

**Town of Colma Pay Schedule (Effective Date @ December 27, 2020)
Adopted Resolution 2020-43 October 14, 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						<i>ORD 784</i>		
Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)									
Accounting Technician	40.51	42.54	44.67	46.91	49.26	-	<i>Reso 2019-16</i>	(10)(11)	8acct
Administrative Services Director	76.14	79.95	83.94	88.14	92.55	-	<i>Reso 2019-16</i>	(11)	8acm
Administrative Technician I	37.81	39.71	41.70	43.77	45.96	-	<i>Reso 2019-16</i>	(10)(11)	8at1
Administrative Technician II	39.71	41.70	43.77	45.96	48.26	-	<i>Reso 2019-16</i>	(10)(11)	8at2
Administrative Technician III	39.71	41.70	43.77	45.96	48.26	50.67	<i>Reso 2019-16</i>	(10)(11)	8at3
City Clerk	50.67	53.20	55.86	58.65	61.58	-	<i>Reso 2019-16</i>	(10)(11)	8clrk1
City Manager	107.40						<i>Reso 2019-57</i>	(9)	mgr
Community Service Officer	36.89	38.73	40.67	42.71	44.84	-	<i>Reso 2019-16</i>	(10)(11)	8cso
Executive Assistant to Chief of Police	39.71	41.70	43.77	45.96	48.26	50.67	<i>Reso 2019-16</i>	(10)(11)	8at3
Facility Attendant	17.73	18.61	19.54	20.52	-	-	<i>Reso 2020-43</i>	(11)	8fa
Human Resources Manager	55.51	58.29	61.20	64.26	67.47	-	<i>Reso 2019-16</i>	(10)(11)	8hrm
Intern	17.00	19.00	21.00	23.00	25.00		<i>Reso 2020-07</i>		intr
Maintenance Technician I	36.98	38.82	40.76	42.80	44.94	-	<i>Reso 2019-16</i>	(7)(8)(10)(11)	8mt1
Maintenance Technician II	38.82	40.76	42.80	44.94	47.19	-	<i>Reso 2019-16</i>	(7)(8)(10)(11)	8mt2
Maintenance Technician III	38.82	40.76	42.80	44.94	47.19	49.56	<i>Reso 2019-16</i>	(7)(8)(10)(11)	8mt3
Police Chief	82.57	86.70	91.04	94.68	98.26		<i>Reso 2020-32</i>	(1)(11)	chief
Police Commander	74.79	78.52	82.46	86.57	90.90	-	<i>Reso 2019-16</i>	(1)(11)	8pcmd
Police Dispatcher / Clerk	46.15	47.44	48.72	50.00	51.27	-	<i>Reso 2019-15</i>	(6)(4)(11)	clerical
Police Dispatcher/Records Supervisor	55.62	57.16	58.72	60.26	61.81	-	<i>Reso 2019-15</i>	(2)(4)(11)	supervisor
Police Officer - Reserve	51.65						<i>Ord 773</i>		pdres
Police Officer 1	51.65	54.23	56.95	59.79	-	-	<i>Reso 2019-14</i>	(1)(3)(5)(11)	8po1
Police Officer 2	53.71	56.40	59.22	62.19	-	-	<i>Reso 2019-14</i>	(1)(3)(5)(11)	8po2
Police Officer 3	54.75	57.50	60.37	63.38	-	-	<i>Reso 2019-14</i>	(1)(3)(5)(11)	8po3
Police Sergeant 1	65.47	66.82	68.20	71.97	-	-	<i>Reso 2019-14</i>	(1)(3)(5)(11)	8sgt1
Police Sergeant 2	68.08	69.49	70.92	74.85	-	-	<i>Reso 2019-14</i>	(1)(3)(5)(11)	8sgt2
Police Sergeant 3	69.38	70.82	72.28	76.30	-	-	<i>Reso 2019-14</i>	(1)(3)(5)(11)	8sgt3
Public Works Maintenance Supervisor	47.21	49.57	52.05	54.66	57.38	-	<i>Reso 2019-16</i>	(7)(8)(10)(11)	8mts
Recreation Coordinator	36.87	38.72	40.66	42.68	44.81	-	<i>Reso 2019-16</i>	(10)(11)	8recc
Recreation Leader	14.00	14.70	15.43	16.22	-	-	<i>Reso 2020-43</i>	(11)	8rl
Recreation Manager	44.07	46.27	48.58	51.02	53.56	-	<i>Reso 2019-16</i>	(10)(11)	recmgr
Senior Recreation Leader	17.73	18.61	19.54	20.52	-	-	<i>Reso 2020-43</i>	(11)	8rls
Student Aide	14.00	14.70	15.43	16.22			<i>Reso 2020-07</i>		

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)

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 2019-14 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)*
- Reso 2020-32 Reclassify Chief of Police position from contract to appointed by City Manager (CC Mtg 7/8/2020)*
- Reso 2020-43 Minimum Wage Adjustment for Part-Time Staff (CC Mtg 10/14/2020)*