

**City of Brisbane Master Pay Schedule**  
**Approved per Resolution 2018-04, February 1, 2018**

Job Classification	Grade A	Grade B	Grade C	Grade D	Grade E	Monthly	Fixed Hourly	Hourly Range	Effective Date	Bargaining Group	FLSA Status
Accounting Assistant I	\$ 21.95	\$ 23.05	\$ 24.21	\$ 25.42	\$ 26.69				7/10/2017	General Employees	Non-Exempt
Accounting Assistant II	\$ 24.17	\$ 25.38	\$ 26.65	\$ 27.98	\$ 29.38				7/10/2017	General Employees	Non-Exempt
Administrative Assistant	\$ 29.04	\$ 30.49	\$ 32.01	\$ 33.61	\$ 35.30				7/10/2017	General Employees	Non-Exempt
Administrative Management Analyst	\$ 35.20	\$ 36.95	\$ 38.81	\$ 40.74	\$ 42.79				7/10/2017	Confidential Employee	Exempt
Administrative Services Director	\$ 74.62	\$ 78.35	\$ 82.27	\$ 86.38	\$ 90.71				7/10/2017	Confidential Management	Exempt
Archive Assistant	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.08	\$ 36.85				7/10/2017	Unrepresented	Non-Exempt
Assistant Engineer I	\$ 32.83	\$ 34.47	\$ 36.19	\$ 38.01	\$ 39.90				7/10/2017	General Employees	Non-Exempt
Assistant Engineer II	\$ 36.11	\$ 37.90	\$ 39.81	\$ 41.80	\$ 43.89				7/10/2017	General Employees	Non-Exempt
Assistant to the City Manager	\$ 57.18	\$ 60.04	\$ 63.05	\$ 66.19	\$ 69.51				7/10/2017	Executive Management	Exempt
Associate Civil Engineer	\$ 43.03	\$ 45.17	\$ 47.43	\$ 49.81	\$ 52.30				7/10/2017	Mid-Management/Professional	Exempt
Associate Planner	\$ 39.13	\$ 41.09	\$ 43.15	\$ 45.30	\$ 47.57				7/10/2017	General Employees	Non-Exempt
Cashier	\$ 11.29	\$ 11.85	\$ 12.45	\$ 13.07	\$ 13.73				7/10/2017	Unrepresented	Non-Exempt
City Clerk	\$ 44.71	\$ 46.94	\$ 49.29	\$ 51.76	\$ 54.34				7/10/2017	Executive Management	Exempt
City Manager							\$ 112.53		11/13/2017	Unrepresented	Exempt
Code Enforcement Officer	\$ 27.56	\$ 28.94	\$ 30.38	\$ 31.90	\$ 33.50				7/10/2017	General Employees	Non-Exempt
Community Development Director	\$ 72.16	\$ 75.77	\$ 79.57	\$ 83.55	\$ 87.73				7/10/2017	Executive Management	Exempt
Community Development Technician	\$ 29.63	\$ 31.11	\$ 32.67	\$ 34.30	\$ 36.01				7/10/2017	General Employees	Non-Exempt
Community Service Officer	\$ 24.25	\$ 25.46	\$ 26.73	\$ 28.07	\$ 29.47				7/10/2017	General Employees	Non-Exempt
Council Member						\$ 400.00			12/5/2015	Elected Position	
Crossing Guard	\$ 11.70	\$ 12.29	\$ 12.91	\$ 13.55	\$ 14.23				7/10/2017	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 33.13	\$ 34.79	\$ 36.53	\$ 38.36	\$ 40.27				7/10/2017	Confidential	Exempt
Deputy Director of Public Works	\$ 63.51	\$ 66.68	\$ 70.02	\$ 73.52	\$ 77.19				7/10/2017	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 54.01	\$ 56.71	\$ 59.54	\$ 62.52	\$ 65.65				7/10/2017	Mid-Management/Professional	Exempt
Director of Marina and Aquatic Services	\$ 47.90	\$ 50.30	\$ 52.81	\$ 55.45	\$ 58.22				7/10/2017	Executive Management	Exempt
Engineering Technician	\$ 32.59	\$ 34.22	\$ 35.93	\$ 37.71	\$ 39.61				7/10/2017	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 30.10	\$ 31.59	\$ 33.17	\$ 34.84	\$ 36.58				7/10/2017	General Employees	Non-Exempt
Facilities Attendant	\$ 14.94	\$ 15.68	\$ 16.47	\$ 17.29	\$ 18.15				7/10/2017	Unrepresented	Non-Exempt
Finance Director	\$ 71.42	\$ 74.98	\$ 78.74	\$ 82.69	\$ 86.80				7/10/2017	Confidential Management	Exempt
Financial Services Manager	\$ 49.10	\$ 51.55	\$ 54.13	\$ 56.84	\$ 59.69				7/10/2017	Mid-Management/Professional	Exempt
Fire Captain	\$ 34.78	\$ 36.51	\$ 38.34	\$ 40.25	\$ 42.27				7/10/2017	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 30.61	\$ 32.15	\$ 33.76	\$ 35.44	\$ 37.21				7/10/2017	IAFF Local 2400	Non-Exempt
Fire Trainee							\$ 20.26		7/10/2017	IAFF Local 2400	Non-Exempt
Firefighter	\$ 29.10	\$ 30.55	\$ 32.08	\$ 33.67	\$ 35.36				7/10/2017	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 29.10	\$ 30.55	\$ 32.08	\$ 33.67	\$ 35.36				7/10/2017	IAFF Local 2400	Non-Exempt
Habitat Restoration Aide							\$ 11.00		1/1/2018	Unrepresented	Non-Exempt
Habitat Restoration Lead Worker							\$ 15.00		7/10/2017	Unrepresented	Non-Exempt
Harbormaster	\$ 39.59	\$ 41.57	\$ 43.65	\$ 45.83	\$ 48.12				7/10/2017	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 17.91	\$ 18.81	\$ 19.74	\$ 20.74	\$ 21.77				7/10/2017	Unrepresented	Non-Exempt
Human Resources Technician	\$ 29.63	\$ 31.11	\$ 32.67	\$ 34.30	\$ 36.01				7/10/2017	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 43.28	\$ 45.45	\$ 47.72	\$ 50.11	\$ 52.62				7/10/2017	Mid-Management/Professional	Exempt
Intern								\$15.00 - \$20.00	1/1/2018	Unrepresented	Non-Exempt
Lifeguard	\$ 13.59	\$ 14.27	\$ 14.98	\$ 15.73	\$ 16.51				7/10/2017	Unrepresented	Non-Exempt
Management Analyst (Part-Time)	\$ 33.51	\$ 35.20	\$ 36.95	\$ 38.80	\$ 40.74				7/10/2017	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 25.41	\$ 26.67	\$ 28.01	\$ 29.41	\$ 30.88				7/10/2017	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 25.41	\$ 29.33	\$ 30.81	\$ 32.34	\$ 33.96				7/10/2017	General Employees	Non-Exempt
Marina Maintenance Worker I (Part-time)	\$ 25.91	\$ 27.20	\$ 28.56	\$ 30.00	\$ 31.50				7/10/2017	Unrepresented	Non-Exempt
Marina Maintenance Worker II (Part-time)	\$ 28.49	\$ 29.94	\$ 31.40	\$ 32.96	\$ 34.64				7/10/2017	Unrepresented	Non-Exempt
Marina Services Director	\$ 44.77	\$ 47.01	\$ 49.36	\$ 51.82	\$ 54.42				7/10/2017	Executive Management	Exempt
Office Assistant	\$ 23.29	\$ 24.41	\$ 25.63	\$ 26.92	\$ 28.27				7/10/2017	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 23.71	\$ 24.89	\$ 26.13	\$ 27.46	\$ 28.82				7/10/2017	Unrepresented	Non-Exempt
Office Specialist	\$ 27.30	\$ 28.65	\$ 30.10	\$ 31.59	\$ 33.17				7/10/2017	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 27.85	\$ 29.23	\$ 30.69	\$ 32.23	\$ 33.84				7/10/2017	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner						\$ 100.00			6/18/2015	Appointed Position	

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Parks & Recreation Director	\$ 68.81	\$ 72.26	\$ 75.86	\$ 79.65	\$ 83.64				7/10/2017	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 25.41	\$ 26.67	\$ 28.01	\$ 29.41	\$ 30.88				7/10/2017	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 25.91	\$ 27.20	\$ 28.56	\$ 30.00	\$ 31.50				7/10/2017	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 27.94	\$ 29.33	\$ 30.81	\$ 32.34	\$ 33.96				7/10/2017	General Employees	Non-Exempt
Payroll and Utility Billing Technician	\$ 29.63	\$ 31.11	\$ 32.67	\$ 34.30	\$ 36.01				7/10/2017	General Employees	Non-Exempt
Planning Commissioner						\$ 100.00			6/18/2015	Appointed Position	
Police Chief	\$ 81.76	\$ 85.85	\$ 90.13	\$ 94.65	\$ 99.37				7/10/2017	Police Chief	Exempt
Police Commander	\$ 75.92	\$ 79.72	\$ 83.71	\$ 87.90	\$ 92.29				1/8/2018	Police Commander	Exempt
Police Officer	\$ 37.14	\$ 39.00	\$ 40.95	\$ 43.00	\$ 45.15				7/10/2017	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRO)	\$ 39.00	\$ 40.95	\$ 43.00	\$ 45.15	\$ 47.41				7/10/2017	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 44.75	\$ 46.99	\$ 49.34	\$ 51.81	\$ 54.40				7/10/2017	Brisbane Police Officers Association*	Non-Exempt
Pre-School Teacher	\$ 15.02	\$ 15.79	\$ 16.57	\$ 17.41	\$ 18.28				7/10/2017	Unrepresented	Non-Exempt
Principal Analyst	\$ 49.24	\$ 51.71	\$ 54.29	\$ 56.99	\$ 59.85				7/10/2017	Confidential	Exempt
Principal Planner	\$ 53.50	\$ 56.17	\$ 58.99	\$ 61.94	\$ 65.03				7/10/2017	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 52.92	\$ 55.57	\$ 58.35	\$ 61.27	\$ 64.33				7/10/2017	Mid-Management/Professional	Exempt
Public Service Aide	\$ 13.37	\$ 14.05	\$ 14.74	\$ 15.47	\$ 16.25				7/10/2017	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 84.49	\$ 88.71	\$ 93.14	\$ 97.80	\$ 102.70				7/10/2017	Executive Management	Exempt
Public Works Inspector	\$ 41.69	\$ 43.78	\$ 45.97	\$ 48.26	\$ 50.68				7/10/2017	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 33.54	\$ 35.21	\$ 36.96	\$ 38.82	\$ 40.75				7/10/2017	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 25.41	\$ 26.67	\$ 28.01	\$ 29.41	\$ 30.88				7/10/2017	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 25.91	\$ 27.20	\$ 28.56	\$ 30.00	\$ 31.50				7/10/2017	Unrepresented	Non-Exempt
Public Works Maintenance Worker II	\$ 27.94	\$ 29.33	\$ 30.81	\$ 32.34	\$ 33.96				7/10/2017	General Employees	Non-Exempt
Public Works Superintendent	\$ 52.66	\$ 55.29	\$ 58.06	\$ 60.97	\$ 64.01				7/10/2017	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 40.25	\$ 42.27	\$ 44.38	\$ 46.59	\$ 48.93				7/10/2017	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 36.52	\$ 38.44	\$ 40.46	\$ 42.60	\$ 44.83				7/10/2017	Mid-Management/Professional	Exempt
Receptionist	\$ 23.25	\$ 24.41	\$ 25.63	\$ 26.92	\$ 28.27				7/10/2017	General Employees	Non-Exempt
Receptionist (Part-Time)	\$ 23.71	\$ 24.89	\$ 26.13	\$ 27.46	\$ 28.82				7/10/2017	Unrepresented	Non-Exempt
Recreation Leader	\$ 15.00	\$ 15.75	\$ 16.54	\$ 17.36	\$ 18.23				9/18/2017	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 11.00	\$ 11.55	\$ 12.13	\$ 12.73	\$ 13.37				1/1/2018	Unrepresented	Non-Exempt
Recreation Manager	\$ 49.53	\$ 52.01	\$ 54.60	\$ 57.34	\$ 60.21				7/10/2017	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 24.26	\$ 25.48	\$ 26.76	\$ 28.09	\$ 29.49				7/10/2017	General Employees	Non-Exempt
Recreation Supervisor	\$ 36.59	\$ 38.44	\$ 40.35	\$ 42.36	\$ 44.48				7/10/2017	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 42.00	\$ 44.21	\$ 46.53	\$ 48.98	\$ 51.56				7/10/2017	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 27.56	\$ 28.94	\$ 30.38	\$ 31.90	\$ 33.50				7/10/2017	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 27.37	\$ 28.75	\$ 30.18	\$ 31.70	\$ 33.27				7/10/2017	General Employees	Non-Exempt
Senior Civil Engineer	\$ 52.92	\$ 55.57	\$ 58.35	\$ 61.27	\$ 64.33				7/10/2017	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 39.33	\$ 41.29	\$ 43.36	\$ 45.52	\$ 47.79				7/10/2017	Confidential	Exempt
Senior Management Analyst	\$ 39.33	\$ 41.29	\$ 43.36	\$ 45.52	\$ 47.79				7/10/2017	Mid-Management/Professional	Exempt
Senior Planner	\$ 45.25	\$ 47.51	\$ 49.88	\$ 52.39	\$ 55.00				7/10/2017	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 19.25	\$ 20.21	\$ 21.22	\$ 22.28	\$ 23.40				9/18/2017	Unrepresented	Non-Exempt
Special Assistant								\$11.00-\$75.00	1/1/2018	Unrepresented	Non-Exempt
Special Council-Major Development Projects							\$ 163.35		7/10/2017	Confidential Management	Exempt
Swim Instructor	\$ 14.82	\$ 15.56	\$ 16.35	\$ 17.17	\$ 18.02				7/10/2017	Unrepresented	Non-Exempt
Teen Coordinator	\$ 15.80	\$ 16.58	\$ 17.42	\$ 18.29	\$ 19.19				7/10/2017	Unrepresented	Non-Exempt
Van Driver	\$ 13.94	\$ 14.65	\$ 15.38	\$ 16.16	\$ 16.96				7/10/2017	Unrepresented	Non-Exempt