

**Town of Colma Pay Schedule (Effective December 24,2023)**  
**Adopted Resolution 2021- 44 December 8, 2021**

**Exhibit A to the Resolution**

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Ord/Reso Number	Add'l Incentive	Payroll Ref
<b>Elected Officials (Monthly Compensation)</b>									
Mayor & City Council	961.00						<b>ORD 784</b>		
<b>Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)</b>									
Accounting Manager	67.14	70.49	74.01	77.71	81.60	-	<b>Reso 2023-20</b>	(10)(11)	8acctm
Accounting Technician	44.73	46.97	49.32	51.79	54.39	-	<b>Reso 2021-44</b>	(10)(11)	8acct
Administrative Services Director	84.06	88.27	92.68	97.31	102.18	-	<b>Reso 2021-44</b>	(11)	8acm
Administrative Technician I	41.75	43.84	46.04	48.33	50.74	-	<b>Reso 2021-44</b>	(10)(11)	8at1
Administrative Technician II	43.84	46.04	48.33	50.74	53.28	-	<b>Reso 2021-44</b>	(10)(11)	8at2
Administrative Technician III	43.84	46.04	48.33	50.74	53.28	55.95	<b>Reso 2021-44</b>	(10)(11)	8at3
City Clerk	55.95	58.74	61.68	64.75	67.99	-	<b>Reso 2021-44</b>	(10)(11)	8clrk1
City Manager	115.39	-	-	-	-	-	<b>Reso 2022-03</b>	(9)	mgr
Community Service Officer	40.73	42.77	44.90	47.15	49.51	-	<b>Reso 2021-44</b>	(10)(11)	8cso
Executive Assistant to Chief of Police	43.84	46.04	48.33	50.74	53.28	55.95	<b>Reso 2021-44</b>	(10)(11)	8at3
Facility Attendant	20.21	21.24	22.27	23.40	-	-	<b>Reso 2023-29</b>	(11)	8fa
Human Resources Manager	61.28	64.35	67.57	70.95	74.50	-	<b>Reso 2021-44</b>	(10)(11)	8hrm
Intern	25.52	26.81	28.15	29.59	31.08	-	<b>Reso 2023-29</b>	(11)	intr
Maintenance Technician I	40.82	42.86	45.01	47.26	49.62	-	<b>Reso 2021-44</b>	(7)(8)(10)(11)	8mt1
Maintenance Technician II	42.86	45.01	47.26	49.62	52.11	-	<b>Reso 2021-44</b>	(7)(8)(10)(11)	8mt2
Maintenance Technician III	42.86	45.01	47.26	49.62	52.11	54.72	<b>Reso 2021-44</b>	(7)(8)(10)(11)	8mt3
Management Analyst I	46.49	48.82	51.26	53.81	56.51	-	<b>Reso 2021-44</b>	(11)	8ma1
Management Analyst II	50.28	52.78	55.44	58.21	61.11	-	<b>Reso 2021-44</b>	(11)	8ma2
Management Analyst III	54.38	57.09	59.95	62.94	66.09	-	<b>Reso 2021-44</b>	(11)	8ma3
Police Chief	91.17	95.72	100.52	104.54	108.49	-	<b>Reso 2021-44</b>	(1)(11)	chief
Police Commander	82.57	86.69	91.04	95.58	100.36	-	<b>Reso 2021-44</b>	(1)(11)	8pcmd
Police Dispatcher / Clerk	50.96	52.37	53.79	55.20	56.60	-	<b>Reso 2021-43</b>	(6)(4)(11)	clerical
Police Dispatcher/Records Supervisor	61.41	63.11	64.83	66.54	68.25	-	<b>Reso 2021-43</b>	(2)(4)(11)	supervisor
Police Officer - Reserve	57.02	-	-	-	-	-	<b>Ord 773</b>		pdres
Police Officer 1	57.02	59.87	62.88	66.02	-	-	<b>Reso 2021-42</b>	(1)(3)(5)(11)	8po1
Police Officer 2	59.30	62.27	65.39	68.66	-	-	<b>Reso 2021-42</b>	(1)(3)(5)(11)	8po2
Police Officer 3	60.46	63.48	66.65	69.98	-	-	<b>Reso 2021-42</b>	(1)(3)(5)(11)	8po3
Police Sergeant 1	72.28	73.78	75.30	79.46	-	-	<b>Reso 2021-42</b>	(1)(3)(5)(11)	8sgt1
Police Sergeant 2	75.17	76.73	78.31	82.65	-	-	<b>Reso 2021-42</b>	(1)(3)(5)(11)	8sgt2
Police Sergeant 3	76.61	78.19	79.80	84.24	-	-	<b>Reso 2021-42</b>	(1)(3)(5)(11)	8sgt3
Public Works Maintenance Supervisor	52.13	54.74	57.46	60.35	63.35	-	<b>Reso 2021-44</b>	(7)(8)(10)(11)	8mts
Recreation Coordinator	40.71	42.75	44.89	47.13	49.47	-	<b>Reso 2021-44</b>	(10)(11)	8recc
Recreation Leader	16.00	16.82	17.64	18.56	-	-	<b>Reso 2023-29</b>	(11)	8rl
Recreation Manager	48.66	51.09	53.63	56.33	59.13	-	<b>Reso 2021-44</b>	(10)(11)	recmgr
Senior Recreation Leader	20.21	21.24	22.27	23.40	-	-	<b>Reso 2023-29</b>	(11)	8rls
Student Aide	16.00	16.82	17.64	18.56	-	-	<b>Reso 2023-29</b>	(11)	8sta

**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 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 2021-03** Additional of Management Analyst I/II/III Series (CC Mtg 01/13/2021)
- Reso 2021-42** 2% COLA for POA from Dec 26, 2021 to Jun 30, 2024 (CC Mtg 12/08/2021)
- Reso 2021-43** 2% COLA for CRA from Dec 26, 2021 to Jun 30, 2024 (CC Mtg 12/08/2021)
- Reso 2021-44** 2% COLA for Unrepresented from Dec 26, 2021 to Jun 30, 2024 (CC Mtg 12/08/2021)
- Reso 2022-03** City Manager Contract Amendment 4 (Adopted 1/12/2022)
- Reso 2023-20** Addition of Accounting Manager (CC Mtg 06/14/2023)
- Reso 2023-29** Minimum Wage Adjustment for Part-Time Staff (CC Mtg 10/25/2023)