

City of Brisbane Master Pay Schedule
Approved per Resolution No. 2023-46

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	\$ 27.55	\$ 28.94	\$ 30.39	\$ 31.91	\$ 33.50				1/1/2024	General Employees	Non-Exempt
Accounting Assistant II	\$ 30.33	\$ 31.85	\$ 33.45	\$ 35.12	\$ 36.87				1/1/2024	General Employees	Non-Exempt
Accounting Systems Analyst	\$ 41.65	\$ 43.85	\$ 46.04	\$ 48.34	\$ 50.76				1/1/2024	General Employees	Non-Exempt
Administrative Assistant	\$ 36.45	\$ 38.27	\$ 40.18	\$ 42.19	\$ 44.30				1/1/2024	General Employees	Non-Exempt
Administrative Management Analyst	\$ 46.39	\$ 48.70	\$ 51.15	\$ 53.69	\$ 56.39				1/1/2024	Confidential Employee	Exempt
Administrative Services Director	\$ 93.67	\$ 98.34	\$ 103.27	\$ 108.42	\$ 113.86				1/1/2024	Confidential Management	Exempt
Assistant Engineer I	\$ 42.44	\$ 44.57	\$ 46.79	\$ 49.14	\$ 51.59				1/1/2024	General Employees	Non-Exempt
Assistant Engineer II	\$ 46.69	\$ 49.00	\$ 51.47	\$ 54.04	\$ 56.74				1/1/2024	General Employees	Non-Exempt
Assistant City Manager	\$ 107.72	\$ 113.09	\$ 118.76	\$ 124.69	\$ 130.93				1/1/2024	Confidential Management	Exempt
Assistant to the City Manager	\$ 71.78	\$ 75.36	\$ 79.14	\$ 83.08	\$ 87.25				1/1/2024	Executive Management	Exempt
Assistant Fire Marshal	\$ 80.57	\$ 84.59	\$ 88.82	\$ 93.27	\$ 97.93				1/1/2024	Brisbane Fire Management	Exempt
Associate Civil Engineer	\$ 55.59	\$ 58.36	\$ 61.28	\$ 64.35	\$ 67.57				1/1/2024	Mid-Management/Professional	Exempt
Associate Planner	\$ 49.11	\$ 51.57	\$ 54.16	\$ 56.86	\$ 59.71				1/1/2024	General Employees	Non-Exempt
Building Permit Technician	\$ 37.19	\$ 39.04	\$ 41.00	\$ 43.05	\$ 45.20				1/1/2024	General Employees	Non-Exempt
Cashier	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45				1/1/2024	Unrepresented	Non-Exempt
C/CAG Stormwater Program Director	\$ 73.43	\$ 77.11	\$ 80.96	\$ 85.01	\$ 89.26				1/1/2024	Mid-Management/Professional	Exempt
City Clerk	\$ 58.08	\$ 60.99	\$ 64.03	\$ 67.24	\$ 70.59				1/1/2024	Executive Management	Exempt
City Manager	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 142.14		1/1/2024	Unrepresented	Exempt
Code Enforcement Officer	\$ 39.61	\$ 41.59	\$ 43.66	\$ 45.84	\$ 48.14				1/1/2024	General Employees	Non-Exempt
Communications Digital and Media Coordinator	\$ 37.19	\$ 39.04	\$ 41.00	\$ 43.05	\$ 45.20				1/1/2024	General Employees	Non-Exempt
Communications Manager	\$ 54.26	\$ 57.11	\$ 60.11	\$ 63.28	\$ 66.61				1/1/2024	Mid-Management/Professional	Exempt
Community Development Director	\$ 90.58	\$ 95.11	\$ 99.87	\$ 104.87	\$ 110.11				1/1/2024	Executive Management	Exempt
Community Development Technician	\$ 37.19	\$ 39.04	\$ 41.00	\$ 43.05	\$ 45.20				1/1/2024	General Employees	Non-Exempt
Community Services Officer	\$ 32.42	\$ 34.52	\$ 36.24	\$ 38.05	\$ 39.95				1/1/2024	General Employees	Non-Exempt
Council Member	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00			1/1/2024	Elected Position	
Crossing Guard	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45				1/1/2024	Unrepresented	Non-Exempt
Deputy City Clerk/Executive Assistant	\$ 43.67	\$ 45.85	\$ 48.14	\$ 50.56	\$ 53.08				1/1/2024	Confidential	Exempt
Deputy Director of Public Works	\$ 82.04	\$ 86.14	\$ 90.46	\$ 94.98	\$ 99.72				1/1/2024	Mid-Management/Professional	Exempt
Deputy Finance Director	\$ 73.43	\$ 77.11	\$ 80.96	\$ 85.01	\$ 89.26				1/1/2024	Mid-Management/Professional	Exempt
Director of Marina/Aquatics Services	\$ 60.12	\$ 63.13	\$ 66.29	\$ 69.60	\$ 73.08				1/1/2024	Executive Management	Exempt
Engineering Technician	\$ 40.91	\$ 42.96	\$ 45.10	\$ 47.34	\$ 49.72				1/1/2024	General Employees	Non-Exempt
Executive Administrative Assistant	\$ 37.78	\$ 39.66	\$ 41.64	\$ 43.73	\$ 45.91				1/1/2024	General Employees	Non-Exempt
Facility Attendant	\$ 18.75	\$ 19.68	\$ 20.67	\$ 21.71	\$ 22.78				1/1/2024	Unrepresented	Non-Exempt
Finance Director	\$ 89.65	\$ 94.12	\$ 98.83	\$ 103.79	\$ 108.95				1/1/2024	Confidential Management	Exempt
Financial Services Manager	\$ 63.43	\$ 66.59	\$ 69.92	\$ 73.43	\$ 77.11				1/1/2024	Mid-Management/Professional	Exempt
Fire Captain	\$ 44.30	\$ 46.50	\$ 48.84	\$ 51.27	\$ 53.84				1/1/2024	IAFF Local 2400	Non-Exempt
Fire Prevention Officer	\$ 51.89	\$ 57.34	\$ 60.20	\$ 63.20	\$ 66.36				1/1/2024	IAFF Local 2400	Non-Exempt
Fire Trainee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25.81			1/1/2024	IAFF Local 2400	Non-Exempt
Firefighter	\$ 37.07	\$ 38.92	\$ 40.86	\$ 42.89	\$ 45.04				1/1/2024	IAFF Local 2400	Non-Exempt
Firefighter II	\$ 40.77	\$ 42.81	\$ 44.95	\$ 47.18	\$ 49.54				1/1/2024	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic	\$ 37.07	\$ 38.92	\$ 40.86	\$ 42.89	\$ 45.04				1/1/2024	IAFF Local 2400	Non-Exempt
Firefighter/Paramedic II	\$ 40.77	\$ 42.81	\$ 44.95	\$ 47.18	\$ 49.54				1/1/2024	IAFF Local 2400	Non-Exempt
Geographic Information System Manager	\$ 54.26	\$ 57.11	\$ 60.11	\$ 63.28	\$ 66.61				1/1/2024	Mid-Management/Professional	Exempt
Habitat Restoration Lead Worker	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 16.00			1/1/2024	Unrepresented	Non-Exempt
Harbormaster	\$ 51.15	\$ 53.70	\$ 56.38	\$ 59.21	\$ 62.17				1/1/2024	Mid-Management/Professional	Exempt
Head Lifeguard	\$ 22.48	\$ 23.61	\$ 24.78	\$ 26.03	\$ 27.33				1/1/2024	Unrepresented	Non-Exempt
History Project Asst	\$ 38.04	\$ 39.95	\$ 41.95	\$ 44.04	\$ 46.25				1/1/2024	Unrepresented	Non-Exempt
Human Resources Administrator	\$ 74.93	\$ 78.68	\$ 82.61	\$ 86.75	\$ 91.08				1/1/2024	Confidential	Exempt
Human Resources Director	\$ 87.97	\$ 92.37	\$ 96.99	\$ 101.84	\$ 106.93				1/1/2024	Confidential Management	Exempt
Human Resources Technician	\$ 37.19	\$ 39.04	\$ 41.00	\$ 43.05	\$ 45.20				1/1/2024	General Employees	Non-Exempt
Information Technology & Systems Administrator	\$ 55.92	\$ 58.71	\$ 61.65	\$ 64.73	\$ 67.98				1/1/2024	Mid-Management/Professional	Exempt
Intern	\$ -	\$ -	\$ -	\$ -	\$ -			\$16.00 - \$23.00	1/1/2024	Unrepresented	Non-Exempt
Lifeguard	\$ 17.06	\$ 17.91	\$ 18.80	\$ 19.75	\$ 20.72				1/1/2024	Unrepresented	Non-Exempt

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
Management Analyst (Part-time)	\$ 42.07	\$ 44.18	\$ 46.38	\$ 48.70	\$ 51.14				1/1/2024	Unrepresented	Non-Exempt
Marina Maintenance Worker I	\$ 31.89	\$ 33.48	\$ 35.16	\$ 36.91	\$ 38.76				1/1/2024	General Employees	Non-Exempt
Marina Maintenance Worker II	\$ 35.08	\$ 36.82	\$ 38.67	\$ 40.59	\$ 42.63				1/1/2024	General Employees	Non-Exempt
Marina Maintenance Worker I (Part-time)	\$ 32.52	\$ 34.14	\$ 35.85	\$ 37.66	\$ 39.54				1/1/2024	Unrepresented	Non-Exempt
Marina Maintenance Worker II (Part-time)	\$ 35.75	\$ 37.58	\$ 39.42	\$ 41.37	\$ 43.48				1/1/2024	Unrepresented	Non-Exempt
Marina Services Director	\$ 56.20	\$ 59.01	\$ 61.96	\$ 65.05	\$ 68.31				1/1/2024	Executive Management	Exempt
Office Assistant	\$ 29.23	\$ 30.64	\$ 32.17	\$ 33.78	\$ 35.49				1/1/2024	General Employees	Non-Exempt
Office Assistant (Part-Time)	\$ 29.76	\$ 31.24	\$ 32.80	\$ 34.46	\$ 36.18				1/1/2024	Unrepresented	Non-Exempt
Office Specialist	\$ 34.26	\$ 35.97	\$ 37.78	\$ 39.66	\$ 41.64				1/1/2024	General Employees	Non-Exempt
Office Specialist (Part-Time)	\$ 34.96	\$ 36.69	\$ 38.52	\$ 40.46	\$ 42.48				1/1/2024	Unrepresented	Non-Exempt
Park/Beach/Recreation Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			1/1/2024	Appointed Position	
Parks & Recreation Director	\$ 86.37	\$ 90.70	\$ 95.23	\$ 99.98	\$ 104.99				1/1/2024	Executive Management	Exempt
Parks/Facilities Maintenance Worker I	\$ 31.89	\$ 33.48	\$ 35.16	\$ 36.91	\$ 38.76				1/1/2024	General Employees	Non-Exempt
Parks/Facilities Maintenance Worker I (Part-Time)	\$ 32.52	\$ 34.14	\$ 35.85	\$ 37.66	\$ 39.54				1/1/2024	Unrepresented	Non-Exempt
Parks/Facilities Maintenance Worker II	\$ 35.08	\$ 36.82	\$ 38.67	\$ 40.59	\$ 42.63				1/1/2024	General Employees	Non-Exempt
Payroll/Utility Billing Technician	\$ 37.19	\$ 39.04	\$ 41.00	\$ 43.05	\$ 45.20				1/1/2024	General Employees	Non-Exempt
Planning Commissioner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00			1/1/2024	Appointed Position	
Police Chief	\$ 105.71	\$ 110.99	\$ 116.53	\$ 122.37	\$ 128.48				1/1/2024	Police Chief	Exempt
Police Commander	\$ 95.30	\$ 100.06	\$ 105.07	\$ 110.33	\$ 115.84				1/1/2024	Police Commander	Exempt
Police Officer	\$ 48.43	\$ 50.85	\$ 53.40	\$ 56.07	\$ 58.87				1/1/2024	Brisbane Police Officers Association*	Non-Exempt
Police Officer - 40 hour shift (Detective/SRCO)	\$ 50.85	\$ 53.40	\$ 56.07	\$ 58.87	\$ 61.81				1/1/2024	Brisbane Police Officers Association*	Non-Exempt
Police Corporal	\$ 53.28	\$ 55.94	\$ 58.74	\$ 61.67	\$ 64.76				1/1/2024	Brisbane Police Officers Association*	Non-Exempt
Police Sergeant	\$ 58.35	\$ 61.27	\$ 64.33	\$ 67.55	\$ 70.93				1/1/2024	Brisbane Police Officers Association*	Non-Exempt
Police Trainee	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 35.84		1/1/2024	Unrepresented	Non-Exempt
Pre-School Teacher	\$ 18.86	\$ 19.81	\$ 20.80	\$ 21.85	\$ 22.94				1/1/2024	Unrepresented	Non-Exempt
Principal Analyst	\$ 64.89	\$ 68.15	\$ 71.55	\$ 75.11	\$ 78.87				1/1/2024	Confidential	Exempt
Principal Planner	\$ 69.12	\$ 72.57	\$ 76.20	\$ 80.01	\$ 84.01				1/1/2024	Mid-Management/Professional	Exempt
Program Manager - SMCWPPP	\$ 68.36	\$ 71.79	\$ 75.38	\$ 79.15	\$ 83.11				1/1/2024	Mid-Management/Professional	Exempt
Public Service Aide	\$ 16.78	\$ 17.63	\$ 18.50	\$ 19.42	\$ 20.40				1/1/2024	Unrepresented	Non-Exempt
Public Works Director/City Engineer	\$ 106.05	\$ 111.35	\$ 116.90	\$ 122.76	\$ 128.90				1/1/2024	Executive Management	Exempt
Public Works Inspector	\$ 52.33	\$ 54.96	\$ 57.70	\$ 60.58	\$ 63.61				1/1/2024	General Employees	Non-Exempt
Public Works Lead Maintenance Worker	\$ 42.09	\$ 44.20	\$ 46.39	\$ 48.72	\$ 51.15				1/1/2024	General Employees	Non-Exempt
Public Works Maintenance Worker I	\$ 31.89	\$ 33.48	\$ 35.16	\$ 36.91	\$ 38.76				1/1/2024	General Employees	Non-Exempt
Public Works Maintenance Worker I (Part-time)	\$ 32.52	\$ 34.14	\$ 35.85	\$ 37.66	\$ 39.54				1/1/2024	Unrepresented	Non-Exempt
Public Works Maintenance Worker II	\$ 35.08	\$ 36.82	\$ 38.67	\$ 40.59	\$ 42.63				1/1/2024	General Employees	Non-Exempt
Public Works Superintendent	\$ 68.03	\$ 71.43	\$ 75.01	\$ 78.76	\$ 82.70				1/1/2024	Mid-Management/Professional	Exempt
Public Works Supervisor	\$ 52.00	\$ 54.60	\$ 57.33	\$ 60.19	\$ 63.21				1/1/2024	Mid-Management/Professional	Exempt
Public Works Team Leader	\$ 47.17	\$ 49.65	\$ 52.27	\$ 55.03	\$ 57.92				1/1/2024	Mid-Management/Professional	Exempt
Receptionist	\$ 29.19	\$ 30.64	\$ 32.17	\$ 33.78	\$ 35.49				1/1/2024	General Employees	Non-Exempt
Receptionist (Part-time)	\$ 29.76	\$ 31.24	\$ 32.80	\$ 34.46	\$ 36.18				1/1/2024	Unrepresented	Non-Exempt
Recreation Leader	\$ 18.83	\$ 19.77	\$ 20.76	\$ 21.79	\$ 22.88				1/1/2024	Unrepresented	Non-Exempt
Recreation Leader Aide	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45				1/1/2024	Unrepresented	Non-Exempt
Recreation Manager	\$ 63.99	\$ 67.18	\$ 70.54	\$ 74.08	\$ 77.78				1/1/2024	Mid-Management/Professional	Exempt
Recreation Program Coordinator	\$ 32.37	\$ 34.54	\$ 36.27	\$ 38.08	\$ 39.98				1/1/2024	General Employees	Non-Exempt
Recreation Supervisor	\$ 47.27	\$ 49.65	\$ 52.12	\$ 54.73	\$ 57.47				1/1/2024	Mid-Management/Professional	Exempt
Regional Compliance Program Manager	\$ 54.26	\$ 57.11	\$ 60.11	\$ 63.28	\$ 66.61				1/1/2024	Mid-Management/Professional	Exempt
Reserve Police Officer	\$ 34.60	\$ 36.33	\$ 38.14	\$ 40.04	\$ 42.05				1/1/2024	Unrepresented	Non-Exempt
Senior Accounting Assistant	\$ 34.36	\$ 36.09	\$ 37.89	\$ 39.79	\$ 41.76				1/1/2024	General Employees	Non-Exempt
Senior Civil Engineer	\$ 68.36	\$ 71.79	\$ 75.38	\$ 79.15	\$ 83.11				1/1/2024	Mid-Management/Professional	Exempt
Senior Human Resources Analyst	\$ 51.83	\$ 54.42	\$ 57.15	\$ 60.00	\$ 62.99				1/1/2024	Confidential	Exempt
Senior Management Analyst	\$ 50.81	\$ 53.34	\$ 56.01	\$ 58.81	\$ 61.74				1/1/2024	Mid-Management/Professional	Exempt
Senior Planner	\$ 58.45	\$ 61.37	\$ 64.44	\$ 67.68	\$ 71.05				1/1/2024	Mid-Management/Professional	Exempt
Senior Recreation Leader	\$ 24.16	\$ 25.37	\$ 26.64	\$ 27.97	\$ 29.37				1/1/2024	Unrepresented	Non-Exempt
Sustainability Manager	\$ 54.26	\$ 57.11	\$ 60.11	\$ 63.28	\$ 66.61				1/1/2024	Mid-Management/Professional	Exempt
Special Assistant	\$ -	\$ -	\$ -	\$ -	\$ -			\$16.00-\$145.00	1/1/2024	Unrepresented	Non-Exempt
Spe Coun-Maj Dev Pro	\$ -	\$ -	\$ -	\$ -	\$ -		\$ 175.04		1/1/2024	Confidential Management	Exempt

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
Swim Instructor	\$ 18.60	\$ 19.54	\$ 20.52	\$ 21.55	\$ 22.62				1/1/2024	Unrepresented	Non-Exempt
Van Driver	\$ 17.50	\$ 18.39	\$ 19.31	\$ 20.28	\$ 21.29				1/1/2024	Unrepresented	Non-Exempt
Water Quality Technician	\$ 35.08	\$ 36.82	\$ 38.67	\$ 40.59	\$ 42.63				1/1/2024	General Employees	Non-Exempt