



CITY COUNCIL AGENDA REPORT

Meeting Date: January 20, 2022

From: Abby Partin, Human Resources Administrator

Subject: Adopt Resolutions to Establish the Classification of Assistant Fire Marshal and Amend the Master Pay Schedule.

Community Goal/Result

Fiscally Prudent, Safe Community

Purpose

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

Recommendation

We recommend the City Council adopt resolutions by approving the following:

- Establish the Assistant Fire Marshal classification;
- Amend the Master Pay Schedule; and
- Add Assistant Fire Marshal to Brisbane Fire Management Group.

Background

With the current and purposed growth in residential, retail, hotel, commercial and biotechnology construction, including the Baylands development within the City of Brisbane, North County Fire Authority (NCFA) has identified the need for an Assistant Fire Marshal position. The current staff within the NCFA Fire Prevention Services Division is not able to accommodate the on-going pre-fire engineering and fire code compliance responsibilities required to support the major development within the City of Brisbane.

Discussion

The Assistant Fire Marshal will serve as the point of contact in providing consistency and coordination related to any and all fire code and life safety requirements while interfacing with consultants, developers, contractors and the trades with regard to pre-fire engineering development process and during the construction implementation to completion of all projects. With today's development complexities, construction principles, alternative materials and methods necessities, detection and suppression systems requirements and so on, establishing a local consistent interpretation of fire and life safety codes ensures positive project outcomes.

Having this uniformed fire prevention position to establish and maintain effective working relationships from the pre-development and design phase, through construction to final completion and certification will be paramount and essential for the City of Brisbane.

The City will create a Brisbane Fire Management Group for bargaining purposes. The draft Memorandum of Understanding will be presented to the successful applicant and will be open to bargaining in future years.

Fiscal Impact

The estimated yearly cost at top rate of the new Assistant Fire Marshal is \$192,000. The total full year cost, including benefits for the position is \$341,000, which will be incorporated in the updated Fiscal Year 2021-22 budget. The City anticipates that a portion of this will be reimbursed by development. In the first year, staff anticipates that \$50,000 will be reimbursed from development on Sierra Point and BDI. In future years the amount of reimbursement might grow.

Measure of Success

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

Attachments

Resolution 2022-__
Resolution 2022-__



Abby Partin, Human Resources
Administrator

Clayton L. Holstine
Clay Holstine, City Manager

RESOLUTION NO 2022- __

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRISBANE
AMENDING RESOLUTION 2001-11 TO INCLUDE THE CLASSIFICATION OF FIRE
MARSHAL 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 Assistant Fire Marshal and

WHEREAS, the class description for Assistant Fire Marshal was developed in cooperation with and has been approved by the City Manager; and

WHEREAS, this newly developed class for Assistant Fire Marshal meets 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 Assistant Fire Marshal in Exhibit "A" is approved for inclusion in the Class Specification Manual.

Coleen Mackin, Mayor

I hereby certify that the foregoing Resolution No. 2022-__ was duly and regularly adopted at a regular meeting of the Brisbane City Council on January 20, 2022, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

CITY OF BRISBANE

ASSISTANT FIRE MARSHAL

Definition

Under the general direction of the Deputy Fire Chief of Special Services Bureau, administers the fire prevention program consisting of but not limited to pre-fire engineering and code enforcement compliance; assisting in planning for and directing of preventive measures including review of building plans, protective systems and specifications for compliance with fire and life safety codes and standards; conducting inspections; responding to emergency incidents and performing fire investigation for cause and origin determination; providing community outreach and public education; performs other duties as required and assigned.

Class Characteristics

The Assistant Fire Marshal is directly responsible for the supervision of personnel, management and coordination and overall activities of the Fire Prevention Services Division. In addition to technical and programmatic responsibilities, the Assistant Fire Marshal oversees matters of policy, code, rules, regulations related to the administration of fire prevention and pre-fire engineering. The Assistant Fire Marshal may be assigned Incident Command System (ICS) responsibilities and function within the scope of California Incident Command Certification System (CICCS) when deemed necessary.

Supervision Received and Exercised

Receives general supervision from a Special Services Bureau Deputy Fire Chief.

Examples of Important and Essential Duties - *the duties described below are provided as examples and are not to be considered as exclusive or all-inclusive:*

- Conduct fire and life safety plan reviews and inspections of occupancy classifications to ensure compliance with local, state, and national codes.
- Interprets and applies safety conditions, code requirements and required permits relating to approval of residential, commercial, industrial development and building modifications.
- Performs a variety of fire and life safety on-site inspections for new or modified construction, business license applications, use permits and code enforcement issues.
- Identifies fire and life safety problems and code issues; confers with property owners, consultants, developers, engineers, architects, contractors, business owners and others regarding code requirements and required mitigation.
- Assist, cooperate and work effectively with Building and Planning officials, external stakeholders and regulatory agencies.
- Determine the origin and cause of fires; establish the element of the crime of arson; collect evidence; conduct interviews; write reports; effectively work with local, state, and federal law enforcement agencies and the District Attorney's office; testify in court.
- Prepares a variety of reports, records, correspondence, informational and other written materials; prepare and present presentations to various public and private groups.
- Respond to emergency incidents and function within the Incident Command System.
- Prepare and distribute public information media releases on fire department activities and emergency incident response.

- Supervise assigned subordinate personnel which may include scheduling, assigning work and work timeframes; evaluate work performance and provide feedback; set work performance standards and operating procedures; mentor, train, coach, and delegate responsibilities for employee growth.
- Assigned “Duty Call” rotation within the Fire Prevention Services Division for emergency incidents, public information, cause and origin investigation, as well other necessary assignments.
- Interact with the public, employees, and others in a professional, courteous, and prompt manner. Provide accurate information.
- Maintains accurate records and files related to work performed.
- Perform related duties as assigned.

Qualifications

Knowledge of:

- Principles and practices of preventive services including fire and life safety, fire prevention, fire suppression, fuels reduction, fire investigation and emergency disaster mitigation.
- Applicable city, state and federal standards, laws, codes, mandates, and regulations related to fire and life safety; access and hazardous materials handling and storage.
- Relevant construction methods and processes related to fire systems to include fire sprinkler, fire detection, smoke evaluation and equipment.
- Principles of modern pre-fire engineering, modern suppression and preventative methods, practices, and procedures; California Fire Code, International Fire Code, National Fire Protection Association Codes and Standards, Uniform Building Code, and International Building Code.
- Standard fire department administration; budget and record keeping; city and fire department standard policy and procedures.
- Fire investigation principles and practices for fire cause determination.
- Use of equipment, tools, and personal protective equipment (PPE) safety practices.
- Technology applications related to the work, computer, tablets, programs, and data use.
- Basic fire suppression, emergency, and EMS response techniques.

Skill to:

- Provide effective communication and interaction with employees and public.
- Plan and manage multiple complex projects that may have communitywide impacts with social and political tones.
- Develop and implement a comprehensive programs, systems and measures within and related to the overall fire prevention services division.
- Present sound, accurate validated information by verbal presentation and or written documentation to an audience or groups.
- Solve problems in an interest based manner, especially when relations may be confrontational or stressed.
- Apply construction plan review methods, read plans, and inspect structures of varying size and scale for fire, life, and safety code compliance.
- Communicate, decipher, interpret, apply, explain, and enforce fire and life safety codes.
- Identify hazard risks to projects and apply mitigation standards; provide suggestions to address compliance issues.
- Determine methods and resources needed to address risk, liabilities, and legal implications.
- Investigate fire causes; keep accurate records and prepare precise written reports; work closely with local law enforcement when necessary.

- Represent the fire service point of view when interacting with Building and Planning Officials, private companies, consultants, Planning Commissions, City Councils, and other local, state, and federal agencies.
- Identify key issues and act as a resource to internal and external stakeholders in resolving complex issues.
- Supervise the work of staff daily and on projects. Hold subordinates accountable; be supportive; provide clear directions and leaders intent.
- Make sound, independent decisions within the law, regulations, policy and procedural guidelines.

Education and Experience:

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

Education: Desirable education may include an Associate of Arts degree from an accredited college, university, or equivalent. A Bachelor’s Degree from an accredited college or university. Formal course work from an accredited school, college, or university in the field of fire technology, fire protection and engineering or public administration may be applicable in meeting the requirements for education.

Experience: Eight years of progressive relevant experience in the fire service with three years of supervisory experience; exposure to fire service administration activities; Background in new construction building and planning review. Four years’ experience in prevention officer duties, fire investigator and fire plans examiner. Prior Fire Marshal classification, duties, and experience in like size jurisdiction.

Special Requirements: Must possess a valid California class C driver’s license and have a satisfactory driving record.

Must possess or obtain:

- P.C. 832 within one year of appointment
- Fire Prevention Officer certification or equivalent prior to completion of probation.
- Fire Investigator certification or equivalent prior to completion of probation.
- ICC or NFPA Plan Examiner certification or equivalent prior to completion of probation.

Physical Demands: Must possess mobility to work in a standard office setting, make inspections in a variety of locations and to operate a motor vehicle; vision to discern colors, perform inspections and to read printed materials and a computer screen; and hearing and speech to communicate in person and before groups in person and over the telephone and radio. Wear personnel protective equipment (PPE) including the use of Self-Contained Breathing Apparatus (SCBA) and other necessary equipment or demands.

Approved Date:
Resolution:

Revised Date:
Resolution:

Bargaining Unit: Brisbane Fire Management Group
Resolution:

Former Titles:
Abolished:

RESOLUTION NO 2022- ____

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

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

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

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

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

NOW, THEREFORE, the City Council of the City of Brisbane resolves as follows:
The Master Pay Schedule is approved as set forth in Exhibit "B" and is incorporated by reference as though fully set forth herein.

Coleen Mackin, Mayor

I hereby certify that the foregoing Resolution No. 2022-__ was duly and regularly adopted at a regular meeting of the Brisbane City Council on January 20, 2022, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Ingrid Padilla, City Clerk

City of Brisbane Master Pay Schedule
Approved per Resolution No. 2021-___

Job Classification	Hourly Grade A	Hourly Grade B	Hourly Grade C	Hourly Grade D	Hourly Grade E	Monthly	Fixed Hourly	Hourly Range	Effective Date	Bargaining Group	FLSA Status
Accounting Assistant I	\$ 25.97	\$ 27.28	\$ 28.64	\$ 30.07	\$ 31.58				1/3/2022	General Employees	Non-Exempt
Accounting Assistant II	\$ 28.59	\$ 30.02	\$ 31.53	\$ 33.10	\$ 34.76				1/3/2022	General Employees	Non-Exempt
Accounting Systems Analyst	\$ 39.26	\$ 41.33	\$ 43.40	\$ 45.57	\$ 47.84				1/3/2022	General Employees	Non-Exempt
Administrative Assistant	\$ 34.35	\$ 36.07	\$ 37.87	\$ 39.76	\$ 41.76				1/3/2022	General Employees	Non-Exempt
Administrative Management Analyst	\$ 43.73	\$ 45.90	\$ 48.21	\$ 50.61	\$ 53.15				1/3/2022	Confidential Employee	Exempt
Administrative Services Director	\$ 88.29	\$ 92.70	\$ 97.34	\$102.20	\$107.32				1/3/2022	Confidential Management	Exempt
Assistant Engineer I	\$ 40.00	\$ 42.01	\$ 44.11	\$ 46.32	\$ 48.63				1/3/2022	General Employees	Non-Exempt
Assistant Engineer II	\$ 44.01	\$ 46.19	\$ 48.51	\$ 50.94	\$ 53.48				1/3/2022	General Employees	Non-Exempt
Assistant City Manager	\$ 101.53	\$ 106.60	\$111.94	\$117.53	\$ 123.42				1/3/2022	Confidential Management	Exempt
Assistant to the City Manager	\$ 67.66	\$ 71.03	\$ 74.60	\$ 78.31	\$ 82.24				1/3/2022	Executive Management	Exempt
Assistant Fire Marshal	\$ 75.65	\$ 79.43	\$ 83.41	\$ 87.58	\$ 91.95				1/20/2022	Brisbane Fire Management	Exempt
Associate Civil Engineer	\$ 52.40	\$ 55.01	\$ 57.76	\$ 60.65	\$ 63.69				1/3/2022	Mid-Management/Professional	Exempt
Associate Planner	\$ 46.29	\$ 48.61	\$ 51.05	\$ 53.60	\$ 56.28				1/3/2022	General Employees	Non-Exempt
Cashier	\$ 13.78	\$ 14.47	\$ 15.20	\$ 15.96	\$ 16.76				1/3/2022	Unrepresented	Non-Exempt
C/CAG Stormwater Program Director	\$ 69.22	\$ 72.68	\$ 76.31	\$ 80.13	\$ 84.14				1/3/2022	Mid-Management/Professional	Exempt
City Clerk	\$ 54.75	\$ 57.49	\$ 60.36	\$ 63.38	\$ 66.54				1/3/2022	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 126.66		1/3/2022	Unrepresented	Exempt
Code Enforcement Officer	\$ 37.33	\$ 39.20	\$ 41.15	\$ 43.21	\$ 45.38				1/3/2022	General Employees	Non-Exempt
Communications Digital and Media Coordinator	\$ 35.06	\$ 36.80	\$ 38.65	\$ 40.58	\$ 42.60				1/3/2022	General Employees	Non-Exempt
Communications Manager	\$ 51.14	\$ 53.83	\$ 56.66	\$ 59.65	\$ 62.78				1/3/2022	Mid-Management/Professional	Exempt
Community Development Director	\$ 85.38	\$ 89.65	\$ 94.14	\$ 98.85	\$103.79				1/3/2022	Executive Management	Exempt
Community Development Technician	\$ 35.06	\$ 36.80	\$ 38.65	\$ 40.58	\$ 42.60				1/3/2022	General Employees	Non-Exempt
Community Services Officer	\$ 30.56	\$ 32.53	\$ 34.16	\$ 35.87	\$ 37.66				1/3/2022	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$400.00			1/3/2022	Elected Position	
Crossing Guard	\$ 13.84	\$ 14.54	\$ 15.28	\$ 16.03	\$ 16.83				1/3/2022	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 41.16	\$ 43.22	\$ 45.38	\$ 47.66	\$ 50.03				1/3/2022	Confidential	Exempt
Deputy Director of Public Works	\$ 77.33	\$ 81.19	\$ 85.26	\$ 89.53	\$ 94.00				1/3/2022	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 69.22	\$ 72.68	\$ 76.31	\$ 80.13	\$ 84.14				1/3/2022	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 56.67	\$ 59.51	\$ 62.48	\$ 65.61	\$ 68.89				1/3/2022	Executive Management	Exempt
Engineering Technician	\$ 38.56	\$ 40.49	\$ 42.51	\$ 44.62	\$ 46.87				1/3/2022	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 35.61	\$ 37.38	\$ 39.25	\$ 41.22	\$ 43.28				1/3/2022	General Employees	Non-Exempt
Facility Attendant	\$ 17.67	\$ 18.55	\$ 19.48	\$ 20.46	\$ 21.48				1/3/2022	Unrepresented	Non-Exempt
Finance Director	\$ 84.50	\$ 88.72	\$ 93.16	\$ 97.83	\$102.70				1/3/2022	Confidential Management	Exempt
Financial Services Manager	\$ 59.79	\$ 62.77	\$ 65.91	\$ 69.22	\$ 72.68				1/3/2022	Mid-Management/Professional	Exempt
Fire Captain	\$ 41.75	\$ 43.83	\$ 46.03	\$ 48.33	\$ 50.75				1/3/2022	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 51.46	\$ 54.05	\$ 56.75	\$ 59.57	\$ 62.55				1/3/2022	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 24.33		1/3/2022	IAFF Local 2400	Non-Exempt
Firefighter	\$ 34.94	\$ 36.68	\$ 38.52	\$ 40.43	\$ 42.45				1/3/2022	IAFF Local 2400	Non-Exempt

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
Firefighter/Paramedic	\$ 34.94	\$ 36.68	\$ 38.52	\$ 40.43	\$ 42.45				1/3/2022	IAFF Local 2400	Non-Exempt
Geographic Information System Manager	\$ 51.14	\$ 53.83	\$ 56.66	\$ 59.65	\$ 62.78				1/3/2022	Mid-Management/Professional	Exempt
Habitat Restoration Aide	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 12.00		1/3/2022	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 15.00		1/3/2022	Unrepresented	Non-Exempt
Harbormaster	\$ 48.21	\$ 50.62	\$ 53.15	\$ 55.81	\$ 58.60				1/3/2022	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 21.19	\$ 22.25	\$ 23.36	\$ 24.54	\$ 25.76				1/3/2022	Unrepresented	Non-Exempt
History Project Asst	\$ 35.86	\$ 37.66	\$ 39.54	\$ 41.51	\$ 43.59				1/3/2022	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 70.63	\$ 74.16	\$ 77.87	\$ 81.77	\$ 85.85				1/3/2022	Confidential	Exempt
Human Resources Technician	\$ 35.06	\$ 36.80	\$ 38.65	\$ 40.58	\$ 42.60				1/3/2022	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 52.71	\$ 55.34	\$ 58.11	\$ 61.01	\$ 64.08				1/3/2022	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -			\$15.00 - \$20.00	1/3/2022	Unrepresented	Non-Exempt
Lifeguard	\$ 16.08	\$ 16.88	\$ 17.72	\$ 18.61	\$ 19.53				1/3/2022	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 39.65	\$ 41.65	\$ 43.72	\$ 45.90	\$ 48.20				1/3/2022	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.79	\$ 36.54				1/3/2022	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.26	\$ 40.18				1/3/2022	General Employees	Non-Exempt
Marina Maintenance Worker I (Part-time)	\$ 30.65	\$ 32.18	\$ 33.79	\$ 35.50	\$ 37.27				1/3/2022	Unrepresented	Non-Exempt
Marina Maintenance Worker II (Part-time)	\$ 33.70	\$ 35.42	\$ 37.15	\$ 39.00	\$ 40.98				1/3/2022	Unrepresented	Non-Exempt
Marina Services Director	\$ 52.97	\$ 55.62	\$ 58.40	\$ 61.32	\$ 64.39				1/3/2022	Executive Management	Exempt
Office Assistant	\$ 27.55	\$ 28.88	\$ 30.33	\$ 31.84	\$ 33.45				1/3/2022	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 28.05	\$ 29.45	\$ 30.92	\$ 32.48	\$ 34.10				1/3/2022	Unrepresented	Non-Exempt
Office Specialist	\$ 32.30	\$ 33.90	\$ 35.61	\$ 37.38	\$ 39.25				1/3/2022	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 32.95	\$ 34.58	\$ 36.31	\$ 38.13	\$ 40.04				1/3/2022	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$100.00			1/3/2022	Appointed Position	
Parks & Recreation Director	\$ 81.41	\$ 85.49	\$ 89.76	\$ 94.24	\$ 98.96				1/3/2022	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.79	\$ 36.54				1/3/2022	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 30.65	\$ 32.18	\$ 33.79	\$ 35.50	\$ 37.27				1/3/2022	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.26	\$ 40.18				1/3/2022	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 35.06	\$ 36.80	\$ 38.65	\$ 40.58	\$ 42.60				1/3/2022	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$100.00			1/3/2022	Appointed Position	
Police Chief	\$ 99.64	\$ 104.62	\$109.84	\$115.35	\$ 121.10				1/3/2022	Police Chief	Exempt
Police Commander	\$ 89.83	\$ 94.32	\$ 99.04	\$103.99	\$ 109.19				1/3/2022	Police Commander	Exempt
Police Officer	\$ 45.65	\$ 47.93	\$ 50.33	\$ 52.85	\$ 55.49				1/3/2022	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 47.93	\$ 50.33	\$ 52.85	\$ 55.49	\$ 58.26				1/3/2022	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 55.00	\$ 57.75	\$ 60.64	\$ 63.67	\$ 66.85				1/3/2022	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 33.78		1/3/2022	Unrepresented	Non-Exempt
Pre-School Teacher	\$ 17.77	\$ 18.68	\$ 19.61	\$ 20.60	\$ 21.63				1/3/2022	Unrepresented	Non-Exempt
Principal Analyst	\$ 61.17	\$ 64.24	\$ 67.44	\$ 70.80	\$ 74.35				1/3/2022	Confidential	Exempt
Principal Planner	\$ 65.15	\$ 68.40	\$ 71.83	\$ 75.42	\$ 79.19				1/3/2022	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 64.44	\$ 67.67	\$ 71.05	\$ 74.61	\$ 78.34				1/3/2022	Mid-Management/Professional	Exempt
Public Service Aide	\$ 15.82	\$ 16.62	\$ 17.43	\$ 18.30	\$ 19.23				1/3/2022	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 99.96	\$ 104.96	\$110.19	\$115.72	\$ 121.50				1/3/2022	Executive Management	Exempt

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 Inspector	\$ 49.33	\$ 51.80	\$ 54.39	\$ 57.10	\$ 59.96				1/3/2022	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 39.68	\$ 41.66	\$ 43.73	\$ 45.93	\$ 48.21				1/3/2022	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.79	\$ 36.54				1/3/2022	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 30.65	\$ 32.18	\$ 33.79	\$ 35.50	\$ 37.27				1/3/2022	Unrepresented	Non-Exempt
Public Works Maintenance Worker II	\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.26	\$ 40.18				1/3/2022	General Employees	Non-Exempt
Public Works Superintendent	\$ 64.13	\$ 67.33	\$ 70.70	\$ 74.24	\$ 77.95				1/3/2022	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 49.01	\$ 51.47	\$ 54.04	\$ 56.74	\$ 59.58				1/3/2022	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 44.47	\$ 46.80	\$ 49.27	\$ 51.87	\$ 54.59				1/3/2022	Mid-Management/Professional	Exempt
Receptionist	\$ 27.51	\$ 28.88	\$ 30.33	\$ 31.84	\$ 33.45				1/3/2022	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 28.05	\$ 29.45	\$ 30.92	\$ 32.48	\$ 34.10				1/3/2022	Unrepresented	Non-Exempt
Recreation Leader	\$ 17.75	\$ 18.63	\$ 19.57	\$ 20.54	\$ 21.57				1/3/2022	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 13.78	\$ 14.47	\$ 15.20	\$ 15.96	\$ 16.76				1/3/2022	Unrepresented	Non-Exempt
Recreation Manager	\$ 60.32	\$ 63.33	\$ 66.49	\$ 69.83	\$ 73.31				1/3/2022	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 30.51	\$ 32.56	\$ 34.19	\$ 35.90	\$ 37.69				1/3/2022	General Employees	Non-Exempt
Recreation Supervisor	\$ 44.56	\$ 46.80	\$ 49.13	\$ 51.58	\$ 54.17				1/3/2022	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 51.14	\$ 53.83	\$ 56.66	\$ 59.65	\$ 62.78				1/3/2022	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 32.61	\$ 34.24	\$ 35.95	\$ 37.74	\$ 39.64				1/3/2022	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 32.38	\$ 34.02	\$ 35.71	\$ 37.51	\$ 39.36				1/3/2022	General Employees	Non-Exempt
Senior Civil Engineer	\$ 64.44	\$ 67.67	\$ 71.05	\$ 74.61	\$ 78.34				1/3/2022	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 48.86	\$ 51.29	\$ 53.87	\$ 56.55	\$ 59.37				1/3/2022	Confidential	Exempt
Senior Management Analyst	\$ 47.89	\$ 50.28	\$ 52.80	\$ 55.43	\$ 58.20				1/3/2022	Mid-Management/Professional	Exempt
Senior Planner	\$ 55.10	\$ 57.85	\$ 60.74	\$ 63.79	\$ 66.97				1/3/2022	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 22.78	\$ 23.91	\$ 25.11	\$ 26.36	\$ 27.69				1/3/2022	Unrepresented	Non-Exempt
Sustainability Manager	\$ 51.14	\$ 53.83	\$ 56.66	\$ 59.65	\$ 62.78				1/3/2022	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -			\$12.00-\$75.00	1/3/2022	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 175.04		1/3/2022	Confidential Management	Exempt
Swim Instructor	\$ 17.54	\$ 18.41	\$ 19.34	\$ 20.31	\$ 21.33				1/3/2022	Unrepresented	Non-Exempt
Van Driver	\$ 16.49	\$ 17.33	\$ 18.20	\$ 19.12	\$ 20.07				1/3/2022	Unrepresented	Non-Exempt
Water Quality Technician	\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.26	\$ 40.18				1/3/2022	General Employees	Non-Exempt