City of Brisbane
Staff Report

To: City Council via City Manager

From: Maria Saguisag-Sid
Principal Analyst – Human Resources

Subject: Approval of Resolution 2017-14 through 24, Adopting Pay Schedules for Fiscal Year 2017/2018

Date: Meeting of May 18, 2017

Recommendation:
Adopt Resolutions 2017-14, 2017-15, 2017-16, 2017-17, 2017-18, 2017-19, 2017-20, 2017-21, 2017-22, 2017-23, and 2017-24 to amend current pay schedules and create master pay schedule for FY 2017/2018.

City Council Goals
Provide for a workplace that encourages growth of individual employees and a quality work environment.

Background and Discussion:
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. 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.

If an agency does not meet these requirements, CalPERS may determine an amount that may be considered to be the pay rate. While the City has regularly posted labor agreements and has updated pay

schedules for each bargaining group on our website regularly with the position, pay rate, time base and effective date, the City has not posted a master pay schedule that combines all of the pay schedules, including Council Member and Commissioner Pay, together in one document. To avoid possible issues going forward, staff is presenting for adoption the pay schedules for the upcoming fiscal year 2017/2018.

Updates to the upcoming pay schedules for FY 2017-2018 that have been approved through the collective bargaining process are as follows:

- City Manager: The City Manager position will receive a 3% pay increase effective the first full payroll period in November 2017. The current rate is $109.25 per hour. The new pay rate will be $112.53 per hour.
- Police Chief: The Police Chief will receive a 3% pay increase effective the first full payroll period in July 2017. The new pay rate will be $99.37 per hour at the top step.
- Executive Management: The pay schedule will reflect a 3% pay increase effective the first full payroll in July 2017. Current filled position in this group and their respective top step pay rates include City Clerk at $54.34 per hour, Community Development Director at $87.73 per hour and Public Works Director/City Engineer at $102.70 per hour.
- Confidential Management Employees: The pay schedule will reflect a 3% pay increase effective the first full payroll in July 2017. The current filled positon in this group and their respective top step pay rate is the Administrative Services Director at $90.71 per hour.
- The following bargaining groups will receive a 3% pay increase effective with the first full payroll period in July: Confidential Employees, International Association of Firefighters, Local 2400, General Employees Association, Mid-Management/Professional Employees, Police Commander.
- The Police Commander negotiated an additional pay increase of 3% effective with the first full payroll period in January 2018.
- The following bargaining group will receive a 3.5% pay increase effective with the first full payroll period in July: 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 3.0% increase to the pay scales for hourly employees effective the first full pay period of July 2017 to ensure the hourly employees are compensated appropriately and kept in line with their fellow employees in the different bargaining units. This will also allow the city to retain and attract the quality and expertise of staff required by Council and the community.

Fiscal Impact:
These increases are reflected in the FY 2017/2018 budget.

Attachments:
CalPERS Circular Letter 200-050-16
Resolutions 2017-14, 2017-15, 2017-16, 2017-17, 2017-18, 2017-19, 2017-20, 2017-21, 2017-22, 2017-23, and 2017-24

Maria Saguisag-Sid
Principal Analyst

Clayton 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 2017-14

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 3.0% effective the first full payroll period after July 1, 2017, and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Confidential 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 Employees Group is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-14 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES;
ABSENT:

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INGRID PADILLA
City Clerk

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase Confidential Employees Group

Job Title		Step A	Step B	Step C	Step D	Step E
Administrative	Monthly	6,101.45	6,404.87	6,726.67	7,061.35	7,416.26
Management Analyst	Bi-Weekly	2,816.05	2,956.09	3,104.62	3,259.08	3,422.89
	Hourly	35.20	36.95	38.81	40.74	42.79
Deputy City Clerk/	Monthly	5,742.86	6,029.73	6,331.31	6,649.44	6,980.44
Executive Assistant	Bi-weekly	2,650.55	2,782.95	2,922.14	3,068.97	3,221.74
	Hourly	33.13	34.79	36.53	38.36	40.27
Principal Analyst	Monthly	8,534.30	8,962.77	9,409.62	9,878.53	10,373.20
	Bi-weekly	3,938.91	4,136.66	4,342.90	4,559.32	4,787.63
	Hourly	49.24	51.71	54.29	56.99	59.85
Senior Human	Monthly	6,816.78	7,156.97	7,515.56	7,890.69	8,284.21
Resources Analyst	Bi-weekly	3,146.21	3,303.22	3,468.72	3,641.86	3,823.48
	Hourly	39.33	41.29	43.36	45.52	47.79

RESOLUTION 2017-15

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 3.0% effective the first full payroll period after July 1, 2017, and

WHEREAS, the City Council wishes to adopt a new pay schedule for the Confidential 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 Confidential Management Group is approved as set forth in Exhibit A and is incorporated by reference as though fully set forth herein.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-15 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES;
ABSENT:

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INGRID PADILLA
City Clerk

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase Confidential Management Group

Job Title		Step A	Step B	Step C	Step D	Step E
Administrative Services Director	Monthly	12,934.78	13,580.23	14,260.62	14,972.27	15,722.54
	Bi-Weekly	5,969.90	6,267.80	6,581.82	6,910.28	7,256.56
	Hourly	74.62	78.35	82.27	86.38	90.71
Finance Director	Monthly	12,379.43	12,997.30	13,648.27	14,332.33	15,045.83
	Bi-Weekly	5,713.58	5,998.75	6,299.20	6,614.92	6,944.23
	Hourly	71.42	74.98	78.74	82.69	86.80
Special Council Major Development Projects	Hourly	163.35				

RESOLUTION 2017-16

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 3.0% effective the first full payroll period after July 1, 2017, 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.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-16 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES;
ABSENT:

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INGRID PADILLA
City Clerk

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase Executive Management Group

Job Title		Step A	Step B	Step C	Step D	Step E
Assistant to the City Manager	Monthly	9,911.64	10,406.30	10,928.54	11,472.86	12,048.43
	Bi-weekly	4,574.60	4,802.91	5,043.94	5,295.16	5,560.81
	Hourly	57.18	60.04	63.05	66.19	69.51
City Clerk	Monthly	7,749.10	8,137.10	8,543.50	8,971.96	9,418.81
	Bi-weekly	3,576.51	3,755.59	3,943.15	4,140.90	4,347.14
	Hourly	44.71	46.94	49.29	51.76	54.34
Community Development Director	Monthly	12,508.15	13,133.38	13,791.70	14,481.29	15,205.81
	Bi-weekly	5,772.99	6,061.56	6,365.40	6,683.67	7,018.07
	Hourly	72.16	75.77	79.57	83.55	87.73
Director of Marina and Aquatic Services	Monthly	8,302.60	8,718.19	9,154.01	9,611.90	10,091.85
	Bi-weekly	3,831.97	4,023.78	4,224.93	4,436.26	4,657.78
	Hourly	47.90	50.30	52.81	55.45	58.22
Marina Services Director	Monthly	7,760.13	8,148.14	8,556.37	8,982.99	9,433.52
	Bi-weekly	3,581.60	3,760.68	3,949.09	4,146.00	4,353.93
	Hourly	44.77	47.01	49.36	51.82	54.42
Parks & Recreation Director	Monthly	11,927.06	12,524.70	13,149.93	13,806.41	14,497.84
	Bi-weekly	5,504.80	5,780.63	6,069.20	6,372.19	6,691.31
	Hourly	68.81	72.26	75.86	79.65	83.64
Public Works Director/ City Engineer	Monthly	14,644.95	15,376.83	16,143.64	16,952.76	17,800.49
	Bi-weekly	6,759.21	7,097.00	7,450.91	7,824.35	8,215.61
	Hourly	84.49	88.71	93.14	97.80	102.70

RESOLUTION 2017-17

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 3.0% effective the first full payroll period after July 1, 2017, 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.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-17 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES;
ABSENT:

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INGRID PADILLA
City Clerk

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase International Assoc. of Firefighters, Local 2400

Job Title		Step A	Step B	Step C	Step D	Step E
Firefighter	Monthly	7,061.72	7,414.41	7,785.14	8,171.31	8,580.64
	Bi-weekly	3,259.26	3,422.04	3,593.14	3,771.37	3,960.30
	Hourly	29.10	30.55	32.08	33.67	35.36
Firefighter/Paramedic	Monthly	7,061.72	7,414.41	7,785.14	8,171.31	8,580.64
	Bi-weekly	3,259.26	3,422.04	3,593.14	3,771.37	3,960.30
	Hourly	29.10	30.55	32.08	33.67	35.36
Fire Captain	Monthly	8,439.05	8,858.68	9,304.06	9,767.46	10,256.62
	Bi-weekly	3,894.95	4,088.62	4,294.18	4,508.06	4,733.82
	Hourly	34.78	36.51	38.34	40.25	42.27
Fire Prevention Officer	Monthly	7,429.13	7,802.42	8,192.27	8,600.50	9,030.81
	Bi-weekly	3,428.83	3,601.12	3,781.05	3,969.46	4,168.06
	Hourly	30.61	32.15	33.76	35.44	37.21
Fire Trainee	Monthly	3,512.29				
	Bi-weekly	1,621.06				
	Hourly	20.26				

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 2017-18

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 3.0% effective the first full payroll period after July 1, 2017, 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.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-18 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES;
ABSENT:

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INGRID PADILLA
City Clerk

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase General Employees Unit

Job Title		Step A	Step B	Step C	Step D	Step E
Accounting Assistant I	Monthly	3,804.67	3,995.92	4,196.35	4,405.99	4,626.66
	Bi-weekly	1,756.00	1,844.27	1,936.78	2,033.53	2,135.38
	Hourly	21.95	23.05	24.21	25.42	26.69
Accounting Assistant II	Monthly	4,189.00	4,398.63	4,619.30	4,849.16	5,091.90
	Bi-weekly	1,933.38	2,030.14	2,131.98	2,238.07	2,350.11
	Hourly	24.17	25.38	26.65	27.98	29.38
Administrative Assistant	Monthly	5,033.05	5,284.98	5,547.94	5,825.61	6,118.00
	Bi-weekly	2,322.95	2,439.22	2,560.59	2,688.74	2,823.69
	Hourly	29.04	30.49	32.01	33.61	35.30
Assistant Engineer I	Monthly	5,690.53	5,974.80	6,272.93	6,588.40	6,916.00
	Bi-weekly	2,626.40	2,757.60	2,895.20	3,040.80	3,192.00
	Hourly	32.83	34.47	36.19	38.01	39.90
Assistant Engineer II	Monthly	6,259.07	6,569.33	6,900.40	7,245.33	7,607.60
	Bi-weekly	2,888.80	3,032.00	3,184.80	3,344.00	3,511.20
	Hourly	36.11	37.90	39.81	41.80	43.89
Associate Planner	Monthly	6,781.84	7,122.03	7,478.78	7,852.07	8,245.60
	Bi-weekly	3,130.08	3,287.09	3,451.74	3,624.03	3,805.66
	Hourly	39.13	41.09	43.15	45.30	47.57
Code Enforcement Officer	Monthly	4,777.44	5,016.50	5,266.59	5,529.55	5,807.23
	Bi-weekly	2,204.97	2,315.31	2,430.73	2,552.10	2,680.26
	Hourly	27.56	28.94	30.38	31.90	33.50
Community Development Technician	Monthly	5,136.03	5,391.64	5,661.95	5,945.14	6,241.20
	Bi-weekly	2,370.47	2,488.45	2,613.21	2,743.91	2,880.56
	Hourly	29.63	31.11	32.67	34.30	36.01
Community Service Officer	Monthly	4,203.71	4,413.34	4,634.01	4,865.71	5,108.45
	Bi-weekly	1,940.17	2,036.93	2,138.77	2,245.71	2,357.74
	Hourly	24.25	25.46	26.73	28.07	29.47
Engineering Technician	Monthly	5,649.08	5,932.27	6,228.33	6,537.27	6,866.43
	Bi-weekly	2,607.27	2,737.97	2,874.61	3,017.20	3,169.12
	Hourly	32.59	34.22	35.93	37.71	39.61
Executive Admininistrative Assistant	Monthly	5,216.94	5,476.22	5,750.22	6,038.93	6,340.50
	Bi-weekly	2,407.82	2,527.49	2,653.95	2,787.20	2,926.39
	Hourly	30.10	31.59	33.17	34.84	36.58
Human Resources Technician	Monthly	5,136.03	5,391.64	5,661.95	5,945.14	6,241.20
	Bi-weekly	2,370.47	2,488.45	2,613.21	2,743.91	2,880.56
	Hourly	29.63	31.11	32.67	34.30	36.01

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase General Employees Unit

Job Title		Step A	Step B	Step C	Step D	Step E
Marina Maintenance Worker I	Monthly	4,404.15	4,622.98	4,854.68	5,097.41	5,353.02
	Bi-weekly	2,032.68	2,133.68	2,240.62	2,352.65	2,470.62
	Hourly	25.41	26.67	28.01	29.41	30.88
Marina Maintenance Worker II	Monthly	4,404.15	5,084.54	5,340.15	5,604.95	5,886.30
	Bi-weekly	2,032.68	2,346.71	2,464.68	2,586.90	2,716.75
	Hourly	25.41	29.33	30.81	32.34	33.96
Office Assistant	Monthly	4,036.37	4,231.29	4,442.77	4,665.27	4,900.65
	Bi-weekly	1,862.94	1,952.90	2,050.51	2,153.20	2,261.84
	Hourly	23.29	24.41	25.63	26.92	28.27
Office Specialist	Monthly	4,731.47	4,966.85	5,216.94	5,476.22	5,750.22
	Bi-weekly	2,183.76	2,292.39	2,407.82	2,527.49	2,653.95
	Hourly	27.30	28.65	30.10	31.59	33.17
Parks/Facilities Maintenance Maintenance Worker I	Monthly	4,404.15	4,622.98	4,854.68	5,097.41	5,353.02
	Bi-weekly	2,032.68	2,133.68	2,240.62	2,352.65	2,470.62
	Hourly	25.41	26.67	28.01	29.41	30.88
Parks/Facilities Maintenance Maintenance Worker II	Monthly	4,843.65	5,084.54	5,340.15	5,604.95	5,886.30
	Bi-weekly	2,235.53	2,346.71	2,464.68	2,586.90	2,716.75
	Hourly	27.94	29.33	30.81	32.34	33.96
Payroll and Utility Billing Technician	Monthly	5,136.03	5,391.64	5,661.95	5,945.14	6,241.20
	Bi-weekly	2,370.47	2,488.45	2,613.21	2,743.91	2,880.56
	Hourly	29.63	31.11	32.67	34.30	36.01
Public Works Inspector	Monthly	7,226.85	7,589.11	7,967.92	8,365.13	8,784.39
	Bi-weekly	3,335.47	3,502.67	3,677.50	3,860.83	4,054.34
	Hourly	41.69	43.78	45.97	48.26	50.68
Public Works Lead Maintenance Worker	Monthly	5,812.74	6,103.29	6,406.70	6,728.51	7,063.19
	Bi-weekly	2,682.80	2,816.90	2,956.94	3,105.47	3,259.93
	Hourly	33.54	35.21	36.96	38.82	40.75
Public Works Maintenance Worker I	Monthly	4,404.15	4,622.98	4,854.68	5,097.41	5,353.02
	Bi-weekly	2,032.68	2,133.68	2,240.62	2,352.65	2,470.62
	Hourly	25.41	26.67	28.01	29.41	30.88
Public Works Maintenance Worker II	Monthly	4,843.65	5,084.54	5,340.15	5,604.95	5,886.30
	Bi-weekly	2,235.53	2,346.71	2,464.68	2,586.90	2,716.75
	Hourly	27.94	29.33	30.81	32.34	33.96
Receptionist	Monthly	4,030.85	4,231.29	4,442.77	4,665.27	4,900.65
	Bi-weekly	1,860.39	1,952.90	2,050.51	2,153.20	2,261.84
	Hourly	23.25	24.41	25.63	26.92	28.27
Recreation Program Coordinator	Monthly	4,205.55	4,417.02	4,637.69	4,869.39	5,112.12
	Bi-weekly	1,941.02	2,038.63	2,140.47	2,247.41	2,359.44
	Hourly	24.26	25.48	26.76	28.09	29.49

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase General Employees Unit

Job Title		Step A	Step B	Step C	Step D	Step E
Senior Accounting Assistant	Monthly	4,744.34	4,983.40	5,231.65	5,494.61	5,766.77
	Bi-weekly	2,189.70	2,300.03	2,414.61	2,535.98	2,661.59
	Hourly	27.37	28.75	30.18	31.70	33.27

RESOLUTION 2017-19

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 first full pay period of July 2017, all position on the Hourly Employees pay scale will be adjusted by 3.0%, with the exception of Habitat Restoration Aide, Habitat Restoration Lead Worker and Intern, 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 with the first full pay period of July 2017;

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.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-19 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES:
ABSENT:

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INGRID PADILLA
City Clerk

Effective Date: 07/10/2017 **CITY OF BRISBANE** EXHIBIT A

3.0% Increase Hourly Employees

Job Title		Step A	Step B	Step C	Step D	Step E
Archive Assistant	Hourly	30.31	31.83	33.42	35.08	36.85
Cashier	Hourly	11.29	11.85	12.45	13.07	13.73
Crossing Guard	Hourly	11.70	12.29	12.91	13.55	14.23
Facilities Attendant	Hourly	14.94	15.68	16.47	17.29	18.15
Habitat Restoration Aide	Hourly	10.50				
Habitat Restoration Lead Worker	Hourly	15.00				
Head Lifeguard	Hourly	17.91	18.81	19.74	20.74	21.77
Intern	Hourly	15.00				
Lifeguard	Hourly	13.59	14.27	14.98	15.73	16.51
Management Analyst (PT)	Hourly	33.51	35.20	36.95	38.80	40.74
Marina Maintenance Worker I (PT)	Hourly	25.91	27.20	28.56	30.00	31.50
Marina Maintenance Worker II (PT)	Hourly	28.49	29.94	31.40	32.96	34.64
Office Assistant	Hourly	23.71	24.89	26.13	27.46	28.82
Office Specialist	Hourly	27.85	29.23	30.69	32.23	33.84
Parks/Facilities Maintenance Worker I (PT)	Hourly	25.91	27.20	28.56	30.00	31.50
Public Service Aide	Hourly	13.37	14.05	14.74	15.47	16.25
Pre-School Teacher	Hourly	15.02	15.79	16.57	17.41	18.28
Public Works Maintenance Worker I (PT)	Hourly	25.91	27.20	28.56	30.00	31.50
Receptionist	Hourly	23.71	24.89	26.13	27.46	28.82
Recreation Leader	Hourly	11.74	12.33	12.95	13.61	14.28
Recreation Leader Aide	Hourly	10.82	11.14	11.70	12.28	12.90
Reserve Police Officer	Hourly	27.56	28.94	30.38	31.90	33.50
Senior Recreation Leader	Hourly	15.05	15.82	16.60	17.44	18.31
Special Assistant	Hourly	Minimum	10.50		Maximum	75.00
Swim Instructor	Hourly	14.82	15.56	16.35	17.17	18.02
Teen Coordinator	Hourly	15.80	16.58	17.42	18.29	19.19
Van Driver	Hourly	13.94	14.65	15.38	16.16	16.96

RESOLUTION 2017-20

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 3.0% effective the first full payroll period after July 1, 2017, 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.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-20 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES;
ABSENT:

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INGRID PADILLA
City Clerk

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase Mid-Management/Professional

Job Title		Step A	Step B	Step C	Step D	Step E
Associate Civil Engineer	Monthly	7,458.55	7,830.01	8,221.69	8,633.60	9,065.74
	Bi-weekly	3,442.41	3,613.85	3,794.63	3,984.74	4,184.19
	Hourly	43.03	45.17	47.43	49.81	52.30
Deputy Director of Public Works	Monthly	11,007.62	11,557.44	12,136.70	12,743.53	13,379.79
	Bi-weekly	5,080.44	5,334.21	5,601.55	5,881.63	6,175.29
	Hourly	63.51	66.68	70.02	73.52	77.19
Deputy Finance Director	Monthly	9,361.81	9,828.88	10,319.87	10,836.60	11,379.07
	Bi-weekly	4,320.83	4,536.41	4,763.02	5,001.51	5,251.88
	Hourly	54.01	56.71	59.54	62.52	65.65
Financial Services Manager	Monthly	8,510.40	8,935.18	9,382.03	9,852.79	10,345.61
	Bi-weekly	3,927.88	4,123.93	4,330.17	4,547.44	4,774.90
	Hourly	49.10	51.55	54.13	56.84	59.69
Harbormaster	Monthly	6,862.75	7,204.78	7,565.21	7,944.02	8,341.22
	Bi-weekly	3,167.42	3,325.28	3,491.63	3,666.47	3,849.79
	Hourly	39.59	41.57	43.65	45.83	48.12
Information Technology &	Monthly	7,502.68	7,877.82	8,271.34	8,685.09	9,120.91
Systems Administrator	Bi-weekly	3,462.78	3,635.92	3,817.54	4,008.50	4,209.65
	Hourly	43.28	45.45	47.72	50.11	52.62
Principal Planner	Monthly	9,273.54	9,736.94	10,224.25	10,735.46	11,272.42
	Bi-weekly	4,280.09	4,493.97	4,718.88	4,954.83	5,202.65
	Hourly	53.50	56.17	58.99	61.94	65.03
Program Manager - San Mateo	Monthly	9,172.40	9,632.12	10,113.91	10,619.61	11,151.05
Countywide Water Pollution	Bi-weekly	4,233.42	4,445.60	4,667.96	4,901.36	5,146.64
Prevention Program	Hourly	52.92	55.57	58.35	61.27	64.33
Public Works Superintendent	Monthly	9,128.27	9,584.31	10,064.26	10,568.12	11,095.88
	Bi-Weekly	4,213.05	4,423.53	4,645.04	4,877.59	5,121.18
	Hourly	52.66	55.29	58.06	60.97	64.01
Public Works Supervisor	Monthly	6,976.76	7,326.15	7,692.09	8,076.42	8,480.98
	Bi-Weekly	3,220.04	3,381.30	3,550.20	3,727.58	3,914.30
	Hourly	40.25	42.27	44.38	46.59	48.93
Public Works Team Leader	Monthly	6,329.47	6,662.31	7,013.54	7,383.16	7,771.16
	Bi-Weekly	2,921.29	3,074.91	3,237.02	3,407.61	3,586.69
	Hourly	36.52	38.44	40.46	42.60	44.83

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase Mid-Management/Professional

Job Title		Step A	Step B	Step C	Step D	Step E
Recreation Manager	Monthly	8,585.79	9,014.26	9,464.78	9,939.22	10,435.72
	Bi-weekly	3,962.67	4,160.43	4,368.36	4,587.33	4,816.49
	Hourly	49.53	52.01	54.60	57.34	60.21
Recreation Supervisor	Monthly	6,342.34	6,662.31	6,993.31	7,342.70	7,710.48
	Bi-weekly	2,927.24	3,074.91	3,227.68	3,388.94	3,558.68
	Hourly	36.59	38.44	40.35	42.36	44.48
Regional Compliance Program Manager	Monthly	7,280.18	7,662.67	8,065.39	8,490.17	8,937.02
(Maintenance Program Manager)	Bi-weekly	3,360.08	3,536.62	3,722.49	3,918.54	4,124.78
	Hourly	42.00	44.21	46.53	48.98	51.56
Senior Civil Engineer	Monthly	9,172.40	9,632.12	10,113.91	10,619.61	11,151.05
	Bi-weekly	4,233.42	4,445.60	4,667.96	4,901.36	5,146.64
	Hourly	52.92	55.57	58.35	61.27	64.33
Senior Management Analyst	Monthly	6,816.78	7,156.97	7,515.56	7,890.69	8,284.21
	Bi-weekly	3,146.21	3,303.22	3,468.72	3,641.86	3,823.48
	Hourly	39.33	41.29	43.36	45.52	47.79
Senior Planner	Monthly	7,842.88	8,234.56	8,646.48	9,080.46	9,532.82
	Bi-weekly	3,619.79	3,800.57	3,990.68	4,190.98	4,399.76
	Hourly	45.25	47.51	49.88	52.39	55.00

RESOLUTION 2017-21

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 3.0% effective the first full payroll period after July 1, 2017, 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.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-21 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES;
ABSENT:

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INGRID PADILLA
City Clerk

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase Police Chief

Job Title		Step A	Step B	Step C	Step D	Step E
Police Chief	Monthly	14,172.35	14,880.32	15,623.24	16,406.61	17,224.91
	Bi-weekly	6,541.09	6,867.84	7,210.73	7,572.28	7,949.96
	Hourly	81.76	85.85	90.13	94.65	99.37

RESOLUTION 2017-22

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 3.0% effective the first full payroll period after July 1, 2017, and a 3.0% increase effective the first full payroll period after January 1, 2018; 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.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-22 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES;
ABSENT:

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INGRID PADILLA
City Clerk

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.0% Increase Police Commander

Job Title		Step A	Step B	Step C	Step D	Step E
Police Commander	Monthly	12,776.34	13,415.44	14,087.17	14,791.53	15,530.44
	Bi-weekly	5,896.77	6,191.74	6,501.77	6,826.86	7,167.89
	Hourly	73.71	77.40	81.27	85.34	89.60

Effective Date: 01/08/2018

3.0% Increase

Job Title		Step A	Step B	Step C	Step D	Step E
Police Commander	Monthly	13,159.63	13,817.90	14,509.79	15,235.28	15,996.35
	Bi-weekly	6,073.67	6,377.49	6,696.83	7,031.67	7,382.93
	Hourly	75.92	79.72	83.71	87.90	92.29

RESOLUTION 2017-23

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 3.5% effective the first full payroll period after July 1, 2017; 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.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-23 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES;
ABSENT:

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INGRID PADILLA
City Clerk

Effective Date: 07/10/2017 **CITY OF BRISBANE** Exhibit A

3.50% Increase Police Officers Association

Job Title		Step A	Step B	Step C	Step D	Step E
Police Officer	Monthly	6,760.23	7,098.24	7,453.15	7,825.80	8,217.09
	Bi-weekly	3,120.11	3,276.11	3,439.92	3,611.91	3,792.50
	Hourly	37.14	39.00	40.95	43.00	45.15
Police Sergeant	Monthly	8,144.73	8,551.97	8,979.57	9,428.54	9,899.96
	Bi-weekly	3,759.11	3,947.06	4,144.42	4,351.63	4,569.21
	Hourly	44.75	46.99	49.34	51.81	54.40

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

Job Title		Step A	Step B	Step C	Step D	Step E
Police Officer	Monthly	6,760.23	7,098.24	7,453.15	7,825.80	8,217.09
For Detective and	Bi-weekly	3,120.11	3,276.11	3,439.92	3,611.91	3,792.50
School Resource Officer	Hourly	39.00	40.95	43.00	45.15	47.41

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

RESOLUTION 2017-24

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 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.

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LORI LIU
Mayor

I hereby certify that the foregoing Resolution No. 2017-23 was duly and regularly adopted at a regular meeting of the Brisbane City Council on May 18, 2017, by the following vote:

AYES:
NOES;
ABSENT:

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INGRID PADILLA
City Clerk

Exhibit A

City of Brisbane Master Pay Schedule - FY 2017/2018
Approved per Resolution 2017 - 24, May 18, 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
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

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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
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 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	$ 11.74	$ 12.33	$ 12.95	$ 13.61	$ 14.28				7/10/2017	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

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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	$ 15.05	$ 15.82	$ 16.60	$ 17.44	$ 18.31				7/10/2017	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