Exhibit A

City of Brisbane Master Pay Schedule - FY 2017/2018
Approved per Resolution 2017-45, September 7, 2017

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							$ 109.25		11/12/2016	Unrepresented	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 Admininistrative 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							$ 10.50		7/10/2017	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

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Accounting Assistant I	$ 21.95	$ 23.05	$ 24.21	$ 25.42	$ 26.69				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		7/10/2017	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 II (Part-time)	$ 28.49	$ 29.94	$ 31.40	$ 32.96	$ 34.64				7/10/2017	Unrepresented	Non-Exempt
Marina Maintrnance Worker I (Part-time)	$ 25.91	$ 27.20	$ 28.56	$ 30.00	$ 31.50				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	
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
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	$ 73.71	$ 77.40	$ 81.27	$ 85.34	$ 89.60				7/10/2017	Police Commander	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

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Accounting Assistant I	$ 21.95	$ 23.05	$ 24.21	$ 25.42	$ 26.69				7/10/2017	General Employees	Non-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	$ 10.82	$ 11.14	$ 11.70	$ 12.28	$ 12.90				7/10/2017	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								$10.50-$75.00	7/10/2017	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