



CITY COUNCIL AGENDA REPORT

Meeting Date: 6/20/2019

From: Maria Saguisag-Sid, Principal Analyst

Subject: Approval of Resolution 2019-34 through 44, Adopting Pay Schedules and Master Pay Schedule Effective June 30, 2019

Community Goal/Result

Fiscally Prudent

Purpose

Ensure there is a qualified, stable and dedicated workforce for the community.

Recommendation

Adopt Resolutions 2019-34, 2019-35, 2019-36, 2019-37, 2019-38, 2019-39, 2019-40, 2019-41, 2019-42, 2019-43 and 2019-44 to amend current pay schedules and update master pay schedule, effective June 30, 2019.

Background

In 2016, the City reached 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 <http://brisbaneca.org/departments/administration/human-resources/labor-agreements> and <http://brisbaneca.org/departments/administration/human-resources/salary-information>.

On November 4, 2016, CalPERS issued Circular Letter 200-050-16, clarifying that pay schedules must comply with Government Code Section 20636 and CCR section 570.5. If an agency does not meet the requirements outlined in GC Section 20636 and CCR section 570.5, CalPERS may determine an amount that may be considered to be the pay rate.

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.

Discussion

Staff is presenting today for adoption the pay schedules for the upcoming June 30, 2019 pay increases. Highlights of updates to the upcoming pay schedules that have been approved in the current labor agreements are as follows:

- Confidential Management Employees: The pay schedule will reflect a 2% pay increase effective June 30, 2019. The current filled position in this group and their respective top step pay rate is the Administrative Services Director at \$95.30 per hour.

- Executive Management: The pay schedule will reflect a 2% pay increase effective June 30, 2019. Current filled position in this group and their respective top step pay rates include City Clerk at \$57.09 per hour, Community Development Director at \$92.16 per hour and Public Works Director/City Engineer at \$107.89 per hour.
- Police Chief: The Police Chief will receive a 2% pay increase effective June 30, 2019. The new pay rate will be \$104.40 per hour at the top step.
- The following bargaining groups will receive a 2% pay increase for all covered positions, effective June 30, 2019: Confidential Employees, International Association of Firefighters, Local 2400, General Employees Association, Mid-Management/Professional Employees, Police Commander and Police Officers Association.

Historically, the City Council has approved pay increases for hourly unrepresented employees that mirror the pay increases of represented bargaining groups. In order to continue this practice, staff is 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, effective June 30, 2019 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 the Intern and Special Assistant positions are set as salary ranges, 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 able to work towards retaining and attracting the quality and expertise of staff required by Council and the community.

Fiscal Impact

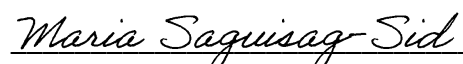
No additional impact as these increases were already included in the current budget.

Measure of Success

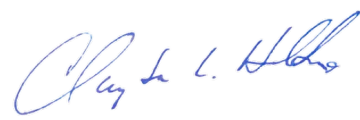
The City is able to recruit and retain a qualified, stable and dedicated workforce.

Attachments

1. CalPERS Circular Letter 200-050-16
2. Resolutions 2019-34, 2019-35, 2019-36, 2019-37, 2019-38, 2019-39, 2019-40, 2019-41, 2019-42, 2019-43 and 2019-44



 Maria Saguisag-Sid, Principal Analyst



 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

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 2019-34

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

WHEREAS, on July 14, 2016, the City Council approved Resolution 2016-27 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 increase of 2.0% effective June 30, 2019, and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Confidential Employees Group that reflects this increase;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the pay schedule is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-34 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES;
ABSENT:

INGRID PADILLA
City Clerk

Effective Date: 06/30/2019

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	6,410.18	6,728.95	7,067.04	7,418.65	7,791.52
Management Analyst	Bi-Weekly	2,958.55	3,105.67	3,261.71	3,423.99	3,596.09
	Hourly	36.98	38.82	40.77	42.80	44.95
Deputy City Clerk/ Executive Assistant	Monthly	6,033.45	6,334.84	6,651.67	6,985.90	7,333.65
	Bi-weekly	2,784.67	2,923.77	3,070.00	3,224.26	3,384.76
	Hourly	34.81	36.55	38.38	40.30	42.31
Principal Analyst	Monthly	8,966.14	9,416.28	9,885.74	10,378.39	10,898.08
	Bi-weekly	4,138.22	4,345.98	4,562.65	4,790.03	5,029.88
	Hourly	51.73	54.32	57.03	59.88	62.87
Senior Human Resources Analyst	Monthly	7,161.71	7,519.12	7,895.84	8,289.96	8,703.40
	Bi-weekly	3,305.40	3,470.36	3,644.24	3,826.14	4,016.95
	Hourly	41.32	43.38	45.55	47.83	50.21

RESOLUTION 2019-35

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

WHEREAS, on July 14, 2016, the City Council approved Resolution 2016-26 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 increase of 2.0% effective June 30, 2019, and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Confidential Management Employees Group that reflects this wage increase;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the pay schedule for the Confidential Management Group is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-34 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES;
ABSENT:

INGRID PADILLA
City Clerk

Effective Date: 06/30/2019

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	13,589.28	16,518.10	14,267.39	14,982.21	15,729.87
Director	Bi-Weekly	6,271.97	7,623.74	6,584.95	6,914.86	7,259.94
	Hourly	78.40	95.30	82.31	86.44	90.75
Finance Director	Monthly	13,005.83	15,807.14	13,654.96	14,338.87	15,057.55
	Bi-Weekly	6,002.69	7,295.60	6,302.29	6,617.94	6,949.64
	Hourly	75.03	91.20	78.78	82.72	86.87
Special Council	Hourly	171.61				
Major Development Projects						

RESOLUTION 2019-36

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

WHEREAS, on July 14, 2016, the City Council approved Resolution 2016-28 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 increase of 2.0% effective June 30, 2019, and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Executive Management Group that reflects this wage increase;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the pay schedule for the Executive Management Group is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-36 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES;
ABSENT:

INGRID PADILLA
City Clerk

Effective Date: 06/30/2019

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	10,413.16	10,932.86	11,481.53	12,053.38	12,658.08
	Bi-weekly	4,806.08	5,045.93	5,299.17	5,563.10	5,842.19
	Hourly	60.08	63.07	66.24	69.54	73.03
City Clerk	Monthly	8,141.20	8,548.84	8,975.80	9,425.94	9,895.40
	Bi-weekly	3,757.48	3,945.62	4,142.68	4,350.43	4,567.11
	Hourly	46.97	49.32	51.78	54.38	57.09
Community Development Director	Monthly	13,141.07	13,797.92	14,489.56	15,214.04	15,975.22
	Bi-weekly	6,065.11	6,368.27	6,687.49	7,021.86	7,373.18
	Hourly	75.81	79.60	83.59	87.77	92.16
Director of Marina and Aquatic Services	Monthly	8,722.72	9,159.33	9,617.20	10,098.26	10,602.49
	Bi-weekly	4,025.87	4,227.38	4,438.71	4,660.73	4,893.46
	Hourly	50.32	52.84	55.48	58.26	61.17
Marina Services Director	Monthly	8,152.79	8,560.43	8,989.32	9,437.53	9,910.86
	Bi-weekly	3,762.83	3,950.97	4,148.92	4,355.78	4,574.24
	Hourly	47.04	49.39	51.86	54.45	57.18
Parks & Recreation Director	Monthly	12,530.57	13,158.45	13,815.31	14,505.02	15,231.43
	Bi-weekly	5,783.34	6,073.13	6,376.30	6,694.62	7,029.89
	Hourly	72.29	75.91	79.70	83.68	87.87
Public Works Director/ City Engineer	Monthly	15,385.98	16,154.89	16,960.51	17,810.57	18,701.19
	Bi-weekly	7,101.22	7,456.10	7,827.93	8,220.26	8,631.32
	Hourly	88.77	93.20	97.85	102.75	107.89

RESOLUTION 2019-37

**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 September 1, 2016, the City Council approved Resolution 2016-33 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 increase of 2.0% effective June 30, 2019, and

WHEREAS, the City Council wishes to adopt a new pay schedule for the International Association of Firefighters, Local 2400, AFL-CIO that reflects this wage increase;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the pay schedule for the International Association of Firefighters, Local 2400, AFL-CIO is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-37 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES:
ABSENT:

INGRID PADILLA
City Clerk

Effective Date: 06/30/2019

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	7,419.04	7,789.58	8,179.06	8,584.78	9,014.82
	Bi-weekly	3,424.17	3,595.19	3,774.95	3,962.21	4,160.69
	Hourly	30.57	32.10	33.70	35.38	37.15
Firefighter/Paramedic	Monthly	7,419.04	7,789.58	8,179.06	8,584.78	9,014.82
	Bi-weekly	3,424.17	3,595.19	3,774.95	3,962.21	4,160.69
	Hourly	30.57	32.10	33.70	35.38	37.15
Fire Captain	Monthly	8,866.06	9,306.93	9,774.84	10,261.69	10,775.61
	Bi-weekly	4,092.03	4,295.51	4,511.46	4,736.16	4,973.36
	Hourly	36.54	38.35	40.28	42.29	44.40
Fire Prevention Officer	Monthly	7,805.04	8,197.22	8,606.80	9,035.69	9,487.76
	Bi-weekly	3,602.33	3,783.33	3,972.37	4,170.32	4,378.97
	Hourly	32.16	33.78	35.47	37.23	39.10
Fire Trainee	Monthly	3,690.01				
	Bi-weekly	1,703.08				
	Hourly	21.29				

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.

RESOLUTION 2019-38

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

WHEREAS, on July 14, 2016, the City Council approved Resolution 2016-25 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 increase of 2.0% effective June 30, 2019, and

WHEREAS, the City Council wishes to adopt a new pay schedule for the General Employees Association that reflects this wage increase;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the pay schedule for the General Employees Association is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-38 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES;
ABSENT:

INGRID PADILLA
City Clerk

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	3,997.19	4,198.11	4,408.69	4,628.93	4,860.76
	Bi-weekly	1,844.86	1,937.59	2,034.78	2,136.43	2,243.43
	Hourly	23.06	24.22	25.43	26.71	28.04
Accounting Assistant II	Monthly	4,400.96	4,621.20	4,853.04	5,094.53	5,349.55
	Bi-weekly	2,031.21	2,132.86	2,239.86	2,351.32	2,469.02
	Hourly	25.39	26.66	28.00	29.39	30.86
Administrative Assistant	Monthly	5,287.72	5,552.40	5,828.67	6,120.39	6,427.57
	Bi-weekly	2,440.49	2,562.65	2,690.15	2,824.80	2,966.57
	Hourly	30.51	32.03	33.63	35.31	37.08
Assistant Engineer I	Monthly	6,157.10	6,466.21	6,788.84	7,128.86	7,484.34
	Bi-weekly	2,841.74	2,984.40	3,133.31	3,290.24	3,454.31
	Hourly	35.52	37.31	39.17	41.13	43.18
Assistant Engineer II	Monthly	6,773.39	7,109.54	7,466.95	7,839.82	8,232.00
	Bi-weekly	3,126.18	3,281.33	3,446.29	3,618.38	3,799.39
	Hourly	39.08	41.02	43.08	45.23	47.49
Associate Planner	Monthly	7,125.00	7,482.41	7,857.21	8,249.39	8,662.83
	Bi-weekly	3,288.46	3,453.42	3,626.40	3,807.41	3,998.23
	Hourly	41.11	43.17	45.33	47.59	49.98
Code Enforcement Officer	Monthly	5,019.18	5,270.34	5,533.08	5,809.35	6,101.07
	Bi-weekly	2,316.55	2,432.46	2,553.73	2,681.24	2,815.88
	Hourly	28.96	30.41	31.92	33.52	35.20
Community Development Technician	Monthly	5,395.91	5,664.45	5,948.45	6,245.97	6,557.01
	Bi-weekly	2,490.42	2,614.36	2,745.44	2,882.75	3,026.31
	Hourly	31.13	32.68	34.32	36.03	37.83
Community Service Officer	Monthly	4,416.42	4,636.66	4,868.49	5,111.92	5,366.93
	Bi-weekly	2,038.35	2,140.00	2,247.00	2,359.35	2,477.05
	Hourly	25.48	26.75	28.09	29.49	30.96
Engineering Technician	Monthly	5,934.92	6,232.44	6,543.49	6,868.05	7,213.87
	Bi-weekly	2,739.20	2,876.51	3,020.07	3,169.87	3,329.48
	Hourly	34.24	35.96	37.75	39.62	41.62
Executive Administrative Assistant	Monthly	5,480.92	5,753.32	6,041.18	6,344.50	6,661.33
	Bi-weekly	2,529.65	2,655.38	2,788.24	2,928.23	3,074.46
	Hourly	31.62	33.19	34.85	36.60	38.43
Human Resources Technician	Monthly	5,395.91	5,664.45	5,948.45	6,245.97	6,557.01
	Bi-weekly	2,490.42	2,614.36	2,745.44	2,882.75	3,026.31
	Hourly	31.13	32.68	34.32	36.03	37.83

2.0% Increase

General Employees Unit

<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 I	Monthly	4,627.00	4,856.90	5,100.33	5,355.34	5,623.88
	Bi-weekly	2,135.54	2,241.65	2,354.00	2,471.70	2,595.64
	Hourly	26.69	28.02	29.42	30.90	32.45
Marina Maintenance Worker II	Monthly	5,088.73	5,237.08	5,500.35	5,773.10	6,062.89
	Bi-weekly	2,348.65	2,417.11	2,538.62	2,664.51	2,798.26
	Hourly	29.36	30.21	31.73	33.31	34.98
Office Assistant	Monthly	4,240.61	4,445.40	4,667.57	4,901.34	5,148.62
	Bi-weekly	1,957.21	2,051.72	2,154.26	2,262.15	2,376.29
	Hourly	24.47	25.65	26.93	28.28	29.70
Office Specialist	Monthly	4,970.89	5,218.17	5,480.92	5,753.32	6,041.18
	Bi-weekly	2,294.25	2,408.39	2,529.65	2,655.38	2,788.24
	Hourly	28.68	30.10	31.62	33.19	34.85
Parks/Facilities Maintenance Maintenance Worker I	Monthly	4,627.00	4,856.90	5,100.33	5,355.34	5,623.88
	Bi-weekly	2,135.54	2,241.65	2,354.00	2,471.70	2,595.64
	Hourly	26.69	28.02	29.42	30.90	32.45
Parks/Facilities Maintenance Maintenance Worker II	Monthly	5,088.73	5,341.82	5,610.36	5,888.56	6,184.14
	Bi-weekly	2,348.65	2,465.45	2,589.40	2,717.80	2,854.22
	Hourly	29.36	30.82	32.37	33.97	35.68
Payroll and Utility Billing Technician	Monthly	5,395.91	5,664.45	5,948.45	6,245.97	6,557.01
	Bi-weekly	2,490.42	2,614.36	2,745.44	2,882.75	3,026.31
	Hourly	31.13	32.68	34.32	36.03	37.83
Public Works Inspector	Monthly	7,592.53	7,973.12	8,371.10	8,788.40	9,228.88
	Bi-weekly	3,504.24	3,679.90	3,863.59	4,056.19	4,259.48
	Hourly	43.80	46.00	48.29	50.70	53.24
Public Works Lead Maintenance Worker	Monthly	6,106.87	6,412.11	6,730.88	7,068.97	7,420.59
	Bi-weekly	2,818.55	2,959.44	3,106.56	3,262.60	3,424.89
	Hourly	35.23	36.99	38.83	40.78	42.81
Public Works Maintenance Worker I	Monthly	4,627.00	4,856.90	5,100.33	5,355.34	5,623.88
	Bi-weekly	2,135.54	2,241.65	2,354.00	2,471.70	2,595.64
	Hourly	26.69	28.02	29.42	30.90	32.45
Public Works Maintenance Worker II	Monthly	5,088.73	5,341.82	5,610.36	5,888.56	6,184.14
	Bi-weekly	2,348.65	2,465.45	2,589.40	2,717.80	2,854.22
	Hourly	29.36	30.82	32.37	33.97	35.68
Receptionist	Monthly	4,234.82	4,445.40	4,667.57	4,901.34	5,148.62
	Bi-weekly	1,954.53	2,051.72	2,154.26	2,262.15	2,376.29
	Hourly	24.43	25.65	26.93	28.28	29.70
Recreation Program Coordinator	Monthly	4,418.35	4,640.52	4,872.36	5,115.78	5,370.80
	Bi-weekly	2,039.24	2,141.78	2,248.78	2,361.13	2,478.83
	Hourly	25.49	26.77	28.11	29.51	30.99

<u>Job Title</u>		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Senior Accounting Assistant	Monthly	4,984.41	5,235.56	5,496.37	5,772.64	6,058.57
	Bi-weekly	2,300.50	2,416.41	2,536.79	2,664.30	2,796.26
	Hourly	28.76	30.21	31.71	33.30	34.95

RESOLUTION 2019-39

**A RESOLUTION OF THE CITY COUNCIL OF
THE CITY OF BRISBANE REGARDING THE
PAY SCALE FOR THE HOURLY EMPLOYEES**

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

- 1) Effective the June 30, 2019, all position 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 June 30, 2019;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the classifications, compensation and terms of such hourly employment be adopted as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-39 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES:
ABSENT:

INGRID PADILLA
City Clerk

2.0% Increase

Hourly Employees

Job Title		<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>
Cashier	Hourly	12.24	12.85	13.49	14.17	14.88
Crossing Guard	Hourly	12.29	12.91	13.56	14.23	14.95
Facilities Attendant	Hourly	15.69	16.47	17.30	18.17	19.07
Habitat Restoration Aide	Hourly	12.00				
Habitat Restoration Lead Worker	Hourly	15.00				
Head Lifeguard	Hourly	18.81	19.76	20.74	21.79	22.87
History Project Assistant	Hourly	31.84	33.44	35.11	36.86	38.71
Intern	Hourly	Minimum	15.00		Maximum	20.00
Lifeguard	Hourly	14.28	14.99	15.74	16.53	17.34
Management Analyst (PT)	Hourly	35.21	36.98	38.82	40.76	42.80
Marina Maintenance Worker I (PT)	Hourly	27.22	28.58	30.00	31.52	33.09
Marina Maintenance Worker II (PT)	Hourly	29.93	31.45	32.99	34.63	36.39
Office Assistant	Hourly	24.91	26.15	27.45	28.85	30.28
Office Specialist	Hourly	29.26	30.71	32.24	33.86	35.56
Parks/Facilities Maintenance Worker I (PT)	Hourly	27.22	28.58	30.00	31.52	33.09
Public Service Aide	Hourly	14.04	14.76	15.48	16.25	17.08
Pre-School Teacher	Hourly	15.78	16.58	17.41	18.29	19.20
Public Works Maintenance Worker I (PT)	Hourly	27.22	28.58	30.00	31.52	33.09
Receptionist	Hourly	24.91	26.15	27.45	28.85	30.28
Recreation Leader	Hourly	15.76	16.55	17.38	18.24	19.15
Recreation Leader Aide	Hourly	12.24	12.85	13.49	14.17	14.88
Reserve Police Officer	Hourly	28.96	30.41	31.92	33.52	35.20
Senior Recreation Leader	Hourly	20.22	21.23	22.29	23.41	24.58
Special Assistant	Hourly	Minimum	12.00		Maximum	75.00
Swim Instructor	Hourly	15.57	16.35	17.18	18.03	18.94
Teen Coordinator	Hourly	16.11	16.91	17.77	18.66	19.58
Van Driver	Hourly	14.65	15.39	16.16	16.98	17.82

RESOLUTION 2019-40

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

WHEREAS, on September 1, 2016, the City Council approved Resolution 2016-32 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 increase of 2.0% effective June 30, 2019, and

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

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the pay schedule for the Mid-Management/Professional Employees Group is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-40 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES;
ABSENT:

INGRID PADILLA
City Clerk

Effective Date: 06/30/2019

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	7,835.95	8,226.21	8,637.71	9,070.46	9,524.47
	Bi-weekly	3,616.59	3,796.71	3,986.64	4,186.37	4,395.91
	Hourly	45.21	47.46	49.83	52.33	54.95
Deputy Director of Public Works	Monthly	11,564.60	12,142.25	12,750.81	13,388.35	14,056.81
	Bi-weekly	5,337.51	5,604.12	5,884.99	6,179.24	6,487.76
	Hourly	66.72	70.05	73.56	77.24	81.10
Deputy Finance Director	Monthly	9,835.51	10,326.23	10,842.05	11,384.93	11,954.85
	Bi-weekly	4,539.47	4,765.95	5,004.03	5,254.58	5,517.62
	Hourly	56.74	59.57	62.55	65.68	68.97
Financial Services Manager	Monthly	8,941.02	9,387.30	9,856.76	10,351.34	10,869.10
	Bi-weekly	4,126.63	4,332.60	4,549.28	4,777.54	5,016.51
	Hourly	51.58	54.16	56.87	59.72	62.71
Harbormaster	Monthly	7,210.01	7,569.35	7,948.01	8,345.99	8,763.29
	Bi-weekly	3,327.69	3,493.54	3,668.31	3,851.99	4,044.59
	Hourly	41.60	43.67	45.85	48.15	50.56
Information Technology & Systems Administrator	Monthly	7,882.32	8,276.44	8,689.87	9,124.56	9,582.43
	Bi-weekly	3,637.99	3,819.89	4,010.71	4,211.33	4,422.66
	Hourly	45.47	47.75	50.13	52.64	55.28
Principal Planner	Monthly	9,742.78	10,229.63	10,741.59	11,278.67	11,842.80
	Bi-weekly	4,496.67	4,721.37	4,957.66	5,205.54	5,465.91
	Hourly	56.21	59.02	61.97	65.07	68.32
Program Manager - San Mateo Countywide Water Pollution Prevention Program	Monthly	9,636.52	10,119.51	10,625.68	11,156.96	11,715.29
	Bi-weekly	4,447.63	4,670.54	4,904.16	5,149.37	5,407.06
	Hourly	55.60	58.38	61.30	64.37	67.59
Public Works Superintendent	Monthly	9,590.16	10,069.28	10,573.51	11,102.87	11,657.33
	Bi-Weekly	4,426.23	4,647.36	4,880.08	5,124.40	5,380.31
	Hourly	55.33	58.09	61.00	64.06	67.25
Public Works Supervisor	Monthly	7,329.79	7,696.85	8,081.31	8,485.09	8,910.11
	Bi-Weekly	3,382.98	3,552.39	3,729.84	3,916.19	4,112.36
	Hourly	42.29	44.40	46.62	48.95	51.40
Public Works Team Leader	Monthly	6,649.74	6,999.42	7,368.42	7,756.74	8,164.38
	Bi-Weekly	3,069.11	3,230.50	3,400.81	3,580.04	3,768.18
	Hourly	38.36	40.38	42.51	44.75	47.10

Effective Date: 06/30/2019

CITY OF BRISBANE
Mid-Management/Professional

Exhibit A

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>
Recreation Manager	Monthly	9,020.23	9,470.38	9,943.70	10,442.14	10,963.77
	Bi-weekly	4,163.18	4,370.94	4,589.40	4,819.45	5,060.20
	Hourly	52.04	54.64	57.37	60.24	63.25
Recreation Supervisor	Monthly	6,663.27	6,999.42	7,347.17	7,714.24	8,100.63
	Bi-weekly	3,075.35	3,230.50	3,391.00	3,560.42	3,738.75
	Hourly	38.44	40.38	42.39	44.51	46.73
Regional Compliance Program Manager (Maintenance Program Manager)	Monthly	7,648.56	8,050.40	8,473.49	8,919.77	9,389.23
	Bi-weekly	3,530.10	3,715.57	3,910.84	4,116.82	4,333.49
	Hourly	44.13	46.44	48.89	51.46	54.17
Senior Civil Engineer	Monthly	9,636.52	10,119.51	10,625.68	11,156.96	11,715.29
	Bi-weekly	4,447.63	4,670.54	4,904.16	5,149.37	5,407.06
	Hourly	55.60	58.38	61.30	64.37	67.59
Senior Management Analyst	Monthly	7,161.71	7,519.12	7,895.84	8,289.96	8,703.40
	Bi-weekly	3,305.40	3,470.36	3,644.24	3,826.14	4,016.95
	Hourly	41.32	43.38	45.55	47.83	50.21
Senior Planner	Monthly	8,239.73	8,651.23	9,083.99	9,539.93	10,015.18
	Bi-weekly	3,802.95	3,992.88	4,192.61	4,403.04	4,622.39
	Hourly	47.54	49.91	52.41	55.04	57.78

RESOLUTION 2019-41

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

WHEREAS, on July 14, 2016, the City Council approved Resolution 2016-29 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 increase of 2.0% effective June 30, 2019, and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Police Chief that reflects this wage increase;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the pay schedule for the Police Chief is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-41 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES;
ABSENT:

INGRID PADILLA
City Clerk

Effective Date: 06/30/2019
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	14,889.47	15,633.27	16,413.77	17,236.78	18,096.49
	Bi-weekly	6,872.06	7,215.36	7,575.59	7,955.44	8,352.23
	Hourly	85.90	90.19	94.69	99.44	104.40

RESOLUTION 2019-42

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

WHEREAS, on July 14, 2016, the City Council approved Resolution 2016-31 concerning the Memorandum of Understanding between the City of Brisbane and the Police Commander Association; and

WHEREAS, the current Memorandum of Understanding between the City of Brisbane and the Police Commander Association provides for wage increase of 2.0% effective June 30, 2019; and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Police Commander Association that reflects these wage increases;

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the pay schedule for the Police Commander Association is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-42 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES;
ABSENT:

INGRID PADILLA
City Clerk

Effective Date: 06/30/2019
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	13,422.82	14,094.26	14,799.98	15,539.98	16,316.28
	Bi-weekly	6,195.15	6,505.04	6,830.76	7,172.30	7,530.59
	Hourly	77.44	81.31	85.38	89.65	94.13

RESOLUTION 2019-43

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

WHEREAS, on July 14, 2016, the City Council approved Resolution 2016-24 concerning the Memorandum of Understanding between the City of Brisbane 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 wage increase of 2% effective June 30, 2019; and

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

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Brisbane that the pay schedule for the Brisbane Police Officers Association is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-43 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES;
ABSENT:

INGRID PADILLA
City Clerk

Effective Date: 06/30/2019

CITY OF BRISBANE

Exhibit A

2.0% Increase

Police Officers Association

<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	7,102.30	7,457.41	7,830.27	8,221.78	8,632.87
	Bi-weekly	3,277.98	3,441.88	3,613.97	3,794.67	3,984.40
	Hourly	39.02	40.97	43.02	45.17	47.43
Police Sergeant	Monthly	8,556.85	8,984.70	9,433.94	9,905.63	10,400.90
	Bi-weekly	3,949.32	4,146.78	4,354.13	4,571.83	4,800.42
	Hourly	47.02	49.37	51.83	54.43	57.15

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	7,102.30	7,457.41	7,830.27	8,221.78	8,632.87
	Bi-weekly	3,277.98	3,441.88	3,613.97	3,794.67	3,984.40
	Hourly	40.97	43.02	45.17	47.43	49.81
Police Sergeant	Monthly	8,556.85	8,984.70	9,433.94	9,905.63	10,400.90
	Bi-weekly	3,949.32	4,146.78	4,354.13	4,571.83	4,800.42
	Hourly	49.37	51.83	54.43	57.15	60.01

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

RESOLUTION 2019-44

**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' 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 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, BE IT RESOLVED THAT the City Council of the City of Brisbane that the Master Pay Schedule, is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

MADISON DAVIS
Mayor

I hereby certify that the foregoing Resolution No. 2019-44 was duly and regularly adopted at a regular meeting of the Brisbane City Council on June 20, 2019, by the following vote:

AYES:
NOES:
ABSENT:

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	\$ 23.06	\$ 24.22	\$ 25.43	\$ 26.71	\$ 28.04				6/30/2019	General Employees	Non-Exempt
Accounting Assistant II	\$ 25.39	\$ 26.66	\$ 28.00	\$ 29.39	\$ 30.86				6/30/2019	General Employees	Non-Exempt
Administrative Assistant	\$ 30.51	\$ 32.03	\$ 33.63	\$ 35.31	\$ 37.08				6/30/2019	General Employees	Non-Exempt
Administrative Management Analyst	\$ 36.98	\$ 38.82	\$ 40.77	\$ 42.80	\$ 44.95				6/30/2019	Confidential Employee	Exempt
Administrative Services Director	\$ 78.40	\$ 95.30	\$ 82.31	\$ 86.44	\$ 90.75				6/30/2019	Confidential Management	Exempt
Assistant Engineer I	\$ 35.52	\$ 37.31	\$ 39.17	\$ 41.13	\$ 43.18				6/30/2019	General Employees	Non-Exempt
Assistant Engineer II	\$ 39.08	\$ 41.02	\$ 43.08	\$ 45.23	\$ 47.49				6/30/2019	General Employees	Non-Exempt
Assistant to the City Manager	\$ 60.08	\$ 63.07	\$ 66.24	\$ 69.54	\$ 73.03				6/30/2019	Executive Management	Exempt
Associate Civil Engineer	\$ 45.21	\$ 47.46	\$ 49.83	\$ 52.33	\$ 54.95				6/30/2019	Mid-Management/Professional	Exempt
Associate Planner	\$ 41.11	\$ 43.17	\$ 45.33	\$ 47.59	\$ 49.98				6/30/2019	General Employees	Non-Exempt
Cashier	\$ 12.24	\$ 12.85	\$ 13.49	\$ 14.17	\$ 14.88				6/30/2019	Unrepresented	Non-Exempt
City Clerk	\$ 46.97	\$ 49.32	\$ 51.78	\$ 54.38	\$ 57.09				6/30/2019	Executive Management	Exempt
City Manager							\$ 115.91		11/12/2018	Unrepresented	Exempt
Code Enforcement Officer	\$ 28.96	\$ 30.41	\$ 31.92	\$ 33.52	\$ 35.20				6/30/2019	General Employees	Non-Exempt
Community Development Director	\$ 75.81	\$ 79.60	\$ 83.59	\$ 87.77	\$ 92.16				6/30/2019	Executive Management	Exempt
Community Development Technician	\$ 31.13	\$ 32.68	\$ 34.32	\$ 36.03	\$ 37.83				6/30/2019	General Employees	Non-Exempt
Community Service Officer	\$ 25.48	\$ 26.75	\$ 28.09	\$ 29.49	\$ 30.96				6/30/2019	General Employees	Non-Exempt
Council Member						\$ 400.00			12/5/2015	Elected Position	
Crossing Guard	\$ 12.29	\$ 12.91	\$ 13.56	\$ 14.23	\$ 14.95				6/30/2019	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 34.81	\$ 36.55	\$ 38.38	\$ 40.30	\$ 42.31				6/30/2019	Confidential	Exempt
Deputy Director of Public Works	\$ 66.72	\$ 70.05	\$ 73.56	\$ 77.24	\$ 81.10				6/30/2019	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 56.74	\$ 59.57	\$ 62.55	\$ 65.68	\$ 68.97				6/30/2019	Mid-Management/Professional	Exempt
Director of Marina and Aquatic Services	\$ 50.32	\$ 52.84	\$ 55.48	\$ 58.26	\$ 61.17				6/30/2019	Executive Management	Exempt
Engineering Technician	\$ 34.24	\$ 35.96	\$ 37.75	\$ 39.62	\$ 41.62				6/30/2019	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 31.62	\$ 33.19	\$ 34.85	\$ 36.60	\$ 38.43				6/30/2019	General Employees	Non-Exempt
Facilities Attendant	\$ 15.69	\$ 16.47	\$ 17.30	\$ 18.17	\$ 19.07				6/30/2019	Unrepresented	Non-Exempt
Finance Director	\$ 75.03	\$ 91.20	\$ 78.78	\$ 82.72	\$ 86.87				6/30/2019	Confidential Management	Exempt
Financial Services Manager	\$ 51.58	\$ 54.16	\$ 56.87	\$ 59.72	\$ 62.71				6/30/2019	Mid-Management/Professional	Exempt
Fire Captain	\$ 36.54	\$ 38.35	\$ 40.28	\$ 42.29	\$ 44.40				6/30/2019	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 32.16	\$ 33.78	\$ 35.47	\$ 37.23	\$ 39.10				6/30/2019	IAFF Local 2400	Non-Exempt
Fire Trainee							\$ 21.29		6/30/2019	IAFF Local 2400	Non-Exempt
Firefighter	\$ 30.57	\$ 32.10	\$ 33.70	\$ 35.38	\$ 37.15				6/30/2019	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 30.57	\$ 32.10	\$ 33.70	\$ 35.38	\$ 37.15				6/30/2019	IAFF Local 2400	Non-Exempt
Habitat Restoration Aide							\$ 12.00		6/30/2019	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker							\$ 15.00		6/30/2019	Unrepresented	Non-Exempt
Harbormaster	\$ 41.60	\$ 43.67	\$ 45.85	\$ 48.15	\$ 50.56				6/30/2019	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 18.81	\$ 19.76	\$ 20.74	\$ 21.79	\$ 22.87				6/30/2019	Unrepresented	Non-Exempt
History Project Assistant	\$ 31.84	\$ 33.44	\$ 35.11	\$ 36.86	\$ 38.71				6/30/2019	Unrepresented	Non-Exempt
Human Resources Technician	\$ 31.13	\$ 32.68	\$ 34.32	\$ 36.03	\$ 37.83				6/30/2019	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 45.47	\$ 47.75	\$ 50.13	\$ 52.64	\$ 55.28				6/30/2019	Mid-Management/Professional	Exempt
Intern								\$15.00 - \$20.00	6/30/2019	Unrepresented	Non-Exempt
Lifeguard	\$ 14.28	\$ 14.99	\$ 15.74	\$ 16.53	\$ 17.34				6/30/2019	Unrepresented	Non-Exempt
Management Analyst (Part-Time)	\$ 35.21	\$ 36.98	\$ 38.82	\$ 40.76	\$ 42.80				6/30/2019	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 26.69	\$ 28.02	\$ 29.42	\$ 30.90	\$ 32.45				6/30/2019	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 29.36	\$ 30.21	\$ 31.73	\$ 33.31	\$ 34.98				6/30/2019	General Employees	Non-Exempt
Marina Maintenance Worker I (Part-time)	\$ 27.22	\$ 28.58	\$ 30.00	\$ 31.52	\$ 33.09				6/30/2019	Unrepresented	Non-Exempt
Marina Maintenance Worker II (Part-time)	\$ 29.93	\$ 31.45	\$ 32.99	\$ 34.63	\$ 36.39				6/30/2019	Unrepresented	Non-Exempt
Marina Services Director	\$ 47.04	\$ 49.39	\$ 51.86	\$ 54.45	\$ 57.18				6/30/2019	Executive Management	Exempt
Office Assistant	\$ 24.47	\$ 25.65	\$ 26.93	\$ 28.28	\$ 29.70				6/30/2019	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 24.91	\$ 26.15	\$ 27.45	\$ 28.85	\$ 30.28				6/30/2019	Unrepresented	Non-Exempt
Office Specialist	\$ 28.68	\$ 30.10	\$ 31.62	\$ 33.19	\$ 34.85				6/30/2019	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 29.26	\$ 30.71	\$ 32.24	\$ 33.86	\$ 35.56	30			6/30/2019	Unrepresented	Non-Exempt

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
Park/Beach/Recreation Commissioner						\$ 100.00			6/18/2015	Appointed Position	
Parks & Recreation Director	\$ 72.29	\$ 75.91	\$ 79.70	\$ 83.68	\$ 87.87				6/30/2019	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 26.69	\$ 28.02	\$ 29.42	\$ 30.90	\$ 32.45				6/30/2019	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 27.22	\$ 28.58	\$ 30.00	\$ 31.52	\$ 33.09				6/30/2019	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 29.36	\$ 30.82	\$ 32.37	\$ 33.97	\$ 35.68				6/30/2019	General Employees	Non-Exempt
Payroll and Utility Billing Technician	\$ 31.13	\$ 32.68	\$ 34.32	\$ 36.03	\$ 37.83				6/30/2019	General Employees	Non-Exempt
Planning Commissioner						\$ 100.00			6/18/2015	Appointed Position	
Police Chief	\$ 85.90	\$ 90.19	\$ 94.69	\$ 99.44	\$ 104.40				6/30/2019	Police Chief	Exempt
Police Commander	\$ 77.44	\$ 81.31	\$ 85.38	\$ 89.65	\$ 94.13				6/30/2019	Police Commander	Exempt
Police Officer	\$ 39.02	\$ 40.97	\$ 43.02	\$ 45.17	\$ 47.43				6/30/2019	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 40.97	\$ 43.02	\$ 45.17	\$ 47.43	\$ 49.81				6/30/2019	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 47.02	\$ 49.37	\$ 51.83	\$ 54.43	\$ 57.15				6/30/2019	Brisbane Police Officers Association*	Non-Exempt
Pre-School Teacher	\$ 15.78	\$ 16.58	\$ 17.41	\$ 18.29	\$ 19.20				6/30/2019	Unrepresented	Non-Exempt
Principal Analyst	\$ 51.73	\$ 54.32	\$ 57.03	\$ 59.88	\$ 62.87				6/30/2019	Confidential	Exempt
Principal Planner	\$ 56.21	\$ 59.02	\$ 61.97	\$ 65.07	\$ 68.32				6/30/2019	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 55.60	\$ 58.38	\$ 61.30	\$ 64.37	\$ 67.59				6/30/2019	Mid-Management/Professional	Exempt
Public Service Aide	\$ 14.04	\$ 14.76	\$ 15.48	\$ 16.25	\$ 17.08				6/30/2019	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 88.77	\$ 93.20	\$ 97.85	\$ 102.75	\$ 107.89				6/30/2019	Executive Management	Exempt
Public Works Inspector	\$ 43.80	\$ 46.00	\$ 48.29	\$ 50.70	\$ 53.24				6/30/2019	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 35.23	\$ 36.99	\$ 38.83	\$ 40.78	\$ 42.81				6/30/2019	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 26.69	\$ 28.02	\$ 29.42	\$ 30.90	\$ 32.45				6/30/2019	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 27.22	\$ 28.58	\$ 30.00	\$ 31.52	\$ 33.09				6/30/2019	Unrepresented	Non-Exempt
Public Works Maintenance Worker II	\$ 29.36	\$ 30.82	\$ 32.37	\$ 33.97	\$ 35.68				6/30/2019	General Employees	Non-Exempt
Public Works Superintendent	\$ 55.33	\$ 58.09	\$ 61.00	\$ 64.06	\$ 67.25				6/30/2019	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 42.29	\$ 44.40	\$ 46.62	\$ 48.95	\$ 51.40				6/30/2019	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 38.36	\$ 40.38	\$ 42.51	\$ 44.75	\$ 47.10				6/30/2019	Mid-Management/Professional	Exempt
Receptionist	\$ 24.43	\$ 25.65	\$ 26.93	\$ 28.28	\$ 29.70				6/30/2019	General Employees	Non-Exempt
Receptionist (Part-Time)	\$ 24.91	\$ 26.15	\$ 27.45	\$ 28.85	\$ 30.28				6/30/2019	Unrepresented	Non-Exempt
Recreation Leader	\$ 15.76	\$ 16.55	\$ 17.38	\$ 18.24	\$ 19.15				6/30/2019	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 12.24	\$ 12.85	\$ 13.49	\$ 14.17	\$ 14.88				6/30/2019	Unrepresented	Non-Exempt
Recreation Manager	\$ 52.04	\$ 54.64	\$ 57.37	\$ 60.24	\$ 63.25				6/30/2019	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 25.49	\$ 26.77	\$ 28.11	\$ 29.51	\$ 30.99				6/30/2019	General Employees	Non-Exempt
Recreation Supervisor	\$ 38.44	\$ 40.38	\$ 42.39	\$ 44.51	\$ 46.73				6/30/2019	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 44.13	\$ 46.44	\$ 48.89	\$ 51.46	\$ 54.17				6/30/2019	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 28.96	\$ 30.41	\$ 31.92	\$ 33.52	\$ 35.20				6/30/2019	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 28.76	\$ 30.21	\$ 31.71	\$ 33.30	\$ 34.95				6/30/2019	General Employees	Non-Exempt
Senior Civil Engineer	\$ 55.60	\$ 58.38	\$ 61.30	\$ 64.37	\$ 67.59				6/30/2019	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 41.32	\$ 43.38	\$ 45.55	\$ 47.83	\$ 50.21				6/30/2019	Confidential	Exempt
Senior Management Analyst	\$ 41.32	\$ 43.38	\$ 45.55	\$ 47.83	\$ 50.21				6/30/2019	Mid-Management/Professional	Exempt
Senior Planner	\$ 47.54	\$ 49.91	\$ 52.41	\$ 55.04	\$ 57.78				6/30/2019	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 20.22	\$ 21.23	\$ 22.29	\$ 23.41	\$ 24.58				6/30/2019	Unrepresented	Non-Exempt
Special Assistant								\$12.00-\$75.00	6/30/2019	Unrepresented	Non-Exempt
Special Council-Major Development Projects							\$ 171.61		6/30/2019	Confidential Management	Exempt
Swim Instructor	\$ 15.57	\$ 16.35	\$ 17.18	\$ 18.03	\$ 18.94				6/30/2019	Unrepresented	Non-Exempt
Teen Coordinator	\$ 16.11	\$ 16.91	\$ 17.77	\$ 18.66	\$ 19.58				6/30/2019	Unrepresented	Non-Exempt
Van Driver	\$ 14.65	\$ 15.39	\$ 16.16	\$ 16.98	\$ 17.82				6/30/2019	Unrepresented	Non-Exempt