

City of Brisbane Master Pay Schedule
Approved per Resolution 2019-44 on June 20, 2019

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	\$ 82.31	\$ 86.44	\$ 90.77	\$ 95.30				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	\$ 78.78	\$ 82.72	\$ 86.87	\$ 91.20				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				6/30/2019	Unrepresented	Non-Exempt

City of Brisbane Master Pay Schedule
Approved per Resolution 2019-44 on June 20, 2019

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