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-27 was duly and regularly adopted at a regular meeting of the Brisbane City Council on April 1, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

CITY OF BRISBANE

**C/CAG STORMWATER PROGRAM DIRECTOR
(CITY/COUNTY ASSOCIATION OF GOVERNMENTS
COUNTYWIDE STORMWATER PROGRAM)**

Definition

Under general direction of the Executive Director of the City/County Association of Governments of San Mateo County (C/CAG), the C/CAG Stormwater Program Director plans, organizes, directs, and coordinates activities and programs related to stormwater management and the Countywide Stormwater Program. This position provides technical and administrative support to C/CAG on stormwater and related issues; coordinates projects and programs with C/CAG's member agencies and outside agencies and stakeholders; manages budgets related to all assigned projects and programs; designs and uses standard work, policies and procedures; develops and executes C/CAG plans and objectives; exercises professional and technical leadership through staff supervision and consultant management. Coordinates activities with other C/CAG programs; responsible for coordinating countywide activities related to municipal stormwater management requirements as promulgated by the San Francisco Bay Regional Water Quality Control Board.

Class Characteristics

Oversee the strategic planning, organizing, directing and coordinating for the Countywide Stormwater Program. Monitor and lead teams responsible for a wide variety of stormwater plans, programs, and projects. Manage contracts for a variety of projects and studies. Work to maximize the value of stormwater funding by managing various funding sources and assigning projects to the most appropriate fund source. Represent the agency in various environments, analyze stormwater and water policies related to funding and project delivery, and develop and implement goals, policies and priorities to support the overall quality of life for citizens as related to storm water runoff and its connections with transportation, climate resilience, urban greening, water supply and conservation, and other related issues. This is an advanced-level, professionally registered engineering classification that performs a wide variety of engineering duties that require exercising independent judgment and initiative in prioritizing, scheduling, assigning and coordinating work. This class is distinguished from other engineering classes in that it is specific to managing implementation of general program tasks required by C/CAG under the Countywide Stormwater Program for all local jurisdictions in San Mateo County.

Supervision Received and Exercised

Receive general direction from the C/CAG Executive Director. Exercise direct supervision over lower level professional personnel as well as direct and manage consultants and contract service providers.

Examples of Duties (Illustrative Only)

- Provide technical support and recommendations to the C/CAG Board in the formulation and implementation of stormwater program priorities, funding, programming, planning, and projects.

- Provide technical support and analysis to the C/CAG Board and Stormwater Committee on stormwater-related issues including climate resilience.
- Work on assignments that are highly complex and sensitive in nature, where substantial judgment and initiative is essential.
- Procure, manage, direct, and monitor consultant services, including contract negotiation and invoice processing.
- Monitor and ensure effective internal controls are in place for projects and programs to ensure compliance with all applicable federal, state, and local laws and regulations.
- Recruit, select, develop, supervise, motivate, and evaluate staff and ensure timely and quality of staff work product.
- Apply for and administer grants and manage grant funded projects.
- Represent CCAG and C/CAG member agencies in regional and local stormwater task forces, work groups, and committees, including the Bay Area Stormwater Management Agencies Association
- Work in collaboration with C/CAG member agencies and partner agencies to ensure customer satisfaction as well as represent C/CAG's best interests.
- Analyze stormwater-related policies and proposed legislation, recommend positions to be taken by C/CAG. Maintain liaison with officials in the legislative and other governmental offices to further C/CAG goals, objectives, and interests.
- Coordinate among C/CAG member agencies, the Bay Area Stormwater Management Agencies Association (BASMAA), California Stormwater Quality Association (CASQA) and relevant regional and state agencies regarding stormwater-related plans, projects, programming, and allocation of funds.
- Assist the Executive Director in strategic planning and organization management. Participate as a member of the senior management team in the development and implementation of organization-wide policies and programs that will contribute to its overall success.
- Manage C/CAG stormwater funds such as Measure M vehicle registration funds and the Countywide Program's stormwater property tax fees.
- Maintain and track program and project budgets; review accounting/financial reports from C/CAG Fiscal Agent and reconcile differences. Provide supporting information for financial audits on responsible programs/projects
- Develop and recommend strategies and priorities on stormwater, climate resilience, integration of stormwater management with transportation investments, and associated strategies as they relate to stormwater quality and quantity.
- Responsible for the development, implementation, and management of plans, projects, programs, and resources such as the Countywide Stormwater Resource Plan, Countywide Hydrology Model and Reasonable Assurance Analyses, Countywide Sustainable Streets Master Plan, Green Infrastructure Design Guide, web-based stormwater-related GIS resources, and the Countywide Program's website and online presence. Coordinate between the region and San Mateo County on evolving stormwater permit regulations and related activities.
- Coordinate with San Francisco Bay Regional Water Quality Control Board and U.S. Environmental Protection Agency on the development and implementation of policies, regulations, and requirements.
- Create goals and strategies that support C/CAG's vision and management philosophy.
- Plan, direct, manage and support C/CAG-sponsored stormwater or integrated projects to ensure timely and cost-effective delivery of projects by working with involved agencies and consultants.
- Coordinate with federal, state, regional and local agencies to ensure compliance with pertinent administrative requirements.

- Coordinate with C/CAG legal counsel regarding unfunded mandate test claims, permit appeals, and litigation issues.
- Oversee annual revenue program for the Countywide Stormwater Program, including facilitating consultant activities to ensure collection of annual fees on the property tax rolls by the County Assessor's Office.
- Performs related duties and responsibilities as assigned.

Qualifications

Knowledge of:

- Principles and practices of municipal management and public administration, including supervision and evaluation of personnel, budget planning, preparation, and implementation, and public affairs.
- Principles and practices of governmental procurement principles, contract negotiation, preparation and administration.
- Pertinent local, state and federal laws, rules, regulations and enforcement procedures.
- Practices and procedures as applied to the analysis and evaluation of programs, policies and operational needs.
- Local and state legislative processes and the key players within those processes.
- Basic principles and practices of C/CAG's operations and its administration and organization.
- Principles and practices of stormwater engineering and planning or urban planning.
- Technical, legal, financial and public relations aspects of municipal government.

Skill in:

- Research, analyze, and make recommendations on administrative and management practices and procedures.
- Communicate effectively both orally and in writing; prepare comprehensive administrative, fiscal and technical reports and correspondence.
- Represent C/CAG to other departments, agencies, and before public bodies.
- Establish and maintain effective and cooperative working relationships with others contacted in course of performing assigned responsibilities.
- Integrate a variety of activities and services to achieve program goals, objectives, and priorities.
- Apply principles and techniques of community engagement.
- Speak effectively to diverse audiences, including professional, civic, legislative, and citizen groups.
- Maintain cooperative working relationships with other agencies and staff.
- Prepare complex and detailed written reports, program policies, procedures and contracts.
- Interpret policies, guidelines and procedures.

Education and Experience:

Education:

Graduation from an accredited college or university with a Bachelor's Degree in environmental engineering or a closely related field.

Experience:

Eight years of increasingly responsible professional civil or environmental engineering experience involving program oversight, project or construction management, policy interpretation and implementation. Municipal managerial, professional engineering, and supervisory experience is highly desirable.

License:

Possession of or the ability to obtain a valid California Class C driver's license and have a satisfactory driving record. Possession of a valid certificate of registration as a Civil Engineer issued by the State's Department of Consumer Affairs, Board for Professional Engineers and Land Surveyors. Such licenses and certifications shall be maintained during employment.

Working Conditions:

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

Physical Demands:

Sufficient mobility and physical flexibility to negotiate difficult project sites and construction terrain where crouching, bending, stooping, climbing and/or kneeling would be required. Vision to adequately and quickly review plans and specifications, read printed materials, and a computer screen. Mental alertness and comprehension to learn and retain technical and administrative information, terminology, equipment, policies, procedures and safety practices. Physical stamina to work extended or irregular hours and attend lengthy meetings and attentively follow proceedings. Ability to maintain sustained posture in a seated position for prolonged periods of time. Hearing and speech to communicate in person and over the telephone. Ability to speak clearly and write clear and concise English.

Approved Date:
Resolution:

Revised Date:
Resolution:

Bargaining Unit:
Resolution:

Former Titles:

Abolished:

Appendix A

City of Brisbane Master Pay Schedule
Approved per Resolution No.

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				1/4/2021	General Employees	Non-Exempt
Accounting Assistant II	\$ 27.48	\$ 28.86	\$ 30.31	\$ 31.81	\$ 33.41				1/4/2021	General Employees	Non-Exempt
Administrative Assistant	\$ 33.02	\$ 34.67	\$ 36.40	\$ 38.22	\$ 40.14				1/4/2021	General Employees	Non-Exempt
Administrative Management Analyst	\$ 42.03	\$ 44.12	\$ 46.34	\$ 48.64	\$ 51.09				1/4/2021	Confidential Employee	Exempt
Administrative Services Director	\$ 84.86	\$ 89.10	\$ 93.56	\$ 98.23	\$ 103.15				1/4/2021	Confidential Management	Exempt
Assistant Engineer I	\$ 38.45	\$ 40.38	\$ 42.39	\$ 44.52	\$ 46.74				1/4/2021	General Employees	Non-Exempt
Assistant Engineer II	\$ 42.30	\$ 44.40	\$ 46.63	\$ 48.96	\$ 51.41				1/4/2021	General Employees	Non-Exempt
Assistant City Manager	\$ 97.59	\$ 102.46	\$ 107.60	\$ 112.96	\$ 118.63				2/18/2021	Confidential Management	Exempt
Assistant to the City Manager	\$ 65.03	\$ 68.27	\$ 71.70	\$ 75.27	\$ 79.05				1/4/2021	Executive Management	Exempt
Associate Civil Engineer	\$ 50.36	\$ 52.87	\$ 55.52	\$ 58.30	\$ 61.22				1/4/2021	Mid-Management/Professional	Exempt
Associate Planner	\$ 44.49	\$ 46.73	\$ 49.07	\$ 51.52	\$ 54.10				1/4/2021	General Employees	Non-Exempt
Cashier	\$ 13.25	\$ 13.91	\$ 14.61	\$ 15.34	\$ 16.11				1/4/2021	Unrepresented	Non-Exempt
C/CAG Stormwater Program Director	\$ 66.53	\$ 69.86	\$ 73.35	\$ 77.02	\$ 80.87				4/1/2021	Mid-Management/Professional	Exempt
City Clerk	\$ 52.62	\$ 55.25	\$ 58.01	\$ 60.92	\$ 63.96				1/4/2021	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 122.97		1/4/2021	Unrepresented	Exempt
Code Enforcement Officer	\$ 35.88	\$ 37.68	\$ 39.56	\$ 41.53	\$ 43.62				1/4/2021	General Employees	Non-Exempt
Communications Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35				1/4/2021	Mid-Management/Professional	Exempt
Community Development Director	\$ 82.06	\$ 86.17	\$ 90.48	\$ 95.01	\$ 99.76				1/4/2021	Executive Management	Exempt
Community Development Technician	\$ 33.70	\$ 35.37	\$ 37.15	\$ 39.00	\$ 40.95				1/4/2021	General Employees	Non-Exempt
Community Services Officer	\$ 29.37	\$ 31.27	\$ 32.83	\$ 34.48	\$ 36.20				1/4/2021	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			1/4/2021	Elected Position	
Crossing Guard	\$ 13.31	\$ 13.97	\$ 14.68	\$ 15.41	\$ 16.18				1/4/2021	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 39.56	\$ 41.54	\$ 43.62	\$ 45.81	\$ 48.09				1/4/2021	Confidential	Exempt
Deputy Director of Public Works	\$ 74.33	\$ 78.04	\$ 81.95	\$ 86.05	\$ 90.35				1/4/2021	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 66.53	\$ 69.86	\$ 73.35	\$ 77.02	\$ 80.87				1/4/2021	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 54.47	\$ 57.20	\$ 60.06	\$ 63.06	\$ 66.21				1/4/2021	Executive Management	Exempt
Engineering Technician	\$ 37.06	\$ 38.92	\$ 40.86	\$ 42.89	\$ 45.05				1/4/2021	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 34.23	\$ 35.93	\$ 37.73	\$ 39.62	\$ 41.60				1/4/2021	General Employees	Non-Exempt
Facility Attendant	\$ 16.99	\$ 17.83	\$ 18.72	\$ 19.67	\$ 20.64				1/4/2021	Unrepresented	Non-Exempt
Finance Director	\$ 81.22	\$ 85.27	\$ 89.54	\$ 94.03	\$ 98.71				1/4/2021	Confidential Management	Exempt
Financial Services Manager	\$ 57.47	\$ 60.33	\$ 63.35	\$ 66.53	\$ 69.86				1/4/2021	Mid-Management/Professional	Exempt
Fire Captain	\$ 39.94	\$ 41.92	\$ 44.03	\$ 46.22	\$ 48.54				1/4/2021	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 49.22	\$ 51.70	\$ 54.28	\$ 56.98	\$ 59.83				1/4/2021	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 23.27		1/4/2021	IAFF Local 2400	Non-Exempt
Firefighter	\$ 33.42	\$ 35.09	\$ 36.84	\$ 38.67	\$ 40.61				1/4/2021	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 33.42	\$ 35.09	\$ 36.84	\$ 38.67	\$ 40.61				1/4/2021	IAFF Local 2400	Non-Exempt
Habitat Restoration Aide	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 12.00		1/4/2021	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 15.00		1/4/2021	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
Harbormaster	\$ 46.34	\$ 48.65	\$ 51.08	\$ 53.64	\$ 56.32				1/4/2021	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 20.37	\$ 21.39	\$ 22.45	\$ 23.59	\$ 24.76				1/4/2021	Unrepresented	Non-Exempt
History Project Asst	\$ 34.47	\$ 36.19	\$ 38.00	\$ 39.90	\$ 41.90				1/4/2021	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 67.89	\$ 71.28	\$ 74.85	\$ 78.59	\$ 82.52				1/4/2021	Confidential	Exempt
Human Resources Technician	\$ 33.70	\$ 35.37	\$ 37.15	\$ 39.00	\$ 40.95				1/4/2021	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 50.66	\$ 53.19	\$ 55.85	\$ 58.65	\$ 61.59				1/4/2021	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -			\$15.00 - \$20.00	1/4/2021	Unrepresented	Non-Exempt
Lifeguard	\$ 15.45	\$ 16.23	\$ 17.04	\$ 17.89	\$ 18.77				1/4/2021	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 38.11	\$ 40.03	\$ 42.02	\$ 44.12	\$ 46.33				1/4/2021	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 35.12				1/4/2021	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62				1/4/2021	General Employees	Non-Exempt
Marina Maintenance Worker I (Part-time)	\$ 29.46	\$ 30.93	\$ 32.48	\$ 34.12	\$ 35.82				1/4/2021	Unrepresented	Non-Exempt
Marina Maintenance Worker II (Part-time)	\$ 32.39	\$ 34.05	\$ 35.71	\$ 37.48	\$ 39.39				1/4/2021	Unrepresented	Non-Exempt
Marina Services Director	\$ 50.91	\$ 53.46	\$ 56.14	\$ 58.94	\$ 61.89				1/4/2021	Executive Management	Exempt
Office Assistant	\$ 26.48	\$ 27.76	\$ 29.15	\$ 30.61	\$ 32.15				1/4/2021	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.22	\$ 32.78				1/4/2021	Unrepresented	Non-Exempt
Office Specialist	\$ 31.04	\$ 32.59	\$ 34.23	\$ 35.93	\$ 37.73				1/4/2021	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 31.67	\$ 33.24	\$ 34.90	\$ 36.65	\$ 38.49				1/4/2021	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			1/4/2021	Appointed Position	
Parks & Recreation Director	\$ 78.25	\$ 82.17	\$ 86.27	\$ 90.58	\$ 95.12				1/4/2021	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 35.12				1/4/2021	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 29.46	\$ 30.93	\$ 32.48	\$ 34.12	\$ 35.82				1/4/2021	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62				1/4/2021	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 33.70	\$ 35.37	\$ 37.15	\$ 39.00	\$ 40.95				1/4/2021	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			1/4/2021	Appointed Position	
Police Chief	\$ 95.77	\$100.56	\$ 105.58	\$110.87	\$ 116.40				1/4/2021	Police Chief	Exempt
Police Commander	\$ 86.34	\$ 90.66	\$ 95.20	\$ 99.96	\$ 104.95				1/4/2021	Police Commander	Exempt
Police Officer	\$ 43.90	\$ 46.09	\$ 48.40	\$ 50.82	\$ 53.36				1/4/2021	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 46.09	\$ 48.40	\$ 50.82	\$ 53.36	\$ 56.02				1/4/2021	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 52.89	\$ 55.53	\$ 58.31	\$ 61.22	\$ 64.28				1/4/2021	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 32.47		1/4/2021	Unrepresented	Non-Exempt
Pre-School Teacher	\$ 17.08	\$ 17.95	\$ 18.84	\$ 19.80	\$ 20.79				1/4/2021	Unrepresented	Non-Exempt
Principal Analyst	\$ 58.79	\$ 61.74	\$ 64.82	\$ 68.05	\$ 71.46				1/4/2021	Confidential	Exempt
Principal Planner	\$ 62.62	\$ 65.75	\$ 69.04	\$ 72.49	\$ 76.12				1/4/2021	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 61.94	\$ 65.04	\$ 68.29	\$ 71.71	\$ 75.30				1/4/2021	Mid-Management/Professional	Exempt
Public Service Aide	\$ 15.20	\$ 15.97	\$ 16.76	\$ 17.59	\$ 18.48				1/4/2021	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 96.08	\$100.88	\$ 105.92	\$111.22	\$ 116.79				1/4/2021	Executive Management	Exempt
Public Works Inspector	\$ 47.41	\$ 49.79	\$ 52.28	\$ 54.88	\$ 57.63				1/4/2021	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 38.14	\$ 40.04	\$ 42.03	\$ 44.14	\$ 46.34				1/4/2021	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 28.89	\$ 30.33	\$ 31.85	\$ 33.44	\$ 35.12				1/4/2021	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 29.46	\$ 30.93	\$ 32.48	\$ 34.12	\$ 35.82				1/4/2021	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
Public Works Maintenance Worker II	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62				1/4/2021	General Employees	Non-Exempt
Public Works Superintendent	\$ 61.64	\$ 64.72	\$ 67.96	\$ 71.36	\$ 74.92				1/4/2021	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 47.11	\$ 49.47	\$ 51.94	\$ 54.54	\$ 57.27				1/4/2021	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 42.74	\$ 44.99	\$ 47.36	\$ 49.85	\$ 52.47				1/4/2021	Mid-Management/Professional	Exempt
Receptionist	\$ 26.45	\$ 27.76	\$ 29.15	\$ 30.61	\$ 32.15				1/4/2021	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.22	\$ 32.78				1/4/2021	Unrepresented	Non-Exempt
Recreation Leader	\$ 17.06	\$ 17.91	\$ 18.81	\$ 19.74	\$ 20.73				1/4/2021	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 13.25	\$ 13.91	\$ 14.61	\$ 15.34	\$ 16.11				1/4/2021	Unrepresented	Non-Exempt
Recreation Manager	\$ 57.97	\$ 60.87	\$ 63.91	\$ 67.11	\$ 70.47				1/4/2021	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 29.33	\$ 31.30	\$ 32.86	\$ 34.50	\$ 36.22				1/4/2021	General Employees	Non-Exempt
Recreation Supervisor	\$ 42.83	\$ 44.99	\$ 47.22	\$ 49.58	\$ 52.06				1/4/2021	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35				1/4/2021	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 31.34	\$ 32.91	\$ 34.55	\$ 36.28	\$ 38.10				1/4/2021	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 31.13	\$ 32.70	\$ 34.32	\$ 36.05	\$ 37.83				1/4/2021	General Employees	Non-Exempt
Senior Civil Engineer	\$ 61.94	\$ 65.04	\$ 68.29	\$ 71.71	\$ 75.30				1/4/2021	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 46.96	\$ 49.30	\$ 51.77	\$ 54.36	\$ 57.07				1/4/2021	Confidential	Exempt
Senior Management Analyst	\$ 46.03	\$ 48.33	\$ 50.75	\$ 53.28	\$ 55.94				1/4/2021	Mid-Management/Professional	Exempt
Senior Planner	\$ 52.96	\$ 55.60	\$ 58.38	\$ 61.32	\$ 64.37				1/4/2021	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 21.89	\$ 22.98	\$ 24.13	\$ 25.34	\$ 26.61				1/4/2021	Unrepresented	Non-Exempt
Sustainability Manager	\$ 49.16	\$ 51.74	\$ 54.46	\$ 57.33	\$ 60.35				1/4/2021	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -			\$12.00-\$75.00	1/4/2021	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 175.04		1/4/2021	Confidential Management	Exempt
Swim Instructor	\$ 16.85	\$ 17.70	\$ 18.59	\$ 19.52	\$ 20.50				1/4/2021	Unrepresented	Non-Exempt
Van Driver	\$ 16.85	\$ 17.70	\$ 18.59	\$ 19.52	\$ 20.50				1/4/2021	Unrepresented	Non-Exempt
Water Quality Technician	\$ 31.78	\$ 33.36	\$ 35.04	\$ 36.77	\$ 38.62				1/7/2021	General Employees	Non-Exempt