

**RESOLUTION NO. 2017-06
OF THE CITY COUNCIL OF THE TOWN OF COLMA**

**RESOLUTION APPROVING COST OF LIVING SALARY INCREASES FOR CERTAIN
UNREPRESENTED EMPLOYEES AND MODIFYING
THE TOWN'S SALARY SCHEDULE**

The City Council of the Town of Colma does hereby resolve as follows:

1. Background.

- (a) The Town has been in active negotiations since the beginning of 2016 to address potential salary increases for both represented and unrepresented employees.
- (b) The City Council has recently concluded negotiations with both the Colma Peace Officers Association and the Colma Police Communications/Record Association.
- (c) The City Manager is now recommending that the City Council approve cost of living increases for certain unrepresented employees consistent with Town's past practice of treating the unrepresented employees consistent with the Colma Peace Officers Association and the Colma Police Communications/Record Association, and because the City Council has been contemplating potential salary increases for both represented and unrepresented employees since January of 2016. The City Manager is recommending that these salary increases be retroactive to January 1, 2016.

2. Order; Cost of Living Salary Increases for Certain Unrepresented Employees

- (a) The City Council hereby approves a cost of living increase for certain unrepresented full-time employees, excluding the City Manager, Police Chief, and Administrative Services Director.
- (b) All unrepresented full-time employee positions, excluding the City Manager, Police Chief, and Administrative Services Director, shall receive a 2 percent pay increase every six months beginning January 1, 2016 through June 1, 2019 for a total increase of 14 percent over the three-and-a-half year period.
- (c) This cost of living increase shall not apply to the City Manager or Police Chief, as both positions are subject to a separate employment agreement with the Town.
- (d) The cost of living increase shall also not apply to the newly created Administrative Services Director position, created by City Council Resolution No. 2016-30, because the salary was set at an amount that addressed any immediate potential future salary increases contemplated by the Town.

3. Salary Schedule Adopted.

- (a) The City Council hereby amends the Town's salary schedule to implement the salary increases for both represented and unrepresented full-time employees consistent with the City Council's approval of the represented employees respective MOUs and the adoption of this Resolution implementing increases for certain unrepresented employees.

(b) The amended salary schedule is attached hereto as Exhibit "A" and is hereby incorporated by this reference.

4. No Contract. Nothing herein shall be construed as a contract with any employee, and the City Council shall have the discretion to modify the respective salaries in accordance with any applicable state or local provisions.

5. Effective Date. This resolution shall become effective upon adoption.

Certification of Adoption

I certify that the foregoing Resolution No. 2017-06 was duly adopted at a regular meeting of said City Council held on January 25, 2017 by the following vote:

Name	Voting		Present, Not Voting		Absent
	Aye	No	Abstain	Not Participating	
Helen Fisicaro, Mayor	X				
Raquel "Rae" Gonzalez	X				
Joanne F. del Rosario	X				
John Irish Goodwin	X				
Diana Colvin	X				
<i>Voting Tally</i>	5	0			

Dated 2/8/17

Helen Fisicaro
Helen Fisicaro, Mayor

Attest: Caitlin Corley
Caitlin Corley, City Clerk

**Town of Colma Pay Schedule Adopted 09/09/15
Revised 01/03/16**

Elected Officials (Monthly)	Incumbents							Ordinance # or Resolution #	Dated	Effective
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6			
Mayor & City Council		924.00						ORD. 729	11/13/2013	
Hourly		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6			
Accountant I	0	37.46	39.33	41.30	43.37	45.54	-			
Accounting Technician	2	33.23	34.90	36.65	38.48	40.41	-			
Administrative Technician I	1	31.02	32.57	34.20	35.91	37.70	-			
Administrative Technician II	0	32.57	34.20	35.91	37.70	39.59	-			
Administrative Technician III	1	32.57	34.20	35.91	37.70	39.59	41.57			
City Clerk	1	41.57	43.65	45.83	48.11	50.52	-			
City Manager	1	91.35	-	-	-	-	-	Reso 2015-07	02/11/2015	
Community Service Officer	1	30.26	31.77	33.36	35.04	36.78	-			
Director of Recreation Services	1	46.30	48.61	51.06	53.60	56.28	-			
Facility Attendant	7	13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16	03/23/2016	
Human Resources Manager	1	45.54	47.82	50.20	52.72	55.35	-			
Maintenance Technician I	(7)	30.34	31.85	33.44	35.11	36.87	-			
Maintenance Technician II	(7)	31.85	33.44	35.11	36.87	38.71	-			
Maintenance Technician III	(7)	31.85	33.44	35.11	36.87	38.71	40.65			
Police Chief	(1)	85.82	-	-	-	-	-	Reso 2016-06	02/10/2016	11/12/2015
Police Commander	(1)	61.35	64.41	67.64	71.02	74.57	-			
Police Communications/Dispatcher Supervisor	(2)(4)	45.63	46.89	48.17	49.44	50.70	-			
Police Dispatcher / Clerk	(6)(4)	37.86	38.92	39.97	41.02	42.06	-			
Police Officer 1	(1)(3)(5)	42.37	44.49	46.72	49.05	-	-			
Police Officer 2	(1)(3)(5)	44.06	46.27	48.58	51.01	-	-			
Police Officer 3	(1)(3)(5)	44.92	47.17	49.52	51.99	-	-			
Police Sergeant 1	(1)(3)(5)	53.70	54.82	55.95	59.04	-	-			
Police Sergeant 2	(1)(3)(5)	55.85	57.01	58.18	61.41	-	-			
Police Sergeant 3	(1)(3)(5)	56.92	58.10	59.29	62.59	-	-			
Public Works Maintenance Supervisor	(7)	38.73	40.67	42.70	44.84	47.07	-			
Recreation Coordinator	2	30.25	31.76	33.35	35.01	36.76	-			
Recreation Leader	7	10.65	11.18	11.74	12.33	12.95	-	Reso 2016-16	03/23/2016	
Senior Recreation Leader	4	13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16	03/23/2016	

(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 \$100 per week stand-by pay

**Town of Colma Pay Schedule Adopted 09/09/15
Revised 07/03/16**

		Incumbents						Ordinance # or Resolution #	Dated	Effective
Elected Officials (Monthly)										
Mayor & City Council		924.00						ORD. 729	11/13/2013	
Hourly			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
Accounting Technician		2	33.90	35.60	37.38	39.25	41.22	-		
Administrative Technician I		1	31.64	33.23	34.89	36.63	38.45	-		
Administrative Technician II		0	33.23	34.89	36.63	38.45	40.38	-		
Administrative Technician III		1	33.23	34.89	36.63	38.45	40.38	42.40		
City Clerk		1	42.40	44.52	46.75	49.08	51.53	-		
City Manager		1	91.35	-	-	-	-	-	Reso 2015-07 02/11/2015	
Community Service Officer		1	30.87	32.41	34.03	35.74	37.52	-		
Director of Recreation Services		1	47.22	49.59	52.08	54.67	57.41	-		
Facility Attendant		7	13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16 03/23/2016	
Human Resources Manager		1	46.45	48.77	51.21	53.77	56.46	-		
Maintenance Technician I	(7)	1	30.94	32.49	34.11	35.81	37.61	-		
Maintenance Technician II	(7)	1	32.49	34.11	35.81	37.61	39.49	-		
Maintenance Technician III	(7)	0	32.49	34.11	35.81	37.61	39.49	41.47		
Police Chief	(1)	1	85.82	-	-	-	-	-	Reso 2016-06 02/10/2016 11/12/2015	
Police Commander	(1)	1	62.58	65.70	68.99	72.44	76.06	-		
Police Communications/Dispatcher Supervisor	(2)(4)	1	46.54	47.83	49.13	50.43	51.72	-		
Police Dispatcher / Clerk	(6)(4)	3	38.62	39.69	40.77	41.84	42.90	-		
Police Officer 1	(1)(3)(5)	4	43.22	45.38	47.65	50.03	-	-		
Police Officer 2	(1)(3)(5)	3	44.95	47.20	49.56	52.03	-	-		
Police Officer 3	(1)(3)(5)	5	45.82	48.11	50.51	53.03	-	-		
Police Sergeant 1	(1)(3)(5)	0	54.78	55.91	57.07	60.22	-	-		
Police Sergeant 2	(1)(3)(5)	0	56.97	58.15	59.35	62.63	-	-		
Police Sergeant 3	(1)(3)(5)	5	58.06	59.26	60.48	63.85	-	-		
Public Works Maintenance Supervisor	(7)	1	39.50	41.48	43.55	45.74	48.01	-		
Recreation Coordinator		2	30.86	32.40	34.02	35.72	37.50	-		
Recreation Leader		7	10.65	11.18	11.74	12.33	12.95	-	Reso 2016-16 03/23/2016	
Senior Recreation Leader		4	13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16 03/23/2016	

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Revised 07/04/16**

		Incumbents						Ordinance # or Resolution #	Dated	Effective
Elected Officials (Monthly)										
Mayor & City Council		924.00						ORD. 729	11/13/2013	
Hourly			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
Accounting Technician		2	33.90	35.60	37.38	39.25	41.22	-		
Administrative Services Director		1	70.34	73.86	77.55	81.43	85.50	-	Reso 2016-30	06/22/2016 7/4/2016
Administrative Technician I		1	31.64	33.23	34.89	36.63	38.45	-		
Administrative Technician II		0	33.23	34.89	36.63	38.45	40.38	-		
Administrative Technician III		1	33.23	34.89	36.63	38.45	40.38	42.40		
City Clerk		1	42.40	44.52	46.75	49.08	51.53	-		
City Manager		1	91.35	-	-	-	-	-	Reso 2015-07	02/11/2015
Community Service Officer		1	30.87	32.41	34.03	35.74	37.52	-		
Facility Attendant		7	13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16	03/23/2016
Human Resources Manager		1	46.45	48.77	51.21	53.77	56.46	-		
Maintenance Technician I	(7)	1	30.94	32.49	34.11	35.81	37.61	-		
Maintenance Technician II	(7)	1	32.49	34.11	35.81	37.61	39.49	-		
Maintenance Technician III	(7)	0	32.49	34.11	35.81	37.61	39.49	41.47		
Police Chief	(1)	1	85.82	-	-	-	-	-	Reso 2016-06	02/10/2016 11/12/2015
Police Commander	(1)	1	62.58	65.70	68.99	72.44	76.06	-		
Police Communications/Dispatcher Supervisor	(2)(4)	1	46.54	47.83	49.13	50.43	51.72	-		
Police Dispatcher / Clerk	(6)(4)	3	38.62	39.69	40.77	41.84	42.90	-		
Police Officer 1	(1)(3)(5)	4	43.22	45.38	47.65	50.03	-	-		
Police Officer 2	(1)(3)(5)	3	44.95	47.20	49.56	52.03	-	-		
Police Officer 3	(1)(3)(5)	5	45.82	48.11	50.51	53.03	-	-		
Police Sergeant 1	(1)(3)(5)	0	54.78	55.91	57.07	60.22	-	-		
Police Sergeant 2	(1)(3)(5)	0	56.97	58.15	59.35	62.63	-	-		
Police Sergeant 3	(1)(3)(5)	5	58.06	59.26	60.48	63.85	-	-		
Public Works Maintenance Supervisor	(7)	1	39.50	41.48	43.55	45.74	48.01	-		
Recreation Coordinator		2	30.86	32.40	34.02	35.72	37.50	-		
Recreation Leader		7	10.65	11.18	11.74	12.33	12.95	-	Reso 2016-16	03/23/2016
Senior Recreation Leader		4	13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16	03/23/2016

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Revised 01/01/17**

		Incumbents						Ordinance # or Resolution #	Dated	Effective
Elected Officials (Monthly)										
Mayor & City Council		924.00						ORD. 729	11/13/2013	
Hourly			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
Accounting Technician		2	34.58	36.31	38.13	40.03	42.04	-		
Administrative Services Director		1	70.34	73.86	77.55	81.43	85.50	-	Reso 2016-30 06/22/2016 7/4/2016	
Administrative Technician I		1	32.27	33.89	35.59	37.36	39.22	-		
Administrative Technician II		0	33.89	35.59	37.36	39.22	41.19	-		
Administrative Technician III		1	33.89	35.59	37.36	39.22	41.19	43.25		
City Clerk		1	43.24	45.41	47.68	50.06	52.56	-		
City Manager		1	91.35	-	-	-	-	-	Reso 2015-07 02/11/2015	
Community Service Officer		1	31.48	33.06	34.71	36.45	38.27	-		
Facility Attendant		7	13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16 03/23/2016	
Human Resources Manager		1	47.37	49.75	52.23	54.85	57.59	-		
Maintenance Technician I	(7)	1	31.56	33.14	34.79	36.53	38.36	-		
Maintenance Technician II	(7)	1	33.14	34.79	36.53	38.36	40.28	-		
Maintenance Technician III	(7)	0	33.14	34.79	36.53	38.36	40.28	42.30		
Police Chief	(1)	1	85.82	-	-	-	-	-	Reso 2016-06 02/10/2016 11/12/2015	
Police Commander	(1)	1	63.83	67.01	70.37	73.89	77.58	-		
Police Communications/Dispatcher Supervisor	(2)(4)	1	47.47	48.78	50.11	51.43	52.75	-		
Police Dispatcher / Clerk	(6)(4)	3	39.39	40.49	41.59	42.67	43.76	-		
Police Officer 1	(1)(3)(5)	4	44.08	46.29	48.61	51.03	-	-		
Police Officer 2	(1)(3)(5)	3	45.84	48.14	50.55	53.07	-	-		
Police Officer 3	(1)(3)(5)	5	46.73	49.07	51.52	54.10	-	-		
Police Sergeant 1	(1)(3)(5)	0	55.87	57.03	58.21	61.43	-	-		
Police Sergeant 2	(1)(3)(5)	0	58.11	59.31	60.53	63.89	-	-		
Police Sergeant 3	(1)(3)(5)	5	59.22	60.44	61.69	65.12	-	-		
Public Works Maintenance Supervisor	(7)	1	40.29	42.31	44.42	46.65	48.97	-		
Recreation Coordinator		2	31.47	33.05	34.70	36.43	38.25	-		
Recreation Leader		7	10.65	11.18	11.74	12.33	12.95	-	Reso 2016-16 03/23/2016	
Senior Recreation Leader		4	13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16 03/23/2016	

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(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 \$100 per week stand-by pay

**Town of Colma Pay Schedule Adopted 09/09/15
Revised 07/02/17**

		Incumbents						Ordinance # or Resolution #	Dated	Effective
Elected Officials (Monthly)										
Mayor & City Council		924.00						ORD. 729	11/13/2013	
Hourly		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6			
Accounting Technician		2 35.27	37.03	38.89	40.83	42.88	-			
Administrative Services Director		1 70.34	73.86	77.55	81.43	85.50	-			
Administrative Technician I		1 32.92	34.57	36.30	38.11	40.01	-			
Administrative Technician II		0 34.57	36.30	38.11	40.01	42.01	-			
Administrative Technician III		1 34.57	36.30	38.11	40.01	42.01	44.11			
City Clerk		1 44.11	46.32	48.63	51.06	53.61	-			
City Manager		1 91.35	-	-	-	-	-	Reso 2015-07	02/11/2015	
Community Service Officer		1 32.11	33.72	35.40	37.18	39.04	-			
Facility Attendant		7 13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16	03/23/2016	
Human Resources Manager		1 48.32	50.74	53.28	55.95	58.74	-			
Maintenance Technician I	(7)	1 32.19	33.80	35.48	37.26	39.13	-			
Maintenance Technician II	(7)	1 33.80	35.48	37.26	39.13	41.08	-			
Maintenance Technician III	(7)	0 33.80	35.48	37.26	39.13	41.08	43.14			
Police Chief	(1)	1 85.82	-	-	-	-	-	Reso 2016-06	02/10/2016 11/12/2015	
Police Commander	(1)	1 65.11	68.35	71.78	75.37	79.13	-			
Police Communications/Dispatcher Supervisor	(2)(4)	1 48.42	49.76	51.12	52.46	53.81	-			
Police Dispatcher / Clerk	(6)(4)	3 40.18	41.30	42.42	43.53	44.63	-			
Police Officer 1	(1)(3)(5)	4 44.96	47.21	49.58	52.06	-	-			
Police Officer 2	(1)(3)(5)	3 46.76	49.10	51.56	54.14	-	-			
Police Officer 3	(1)(3)(5)	5 47.67	50.05	52.55	55.18	-	-			
Police Sergeant 1	(1)(3)(5)	0 56.99	58.17	59.37	62.66	-	-			
Police Sergeant 2	(1)(3)(5)	0 59.27	60.49	61.74	65.17	-	-			
Police Sergeant 3	(1)(3)(5)	5 60.40	61.65	62.92	66.43	-	-			
Public Works Maintenance Supervisor	(7)	1 41.10	43.16	45.31	47.58	49.95	-			
Recreation Coordinator		2 32.10	33.71	35.39	37.16	39.01	-			
Recreation Leader		7 10.65	11.18	11.74	12.33	12.95	-	Reso 2016-16	03/23/2016	
Senior Recreation Leader		4 13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16	03/23/2016	

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**Town of Colma Pay Schedule Adopted 09/09/15
Revised 12/31/17**

		Incumbents						Ordinance # or Resolution #	Dated	Effective
Elected Officials (Monthly)										
Mayor & City Council		924.00						ORD. 729	11/13/2013	
Hourly			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
Accounting Technician		2	35.97	37.77	39.67	41.65	43.74	-		
Administrative Services Director		1	70.34	73.86	77.55	81.43	85.50	-		
Administrative Technician I		1	33.57	35.26	37.02	38.87	40.81	-		
Administrative Technician II		0	35.26	37.02	38.87	40.81	42.85	-		
Administrative Technician III		1	35.26	37.02	38.87	40.81	42.85	45.00		
City Clerk		1	44.99	47.24	49.61	52.08	54.69	-		
City Manager		1	91.35	-	-	-	-	-	Reso 2015-07 02/11/2015	
Community Service Officer		1	32.76	34.39	36.11	37.92	39.82	-		
Facility Attendant		7	13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16 03/23/2016	
Human Resources Manager		1	49.29	51.76	54.34	57.07	59.91	-		
Maintenance Technician I	(7)	1	32.84	34.47	36.19	38.01	39.91	-		
Maintenance Technician II	(7)	1	34.47	36.19	38.01	39.91	41.90	-		
Maintenance Technician III	(7)	0	34.47	36.19	38.01	39.91	41.90	44.00		
Police Chief	(1)	1	85.82	-	-	-	-	-	Reso 2016-06 02/10/2016 11/12/2015	
Police Commander	(1)	1	66.41	69.72	73.22	76.88	80.72	-		
Police Communications/Dispatcher Supervisor	(2)(4)	1	49.39	50.75	52.14	53.51	54.88	-		
Police Dispatcher / Clerk	(6)(4)	3	40.98	42.12	43.27	44.40	45.53	-		
Police Officer 1	(1)(3)(5)	4	45.86	48.16	50.57	53.10	-	-		
Police Officer 2	(1)(3)(5)	3	47.70	50.08	52.59	55.22	-	-		
Police Officer 3	(1)(3)(5)	5	48.62	51.05	53.60	56.28	-	-		
Police Sergeant 1	(1)(3)(5)	0	58.13	59.33	60.56	63.91	-	-		
Police Sergeant 2	(1)(3)(5)	0	60.45	61.70	62.98	66.47	-	-		
Police Sergeant 3	(1)(3)(5)	5	61.61	62.88	64.18	67.75	-	-		
Public Works Maintenance Supervisor	(7)	1	41.92	44.02	46.22	48.54	50.95	-		
Recreation Coordinator		2	32.74	34.38	36.10	37.90	39.79	-		
Recreation Leader		7	10.65	11.18	11.74	12.33	12.95	-	Reso 2016-16 03/23/2016	
Senior Recreation Leader		4	13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16 03/23/2016	

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**Town of Colma Pay Schedule Adopted 09/09/15
Revised 07/01/18**

Elected Officials (Monthly)	Incumbents	Ordinance # or Resolution #		Dated		Effective	
Mayor & City Council	924.00	ORD. 729		11/13/2013			
Hourly	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Accounting Technician	2 36.69	38.53	40.46	42.48	44.61	-	
Administrative Services Director	1 70.34	73.86	77.55	81.43	85.50	-	
Administrative Technician I	1 34.25	35.96	37.76	39.65	41.62	-	
Administrative Technician II	0 35.96	37.76	39.65	41.62	43.71	-	
Administrative Technician III	1 35.96	37.76	39.65	41.62	43.71	45.90	
City Clerk	1 45.89	48.19	50.60	53.12	55.78	-	
City Manager	1 91.35	-	-	-	-	-	Reso 2015-07 02/11/2015
Community Service Officer	1 33.41	35.08	36.84	38.68	40.61	-	
Facility Attendant	7 13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16 03/23/2016
Human Resources Manager	1 50.27	52.79	55.43	58.21	61.11	-	
Maintenance Technician I	(7) 1 33.49	35.16	36.92	38.77	40.71	-	
Maintenance Technician II	(7) 1 35.16	36.92	38.77	40.71	42.74	-	
Maintenance Technician III	(7) 0 35.16	36.92	38.77	40.71	42.74	44.88	
Police Chief	(1) 1 85.82	-	-	-	-	-	Reso 2016-06 02/10/2016 11/12/2015
Police Commander	(1) 1 67.74	71.12	74.68	78.41	82.33	-	
Police Communications/Dispatcher Supervisor	(2)(4) 1 50.38	51.77	53.18	54.58	55.98	-	
Police Dispatcher / Clerk	(6)(4) 3 41.80	42.97	44.13	45.28	46.44	-	
Police Officer 1	(1)(3)(5) 4 46.78	49.12	51.58	54.16	-	-	
Police Officer 2	(1)(3)(5) 3 48.65	51.09	53.64	56.32	-	-	
Police Officer 3	(1)(3)(5) 5 49.59	52.08	54.68	57.41	-	-	
Police Sergeant 1	(1)(3)(5) 0 59.29	60.52	61.77	65.19	-	-	
Police Sergeant 2	(1)(3)(5) 0 61.66	62.94	64.24	67.80	-	-	
Police Sergeant 3	(1)(3)(5) 5 62.84	64.14	65.46	69.11	-	-	
Public Works Maintenance Supervisor	(7) 1 42.76	44.90	47.14	49.51	51.97	-	
Recreation Coordinator	2 33.40	35.07	36.82	38.66	40.59	-	
Recreation Leader	7 10.65	11.18	11.74	12.33	12.95	-	Reso 2016-16 03/23/2016
Senior Recreation Leader	4 13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16 03/23/2016

(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 \$100 per week stand-by pay

**Town of Colma Pay Schedule Adopted 09/09/15
Revised 12/30/18**

		Incumbents						Ordinance # or Resolution #	Dated	Effective
Elected Officials (Monthly)										
Mayor & City Council		924.00						ORD. 729	11/13/2013	
Hourly		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6			
Accounting Technician		2 37.43	39.30	41.27	43.33	45.51	-			
Administrative Services Director		1 70.34	73.86	77.55	81.43	85.50	-			
Administrative Technician I		1 34.93	36.68	38.52	40.44	42.46	-			
Administrative Technician II		0 36.68	38.52	40.44	42.46	44.58	-			
Administrative Technician III		1 36.68	38.52	40.44	42.46	44.58	46.81			
City Clerk		1 46.81	49.15	51.61	54.18	56.89	-			
City Manager		1 91.35	-	-	-	-	-	Reso 2015-07	02/11/2015	
Community Service Officer		1 34.08	35.78	37.57	39.46	41.42	-			
Facility Attendant		7 13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16	03/23/2016	
Human Resources Manager		1 51.28	53.85	56.54	59.37	62.34	-			
Maintenance Technician I	(7)	1 34.16	35.87	37.66	39.54	41.52	-			
Maintenance Technician II	(7)	1 35.87	37.66	39.54	41.52	43.60	-			
Maintenance Technician III	(7)	0 35.87	37.66	39.54	41.52	43.60	45.78			
Police Chief	(1)	1 85.82	-	-	-	-	-	Reso 2016-06	02/10/2016 11/12/2015	
Police Commander	(1)	1 69.09	72.54	76.18	79.98	83.98	-			
Police Communications/Dispatcher Supervisor	(2)(4)	1 51.39	52.80	54.25	55.67	57.10	-			
Police Dispatcher / Clerk	(6)(4)	3 42.64	43.83	45.01	46.19	47.37	-			
Police Officer 1	(1)(3)(5)	4 47.71	50.10	52.61	55.24	-	-			
Police Officer 2	(1)(3)(5)	3 49.62	52.11	54.71	57.45	-	-			
Police Officer 3	(1)(3)(5)	5 50.58	53.12	55.77	58.55	-	-			
Police Sergeant 1	(1)(3)(5)	0 60.48	61.73	63.01	66.49	-	-			
Police Sergeant 2	(1)(3)(5)	0 62.90	64.20	65.52	69.15	-	-			
Police Sergeant 3	(1)(3)(5)	5 64.10	65.42	66.77	70.49	-	-			
Public Works Maintenance Supervisor	(7)	1 43.62	45.80	48.08	50.50	53.01	-			
Recreation Coordinator		2 34.07	35.77	37.56	39.43	41.40	-			
Recreation Leader		7 10.65	11.18	11.74	12.33	12.95	-	Reso 2016-16	03/23/2016	
Senior Recreation Leader		4 13.15	13.81	14.50	15.22	15.98	-	Reso 2016-16	03/23/2016	

(1) These positions receive a \$1,025 per year uniform allowance
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(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 \$100 per week stand-by pay