



## CITY COUNCIL AGENDA REPORT

**Meeting Date:** 06/17/2021

**From:** Abby Partin, Human Resources Administrator

**Subject:** Approval of Resolution Nos. 2021-41 through 2021-50 and 2021-52, Adopting Pay Schedules and Master Pay Schedules for Fiscal Year (FY) 2021-22.

### **Community Goal/Result**

Fiscally Prudent

### **Purpose**

To ensure qualified, stable and dedicated workforce for the community.

### **Recommendation**

Adopt Resolutions 2021-41 through 2021-50 and 2021-52 to amend current pay schedules and update master pay schedule for FY 2021-22.

### **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 2019, the City reached an agreement with all of the employee bargaining groups outlining wages, benefits and working conditions for each respective group. Staff has posted both the approved labor agreements and 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 for adoption tonight the pay schedule increases for the upcoming FY 2021-22 effective the first full pay period in July 2021 and January 2022. Highlights of updates to the upcoming pay schedules that have been approved in the current labor agreements are as follows:

- Confidential Management Employees: The positions in this group will receive 2% pay increases in both July and January. The current filled positions in this group and their respective top step pay rates include: Assistant City Manager at \$121.00 and \$123.42 per hour and Finance Director at \$100.69 and \$102.70 per hour.
- Executive Management: The pay schedule will reflect 2% pay increases in both July and January. The current filled positions in this group and their respective top step pay rates include: City Clerk at \$65.24 and \$66.54 per hour, Community Development Director at \$101.76 and \$103.79 per hour, Parks and Recreation Director at \$97.02 and \$98.96 per hour and Public Works Director/City Engineer at \$119.12 and \$121.50 per hour.
- Police Chief: The pay schedule will reflect 2% pay increases in July and January. The new pay rate will be \$118.73 and \$121.10 per hour at the top step.
- Confidential Employees Group, General Employees Association Group, Mid-Management and Professional Employees Group, and Police Commander: The pay schedule will reflect 2% pay increases for all covered positions in July and January.
- Brisbane Police Officers Association: The pay schedule will reflect a 4% increase for all covered positions in July.
- International Association of Firefighters, Local 2400: The pay schedule will reflect a 2.5% pay increase in July and a 2% increase in January for all covered positions.

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 asking council to approve a similar 2.0% increase to the pay scales for hourly employees, with the exception of the Intern, Habitat Restoration Aide, Habitat Restoration Lead Worker and Special Assistant positions, in FY 2021-22, to ensure the hourly employees are compensated appropriately and kept in line with their fellow employees in the different bargaining units. The reason for the exceptions are due to set salary ranges for the Intern and

Special Assistant positions, and the Habitat Restoration Aide and Habitat Restoration Lead Worker were previously grant funded positions.

Staff recommends City Council approves the attached resolutions, 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**


Future increases will be included in the ensuing 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
2. Resolutions 2021-41 through 2021-50 and 2021-52



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Abby Partin, HR Administrator



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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](http://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 2021-41**

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

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

**WHEREAS**, the current Memorandum of Understanding between the City of Brisbane and the Confidential Employees Group provides for wage increases of 2.0% effective the first full pay period in July 2021 and January 2022; and

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

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

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-41 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

**RESOLUTION NO 2021-42**

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

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

**WHEREAS**, the current Memorandum of Understanding between the City of Brisbane and the Confidential Management Group provides for wage increases of 2.0% effective the first full pay period in July 2021 and January 2022; and

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

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

---

Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-42 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2021, by the following vote:

Ayes:  
Noes:  
Absent:  
Abstain:

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Ingrid Padilla, City Clerk



**RESOLUTION NO 2021-43**

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

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

**WHEREAS**, the current Memorandum of Understanding between the City of Brisbane and the Executive Management Group provides for wage increases of 2.0% effective the first full pay period in July 2021 and January 2022; and

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

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

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-43 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

**RESOLUTION NO 2021-44**

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

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

**WHEREAS**, the current Memorandum of Understanding between the City of Brisbane and the International Association of Firefighters, Local 2400, AFL-CIO provides for wage increases of 2.5% effective the first full pay period in July 2021 and 2.0% in January 2022; and

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

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

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-44 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2020, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

**RESOLUTION NO 2021-45**

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

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

**WHEREAS**, the current Memorandum of Understanding between the City of Brisbane and the General Employees Association provides for wage increases of 2.0% effective the first full pay period in July 2021 and January 2022; and

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

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

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-45 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

**RESOLUTION NO 2021-46**

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

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

1) Effective the first full pay period in July 2021 and January 2022, all positions on the Hourly Employees pay scale will be adjusted by 2.0%, with the exception of Habitat Restoration Aide, Habitat Restoration Lead Worker, Intern and Special Assistant, and

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

**WHEREAS**, the City Council wishes to adopt a new pay plan for such employees effective in July 2021 and January 2022;

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

---

Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-46 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

**RESOLUTION NO 2021-47**

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

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

**WHEREAS**, the current Memorandum of Understanding between the City of Brisbane and the Mid-Management/Professional Employees Group provides for wage increases of 2.0% effective the first full pay period in July 2021 and January 2022; and

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

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

---

Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-47 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

**RESOLUTION NO 2021-48**

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

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

**WHEREAS**, the current Memorandum of Understanding between the City of Brisbane and the Police Chief provides for wage increases of 2.0% effective the first full pay period in July 2021 and January 2022; and

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

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

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-48 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2021, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

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Ingrid Padilla, City Clerk

**RESOLUTION NO 2021-49**

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

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

**WHEREAS**, the current Memorandum of Understanding between the City of Brisbane and the Police Commander provides for wage increases of 2.0% effective the first full pay period in July 2021 and January 2022; and

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

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

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-49 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2021, by the following vote:

Ayes:  
Noes:  
Absent:  
Abstain:

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Ingrid Padilla, City Clerk

**RESOLUTION NO 2021-50**

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

**WHEREAS**, on September 17, 2020, the City Council approved Resolution 2020-57 concerning the Memorandum of Understanding between the City of Brisbane and the and the Brisbane Police Officers Association; and

**WHEREAS**, the current Memorandum of Understanding between the City of Brisbane and the Brisbane Police Officers Association provides for a wage increase of 4.0% effective the first full pay period in July 2021; and

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

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

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-50 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2020, by the following vote:

Ayes:  
Noes:  
Absent:  
Abstain:

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Ingrid Padilla, City Clerk



**RESOLUTION NO 2021-52**

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

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

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

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

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

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

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Karen Cunningham, Mayor

I hereby certify that the foregoing Resolution No. 2021-52 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 17, 2021, by the following vote:

- Ayes:
- Noes:
- Absent:
- Abstain:

\_\_\_\_\_

Ingrid Padilla, City Clerk

**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	\$ 25.46	\$ 26.74	\$ 28.08	\$ 29.48	\$ 30.96				7/5/2021	General Employees	Non-Exempt
Accounting Assistant II	\$ 28.03	\$ 29.44	\$ 30.91	\$ 32.45	\$ 34.07				7/5/2021	General Employees	Non-Exempt
Administrative Assistant	\$ 33.68	\$ 35.37	\$ 37.13	\$ 38.99	\$ 40.94				7/5/2021	General Employees	Non-Exempt
Administrative Management Analyst	\$ 42.87	\$ 45.00	\$ 47.27	\$ 49.62	\$ 52.11				7/5/2021	Confidential Employee	Exempt
Administrative Services Director	\$ 86.56	\$ 90.88	\$ 95.43	\$ 100.19	\$ 105.22				7/5/2021	Confidential Management	Exempt
Assistant Engineer I	\$ 39.22	\$ 41.19	\$ 43.24	\$ 45.41	\$ 47.67				7/5/2021	General Employees	Non-Exempt
Assistant Engineer II	\$ 43.14	\$ 45.29	\$ 47.56	\$ 49.94	\$ 52.44				7/5/2021	General Employees	Non-Exempt
Assistant City Manager	\$ 99.54	\$ 104.51	\$ 109.75	\$ 115.22	\$ 121.00				7/5/2021	Confidential Management	Exempt
Assistant to the City Manager	\$ 66.33	\$ 69.64	\$ 73.13	\$ 76.78	\$ 80.63				7/5/2021	Executive Management	Exempt
Associate Civil Engineer	\$ 51.37	\$ 53.93	\$ 56.63	\$ 59.46	\$ 62.44				7/5/2021	Mid-Management/Professional	Exempt
Associate Planner	\$ 45.38	\$ 47.66	\$ 50.05	\$ 52.55	\$ 55.18				7/5/2021	General Employees	Non-Exempt
Cashier	\$ 13.51	\$ 14.19	\$ 14.90	\$ 15.64	\$ 16.43				7/5/2021	Unrepresented	Non-Exempt
C/CAG Stormwater Program Director	\$ 67.86	\$ 71.25	\$ 74.82	\$ 78.56	\$ 82.49				7/5/2021	Mid-Management/Professional	Exempt
City Clerk	\$ 53.67	\$ 56.36	\$ 59.17	\$ 62.14	\$ 65.24				7/5/2021	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 126.66		7/5/2021	Unrepresented	Exempt
Code Enforcement Officer	\$ 36.60	\$ 38.43	\$ 40.35	\$ 42.36	\$ 44.49				7/5/2021	General Employees	Non-Exempt
Communications Manager	\$ 50.14	\$ 52.78	\$ 55.55	\$ 58.48	\$ 61.55				7/5/2021	Mid-Management/Professional	Exempt
Community Development Director	\$ 83.70	\$ 87.89	\$ 92.29	\$ 96.91	\$ 101.76				7/5/2021	Executive Management	Exempt
Community Development Technician	\$ 34.37	\$ 36.08	\$ 37.89	\$ 39.78	\$ 41.77				7/5/2021	General Employees	Non-Exempt
Community Services Officer	\$ 29.96	\$ 31.90	\$ 33.49	\$ 35.17	\$ 36.92				7/5/2021	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			7/5/2021	Elected Position	
Crossing Guard	\$ 13.57	\$ 14.25	\$ 14.98	\$ 15.71	\$ 16.50				7/5/2021	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 40.35	\$ 42.37	\$ 44.49	\$ 46.72	\$ 49.05				7/5/2021	Confidential	Exempt
Deputy Director of Public Works	\$ 75.81	\$ 79.60	\$ 83.59	\$ 87.77	\$ 92.15				7/5/2021	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 67.86	\$ 71.25	\$ 74.82	\$ 78.56	\$ 82.49				7/5/2021	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 55.56	\$ 58.34	\$ 61.26	\$ 64.32	\$ 67.53				7/5/2021	Executive Management	Exempt
Engineering Technician	\$ 37.80	\$ 39.70	\$ 41.68	\$ 43.75	\$ 45.95				7/5/2021	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 34.91	\$ 36.65	\$ 38.48	\$ 40.41	\$ 42.43				7/5/2021	General Employees	Non-Exempt
Facility Attendant	\$ 17.33	\$ 18.19	\$ 19.10	\$ 20.06	\$ 21.06				7/5/2021	Unrepresented	Non-Exempt
Finance Director	\$ 82.84	\$ 86.98	\$ 91.33	\$ 95.91	\$ 100.69				7/5/2021	Confidential Management	Exempt
Financial Services Manager	\$ 58.62	\$ 61.54	\$ 64.62	\$ 67.86	\$ 71.26				7/5/2021	Mid-Management/Professional	Exempt
Fire Captain	\$ 40.93	\$ 42.97	\$ 45.13	\$ 47.38	\$ 49.75				7/5/2021	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 50.45	\$ 52.99	\$ 55.63	\$ 58.41	\$ 61.33				7/5/2021	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 23.85		7/5/2021	IAFF Local 2400	Non-Exempt
Firefighter	\$ 34.25	\$ 35.96	\$ 37.76	\$ 39.64	\$ 41.62				7/5/2021	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 34.25	\$ 35.96	\$ 37.76	\$ 39.64	\$ 41.62				7/5/2021	IAFF Local 2400	Non-Exempt
Habitat Restoration Aide	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 12.00		7/5/2021	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 15.00		7/5/2021	Unrepresented	Non-Exempt
Harbormaster	\$ 47.27	\$ 49.62	\$ 52.11	\$ 54.71	\$ 57.45				7/5/2021	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 20.77	\$ 21.82	\$ 22.90	\$ 24.06	\$ 25.25				7/5/2021	Unrepresented	Non-Exempt
History Project Asst	\$ 35.16	\$ 36.92	\$ 38.76	\$ 40.70	\$ 42.74				7/5/2021	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 69.24	\$ 72.71	\$ 76.34	\$ 80.16	\$ 84.17				7/5/2021	Confidential	Exempt
Human Resources Technician	\$ 34.37	\$ 36.08	\$ 37.89	\$ 39.78	\$ 41.77				7/5/2021	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 51.67	\$ 54.26	\$ 56.97	\$ 59.82	\$ 62.82				7/5/2021	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -			\$15.00 - \$20.00	7/5/2021	Unrepresented	Non-Exempt
Lifeguard	\$ 15.76	\$ 16.55	\$ 17.38	\$ 18.25	\$ 19.15				7/5/2021	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 38.87	\$ 40.83	\$ 42.86	\$ 45.00	\$ 47.25				7/5/2021	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 29.47	\$ 30.94	\$ 32.49	\$ 34.11	\$ 35.82				7/5/2021	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 32.41	\$ 34.03	\$ 35.74	\$ 37.51	\$ 39.39				7/5/2021	General Employees	Non-Exempt
Marina Maintenance Worker I ( Part-time)	\$ 30.05	\$ 31.55	\$ 33.13	\$ 34.80	\$ 36.54				7/5/2021	Unrepresented	Non-Exempt
Marina Maintenance Worker II ( Part-time)	\$ 33.04	\$ 34.73	\$ 36.43	\$ 38.23	\$ 40.18				7/5/2021	Unrepresented	Non-Exempt
Marina Services Director	\$ 51.93	\$ 54.53	\$ 57.26	\$ 60.11	\$ 63.13				7/5/2021	Executive Management	Exempt

Office Assistant	\$ 27.01	\$ 28.32	\$ 29.73	\$ 31.22	\$ 32.80			7/5/2021	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 27.50	\$ 28.87	\$ 30.31	\$ 31.85	\$ 33.44			7/5/2021	Unrepresented	Non-Exempt
Office Specialist	\$ 31.66	\$ 33.24	\$ 34.91	\$ 36.65	\$ 38.48			7/5/2021	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 32.30	\$ 33.90	\$ 35.60	\$ 37.39	\$ 39.26			7/5/2021	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00		7/5/2021	Appointed Position	
Parks & Recreation Director	\$ 79.82	\$ 83.82	\$ 88.00	\$ 92.39	\$ 97.02			7/5/2021	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 29.47	\$ 30.94	\$ 32.49	\$ 34.11	\$ 35.82			7/5/2021	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 30.05	\$ 31.55	\$ 33.13	\$ 34.80	\$ 36.54			7/5/2021	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 32.41	\$ 34.03	\$ 35.74	\$ 37.51	\$ 39.39			7/5/2021	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 34.37	\$ 36.08	\$ 37.89	\$ 39.78	\$ 41.77			7/5/2021	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00		7/5/2021	Appointed Position	
Police Chief	\$ 97.69	\$ 102.57	\$ 107.69	\$ 113.09	\$ 118.73			7/5/2021	Police Chief	Exempt
Police Commander	\$ 88.06	\$ 92.47	\$ 97.10	\$ 101.95	\$ 107.05			7/5/2021	Police Commander	Exempt
Police Officer	\$ 45.65	\$ 47.93	\$ 50.33	\$ 52.85	\$ 55.49			7/5/2021	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 47.93	\$ 50.33	\$ 52.85	\$ 55.49	\$ 58.26			7/5/2021	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 55.00	\$ 57.75	\$ 60.64	\$ 63.67	\$ 66.85			7/5/2021	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 33.12		7/5/2021	Unrepresented	Non-Exempt
Pre-School Teacher	\$ 17.43	\$ 18.31	\$ 19.22	\$ 20.19	\$ 21.20			7/5/2021	Unrepresented	Non-Exempt
Principal Analyst	\$ 59.97	\$ 62.98	\$ 66.12	\$ 69.41	\$ 72.89			7/5/2021	Confidential	Exempt
Principal Planner	\$ 63.87	\$ 67.06	\$ 70.42	\$ 73.94	\$ 77.64			7/5/2021	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 63.17	\$ 66.34	\$ 69.66	\$ 73.14	\$ 76.80			7/5/2021	Mid-Management/Professional	Exempt
Public Service Aide	\$ 15.51	\$ 16.29	\$ 17.09	\$ 17.94	\$ 18.85			7/5/2021	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 98.00	\$ 102.90	\$ 108.03	\$ 113.45	\$ 119.12			7/5/2021	Executive Management	Exempt
Public Works Inspector	\$ 48.36	\$ 50.79	\$ 53.32	\$ 55.98	\$ 58.79			7/5/2021	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 38.90	\$ 40.84	\$ 42.87	\$ 45.03	\$ 47.27			7/5/2021	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 29.47	\$ 30.94	\$ 32.49	\$ 34.11	\$ 35.82			7/5/2021	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 30.05	\$ 31.55	\$ 33.13	\$ 34.80	\$ 36.54			7/5/2021	Unrepresented	Non-Exempt
Public Works Maintenance Worker II	\$ 32.41	\$ 34.03	\$ 35.74	\$ 37.51	\$ 39.39			7/5/2021	General Employees	Non-Exempt
Public Works Superintendent	\$ 62.87	\$ 66.01	\$ 69.32	\$ 72.79	\$ 76.42			7/5/2021	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 48.05	\$ 50.46	\$ 52.98	\$ 55.63	\$ 58.41			7/5/2021	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 43.59	\$ 45.89	\$ 48.31	\$ 50.85	\$ 53.52			7/5/2021	Mid-Management/Professional	Exempt
Receptionist	\$ 26.97	\$ 28.32	\$ 29.73	\$ 31.22	\$ 32.80			7/5/2021	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 27.50	\$ 28.87	\$ 30.31	\$ 31.85	\$ 33.44			7/5/2021	Unrepresented	Non-Exempt
Recreation Leader	\$ 17.40	\$ 18.27	\$ 19.19	\$ 20.14	\$ 21.15			7/5/2021	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 13.51	\$ 14.19	\$ 14.90	\$ 15.64	\$ 16.43			7/5/2021	Unrepresented	Non-Exempt
Recreation Manager	\$ 59.13	\$ 62.09	\$ 65.19	\$ 68.46	\$ 71.88			7/5/2021	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 29.92	\$ 31.92	\$ 33.52	\$ 35.19	\$ 36.95			7/5/2021	General Employees	Non-Exempt
Recreation Supervisor	\$ 43.68	\$ 45.89	\$ 48.17	\$ 50.57	\$ 53.11			7/5/2021	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 50.14	\$ 52.78	\$ 55.55	\$ 58.48	\$ 61.55			7/5/2021	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 31.97	\$ 33.57	\$ 35.24	\$ 37.00	\$ 38.86			7/5/2021	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 31.75	\$ 33.35	\$ 35.01	\$ 36.77	\$ 38.59			7/5/2021	General Employees	Non-Exempt
Senior Civil Engineer	\$ 63.17	\$ 66.34	\$ 69.66	\$ 73.14	\$ 76.80			7/5/2021	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 47.90	\$ 50.29	\$ 52.81	\$ 55.44	\$ 58.21			7/5/2021	Confidential	Exempt
Senior Management Analyst	\$ 46.95	\$ 49.29	\$ 51.76	\$ 54.35	\$ 57.06			7/5/2021	Mid-Management/Professional	Exempt
Senior Planner	\$ 54.02	\$ 56.72	\$ 59.55	\$ 62.54	\$ 65.66			7/5/2021	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 22.33	\$ 23.44	\$ 24.61	\$ 25.84	\$ 27.14			7/5/2021	Unrepresented	Non-Exempt
Sustainability Manager	\$ 50.14	\$ 52.78	\$ 55.55	\$ 58.48	\$ 61.55			7/5/2021	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 12.00-\$75.00	7/5/2021	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 175.04		7/5/2021	Confidential Management	Exempt
Swim Instructor	\$ 17.19	\$ 18.05	\$ 18.96	\$ 19.91	\$ 20.91			7/5/2021	Unrepresented	Non-Exempt
Van Driver	\$ 17.19	\$ 18.05	\$ 18.96	\$ 19.91	\$ 20.91			7/5/2021	Unrepresented	Non-Exempt
Water Quality Technician	\$ 32.41	\$ 34.03	\$ 35.74	\$ 37.51	\$ 39.39			7/5/2021	General Employees	Non-Exempt

**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	\$ 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
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	\$ 106.80	\$ 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
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 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
Firefighter/Paramedic	\$ 34.94	\$ 36.68	\$ 38.52	\$ 40.43	\$ 42.45				1/3/2022	IAFF Local 2400	Non-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
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	\$ 17.54	\$ 18.41	\$ 19.34	\$ 20.31	\$ 21.33			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

Effective Date: 07/05/2021

2.0% Increase

CITY OF BRISBANE

Confidential Employees Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Administrative	Monthly	7,431.23	7,800.77	8,192.71	8,600.33	9,032.59
Management Analyst	Bi-Weekly	3,429.80	3,600.36	3,781.25	3,969.38	4,168.89
	Hourly	42.87	45.00	47.27	49.62	52.11
Deputy City Clerk/ Executive Assistant	Monthly	6,994.49	7,343.88	7,711.18	8,098.65	8,501.79
	Bi-weekly	3,228.23	3,389.48	3,559.01	3,737.84	3,923.90
	Hourly	40.35	42.37	44.49	46.72	49.05
Human Resources Administrator	Monthly	12,002.15	12,602.54	13,232.95	13,895.25	14,589.45
	Bi-weekly	5,539.45	5,816.56	6,107.52	6,413.19	6,733.59
	Hourly	69.24	72.71	76.34	80.16	84.17
Senior Human Resources Analyst	Monthly	8,302.46	8,716.80	9,153.53	9,610.43	10,089.71
	Bi-weekly	3,831.90	4,023.14	4,224.71	4,435.58	4,656.79
	Hourly	47.90	50.29	52.81	55.44	58.21

Effective Date: 07/05/2021

2.0% Increase

CITY OF BRISBANE

Confidential Management Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Administrative Services	Monthly	15,003.66	15,752.35	16,541.57	17,367.04	18,237.32
Director	Bi-Weekly	6,924.77	7,270.31	7,634.57	8,015.56	8,417.22
	Hourly	86.56	90.88	95.43	100.19	105.22
Assistant City Manager	Monthly	17,254.21	18,115.20	19,022.80	19,972.10	20,972.91
	Bi-Weekly	7,963.48	8,360.86	8,779.75	9,217.89	9,679.81
	Hourly	99.54	104.51	109.75	115.22	121.00
Finance Director	Monthly	14,359.49	15,076.18	15,831.27	16,624.75	17,452.36
	Bi-Weekly	6,627.46	6,958.24	7,306.74	7,672.96	8,054.94
	Hourly	82.84	86.98	91.33	95.91	100.69
Special Council	Hourly	175.04				
Major Development Projects						

Effective Date: 07/05/2021

2.0% Increase

CITY OF BRISBANE

Executive Management Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Assistant to the City Manager	Monthly	11,496.97	12,070.76	12,676.53	13,307.91	13,975.54
	Bi-weekly	5,306.30	5,571.12	5,850.71	6,142.11	6,450.25
	Hourly	66.33	69.64	73.13	76.78	80.63
City Clerk	Monthly	9,303.14	9,768.96	10,256.86	10,771.25	11,307.71
	Bi-weekly	4,293.76	4,508.75	4,733.93	4,971.34	5,218.94
	Hourly	53.67	56.36	59.17	62.14	65.24
Community Development Director	Monthly	14,508.80	15,234.02	15,997.65	16,797.53	17,637.94
	Bi-weekly	6,696.37	7,031.09	7,383.53	7,752.70	8,140.59
	Hourly	83.70	87.89	92.29	96.91	101.76
Director of Marina and Aquatic Services	Monthly	9,630.58	10,112.64	10,618.17	11,149.29	11,706.01
	Bi-weekly	4,444.88	4,667.37	4,900.69	5,145.83	5,402.77
	Hourly	55.56	58.34	61.26	64.32	67.53
Marina Services Director	Monthly	9,001.34	9,451.41	9,924.94	10,419.80	10,942.39
	Bi-weekly	4,154.47	4,362.19	4,580.74	4,809.14	5,050.33
	Hourly	51.93	54.53	57.26	60.11	63.13
Parks & Recreation Director	Monthly	13,834.76	14,527.99	15,253.22	16,014.71	16,816.72
	Bi-weekly	6,385.28	6,705.23	7,039.95	7,391.40	7,761.57
	Hourly	79.82	83.82	88.00	92.39	97.02
Public Works Director/ City Engineer	Monthly	16,987.37	17,836.31	18,725.78	19,664.31	20,647.63
	Bi-weekly	7,840.32	8,232.14	8,642.67	9,075.83	9,529.67
	Hourly	98.00	102.90	108.03	113.45	119.12



2.0% Increase

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Accounting Assistant I	Monthly	4,413.22	4,635.05	4,867.55	5,110.71	5,366.68
	Bi-weekly	2,036.87	2,139.25	2,246.56	2,358.79	2,476.93
	Hourly	25.46	26.74	28.08	29.48	30.96
Accounting Assistant II	Monthly	4,859.02	5,102.18	5,358.14	5,624.77	5,906.33
	Bi-weekly	2,242.62	2,354.85	2,472.99	2,596.05	2,726.00
	Hourly	28.03	29.44	30.91	32.45	34.07
Administrative Assistant	Monthly	5,838.07	6,130.30	6,435.32	6,757.41	7,096.56
	Bi-weekly	2,694.50	2,829.37	2,970.15	3,118.80	3,275.33
	Hourly	33.68	35.37	37.13	38.99	40.94
Assistant Engineer I	Monthly	6,797.93	7,139.22	7,495.43	7,870.84	8,263.32
	Bi-weekly	3,137.51	3,295.02	3,459.43	3,632.70	3,813.84
	Hourly	39.22	41.19	43.24	45.41	47.67
Assistant Engineer II	Monthly	7,478.37	7,849.51	8,244.12	8,655.79	9,088.80
	Bi-weekly	3,451.55	3,622.85	3,804.98	3,994.98	4,194.83
	Hourly	43.14	45.29	47.56	49.94	52.44
Associate Planner	Monthly	7,866.58	8,261.18	8,674.99	9,107.99	9,564.46
	Bi-weekly	3,630.73	3,812.85	4,003.84	4,203.69	4,414.37
	Hourly	45.38	47.66	50.05	52.55	55.18
Code Enforcement Officer	Monthly	6,344.01	6,661.45	6,993.55	7,342.73	7,711.46
	Bi-weekly	2,928.00	3,074.52	3,227.79	3,388.95	3,559.13
	Hourly	36.60	38.43	40.35	42.36	44.49
Community Development Technician	Monthly	5,957.52	6,254.01	6,567.57	6,896.05	7,239.47
	Bi-weekly	2,749.63	2,886.47	3,031.18	3,182.79	3,341.29
	Hourly	34.37	36.08	37.89	39.78	41.77
Community Service Officer	Monthly	5,193.03	5,528.79	5,805.23	6,095.49	6,399.57
	Bi-weekly	2,396.78	2,551.75	2,679.33	2,813.30	2,953.65
	Hourly	29.96	31.90	33.49	35.17	36.92
Engineering Technician	Monthly	6,552.64	6,881.12	7,224.54	7,582.88	7,964.69
	Bi-weekly	3,024.29	3,175.90	3,334.40	3,499.79	3,676.01
	Hourly	37.80	39.70	41.68	43.75	45.95
Executive Administrative Assistant	Monthly	6,051.38	6,352.13	6,669.95	7,004.84	7,354.65
	Bi-weekly	2,792.94	2,931.75	3,078.44	3,233.00	3,394.45
	Hourly	34.91	36.65	38.48	40.41	42.43
Human Resources Technician	Monthly	5,957.52	6,254.01	6,567.57	6,896.05	7,239.47
	Bi-weekly	2,749.63	2,886.47	3,031.18	3,182.79	3,341.29
	Hourly	34.37	36.08	37.89	39.78	41.77
Marina Maintenance Worker I	Monthly	5,108.58	5,362.41	5,631.17	5,912.73	6,209.22
	Bi-weekly	2,357.81	2,474.96	2,599.00	2,728.95	2,865.79
	Hourly	29.47	30.94	32.49	34.11	35.82

2.0% Increase

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Marina Maintenance Worker II	Monthly	5,618.37	5,897.80	6,194.29	6,501.44	6,827.79
	Bi-weekly	2,593.10	2,722.06	2,858.90	3,000.67	3,151.29
	Hourly	32.41	34.03	35.74	37.51	39.39
Office Assistant	Monthly	4,681.98	4,908.08	5,153.37	5,411.47	5,684.50
	Bi-weekly	2,160.91	2,265.27	2,378.48	2,497.60	2,623.61
	Hourly	27.01	28.32	29.73	31.22	32.80
Office Specialist	Monthly	5,488.26	5,761.29	6,051.38	6,352.13	6,669.95
	Bi-weekly	2,533.04	2,659.05	2,792.94	2,931.75	3,078.44
	Hourly	31.66	33.24	34.91	36.65	38.48
Parks/Facilities Maintenance Maintenance Worker I	Monthly	5,108.58	5,362.41	5,631.17	5,912.73	6,209.22
	Bi-weekly	2,357.81	2,474.96	2,599.00	2,728.95	2,865.79
	Hourly	29.47	30.94	32.49	34.11	35.82
Parks/Facilities Maintenance Maintenance Worker II	Monthly	5,618.37	5,897.80	6,194.29	6,501.44	6,827.79
	Bi-weekly	2,593.10	2,722.06	2,858.90	3,000.67	3,151.29
	Hourly	32.41	34.03	35.74	37.51	39.39
Payroll and Utility Billing Technician	Monthly	5,957.52	6,254.01	6,567.57	6,896.05	7,239.47
	Bi-weekly	2,749.63	2,886.47	3,031.18	3,182.79	3,341.29
	Hourly	34.37	36.08	37.89	39.78	41.77
Public Works Inspector	Monthly	8,382.77	8,802.97	9,242.37	9,703.10	10,189.43
	Bi-weekly	3,868.97	4,062.91	4,265.71	4,478.36	4,702.82
	Hourly	48.36	50.79	53.32	55.98	58.79
Public Works Lead Maintenance Worker	Monthly	6,742.47	7,079.49	7,431.44	7,804.72	8,192.93
	Bi-weekly	3,111.91	3,267.46	3,429.90	3,602.18	3,781.35
	Hourly	38.90	40.84	42.87	45.03	47.27
Public Works Maintenance Worker I	Monthly	5,108.58	5,362.41	5,631.17	5,912.73	6,209.22
	Bi-weekly	2,357.81	2,474.96	2,599.00	2,728.95	2,865.79
	Hourly	29.47	30.94	32.49	34.11	35.82
Public Works Maintenance Worker II	Monthly	5,618.37	5,897.80	6,194.29	6,501.44	6,827.79
	Bi-weekly	2,593.10	2,722.06	2,858.90	3,000.67	3,151.29
	Hourly	32.41	34.03	35.74	37.51	39.39
Receptionist	Monthly	4,675.58	4,908.08	5,153.37	5,411.47	5,684.50
	Bi-weekly	2,157.96	2,265.27	2,378.48	2,497.60	2,623.61
	Hourly	26.97	28.32	29.73	31.22	32.80
Recreation Program Coordinator	Monthly	5,185.54	5,533.39	5,809.83	6,100.09	6,404.18
	Bi-weekly	2,393.33	2,553.87	2,681.46	2,815.43	2,955.77
	Hourly	29.92	31.92	33.52	35.19	36.95
Senior Accounting Assistant	Monthly	5,503.19	5,780.48	6,068.44	6,373.46	6,689.15
	Bi-weekly	2,539.93	2,667.91	2,800.82	2,941.60	3,087.30
	Hourly	31.75	33.35	35.01	36.77	38.59
Water Quality Technician	Monthly	5,618.37	5,897.80	6,194.29	6,501.44	6,827.79
	Bi-weekly	2,593.10	2,722.06	2,858.90	3,000.67	3,151.29
	Hourly	32.41	34.03	35.74	37.51	39.39

2.0% Increase

Hourly Employees

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Cashier	Hourly	13.51	14.19	14.90	15.64	16.43
Crossing Guard	Hourly	13.57	14.25	14.98	15.71	16.50
Facility Attendant	Hourly	17.33	18.19	19.10	20.06	21.06
Habitat Restoration Aide	Hourly	12.00				
Habitat Restoration Lead Worker	Hourly	15.00				
Head Lifeguard	Hourly	20.77	21.82	22.90	24.06	25.25
History Project Assistant	Hourly	35.16	36.92	38.76	40.70	42.74
Intern	Hourly	Minimum	15.00		Maximum	20.00
Lifeguard	Hourly	15.76	16.55	17.38	18.25	19.15
Management Analyst (PT)	Hourly	38.87	40.83	42.86	45.00	47.25
Marina Maintenance Worker I (PT)	Hourly	30.05	31.55	33.13	34.80	36.54
Marina Maintenance Worker II (PT)	Hourly	33.04	34.73	36.43	38.23	40.18
Office Assistant	Hourly	27.50	28.87	30.31	31.85	33.44
Office Specialist	Hourly	32.30	33.90	35.60	37.39	39.26
Parks/Facilities Maintenance Worker I (PT)	Hourly	30.05	31.55	33.13	34.80	36.54
Pre-School Teacher	Hourly	17.43	18.31	19.22	20.19	21.20
Police Trainee	Hourly	33.12				
Public Service Aide	Hourly	15.51	16.29	17.09	17.94	18.85
Public Works Maintenance Worker I (PT)	Hourly	29.47	30.94	32.49	34.11	35.82
Receptionist	Hourly	27.50	28.87	30.31	31.85	33.44
Recreation Leader	Hourly	17.40	18.27	19.19	20.14	21.15
Recreation Leader Aide	Hourly	13.51	14.19	14.90	15.64	16.43
Reserve Police Officer	Hourly	31.97	33.57	35.24	37.00	38.86
Senior Recreation Leader	Hourly	22.33	23.44	24.61	25.84	27.14
Special Assistant	Hourly	Minimum	12.00		Maximum	75.00
Swim Instructor	Hourly	16.85	17.70	18.59	19.52	20.50
Teen Coordinator	Hourly	17.79	18.67	19.62	20.60	21.61
Van Driver	Hourly	15.85	16.66	17.49	18.37	19.29

**Effective Date: 07/05/2021**  
2.5% Increase

**CITY OF BRISBANE**  
International Assoc. of Firefighters, Local 2400

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Firefighter	Monthly	8,312.28	8,727.30	9,163.80	9,618.36	10,100.18
	Bi-weekly	3,836.44	4,027.98	4,229.44	4,439.25	4,661.62
	Hourly	34.25	35.96	37.76	39.64	41.62
Firefighter/Paramedic	Monthly	8,312.28	8,727.30	9,163.80	9,618.36	10,100.18
	Bi-weekly	3,836.44	4,027.98	4,229.44	4,439.25	4,661.62
	Hourly	34.25	35.96	37.76	39.64	41.62
Fire Captain	Monthly	9,933.50	10,424.17	10,951.70	11,497.16	12,072.96
	Bi-weekly	4,584.69	4,811.16	5,054.63	5,306.38	5,572.14
	Hourly	40.93	42.96	45.13	47.38	49.75
Fire Prevention Officer	Monthly	8,744.74	9,184.99	9,643.03	10,123.56	10,630.05
	Bi-weekly	4,036.04	4,239.23	4,450.63	4,672.41	4,906.18
	Hourly	50.45	52.99	55.63	58.41	61.33
Fire Trainee	Monthly	4133.992				
	Bi-weekly	1,908.00				
	Hourly	23.85				

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

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

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

Effective Date: 07/05/2021

CITY OF BRISBANE

Exhibit A

2.0% Increase

Mid-Management/Professional

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Associate Civil Engineer	Monthly	8,904.22	9,347.68	9,815.28	10,307.03	10,822.93
	Bi-weekly	4,109.64	4,314.31	4,530.13	4,757.09	4,995.20
	Hourly	51.37	53.93	56.63	59.46	62.44
C/CAG Stormwater Program Director	Monthly	11,762.29	12,350.68	12,968.49	13,617.56	14,297.89
	Bi-weekly	5,428.75	5,700.31	5,985.46	6,285.03	6,599.02
	Hourly	67.86	71.25	74.82	78.56	82.49
Communications Manager	Monthly	8,691.28	9,147.90	9,628.68	10,135.80	10,669.26
	Bi-weekly	4,011.36	4,222.11	4,444.00	4,678.06	4,924.27
	Hourly	50.14	52.78	55.55	58.48	61.55
Deputy Director of Public Works	Monthly	13,141.19	13,797.59	14,489.12	15,213.57	15,973.15
	Bi-weekly	6,065.16	6,368.12	6,687.29	7,021.65	7,372.23
	Hourly	75.81	79.60	83.59	87.77	92.15
Deputy Finance Director	Monthly	11,762.29	12,350.68	12,968.49	13,617.56	14,297.89
	Bi-weekly	5,428.75	5,700.31	5,985.46	6,285.03	6,599.02
	Hourly	67.86	71.25	74.82	78.56	82.49
Financial Services Manager	Monthly	10,159.94	10,667.06	11,200.53	11,762.53	12,350.88
	Bi-weekly	4,689.21	4,923.26	5,169.47	5,428.86	5,700.40
	Hourly	58.62	61.54	64.62	67.86	71.26
Harbormaster	Monthly	8,192.94	8,601.27	9,031.55	9,483.79	9,957.98
	Bi-weekly	3,781.36	3,969.82	4,168.41	4,377.13	4,595.99
	Hourly	47.27	49.62	52.11	54.71	57.45
Information Technology & Systems Administrator	Monthly	8,956.91	9,404.75	9,874.55	10,368.50	10,888.79
	Bi-weekly	4,133.96	4,340.66	4,557.49	4,785.46	5,025.60
	Hourly	51.67	54.26	56.97	59.82	62.82
Principal Planner	Monthly	11,071.00	11,624.22	12,205.98	12,816.28	13,457.32
	Bi-weekly	5,109.69	5,365.03	5,633.53	5,915.21	6,211.07
	Hourly	63.87	67.06	70.42	73.94	77.64
Program Manager - San Mateo Countywide Water Pollution Prevention Program	Monthly	10,950.26	11,499.09	12,074.26	12,677.98	13,312.43
	Bi-weekly	5,053.97	5,307.27	5,572.74	5,851.37	6,144.20
	Hourly	63.17	66.34	69.66	73.14	76.80
Public Works Superintendent	Monthly	10,897.57	11,442.01	12,014.99	12,616.51	13,246.57
	Bi-Weekly	5,029.65	5,280.93	5,545.38	5,823.00	6,113.80
	Hourly	62.87	66.01	69.32	72.79	76.42

Effective Date: 07/05/2021

2.0% Increase

**CITY OF BRISBANE**  
Mid-Management/Professional

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Public Works Supervisor	Monthly	8,329.05	8,746.16	9,183.03	9,641.85	10,124.82
	Bi-Weekly	3,844.18	4,036.69	4,238.32	4,450.08	4,672.99
	Hourly	48.05	50.46	52.98	55.63	58.41
Public Works Team Leader	Monthly	7,556.29	7,953.65	8,372.95	8,814.21	9,277.43
	Bi-Weekly	3,487.52	3,670.91	3,864.44	4,068.10	4,281.89
	Hourly	43.59	45.89	48.31	50.85	53.52
Recreation Manager	Monthly	10,249.95	10,761.46	11,299.32	11,865.71	12,458.45
	Bi-weekly	4,730.75	4,966.83	5,215.07	5,476.48	5,750.05
	Hourly	59.13	62.09	65.19	68.46	71.88
Recreation Supervisor	Monthly	7,571.66	7,953.65	8,348.81	8,765.92	9,204.98
	Bi-weekly	3,494.61	3,670.91	3,853.29	4,045.81	4,248.45
	Hourly	43.68	45.89	48.17	50.57	53.11
Regional Compliance Program Manager (Maintenance Program Manager)	Monthly	8,691.28	9,147.90	9,628.68	10,135.80	10,669.26
	Bi-weekly	4,011.36	4,222.11	4,444.00	4,678.06	4,924.27
	Hourly	50.14	52.78	55.55	58.48	61.55
Senior Civil Engineer	Monthly	10,950.26	11,499.09	12,074.26	12,677.98	13,312.43
	Bi-weekly	5,053.97	5,307.27	5,572.74	5,851.37	6,144.20
	Hourly	63.17	66.34	69.66	73.14	76.80
Senior Management Analyst	Monthly	8,138.05	8,544.19	8,972.28	9,420.12	9,889.92
	Bi-weekly	3,756.03	3,943.47	4,141.05	4,347.75	4,564.58
	Hourly	46.95	49.29	51.76	54.35	57.06
Senior Planner	Monthly	9,363.04	9,830.65	10,322.40	10,840.49	11,380.54
	Bi-weekly	4,321.40	4,537.22	4,764.18	5,003.31	5,252.56
	Hourly	54.02	56.72	59.55	62.54	65.66
Sustainability Manager	Monthly	8691.275	9147.902	9628.677	10135.8	10669.26
	Bi-weekly	4011.358	4222.109	4444.005	4678.06	4924.274
	Hourly	50.14	52.78	55.55	58.48	61.55

Effective Date: 07/05/2021

2.0% Increase

CITY OF BRISBANE

Police Chief

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Chief	Monthly	16,932.36	17,778.20	18,665.80	19,601.72	20,579.39
	Bi-weekly	7,814.93	8,205.33	8,614.98	9,046.95	9,498.18
	Hourly	97.69	102.57	107.69	113.09	118.73

Effective Date: 07/05/2021

2.0% Increase

CITY OF BRISBANE

Police Commander

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Commander	Monthly	15,264.47	16,028.04	16,830.59	17,672.12	18,554.92
	Bi-weekly	7,045.14	7,397.56	7,767.96	8,156.36	8,563.81
	Hourly	88.06	92.47	97.10	101.95	107.05



Effective Date: 07/05/2021

4.0% Increase

CITY OF BRISBANE

Police Officers Association

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Officer	Monthly	8,308.69	8,724.11	9,160.31	9,618.32	10,099.24
	Bi-weekly	3,834.78	4,026.51	4,227.83	4,439.22	4,661.19
	Hourly	45.65	47.93	50.33	52.85	55.49
Police Sergeant	Monthly	10,010.30	10,510.83	11,036.38	11,588.19	12,167.58
	Bi-weekly	4,620.14	4,851.15	5,093.71	5,348.39	5,615.81
	Hourly	55.00	57.75	60.64	63.67	66.85

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

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Officer For Detective and School Resource Officer	Monthly	8,308.69	8,724.11	9,160.31	9,618.32	10,099.24
	Bi-weekly	3,834.78	4,026.51	4,227.83	4,439.22	4,661.19
	Hourly	47.93	50.33	52.85	55.49	58.26
Police Sergeant	Monthly	10,010.30	10,510.83	11,036.38	11,588.19	12,167.58
	Bi-weekly	4,620.14	4,851.15	5,093.71	5,348.39	5,615.81
	Hourly	57.75	60.64	63.67	66.85	70.20

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

Effective Date: 01/03/2022

2.0% Increase

CITY OF BRISBANE

Confidential Employees Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Administrative	Monthly	7,579.85	7,956.79	8,356.57	8,772.34	9,213.24
Management Analyst	Bi-Weekly	3,498.39	3,672.36	3,856.88	4,048.77	4,252.27
	Hourly	43.73	45.90	48.21	50.61	53.15
Deputy City Clerk/ Executive Assistant	Monthly	7,134.38	7,490.76	7,865.41	8,260.62	8,671.82
	Bi-weekly	3,292.79	3,457.27	3,630.19	3,812.59	4,002.38
	Hourly	41.16	43.22	45.38	47.66	50.03
Human Resources Administrator	Monthly	12,242.20	12,854.59	13,497.61	14,173.16	14,881.24
	Bi-weekly	5,650.24	5,932.89	6,229.67	6,541.46	6,868.27
	Hourly	70.63	74.16	77.87	81.77	85.85
Senior Human Resources Analyst	Monthly	8,468.51	8,891.13	9,336.60	9,802.63	10,291.51
	Bi-weekly	3,908.54	4,103.60	4,309.20	4,524.29	4,749.93
	Hourly	48.86	51.29	53.87	56.55	59.37

Effective Date: 01/03/2022

2.0% Increase

CITY OF BRISBANE

Confidential Management Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Administrative Services Director	Monthly	15,303.73	16,067.39	16,872.40	17,714.38	18,602.06
	Bi-Weekly	7,063.26	7,415.72	7,787.26	8,175.87	8,585.57
	Hourly	88.29	92.70	97.34	102.20	107.32
Assistant City Manager	Monthly	17,599.29	18,477.50	19,403.26	20,371.54	21,392.37
	Bi-Weekly	8,122.75	8,528.08	8,955.35	9,402.25	9,873.40
	Hourly	101.53	106.60	111.94	117.53	123.42
Finance Director	Monthly	14,646.68	15,377.70	16,147.89	16,957.25	17,801.41
	Bi-Weekly	6,760.00	7,097.40	7,452.87	7,826.42	8,216.04
	Hourly	84.50	88.72	93.16	97.83	102.70
Special Council Major Development Projects	Hourly	175.04				

Effective Date: 01/03/2022

2.0% Increase

CITY OF BRISBANE

Executive Management Group

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Assistant to the City Manager	Monthly	11,726.91	12,312.17	12,930.06	13,574.07	14,255.05
	Bi-weekly	5,412.42	5,682.54	5,967.72	6,264.95	6,579.26
	Hourly	67.66	71.03	74.60	78.31	82.24
City Clerk	Monthly	9,489.21	9,964.34	10,462.00	10,986.67	11,533.87
	Bi-weekly	4,379.63	4,598.93	4,828.61	5,070.77	5,323.32
	Hourly	54.75	57.49	60.36	63.38	66.54
Community Development Director	Monthly	14,798.97	15,538.70	16,317.60	17,133.48	17,990.70
	Bi-weekly	6,830.30	7,171.71	7,531.20	7,907.76	8,303.40
	Hourly	85.38	89.65	94.14	98.85	103.79
Director of Marina and Aquatic Services	Monthly	9,823.19	10,314.90	10,830.53	11,372.28	11,940.13
	Bi-weekly	4,533.78	4,760.72	4,998.71	5,248.74	5,510.83
	Hourly	56.67	59.51	62.48	65.61	68.89
Marina Services Director	Monthly	9,181.37	9,640.44	10,123.44	10,628.20	11,161.24
	Bi-weekly	4,237.55	4,449.43	4,672.36	4,905.32	5,151.34
	Hourly	52.97	55.62	58.40	61.32	64.39
Parks & Recreation Director	Monthly	14,111.46	14,818.55	15,558.29	16,335.00	17,153.06
	Bi-weekly	6,512.98	6,839.33	7,180.75	7,539.23	7,916.80
	Hourly	81.41	85.49	89.76	94.24	98.96
Public Works Director/ City Engineer	Monthly	17,327.11	18,193.03	19,100.29	20,057.59	21,060.58
	Bi-weekly	7,997.13	8,396.78	8,815.52	9,257.35	9,720.27
	Hourly	99.96	104.96	110.19	115.72	121.50

2.0% Increase

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Accounting Assistant I	Monthly	4,501.48	4,727.75	4,964.90	5,212.93	5,474.01
	Bi-weekly	2,077.61	2,182.04	2,291.49	2,405.97	2,526.47
	Hourly	25.97	27.28	28.64	30.07	31.58
Accounting Assistant II	Monthly	4,956.20	5,204.23	5,465.31	5,737.27	6,024.46
	Bi-weekly	2,287.48	2,401.95	2,522.45	2,647.97	2,780.52
	Hourly	28.59	30.02	31.53	33.10	34.76
Administrative Assistant	Monthly	5,954.84	6,252.90	6,564.03	6,892.55	7,238.49
	Bi-weekly	2,748.39	2,885.96	3,029.55	3,181.18	3,340.84
	Hourly	34.35	36.07	37.87	39.76	41.76
Assistant Engineer I	Monthly	6,933.89	7,282.00	7,645.34	8,028.26	8,428.58
	Bi-weekly	3,200.26	3,360.92	3,528.62	3,705.35	3,890.12
	Hourly	40.00	42.01	44.11	46.32	48.63
Assistant Engineer II	Monthly	7,627.93	8,006.50	8,409.00	8,828.91	9,270.57
	Bi-weekly	3,520.58	3,695.31	3,881.08	4,074.88	4,278.73
	Hourly	44.01	46.19	48.51	50.94	53.48
Associate Planner	Monthly	8,023.91	8,426.41	8,848.49	9,290.15	9,755.75
	Bi-weekly	3,703.34	3,889.11	4,083.92	4,287.76	4,502.65
	Hourly	46.29	48.61	51.05	53.60	56.28
Code Enforcement Officer	Monthly	6,470.89	6,794.68	7,133.42	7,489.59	7,865.69
	Bi-weekly	2,986.56	3,136.01	3,292.35	3,456.73	3,630.32
	Hourly	37.33	39.20	41.15	43.21	45.38
Community Development Technician	Monthly	6,076.67	6,379.09	6,698.92	7,033.97	7,384.26
	Bi-weekly	2,804.62	2,944.20	3,091.81	3,246.45	3,408.12
	Hourly	35.06	36.80	38.65	40.58	42.60
Community Service Officer	Monthly	5,296.89	5,639.36	5,921.33	6,217.40	6,527.56
	Bi-weekly	2,444.72	2,602.78	2,732.92	2,869.57	3,012.72
	Hourly	30.56	32.53	34.16	35.87	37.66
Engineering Technician	Monthly	6,683.69	7,018.74	7,369.03	7,734.54	8,123.99
	Bi-weekly	3,084.78	3,239.42	3,401.09	3,569.79	3,749.53
	Hourly	38.56	40.49	42.51	44.62	46.87
Executive Administrative Assistant	Monthly	6,172.40	6,479.17	6,803.35	7,144.93	7,501.74
	Bi-weekly	2,848.80	2,990.39	3,140.01	3,297.66	3,462.34
	Hourly	35.61	37.38	39.25	41.22	43.28
Human Resources Technician	Monthly	6,076.67	6,379.09	6,698.92	7,033.97	7,384.26
	Bi-weekly	2,804.62	2,944.20	3,091.81	3,246.45	3,408.12
	Hourly	35.06	36.80	38.65	40.58	42.60
Marina Maintenance Worker I	Monthly	5,210.75	5,469.66	5,743.79	6,030.98	6,333.40
	Bi-weekly	2,404.96	2,524.46	2,650.98	2,783.53	2,923.11
	Hourly	30.06	31.56	33.14	34.79	36.54

2.0% Increase

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Marina Maintenance Worker II	Monthly	5,730.74	6,015.75	6,318.17	6,631.47	6,964.35
	Bi-weekly	2,644.96	2,776.50	2,916.08	3,060.68	3,214.32
	Hourly	33.06	34.71	36.45	38.26	40.18
Office Assistant	Monthly	4,775.62	5,006.24	5,256.44	5,519.70	5,798.19
	Bi-weekly	2,204.13	2,310.57	2,426.05	2,547.55	2,676.09
	Hourly	27.55	28.88	30.33	31.84	33.45
Office Specialist	Monthly	5,598.02	5,876.51	6,172.40	6,479.17	6,803.35
	Bi-weekly	2,583.70	2,712.24	2,848.80	2,990.39	3,140.01
	Hourly	32.30	33.90	35.61	37.38	39.25
Parks/Facilities Maintenance Maintenance Worker I	Monthly	5,210.75	5,469.66	5,743.79	6,030.98	6,333.40
	Bi-weekly	2,404.96	2,524.46	2,650.98	2,783.53	2,923.11
	Hourly	30.06	31.56	33.14	34.79	36.54
Parks/Facilities Maintenance Maintenance Worker II	Monthly	5,730.74	6,015.75	6,318.17	6,631.47	6,964.35
	Bi-weekly	2,644.96	2,776.50	2,916.08	3,060.68	3,214.32
	Hourly	33.06	34.71	36.45	38.26	40.18
Payroll and Utility Billing Technician	Monthly	6,076.67	6,379.09	6,698.92	7,033.97	7,384.26
	Bi-weekly	2,804.62	2,944.20	3,091.81	3,246.45	3,408.12
	Hourly	35.06	36.80	38.65	40.58	42.60
Public Works Inspector	Monthly	8,550.42	8,979.03	9,427.22	9,897.17	10,393.22
	Bi-weekly	3,946.35	4,144.17	4,351.02	4,567.92	4,796.87
	Hourly	49.33	51.80	54.39	57.10	59.96
Public Works Lead Maintenance Worker	Monthly	6,877.32	7,221.08	7,580.07	7,960.81	8,356.79
	Bi-weekly	3,174.15	3,332.81	3,498.49	3,674.22	3,856.98
	Hourly	39.68	41.66	43.73	45.93	48.21
Public Works Maintenance Worker I	Monthly	5,210.75	5,469.66	5,743.79	6,030.98	6,333.40
	Bi-weekly	2,404.96	2,524.46	2,650.98	2,783.53	2,923.11
	Hourly	30.06	31.56	33.14	34.79	36.54
Public Works Maintenance Worker II	Monthly	5,730.74	6,015.75	6,318.17	6,631.47	6,964.35
	Bi-weekly	2,644.96	2,776.50	2,916.08	3,060.68	3,214.32
	Hourly	33.06	34.71	36.45	38.26	40.18
Receptionist	Monthly	4,769.09	5,006.24	5,256.44	5,519.70	5,798.19
	Bi-weekly	2,201.12	2,310.57	2,426.05	2,547.55	2,676.09
	Hourly	27.51	28.88	30.33	31.84	33.45
Recreation Program Coordinator	Monthly	5,289.25	5,644.06	5,926.03	6,222.10	6,532.26
	Bi-weekly	2,441.19	2,604.95	2,735.09	2,871.74	3,014.89
	Hourly	30.51	32.56	34.19	35.90	37.69
Senior Accounting Assistant	Monthly	5,613.25	5,896.09	6,189.81	6,500.93	6,822.93
	Bi-weekly	2,590.73	2,721.27	2,856.83	3,000.43	3,149.05
	Hourly	32.38	34.02	35.71	37.51	39.36
Water Quality Technician	Monthly	5,730.74	6,015.75	6,318.17	6,631.47	6,964.35
	Bi-weekly	2,644.96	2,776.50	2,916.08	3,060.68	3,214.32
	Hourly	33.06	34.71	36.45	38.26	40.18

2.0% Increase

Hourly Employees

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Cashier	Hourly	13.78	14.47	15.20	15.96	16.76
Crossing Guard	Hourly	13.84	14.54	15.28	16.03	16.83
Facility Attendant	Hourly	17.67	18.55	19.48	20.46	21.48
Habitat Restoration Aide	Hourly	12.00				
Habitat Restoration Lead Worker	Hourly	15.00				
Head Lifeguard	Hourly	21.19	22.25	23.36	24.54	25.76
History Project Assistant	Hourly	35.86	37.66	39.54	41.51	43.59
Intern	Hourly	Minimum	15.00		Maximum	20.00
Lifeguard	Hourly	16.08	16.88	17.72	18.61	19.53
Management Analyst (PT)	Hourly	39.65	41.65	43.72	45.90	48.20
Marina Maintenance Worker I (PT)	Hourly	30.65	32.18	33.79	35.50	37.27
Marina Maintenance Worker II (PT)	Hourly	33.70	35.42	37.15	39.00	40.98
Office Assistant	Hourly	27.55	28.88	30.33	31.84	33.45
Office Specialist	Hourly	32.30	33.90	35.61	37.38	39.25
Parks/Facilities Maintenance Worker I (PT)	Hourly	30.65	32.18	33.79	35.50	37.27
Pre-School Teacher	Hourly	17.77	18.68	19.61	20.60	21.63
Police Trainee	Hourly	33.78				
Public Service Aide	Hourly	15.82	16.62	17.43	18.30	19.23
Public Works Maintenance Worker I (PT)	Hourly	30.65	32.18	33.79	35.50	37.27
Receptionist	Hourly	27.51	28.88	30.33	31.84	33.45
Recreation Leader	Hourly	17.75	18.63	19.57	20.54	21.57
Recreation Leader Aide	Hourly	13.78	14.47	15.20	15.96	16.76
Reserve Police Officer	Hourly	32.61	34.24	35.95	37.74	39.64
Senior Recreation Leader	Hourly	22.78	23.91	25.11	26.36	27.69
Special Assistant	Hourly	Minimum	12.00		Maximum	75.00
Swim Instructor	Hourly	17.54	18.41	19.34	20.31	21.33
Teen Coordinator	Hourly	18.51	19.43	20.41	21.43	22.49
Van Driver	Hourly	17.54	18.41	19.34	20.31	21.33

**Effective Date: 01/03/2022**  
2.0% Increase

**CITY OF BRISBANE**  
International Assoc. of Firefighters, Local 2400

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Firefighter	Monthly	8478.528	8,901.84	9,347.07	9,810.73	10,302.18
	Bi-weekly	3,913.17	4,108.54	4,314.03	4,528.03	4,754.85
	Hourly	34.94	36.68	38.52	40.43	42.45
Firefighter/Paramedic	Monthly	8,478.53	8,901.84	9,347.07	9,810.73	10,302.18
	Bi-weekly	3,913.17	4,108.54	4,314.03	4,528.03	4,754.85
	Hourly	34.94	36.68	38.52	40.43	42.45
Fire Captain	Monthly	10,132.17	10,632.66	11,170.73	11,727.10	12,314.42
	Bi-weekly	4,676.39	4,907.38	5,155.72	5,412.51	5,683.58
	Hourly	41.75	43.82	46.03	48.33	50.75
Fire Prevention Officer	Monthly	8,478.53	9,368.69	9,835.89	10,326.03	10,842.66
	Bi-weekly	3,913.17	4,324.01	4,539.64	4,765.86	5,004.30
	Hourly	48.91	54.05	56.75	59.57	62.55
Fire Trainee	Monthly	4216.672				
	Bi-weekly	1,946.16				
	Hourly	24.33				

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

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

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



Effective Date: 01/03/2022

CITY OF BRISBANE

Exhibit A

2.0% Increase

Mid-Management/Professional

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Associate Civil Engineer	Monthly	9,082.31	9,534.63	10,011.59	10,513.17	11,039.39
	Bi-weekly	4,191.83	4,400.60	4,620.73	4,852.23	5,095.10
	Hourly	52.40	55.01	57.76	60.65	63.69
C/CAG Stormwater Program Director	Monthly	11,997.54	12,597.70	13,227.86	13,889.91	14,583.84
	Bi-weekly	5,537.33	5,814.32	6,105.17	6,410.73	6,731.01
	Hourly	69.22	72.68	76.31	80.13	84.14
Communications Manager	Monthly	8,865.10	9,330.86	9,821.25	10,338.51	10,882.64
	Bi-weekly	4,091.58	4,306.55	4,532.89	4,771.62	5,022.76
	Hourly	51.14	53.83	56.66	59.65	62.78
Deputy Director of Public Works	Monthly	13,404.01	14,073.54	14,778.90	15,517.85	16,292.62
	Bi-weekly	6,186.47	6,495.48	6,821.03	7,162.08	7,519.67
	Hourly	77.33	81.19	85.26	89.53	94.00
Deputy Finance Director	Monthly	11,997.54	12,597.70	13,227.86	13,889.91	14,583.84
	Bi-weekly	5,537.33	5,814.32	6,105.17	6,410.73	6,731.01
	Hourly	69.22	72.68	76.31	80.13	84.14
Financial Services Manager	Monthly	10,363.14	10,880.41	11,424.54	11,997.78	12,597.89
	Bi-weekly	4,782.99	5,021.73	5,272.86	5,537.44	5,814.41
	Hourly	59.79	62.77	65.91	69.22	72.68
Harbormaster	Monthly	8,356.80	8,773.29	9,212.18	9,673.46	10,157.14
	Bi-weekly	3,856.98	4,049.21	4,251.78	4,464.67	4,687.91
	Hourly	48.21	50.62	53.15	55.81	58.60
Information Technology & Systems Administrator	Monthly	9,136.05	9,592.85	10,072.04	10,575.87	11,106.57
	Bi-weekly	4,216.64	4,427.47	4,648.64	4,881.17	5,126.11
	Hourly	52.71	55.34	58.11	61.01	64.08
Principal Planner	Monthly	11,292.42	11,856.71	12,450.10	13,072.61	13,726.46
	Bi-weekly	5,211.89	5,472.33	5,746.20	6,033.51	6,335.29
	Hourly	65.15	68.40	71.83	75.42	79.19
Program Manager - San Mateo Countywide Water Pollution Prevention Program	Monthly	11,169.27	11,729.07	12,315.75	12,931.54	13,578.67
	Bi-weekly	5,155.05	5,413.42	5,684.19	5,968.40	6,267.08
	Hourly	64.44	67.67	71.05	74.61	78.34
Public Works Superintendent	Monthly	11,115.52	11,670.85	12,255.29	12,868.84	13,511.50
	Bi-Weekly	5,130.24	5,386.55	5,656.29	5,939.46	6,236.08
	Hourly	64.13	67.33	70.70	74.24	77.95

Effective Date: 01/03/2022

2.0% Increase

**CITY OF BRISBANE**  
Mid-Management/Professional

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Public Works Supervisor	Monthly	8,495.63	8,921.08	9,366.69	9,834.69	10,327.32
	Bi-Weekly	3,921.06	4,117.42	4,323.09	4,539.09	4,766.45
	Hourly	49.01	51.47	54.04	56.74	59.58
Public Works Team Leader	Monthly	7,707.42	8,112.72	8,540.41	8,990.50	9,462.97
	Bi-Weekly	3,557.27	3,744.33	3,941.73	4,149.46	4,367.53
	Hourly	44.47	46.80	49.27	51.87	54.59
Recreation Manager	Monthly	10,454.95	10,976.69	11,525.30	12,103.02	12,707.61
	Bi-weekly	4,825.36	5,066.17	5,319.37	5,586.01	5,865.05
	Hourly	60.32	63.33	66.49	69.83	73.31
Recreation Supervisor	Monthly	7,723.10	8,112.72	8,515.78	8,941.23	9,389.08
	Bi-weekly	3,564.51	3,744.33	3,930.36	4,126.72	4,333.42
	Hourly	44.56	46.80	49.13	51.58	54.17
Regional Compliance Program Manager (Maintenance Program Manager)	Monthly	8,865.10	9,330.86	9,821.25	10,338.51	10,882.64
	Bi-weekly	4,091.58	4,306.55	4,532.89	4,771.62	5,022.76
	Hourly	51.14	53.83	56.66	59.65	62.78
Senior Civil Engineer	Monthly	11,169.27	11,729.07	12,315.75	12,931.54	13,578.67
	Bi-weekly	5,155.05	5,413.42	5,684.19	5,968.40	6,267.08
	Hourly	64.44	67.67	71.05	74.61	78.34
Senior Management Analyst	Monthly	8,300.82	8,715.07	9,151.72	9,608.52	10,087.72
	Bi-weekly	3,831.15	4,022.34	4,223.87	4,434.70	4,655.87
	Hourly	47.89	50.28	52.80	55.43	58.20
Senior Planner	Monthly	9,550.30	10,027.26	10,528.85	11,057.30	11,608.15
	Bi-weekly	4,407.83	4,627.97	4,859.47	5,103.37	5,357.61
	Hourly	55.10	57.85	60.74	63.79	66.97
Sustainability Manager	Monthly	8865.101	9330.86	9821.251	10338.51	10882.64
	Bi-weekly	4091.585	4306.551	4532.885	4771.621	5022.759
	Hourly	51.14	53.83	56.66	59.65	62.78

Effective Date: 01/03/2022

2.0% Increase

CITY OF BRISBANE

Police Chief

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Chief	Monthly	17,271.00	18,133.77	19,039.11	19,993.76	20,990.98
	Bi-weekly	7,971.23	8,369.43	8,787.28	9,227.89	9,688.14
	Hourly	99.64	104.62	109.84	115.35	121.10

**Effective Date: 01/03/2022**

2.0% Increase

**CITY OF BRISBANE**

Police Commander

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Commander	Monthly	15,569.76	16,348.60	17,167.20	18,025.56	18,926.02
	Bi-weekly	7,186.04	7,545.51	7,923.32	8,319.49	8,735.09
	Hourly	89.83	94.32	99.04	103.99	109.19

Effective Date: 07/05/2021

4.0% Increase

CITY OF BRISBANE

Police Officers Association

Exhibit A

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Officer	Monthly	8,308.69	8,724.11	9,160.31	9,618.32	10,099.24
	Bi-weekly	3,834.78	4,026.51	4,227.83	4,439.22	4,661.19
	Hourly	45.65	47.93	50.33	52.85	55.49
Police Sergeant	Monthly	10,010.30	10,510.83	11,036.38	11,588.19	12,167.58
	Bi-weekly	4,620.14	4,851.15	5,093.71	5,348.39	5,615.81
	Hourly	55.00	57.75	60.64	63.67	66.85

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

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Police Officer For Detective and School Resource Officer	Monthly	8,308.69	8,724.11	9,160.31	9,618.32	10,099.24
	Bi-weekly	3,834.78	4,026.51	4,227.83	4,439.22	4,661.19
	Hourly	47.93	50.33	52.85	55.49	58.26
Police Sergeant	Monthly	10,010.30	10,510.83	11,036.38	11,588.19	12,167.58
	Bi-weekly	4,620.14	4,851.15	5,093.71	5,348.39	5,615.81
	Hourly	57.75	60.64	63.67	66.85	70.20

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