

Town of Colma Pay Schedule (Effective 12/29/2019)
Revised 12/11/2019

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Ord/Reso No	Dated	Effective	Note	Position Reference	#
Elected Officials (Monthly Compensation)												
Mayor & City Council	961.00						ORD. 784	11/14/2018	01/01/2019			5
Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)												
Accounting Technician	38.94	40.89	42.94	45.08	47.34	-	Reso 2019-16	04/10/2019	12/29/2019	(10)(11)	8acct	2
Administrative Services Director	73.18	76.84	80.68	84.72	88.95	-	Reso 2019-16	04/10/2019	12/29/2019	(11)	8acm	1
Administrative Technician I	36.34	38.17	40.08	42.07	44.17	-	Reso 2019-16	04/10/2019	12/29/2019	(10)(11)	8at1	1
Administrative Technician II	38.17	40.08	42.07	44.17	46.38	-	Reso 2019-16	04/10/2019	12/29/2019	(10)(11)	8at2	1
Administrative Technician III	38.17	40.08	42.07	44.17	46.38	48.71	Reso 2019-16	04/10/2019	12/29/2019	(10)(11)	8at3	0
City Clerk	48.70	51.14	53.70	56.37	59.19	-	Reso 2019-16	04/10/2019	12/29/2019	(10)(11)	8clrk1	1
City Manager	107.40	-	-	-	-	-	Reso 2019-57	12/11/2019	12/29/2019	(9)	mgr	1
Community Service Officer	35.46	37.23	39.09	41.05	43.10	-	Reso 2019-16	04/10/2019	12/29/2019	(10)(11)	8cso	2
Executive Assistant to the Chief of Police	38.17	40.08	42.07	44.17	46.38	48.71	Reso 2019-16	04/10/2019	12/30/2018	(10)(11)	8at3	1
Facility Attendant	16.46	17.28	18.14	19.05	-	-	Reso 2019-13	04/10/2019	01/01/2019	(11)	8fa	8
Human Resources Manager	53.35	56.02	58.82	61.77	64.85	-	Reso 2019-16	04/10/2019	12/29/2019	(10)(11)	8hrm	1
Maintenance Technician I	35.54	37.32	39.18	41.14	43.20	-	Reso 2019-16	04/10/2019	12/29/2019	(7)(8)(10)(11)	8mt1	1
Maintenance Technician II	37.32	39.18	41.14	43.20	45.36	-	Reso 2019-16	04/10/2019	12/29/2019	(7)(8)(10)(11)	8mt2	1
Maintenance Technician III	37.32	39.18	41.14	43.20	45.36	47.63	Reso 2019-16	04/10/2019	12/29/2019	(7)(8)(10)(11)	8mt3	0
Police Chief	101.40	-	-	-	-	-	Reso 2019-56	12/11/2019	12/29/2019	(1)	chief	1
Police Commander	71.89	75.47	79.25	83.21	87.37	-	Reso 2019-16	04/10/2019	12/29/2019	(1)(11)	8pcmd	1
Police Dispatcher/Records Supervisor	53.46	54.94	56.44	57.92	59.41	-	Reso 2019-15	04/10/2019	12/29/2019	(2)(4)(11)	supervisor	1
Police Dispatcher / Clerk	44.36	45.60	46.83	48.06	49.28	-	Reso 2019-15	04/10/2019	12/29/2019	(6)(4)(11)	clerical	3
Police Reserve Officer	49.64	-	-	-	-	-	Reso 2019-16	04/10/2019	12/29/2019	(11)	8por1	2
Police Officer 1	49.64	52.13	54.74	57.47	-	-	Reso 2019-14	04/10/2019	12/29/2019	(1)(3)(5)(11)	8po1	2
Police Officer 2	51.63	54.21	56.92	59.77	-	-	Reso 2019-14	04/10/2019	12/29/2019	(1)(3)(5)(11)	8po2	6
Police Officer 3	52.63	55.26	58.02	60.92	-	-	Reso 2019-14	04/10/2019	12/29/2019	(1)(3)(5)(11)	8po3	3
Police Sergeant 1	62.92	64.23	65.55	69.18	-	-	Reso 2019-14	04/10/2019	12/29/2019	(1)(3)(5)(11)	8sgt1	0
Police Sergeant 2	65.44	66.79	68.17	71.95	-	-	Reso 2019-14	04/10/2019	12/29/2019	(1)(3)(5)(11)	8sgt2	0
Police Sergeant 3	66.69	68.07	69.47	73.34	-	-	Reso 2019-14	04/10/2019	12/29/2019	(1)(3)(5)(11)	8sgt3	5
Public Works Maintenance Supervisor	45.38	47.65	50.03	52.54	55.15	-	Reso 2019-16	04/10/2019	12/29/2019	(7)(8)(10)(11)	8mts	1
Recreation Coordinator	35.44	37.22	39.08	41.03	43.07	-	Reso 2019-16	04/10/2019	12/29/2019	(10)(11)	8recc	2
Recreation Manager	42.35	44.48	46.69	49.03	51.48	-	Reso 2019-16	04/10/2019	12/29/2019	(10)(11)	recmgr	1
Recreation Leader	13.00	13.65	14.33	15.06	-	-	Reso 2019-13	04/10/2019	01/01/2019	(11)	8rl	6
Senior Recreation Leader	16.46	17.28	18.14	19.05	-	-	Reso 2019-13	04/10/2019	01/01/2019	(11)	8rls	4

- (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 receive 5% out of class pay
- (11) These positions may receive retention pay. (2.5% @ 10 years; 5.0% @ 20 years)