

**Town of Colma Pay Schedule (Effective Date @ July 1, 2020)
Ratified July 8, 2020**

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Ord/Reso Number	Add'l Incentive	Payroll Ref
Elected Officials (Monthly Compensation)									
Mayor & City Council	961.00						ORD 784		
Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)									
Accounting Technician	39.72	41.71	43.79	45.99	48.29	-	Reso 2019-16	(10)(11)	8acct
Administrative Services Director	74.65	78.38	82.30	86.41	90.73	-	Reso 2019-16	(11)	8acm
Administrative Technician I	37.07	38.93	40.88	42.92	45.06	-	Reso 2019-16	(10)(11)	8at1
Administrative Technician II	38.93	40.88	42.92	45.06	47.31	-	Reso 2019-16	(10)(11)	8at2
Administrative Technician III	38.93	40.88	42.92	45.06	47.31	49.68	Reso 2019-16	(10)(11)	8at3
City Clerk	49.68	52.16	54.77	57.50	60.37	-	Reso 2019-16	(10)(11)	8clrk1
City Manager	107.40						Reso 2019-57	(9)	mgr
Community Service Officer	36.16	37.97	39.87	41.87	43.96	-	Reso 2019-16	(10)(11)	8cso
Executive Assistant to Chief of Police	38.93	40.88	42.92	45.06	47.31	49.68	Reso 2019-16	(10)(11)	8at3
Facility Attendant	16.46	17.28	18.14	19.05	-	-	Reso 2019-13	(11)	8fa
Human Resources Manager	54.42	57.14	60.00	63.00	66.15	-	Reso 2019-16	(10)(11)	8hrm
Intern	17.00	19.00	21.00	23.00	25.00		Reso 2020-07		intr
Maintenance Technician I	36.25	38.06	39.96	41.96	44.06	-	Reso 2019-16	(7)(8)(10)(11)	8mt1
Maintenance Technician II	38.06	39.96	41.96	44.06	46.27	-	Reso 2019-16	(7)(8)(10)(11)	8mt2
Maintenance Technician III	38.06	39.96	41.96	44.06	46.27	48.58	Reso 2019-16	(7)(8)(10)(11)	8mt3
Police Chief	101.40						Reso 2019-56	(1)	chief
Police Commander	73.32	76.98	80.84	84.88	89.12		Reso 2019-16	(1)(11)	8pcmd
Police Dispatcher / Clerk	45.25	46.51	47.77	49.02	50.27		Reso 2019-15	(6)(4)(11)	clerical
Police Dispatcher/Records Supervisor	54.53	56.04	57.57	59.08	60.60		Reso 2019-15	(2)(4)(11)	supervisor
Police Officer - Reserve	50.64						Ord 773		pdres
Police Officer 1	50.64	53.17	55.83	58.62	-		Reso 2019-14	(1)(3)(5)(11)	8po1
Police Officer 2	52.66	55.30	58.06	60.97	-		Reso 2019-14	(1)(3)(5)(11)	8po2
Police Officer 3	53.68	56.37	59.18	62.14	-		Reso 2019-14	(1)(3)(5)(11)	8po3
Police Sergeant 1	64.18	65.51	66.86	70.56	-		Reso 2019-14	(1)(3)(5)(11)	8sgt1
Police Sergeant 2	66.75	68.13	69.53	73.39	-		Reso 2019-14	(1)(3)(5)(11)	8sgt2
Police Sergeant 3	68.02	69.43	70.86	74.81	-		Reso 2019-14	(1)(3)(5)(11)	8sgt3
Public Works Maintenance Supervisor	46.29	48.60	51.03	53.59	56.26		Reso 2019-16	(7)(8)(10)(11)	8mts
Recreation Coordinator	36.15	37.96	39.86	41.85	43.94		Reso 2019-16	(10)(11)	8recc
Recreation Leader	13.00	13.65	14.33	15.06			Reso 2019-13	(11)	8rl
Recreation Manager	43.20	45.37	47.63	50.01	52.51		Reso 2019-16	(10)(11)	recmgr
Senior Recreation Leader	16.46	17.28	18.14	19.05			Reso 2019-13	(11)	8rls
Student Aide	13.00	13.65	14.33	15.06			Reso 2020-07		

Additional Incentive

Summary of Effective Ordinance and Resolution

- Ord 773** Reinstatement of Reserve Officer Program - up to 4 Reserve Officers (Adopted 12/13/2017)
- Ord 784** City Council Compensation (Adopted 11/14/2018)
- Reso 2004-36** Establishment of Police Recruit Program - 95% of Police Officer Step 1 (5/12/2004)
- Reso 2019-13** Increase Part-Time Recreation Compensation (Adopted 04/10/2019)
- Reso 2019-14** 2% COLA for POA from Jun 28, 2020 to Dec 26, 2020 (Adopted 4/10/2019)
- Reso 2019-15** 2% COLA for CRA from Jun 28, 2020 to Dec 26, 2020 (Adopted 4/10/2019)
- Reso 2019-16** 2% COLA for Unrepresented from Jun 28, 2020 to Dec 26, 2020 (Adopted 4/10/2019)
- Reso 2019-56** Chief of Police Contract Amendment 5 (Adopted 12/11/2019)
- Reso 2019-57** City Manager Contract Amendment 3 (Adopted 12/11/2019)
- Reso 2020-07** Addition of Intern and Student Aide Classifications and Compensations (Adopted 2/26/2020)

- (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)