

**Town of Colma Pay Schedule (Effective September 25, 2024)**  
**Resolution No. 2024-35 Approved September 25, 2024**

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Add'l Incentive
<b>Elected Officials (Monthly Compensation)</b>							
Mayor & City Council	961.00						
<b>Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)</b>							
Accounting Manager	69.69	73.17	76.82	80.66	84.70	-	(10)(11)
Accounting Technician	46.43	48.75	51.20	53.75	56.45	-	(10)(11)
Administrative Services Director	87.25	91.63	96.20	101.01	106.07	-	(11)
Administrative Technician I	43.33	45.50	47.78	50.16	52.66	-	(10)(11)
Administrative Technician II	45.50	47.78	50.16	52.66	55.31	-	(10)(11)
Administrative Technician III	45.50	47.78	50.16	52.66	55.31	58.07	(10)(11)
City Clerk	58.07	60.97	64.02	67.22	70.58	-	(10)(11)
City Manager	115.39	-	-	-	-	-	(9)
Community Service Officer	42.28	44.39	46.61	48.94	51.39	-	(10)(11)
Executive Assistant to Chief of Police	45.50	47.78	50.16	52.66	55.31	58.07	(10)(11)
Facility Attendant	20.21	21.24	22.27	23.40	-	-	(11)
Human Resources Manager	63.61	66.80	70.13	73.65	77.33	-	(10)(11)
Intern	25.52	26.81	28.15	29.59	31.08	-	(11)
Maintenance Technician I	42.38	44.49	46.72	49.05	51.51	-	(7)(8)(10)(11)
Maintenance Technician II	44.49	46.72	49.05	51.51	54.09	-	(7)(8)(10)(11)
Maintenance Technician III	44.49	46.72	49.05	51.51	54.09	56.80	(7)(8)(10)(11)
Management Analyst I	48.26	50.67	53.20	55.86	58.66	-	(11)
Management Analyst II	52.19	54.79	57.54	60.42	63.44	-	(11)
Management Analyst III	56.44	59.26	62.23	65.33	68.60	-	(11)
Police Chief	94.63	99.36	104.34	108.51	112.61	-	(1)(11)
Police Commander	85.71	89.98	94.50	99.22	104.17	-	(1)(11)
Police Dispatcher / Clerk	52.90	54.36	55.84	57.30	58.76	-	(6)(4)(11)
Police Dispatcher/Records Supervisor	63.75	65.51	67.29	69.07	70.84	-	(2)(4)(11)
Police Officer - Reserve	59.19	-	-	-	-	-	
Police Officer 1	59.19	62.15	65.27	68.53	-	-	(1)(3)(5)(11)
Police Officer 2	61.55	64.64	67.88	71.27	-	-	(1)(3)(5)(11)
Police Officer 3	62.75	65.89	69.19	72.64	-	-	(1)(3)(5)(11)
Police Sergeant 1	75.03	76.58	78.16	82.48	-	-	(1)(3)(5)(11)
Police Sergeant 2	78.02	79.64	81.28	85.79	-	-	(1)(3)(5)(11)
Police Sergeant 3	79.52	81.16	82.84	87.44	-	-	(1)(3)(5)(11)
Public Works Maintenance Supervisor	54.11	56.82	59.65	62.64	65.76	-	(7)(8)(10)(11)
Recreation Coordinator	42.25	44.37	46.59	48.92	51.35	-	(10)(11)
Recreation Leader	16.00	16.82	17.64	18.56	-	-	(11)
Recreation Manager	50.51	53.03	55.67	58.47	61.38	-	(10)(11)
Senior Recreation Leader	20.21	21.24	22.27	23.40	-	-	(11)
Student Aide	16.00	16.82	17.64	18.56	-	-	(11)

**Additional Incentive**

- (1) These positions receive a \$1,025 per year uniform allowance
- (2) This position receives a 5.0% incentive for CAD Administrator
- (3) These positions receive an additional 5% Holiday Pay
- (4) These positions receive a \$774.73 per year uniform allowance
- (5) These positions may receive a 5% incentive for Acting Commander, Acting Sergeant, Officer in Charge, Training Officer, and/or Detective
- (6) This position may receive a 2.5% incentive for Back-up CAD Administrator
- (7) These positions may receive \$120 per week stand-by pay
- (8) These positions receive an in kind uniform allowance of \$68.67 per pay period
- (9) This position receives a \$300 monthly automobile allowance
- (10) These positions may received 5% out of class pay
- (11) These positions may receive retention pay (2.5% @ 10 years; 5.0% @ 20 years)

**Town of Colma Pay Schedule (Effective December 22, 2024)**  
**Resolution No. 2024-35 Approved September 25, 2024**

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Add'l Incentive
<b>Elected Officials (Monthly Compensation)</b>							
Mayor & City Council	961.00						
<b>Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)</b>							
Accounting Manager	71.09	74.63	78.36	82.28	86.39	-	(10)(11)
Accounting Technician	47.36	49.73	52.22	54.83	57.58	-	(10)(11)
Administrative Services Director	89.00	93.46	98.12	103.03	108.19	-	(11)
Administrative Technician I	44.20	46.41	48.74	51.17	53.72	-	(10)(11)
Administrative Technician II	46.41	48.74	51.17	53.72	56.41	-	(10)(11)
Administrative Technician III	46.41	48.74	51.17	53.72	56.41	59.23	(10)(11)
City Clerk	59.23	62.19	65.30	68.56	71.99	-	(10)(11)
City Manager	115.39	-	-	-	-	-	(9)
Community Service Officer	43.12	45.28	47.54	49.92	52.41	-	(10)(11)
Executive Assistant to Chief of Police	46.41	48.74	51.17	53.72	56.41	59.23	(10)(11)
Facility Attendant	20.21	21.24	22.27	23.40	-	-	(11)
Human Resources Manager	64.89	68.13	71.54	75.12	78.87	-	(10)(11)
Intern	25.52	26.81	28.15	29.59	31.08	-	(11)
Maintenance Technician I	43.22	45.38	47.65	50.03	52.54	-	(7)(8)(10)(11)
Maintenance Technician II	45.38	47.65	50.03	52.54	55.17	-	(7)(8)(10)(11)
Maintenance Technician III	45.38	47.65	50.03	52.54	55.17	57.93	(7)(8)(10)(11)
Management Analyst I	49.22	51.68	54.27	56.98	59.83	-	(11)
Management Analyst II	53.23	55.89	58.70	61.63	64.71	-	(11)
Management Analyst III	57.57	60.45	63.47	66.64	69.98	-	(11)
Police Chief	96.53	101.35	106.42	110.68	114.86	-	(1)(11)
Police Commander	87.42	91.78	96.39	101.20	106.26	-	(1)(11)
Police Dispatcher / Clerk	53.95	55.45	56.95	58.45	59.93	-	(6)(4)(11)
Police Dispatcher/Records Supervisor	65.02	66.82	68.64	70.45	72.26	-	(2)(4)(11)
Police Officer - Reserve	60.37	-	-	-	-	-	
Police Officer 1	60.37	63.39	66.57	69.90	-	-	(1)(3)(5)(11)
Police Officer 2	62.78	65.93	69.23	72.69	-	-	(1)(3)(5)(11)
Police Officer 3	64.01	67.21	70.57	74.09	-	-	(1)(3)(5)(11)
Police Sergeant 1	76.53	78.11	79.73	84.13	-	-	(1)(3)(5)(11)
Police Sergeant 2	79.58	81.23	82.91	87.50	-	-	(1)(3)(5)(11)
Police Sergeant 3	81.11	82.78	84.49	89.19	-	-	(1)(3)(5)(11)
Public Works Maintenance Supervisor	55.19	57.95	60.84	63.90	67.08	-	(7)(8)(10)(11)
Recreation Coordinator	43.10	45.26	47.53	49.90	52.38	-	(10)(11)
Recreation Leader	16.00	16.82	17.64	18.56	-	-	(11)
Recreation Manager	51.52	54.09	56.78	59.64	62.61	-	(10)(11)
Senior Recreation Leader	20.21	21.24	22.27	23.40	-	-	(11)
Student Aide	16.00	16.82	17.64	18.56	-	-	(11)

**Additional Incentive**

- (1) These positions receive a \$1,025 per year uniform allowance
- (2) This position receives a 5.0% incentive for CAD Administrator
- (3) These positions receive an additional 5% Holiday Pay
- (4) These positions receive a \$774.73 per year uniform allowance
- (5) These positions may receive a 5% incentive for Acting Commander, Acting Sergeant, Officer in Charge, Training Officer, and/or Detective
- (6) This position may receive a 2.5% incentive for Back-up CAD Administrator
- (7) These positions may receive \$120 per week stand-by pay
- (8) These positions receive an in kind uniform allowance of \$68.67 per pay period
- (9) This position receives a \$300 monthly automobile allowance
- (10) These positions may received 5% out of class pay
- (11) These positions may receive retention pay (2.5% @ 10 years; 5.0% @ 20 years)

**Town of Colma Pay Schedule (Effective June 22, 2025)**  
**Resolution No. 2024-35 Approved September 25, 2024**

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Add'l Incentive
<b>Elected Officials (Monthly Compensation)</b>							
Mayor & City Council	961.00						
<b>Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)</b>							
Accounting Manager	72.51	76.12	79.93	83.92	88.12	-	(10)(11)
Accounting Technician	48.31	50.72	53.27	55.93	58.73	-	(10)(11)
Administrative Services Director	90.78	95.33	100.08	105.09	110.35	-	(11)
Administrative Technician I	45.09	47.34	49.72	52.19	54.79	-	(10)(11)
Administrative Technician II	47.34	49.72	52.19	54.79	57.54	-	(10)(11)
Administrative Technician III	47.34	49.72	52.19	54.79	57.54	60.42	(10)(11)
City Clerk	60.42	63.43	66.61	69.93	73.43	-	(10)(11)
City Manager	115.39	-	-	-	-	-	(9)
Community Service Officer	43.98	46.19	48.49	50.92	53.46	-	(10)(11)
Executive Assistant to Chief of Police	47.34	49.72	52.19	54.79	57.54	60.42	(10)(11)
Facility Attendant	20.21	21.24	22.27	23.40	-	-	(11)
Human Resources Manager	66.18	69.50	72.97	76.62	80.45	-	(10)(11)
Intern	25.52	26.81	28.15	29.59	31.08	-	(11)
Maintenance Technician I	44.09	46.29	48.60	51.03	53.59	-	(7)(8)(10)(11)
Maintenance Technician II	46.29	48.60	51.03	53.59	56.27	-	(7)(8)(10)(11)
Maintenance Technician III	46.29	48.60	51.03	53.59	56.27	59.09	(7)(8)(10)(11)
Management Analyst I	50.21	52.72	55.35	58.12	61.03	-	(11)
Management Analyst II	54.30	57.00	59.87	62.86	66.00	-	(11)
Management Analyst III	58.72	61.66	64.74	67.97	71.38	-	(11)
Police Chief	98.46	103.37	108.55	112.90	117.16	-	(1)(11)
Police Commander	89.17	93.62	98.32	103.22	108.38	-	(1)(11)
Police Dispatcher / Clerk	55.03	56.56	58.09	59.62	61.13	-	(6)(4)(11)
Police Dispatcher/Records Supervisor	66.32	68.15	70.01	71.86	73.70	-	(2)(4)(11)
Police Officer - Reserve	61.58	-	-	-	-	-	
Police Officer 1	61.58	64.66	67.90	71.29	-	-	(1)(3)(5)(11)
Police Officer 2	64.04	67.25	70.62	74.15	-	-	(1)(3)(5)(11)
Police Officer 3	65.29	68.56	71.98	75.57	-	-	(1)(3)(5)(11)
Police Sergeant 1	78.06	79.67	81.32	85.82	-	-	(1)(3)(5)(11)
Police Sergeant 2	81.17	82.86	84.57	89.25	-	-	(1)(3)(5)(11)
Police Sergeant 3	82.73	84.44	86.18	90.97	-	-	(1)(3)(5)(11)
Public Works Maintenance Supervisor	56.29	59.11	62.06	65.18	68.42	-	(7)(8)(10)(11)
Recreation Coordinator	43.96	46.16	48.48	50.90	53.43	-	(10)(11)
Recreation Leader	16.00	16.82	17.64	18.56	-	-	(11)
Recreation Manager	52.55	55.17	57.92	60.83	63.86	-	(10)(11)
Senior Recreation Leader	20.21	21.24	22.27	23.40	-	-	(11)
Student Aide	16.00	16.82	17.64	18.56	-	-	(11)

**Additional Incentive**

- (1) These positions receive a \$1,025 per year uniform allowance
- (2) This position receives a 5.0% incentive for CAD Administrator
- (3) These positions receive an additional 5% Holiday Pay
- (4) These positions receive a \$774.73 per year uniform allowance
- (5) These positions may receive a 5% incentive for Acting Commander, Acting Sergeant, Officer in Charge, Training Officer, and/or Detective
- (6) This position may receive a 2.5% incentive for Back-up CAD Administrator
- (7) These positions may receive \$120 per week stand-by pay
- (8) These positions receive an in kind uniform allowance of \$68.67 per pay period
- (9) This position receives a \$300 monthly automobile allowance
- (10) These positions may received 5% out of class pay
- (11) These positions may receive retention pay (2.5% @ 10 years; 5.0% @ 20 years)

**Town of Colma Pay Schedule (Effective December 21, 2025)**  
**Resolution No. 2024-35 Approved September 25, 2024**

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Add'l Incentive
<b>Elected Officials (Monthly Compensation)</b>							
Mayor & City Council	961.00						
<b>Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)</b>							
Accounting Manager	73.96	77.65	81.52	85.60	89.89	-	(10)(11)
Accounting Technician	49.27	51.74	54.33	57.05	59.91	-	(10)(11)
Administrative Services Director	92.59	97.23	102.08	107.19	112.56	-	(11)
Administrative Technician I	45.99	48.29	50.71	53.23	55.89	-	(10)(11)
Administrative Technician II	48.29	50.71	53.23	55.89	58.69	-	(10)(11)
Administrative Technician III	48.29	50.71	53.23	55.89	58.69	61.63	(10)(11)
City Clerk	61.63	64.70	67.94	71.33	74.90	-	(10)(11)
City Manager	115.39	-	-	-	-	-	(9)
Community Service Officer	44.86	47.11	49.46	51.94	54.53	-	(10)(11)
Executive Assistant to Chief of Police	48.29	50.71	53.23	55.89	58.69	61.63	(10)(11)
Facility Attendant	20.21	21.24	22.27	23.40	-	-	(11)
Human Resources Manager	67.51	70.89	74.43	78.16	82.06	-	(10)(11)
Intern	25.52	26.81	28.15	29.59	31.08	-	(11)
Maintenance Technician I	44.97	47.21	49.58	52.05	54.66	-	(7)(8)(10)(11)
Maintenance Technician II	47.21	49.58	52.05	54.66	57.40	-	(7)(8)(10)(11)
Maintenance Technician III	47.21	49.58	52.05	54.66	57.40	60.27	(7)(8)(10)(11)
Management Analyst I	51.21	53.77	56.46	59.28	62.25	-	(11)
Management Analyst II	55.39	58.14	61.07	64.12	67.32	-	(11)
Management Analyst III	59.90	62.89	66.03	69.33	72.80	-	(11)
Police Chief	100.43	105.44	110.72	115.15	119.50	-	(1)(11)
Police Commander	90.96	95.49	100.28	105.29	110.55	-	(1)(11)
Police Dispatcher / Clerk	56.13	57.69	59.25	60.81	62.35	-	(6)(4)(11)
Police Dispatcher/Records Supervisor	67.65	69.52	71.41	73.29	75.18	-	(2)(4)(11)
Police Officer - Reserve	62.81	-	-	-	-	-	
Police Officer 1	62.81	65.95	69.26	72.72	-	-	(1)(3)(5)(11)
Police Officer 2	65.32	68.59	72.03	75.63	-	-	(1)(3)(5)(11)
Police Officer 3	66.60	69.93	73.42	77.08	-	-	(1)(3)(5)(11)
Police Sergeant 1	79.62	81.27	82.95	87.53	-	-	(1)(3)(5)(11)
Police Sergeant 2	82.80	84.52	86.26	91.04	-	-	(1)(3)(5)(11)
Police Sergeant 3	84.39	86.13	87.91	92.79	-	-	(1)(3)(5)(11)
Public Works Maintenance Supervisor	57.42	60.29	63.30	66.48	69.79	-	(7)(8)(10)(11)
Recreation Coordinator	44.84	47.09	49.45	51.91	54.50	-	(10)(11)
Recreation Leader	16.00	16.82	17.64	18.56	-	-	(11)
Recreation Manager	53.60	56.27	59.08	62.05	65.13	-	(10)(11)
Senior Recreation Leader	20.21	21.24	22.27	23.40	-	-	(11)
Student Aide	16.00	16.82	17.64	18.56	-	-	(11)

**Additional Incentive**

- (1) These positions receive a \$1,025 per year uniform allowance
- (2) This position receives a 5.0% incentive for CAD Administrator
- (3) These positions receive an additional 5% Holiday Pay
- (4) These positions receive a \$774.73 per year uniform allowance
- (5) These positions may receive a 5% incentive for Acting Commander, Acting Sergeant, Officer in Charge, Training Officer, and/or Detective
- (6) This position may receive a 2.5% incentive for Back-up CAD Administrator
- (7) These positions may receive \$120 per week stand-by pay
- (8) These positions receive an in kind uniform allowance of \$68.67 per pay period
- (9) This position receives a \$300 monthly automobile allowance
- (10) These positions may received 5% out of class pay
- (11) These positions may receive retention pay (2.5% @ 10 years; 5.0% @ 20 years)