

**RESOLUTION NO 2020-17**

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

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

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

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

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

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

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

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Terry O'Connell, Mayor

I hereby certify that the foregoing Resolution No. 2020-17 was duly and regularly adopted at a regular meeting of the Brisbane City Council on February 20, 2020, by the following vote:

Ayes:  
Noes:  
Absent:  
Abstain:

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Ingrid Padilla, City Clerk

## City of Brisbane Master Pay Schedule

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	\$ 23.99	\$ 25.20	\$ 26.46	\$ 27.78	\$ 29.18				1/6/2020	General Employees	Non-Exempt
Accounting Assistant II	\$ 26.42	\$ 27.74	\$ 29.13	\$ 30.58	\$ 32.11				1/6/2020	General Employees	Non-Exempt
Administrative Assistant	\$ 31.74	\$ 33.33	\$ 34.99	\$ 36.74	\$ 38.58				1/6/2020	General Employees	Non-Exempt
Administrative Management Analyst	\$ 40.40	\$ 42.41	\$ 44.54	\$ 46.76	\$ 49.11				1/6/2020	Confidential Employee	Exempt
Administrative Services Director	\$ 81.57	\$ 85.64	\$ 89.93	\$ 94.42	\$ 99.15				1/6/2020	Confidential Management	Exempt
Assistant Engineer I	\$ 36.96	\$ 38.81	\$ 40.75	\$ 42.79	\$ 44.92				1/6/2020	General Employees	Non-Exempt
Assistant Engineer II	\$ 40.66	\$ 42.67	\$ 44.82	\$ 47.06	\$ 49.41				1/6/2020	General Employees	Non-Exempt
Assistant to the City Manager	\$ 62.50	\$ 65.62	\$ 68.92	\$ 72.35	\$ 75.98				1/6/2020	Executive Management	Exempt
Associate Civil Engineer	\$ 48.43	\$ 50.84	\$ 53.38	\$ 56.06	\$ 58.86				1/6/2020	Mid-Management/Professional	Exempt
Associate Planner	\$ 42.77	\$ 44.91	\$ 47.16	\$ 49.52	\$ 52.00				1/6/2020	General Employees	Non-Exempt
Cashier	\$ 12.73	\$ 13.37	\$ 14.04	\$ 14.74	\$ 15.48				1/6/2020	Unrepresented	Non-Exempt
City Clerk	\$ 50.58	\$ 53.11	\$ 55.76	\$ 58.56	\$ 61.47				1/6/2020	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 119.39		1/6/2020	Unrepresented	Exempt
Code Enforcement Officer	\$ 32.54	\$ 34.16	\$ 35.87	\$ 37.66	\$ 39.55				1/6/2020	General Employees	Non-Exempt
Communications Manager	\$ 47.27	\$ 49.75	\$ 52.37	\$ 55.12	\$ 58.03				2/13/2020	Mid-Management/Professional	Exempt
Comm Dev Dir	\$ 78.88	\$ 82.82	\$ 86.97	\$ 91.32	\$ 95.89				1/6/2020	Executive Management	Exempt
Community Development Technician	\$ 32.39	\$ 34.00	\$ 35.70	\$ 37.49	\$ 39.36				1/6/2020	General Employees	Non-Exempt
Community Services Officer	\$ 28.23	\$ 30.06	\$ 31.56	\$ 33.14	\$ 34.79				1/6/2020	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			1/6/2020	Elected Position	
Crossing Guard	\$ 12.79	\$ 13.43	\$ 14.11	\$ 14.81	\$ 15.55				1/6/2020	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 38.03	\$ 39.92	\$ 41.92	\$ 44.03	\$ 46.22				1/6/2020	Confidential	Exempt
Deputy Director of Public Works	\$ 71.47	\$ 75.04	\$ 78.80	\$ 82.74	\$ 86.87				1/6/2020	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 63.97	\$ 67.17	\$ 70.53	\$ 74.06	\$ 77.76				1/6/2020	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 52.36	\$ 54.98	\$ 57.73	\$ 60.61	\$ 63.64				1/6/2020	Executive Management	Exempt
Engineering Technician	\$ 35.62	\$ 37.41	\$ 39.28	\$ 41.22	\$ 43.30				1/6/2020	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 32.90	\$ 34.53	\$ 36.26	\$ 38.08	\$ 39.98				1/6/2020	General Employees	Non-Exempt
Facility Attendant	\$ 16.33	\$ 17.14	\$ 18.00	\$ 18.90	\$ 19.84				1/6/2020	Unrepresented	Non-Exempt
Finance Director	\$ 78.06	\$ 81.96	\$ 86.07	\$ 90.38	\$ 94.88				1/6/2020	Confidential Management	Exempt
Financial Services Manager	\$ 55.26	\$ 58.01	\$ 60.91	\$ 63.97	\$ 67.17				1/6/2020	Mid-Management/Professional	Exempt
Fire Captain	\$ 38.20	\$ 40.10	\$ 42.11	\$ 44.21	\$ 46.43				1/6/2020	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 33.63	\$ 35.32	\$ 37.08	\$ 38.93	\$ 40.88				1/6/2020	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 21.82		1/6/2020	IAFF Local 2400	Non-Exempt
Firefighter	\$ 31.96	\$ 33.56	\$ 35.24	\$ 36.99	\$ 38.84				1/6/2020	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 31.96	\$ 33.56	\$ 35.24	\$ 36.99	\$ 38.84				1/6/2020	IAFF Local 2400	Non-Exempt
Habitat Restoration Aide	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 12.00		1/6/2020	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 15.00		1/6/2020	Unrepresented	Non-Exempt
Harbormaster	\$ 44.56	\$ 46.78	\$ 49.12	\$ 51.58	\$ 54.16				1/6/2020	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 19.57	\$ 20.56	\$ 21.58	\$ 22.67	\$ 23.80				1/6/2020	Unrepresented	Non-Exempt
History Project Asst	\$ 33.13	\$ 34.79	\$ 36.53	\$ 38.35	\$ 40.27				1/6/2020	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 65.25	\$ 68.51	\$ 71.94	\$ 75.54	\$ 79.32				1/6/2020	Confidential	Exempt
Human Resources Technician	\$ 32.39	\$ 34.00	\$ 35.70	\$ 37.49	\$ 39.36				1/6/2020	General Employees	Non-Exempt

Information Technology & Systems Administrator	\$ 48.71	\$ 51.15	\$ 53.70	\$ 56.39	\$ 59.22			1/6/2020	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -		\$15.00 - \$20.00	1/6/2020	Unrepresented	Non-Exempt
Lifeguard	\$ 14.85	\$ 15.60	\$ 16.37	\$ 17.20	\$ 18.04			1/6/2020	Unrepresented	Non-Exempt
Management Analyst (Part-time)	\$ 36.63	\$ 38.48	\$ 40.39	\$ 42.41	\$ 44.53			1/6/2020	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 27.77	\$ 29.15	\$ 30.61	\$ 32.14	\$ 33.76			1/6/2020	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 30.54	\$ 32.06	\$ 33.68	\$ 35.34	\$ 37.12			1/6/2020	General Employees	Non-Exempt
Marina Maintenance Worker I ( Part-time)	\$ 28.32	\$ 29.73	\$ 31.22	\$ 32.79	\$ 34.43			1/6/2020	Unrepresented	Non-Exempt
Marina Maintenance Worker II ( Part-time)	\$ 31.14	\$ 32.72	\$ 34.32	\$ 36.03	\$ 37.86			1/6/2020	Unrepresented	Non-Exempt
Marina Services Director	\$ 48.94	\$ 51.38	\$ 53.96	\$ 56.65	\$ 59.49			1/6/2020	Executive Management	Exempt
Office Assistant	\$ 25.45	\$ 26.68	\$ 28.02	\$ 29.42	\$ 30.90			1/6/2020	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 25.92	\$ 27.20	\$ 28.56	\$ 30.01	\$ 31.51			1/6/2020	Unrepresented	Non-Exempt
Office Specialist	\$ 29.84	\$ 31.32	\$ 32.90	\$ 34.53	\$ 36.26			1/6/2020	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 30.44	\$ 31.95	\$ 33.55	\$ 35.23	\$ 36.99			1/6/2020	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00		1/6/2020	Appointed Position	
Parks & Recreation Director	\$ 75.21	\$ 78.98	\$ 82.92	\$ 87.06	\$ 91.42			1/6/2020	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 27.77	\$ 29.15	\$ 30.61	\$ 32.14	\$ 33.76			1/6/2020	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 28.32	\$ 29.73	\$ 31.22	\$ 32.79	\$ 34.43			1/6/2020	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 30.54	\$ 32.06	\$ 33.68	\$ 35.34	\$ 37.12			1/6/2020	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 32.39	\$ 34.00	\$ 35.70	\$ 37.49	\$ 39.36			1/6/2020	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00		1/6/2020	Appointed Position	
Police Chief	\$ 92.05	\$ 96.65	\$ 101.48	\$ 106.56	\$ 111.88			1/6/2020	Police Chief	Exempt
Police Commander	\$ 82.98	\$ 87.14	\$ 91.50	\$ 96.07	\$ 100.87			1/6/2020	Police Commander	Exempt
Police Officer	\$ 42.21	\$ 44.32	\$ 46.53	\$ 48.86	\$ 51.30			1/6/2020	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 44.32	\$ 46.53	\$ 48.86	\$ 51.30	\$ 53.87			1/6/2020	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 50.85	\$ 53.39	\$ 56.06	\$ 58.87	\$ 61.81			1/6/2020	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 31.21		1/6/2020	Brisbane Police Officers Association*	Non-Exempt
Pre-School Teacher	\$ 16.42	\$ 17.26	\$ 18.11	\$ 19.03	\$ 19.98			1/6/2020	Unrepresented	Non-Exempt
Principal Analyst	\$ 56.51	\$ 59.35	\$ 62.30	\$ 65.41	\$ 68.68			1/6/2020	Confidential	Exempt
Principal Planner	\$ 60.21	\$ 63.22	\$ 66.38	\$ 69.70	\$ 73.19			1/6/2020	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 59.55	\$ 62.54	\$ 65.67	\$ 68.95	\$ 72.40			1/6/2020	Mid-Management/Professional	Exempt
Public Service Aide	\$ 14.61	\$ 15.35	\$ 16.11	\$ 16.91	\$ 17.77			1/6/2020	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 92.35	\$ 96.97	\$ 101.80	\$ 106.90	\$ 112.25			1/6/2020	Executive Management	Exempt
Public Works Inspector	\$ 45.57	\$ 47.86	\$ 50.25	\$ 52.75	\$ 55.39			1/6/2020	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 36.66	\$ 38.49	\$ 40.40	\$ 42.43	\$ 44.54			1/6/2020	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 27.77	\$ 29.15	\$ 30.61	\$ 32.14	\$ 33.76			1/6/2020	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 28.32	\$ 29.73	\$ 31.22	\$ 32.79	\$ 34.43			1/6/2020	Unrepresented	Non-Exempt
Public Works Maintenance Worker II	\$ 30.54	\$ 32.06	\$ 33.68	\$ 35.34	\$ 37.12			1/6/2020	General Employees	Non-Exempt
Public Works Superintendent	\$ 59.27	\$ 62.23	\$ 65.34	\$ 68.62	\$ 72.04			1/6/2020	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 45.30	\$ 47.57	\$ 49.94	\$ 52.44	\$ 55.06			1/6/2020	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 41.10	\$ 43.26	\$ 45.54	\$ 47.94	\$ 50.46			1/6/2020	Mid-Management/Professional	Exempt
Receptionist	\$ 25.42	\$ 26.68	\$ 28.02	\$ 29.42	\$ 30.90			1/6/2020	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 25.92	\$ 27.20	\$ 28.56	\$ 30.01	\$ 31.51			1/6/2020	Unrepresented	Non-Exempt
Recreation Leader	\$ 16.40	\$ 17.22	\$ 18.08	\$ 18.98	\$ 19.93			1/6/2020	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 12.73	\$ 13.37	\$ 14.04	\$ 14.74	\$ 15.48			1/6/2020	Unrepresented	Non-Exempt
Recreation Manager	\$ 55.75	\$ 58.53	\$ 61.45	\$ 64.53	\$ 67.76			1/6/2020	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 28.19	\$ 30.08	\$ 31.59	\$ 33.16	\$ 34.82			1/6/2020	General Employees	Non-Exempt
Recreation Supervisor	\$ 41.18	\$ 43.26	\$ 45.41	\$ 47.67	\$ 50.06			1/6/2020	Mid-Management/Professional	Exempt

Regional Compliance Program Manager	\$ 47.27	\$ 49.75	\$ 52.37	\$ 55.12	\$ 58.03				1/6/2020	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 30.13	\$ 31.63	\$ 33.21	\$ 34.87	\$ 36.62				1/6/2020	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 29.92	\$ 31.43	\$ 32.99	\$ 34.65	\$ 36.37				1/6/2020	General Employees	Non-Exempt
Senior Civil Engineer	\$ 59.55	\$ 62.54	\$ 65.67	\$ 68.95	\$ 72.40				1/6/2020	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 45.14	\$ 47.39	\$ 49.76	\$ 52.25	\$ 54.85				1/6/2020	Confidential	Exempt
Senior Management Analyst	\$ 44.26	\$ 46.47	\$ 48.80	\$ 51.23	\$ 53.79				1/6/2020	Mid-Management/Professional	Exempt
Senior Planner	\$ 50.92	\$ 53.46	\$ 56.14	\$ 58.96	\$ 61.89				1/6/2020	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 21.04	\$ 22.09	\$ 23.19	\$ 24.35	\$ 25.58				1/6/2020	Unrepresented	Non-Exempt
Sustainability Manager	\$ 47.27	\$ 49.75	\$ 52.37	\$ 55.12	\$ 58.03				2/13/2020	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -			\$12.00-\$75.00	1/6/2020	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 175.04		1/6/2020	Confidential Management	Exempt
Swim Instructor	\$ 16.20	\$ 17.01	\$ 17.87	\$ 18.76	\$ 19.70				1/6/2020	Unrepresented	Non-Exempt
Van Driver	\$ 15.24	\$ 16.01	\$ 16.81	\$ 17.66	\$ 18.54				1/6/2020	Unrepresented	Non-Exempt