

**Town of Colma Pay Schedule (Effective December 25, 2022)**  
**Adopted Resolution October 26, 2022**

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						ORD 784			
<b>Regular/Casual/Temporary Employees (hourly rate, compensated on a biweekly basis)</b>										
Accounting Technician	42.99	45.15	47.41	49.78	52.28	-	Reso 2021-44	(10)(11)	8acct	
Administrative Services Director	80.79	84.84	89.08	93.53	98.22	-	Reso 2021-44	(11)	8acm	
Administrative Technician I	40.13	42.14	44.25	46.45	48.77	-	Reso 2021-44	(10)(11)	8at1	
Administrative Technician II	42.14	44.25	46.45	48.77	51.21	-	Reso 2021-44	(10)(11)	8at2	
Administrative Technician III	42.14	44.25	46.45	48.77	51.21	53.77	Reso 2021-44	(10)(11)	8at3	
City Clerk	53.77	56.46	59.28	62.24	65.35	-	Reso 2021-44	(10)(11)	8clrk1	
City Manager	111.74	-	-	-	-	-	Reso 2022-03	(9)	mgr	
Community Service Officer	39.15	41.11	43.16	45.32	47.58	-	Reso 2021-44	(10)(11)	8cso	
Executive Assistant to Chief of Police	42.14	44.25	46.45	48.77	51.21	53.77	Reso 2021-44	(10)(11)	8at3	
Facility Attendant	19.60	20.60	21.60	22.70	-	-	Reso 2022-xx	(11)	8fa	
Human Resources Manager	58.91	61.85	64.94	68.20	71.60	-	Reso 2021-44	(10)(11)	8hrm	
Intern	24.75	26.00	27.30	28.70	30.15	-	Reso 2022-xx	(11)	intr	
Maintenance Technician I	39.24	41.20	43.26	45.42	47.70	-	Reso 2021-44	(7)(8)(10)(11)	8mt1	
Maintenance Technician II	41.20	43.26	45.42	47.70	50.08	-	Reso 2021-44	(7)(8)(10)(11)	8mt2	
Maintenance Technician III	41.20	43.26	45.42	47.70	50.08	52.59	Reso 2021-44	(7)(8)(10)(11)	8mt3	
Management Analyst I	44.69	46.92	49.27	51.72	54.32	-	Reso 2021-44	(11)	8ma1	
Management Analyst II	48.33	50.73	53.28	55.95	58.74	-	Reso 2021-44	(11)	8ma2	
Management Analyst III	52.26	54.88	57.62	60.50	63.53	-	Reso 2021-44	(11)	8ma3	
Police Chief	87.63	92.00	96.61	100.48	104.27	-	Reso 2021-44	(1)(11)	chief	
Police Commander	79.37	83.32	87.51	91.87	96.46	-	Reso 2021-44	(1)(11)	8pcmd	
Police Dispatcher / Clerk	48.98	50.34	51.70	53.06	54.41	-	Reso 2021-43	(6)(4)(11)	clerical	
Police Dispatcher/Records Supervisor	59.03	60.66	62.31	63.95	65.60	-	Reso 2021-43	(2)(4)(11)	supervisor	
Police Officer - Reserve	54.80	-	-	-	-	-	Ord 773		pdres	
Police Officer 1	54.80	57.55	60.44	63.45	-	-	Reso 2021-42	(1)(3)(5)(11)	8po1	
Police Officer 2	57.00	59.85	62.85	65.99	-	-	Reso 2021-42	(1)(3)(5)(11)	8po2	
Police Officer 3	58.11	61.02	64.07	67.26	-	-	Reso 2021-42	(1)(3)(5)(11)	8po3	
Police Sergeant 1	69.47	70.91	72.38	76.38	-	-	Reso 2021-42	(1)(3)(5)(11)	8sgt1	
Police Sergeant 2	72.25	73.75	75.27	79.44	-	-	Reso 2021-42	(1)(3)(5)(11)	8sgt2	
Police Sergeant 3	73.63	75.15	76.70	80.97	-	-	Reso 2021-42	(1)(3)(5)(11)	8sgt3	
Public Works Maintenance Supervisor	50.10	52.61	55.23	58.01	60.89	-	Reso 2021-44	(7)(8)(10)(11)	8mts	
Recreation Coordinator	39.13	41.09	43.15	45.30	47.55	-	Reso 2021-44	(10)(11)	8recc	
Recreation Leader	15.50	16.30	17.10	18.00	-	-	Reso 2022-xx	(11)	8rl	
Recreation Manager	46.77	49.10	51.55	54.14	56.83	-	Reso 2021-44	(10)(11)	recmgr	
Senior Recreation Leader	19.60	20.60	21.60	22.70	-	-	Reso 2022-xx	(11)	8rls	
Student Aide	15.50	16.30	17.10	18.00	-	-	Reso 2022-xx	(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 2021-30 Minimum Wage Adjustment for Part-Time Staff (CC Mtg 9/22/2021)
- 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 2022-xx Minimum Wage Adjustment for Part-Time Staff (Adopted 10/26/2022)

**Town of Colma Pay Schedule (Effective June 25, 2023)**  
**Adopted Resolution December 8, 2021**

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 Technician	43.85	46.05	48.36	50.77	53.32	-	Reso 2021-44	(10)(11)	8acct
Administrative Services Director	82.41	86.54	90.86	95.40	100.18	-	Reso 2021-44	(11)	8acm
Administrative Technician I	40.93	42.98	45.13	47.38	49.74	-	Reso 2021-44	(10)(11)	8at1
Administrative Technician II	42.98	45.13	47.38	49.74	52.24	-	Reso 2021-44	(10)(11)	8at2
Administrative Technician III	42.98	45.13	47.38	49.74	52.24	54.85	Reso 2021-44	(10)(11)	8at3
City Clerk	54.85	57.59	60.47	63.49	66.66	-	Reso 2021-44	(10)(11)	8clrk1
City Manager	111.74	-	-	-	-	-	Reso 2022-03	(9)	mgr
Community Service Officer	39.93	41.93	44.02	46.22	48.53	-	Reso 2021-44	(10)(11)	8cso
Executive Assistant to Chief of Police	42.98	45.13	47.38	49.74	52.24	54.85	Reso 2021-44	(10)(11)	8at3
Facility Attendant	19.60	20.60	21.60	22.70	-	-	Reso 2022-xx	(11)	8fa
Human Resources Manager	60.08	63.09	66.24	69.56	73.04	-	Reso 2021-44	(10)(11)	8hrm
Intern	24.75	26.00	27.30	28.70	30.15	-	Reso 2022-xx	(11)	intr
Maintenance Technician I	40.02	42.02	44.12	46.33	48.65	-	Reso 2021-44	(7)(8)(10)(11)	8mt1
Maintenance Technician II	42.02	44.12	46.33	48.65	51.08	-	Reso 2021-44	(7)(8)(10)(11)	8mt2
Maintenance Technician III	42.02	44.12	46.33	48.65	51.08	53.64	Reso 2021-44	(7)(8)(10)(11)	8mt3
Management Analyst I	45.58	47.86	50.25	52.76	55.40	-	Reso 2021-44	(11)	8ma1
Management Analyst II	49.29	51.75	54.35	57.07	59.92	-	Reso 2021-44	(11)	8ma2
Management Analyst III	53.31	55.97	58.77	61.71	64.80	-	Reso 2021-44	(11)	8ma3
Police Chief	89.38	93.84	98.55	102.49	106.36	-	Reso 2021-44	(1)(11)	chief
Police Commander	80.95	84.99	89.26	93.71	98.39	-	Reso 2021-44	(1)(11)	8pcmd
Police Dispatcher / Clerk	49.96	51.34	52.74	54.12	55.49	-	Reso 2021-43	(6)(4)(11)	clerical
Police Dispatcher/Records Supervisor	60.21	61.87	63.56	65.23	66.91	-	Reso 2021-43	(2)(4)(11)	supervisor
Police Officer - Reserve	55.90	-	-	-	-	-	<b>Ord 773</b>		pdres
Police Officer 1	55.90	58.70	61.64	64.72	-	-	Reso 2021-42	(1)(3)(5)(11)	8po1
Police Officer 2	58.14	61.05	64.11	67.31	-	-	Reso 2021-42	(1)(3)(5)(11)	8po2
Police Officer 3	59.27	62.24	65.35	68.60	-	-	Reso 2021-42	(1)(3)(5)(11)	8po3
Police Sergeant 1	70.86	72.33	73.83	77.91	-	-	Reso 2021-42	(1)(3)(5)(11)	8sgt1
Police Sergeant 2	73.69	75.22	76.77	81.03	-	-	Reso 2021-42	(1)(3)(5)(11)	8sgt2
Police Sergeant 3	75.11	76.66	78.24	82.59	-	-	Reso 2021-42	(1)(3)(5)(11)	8sgt3
Public Works Maintenance Supervisor	51.10	53.66	56.34	59.17	62.11	-	Reso 2021-44	(7)(8)(10)(11)	8mts
Recreation Coordinator	39.91	41.91	44.01	46.20	48.50	-	Reso 2021-44	(10)(11)	8recc
Recreation Leader	15.50	16.30	17.10	18.00	-	-	Reso 2022-xx	(11)	8rl
Recreation Manager	47.70	50.08	52.58	55.22	57.97	-	Reso 2021-44	(10)(11)	recmgr
Senior Recreation Leader	19.60	20.60	21.60	22.70	-	-	Reso 2022-xx	(11)	8rls
Student Aide	15.50	16.30	17.10	18.00	-	-	Reso 2022-xx	(11)	8sta

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- 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 2022-xx** Minimum Wage Adjustment for Part-Time Staff (Adopted 10/26/2022)