



# City of Belmont Master Pay Schedule

Adopted March 13, 2018

Position	Labor Group	Effective Date	Monthly Pay Rates					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Accounting Technician I	AFSCME	7/1/2017	4,672.81	4,906.45	5,151.78	5,409.36	5,679.83	
Accounting Technician II	AFSCME	7/1/2017	5,140.21	5,397.23	5,667.09	5,950.45	6,247.97	
Accounting Technician III	AFSCME	7/1/2017	5,772.79	6,061.43	6,364.50	6,682.73	7,016.86	
Building Inspector I	AFSCME	7/1/2017	6,634.95	6,966.70	7,315.03	7,680.78	8,064.82	
Building Inspector II	AFSCME	7/1/2017	7,037.84	7,389.73	7,759.22	8,147.18	8,554.54	
Code Enforcement Officer	AFSCME	7/1/2017	6,234.49	6,546.20	6,873.51	7,217.19	7,578.05	
Construction Inspector	AFSCME	7/1/2017	7,370.12	7,738.63	8,125.56	8,531.84	8,958.44	
Electrician	AFSCME	7/1/2017	6,012.96	6,313.61	6,629.30	6,960.75	7,308.79	
Engineering Technician	AFSCME	7/1/2017	5,966.71	6,265.04	6,578.29	6,907.21	7,252.57	
Equipment Operator	AFSCME	7/1/2017	5,286.31	5,550.63	5,828.15	6,119.56	6,425.54	
Head Teacher	AFSCME	7/1/2017	3,901.12	4,096.18	4,300.99	4,516.04	4,741.84	
Public Works Lead Maintenance Worker	AFSCME	7/1/2017	5,550.42	5,827.95	6,119.34	6,425.31	6,746.58	
Maintenance Worker I	AFSCME	7/1/2017	4,370.96	4,589.50	4,818.98	5,059.92	5,312.93	
Maintenance Worker II	AFSCME	7/1/2017	4,838.36	5,080.27	5,334.29	5,601.01	5,881.05	
Mechanic	AFSCME	7/1/2017	5,360.54	5,628.56	5,910.00	6,205.50	6,515.77	
Office Assistant I	AFSCME	7/1/2017	4,148.21	4,355.62	4,573.40	4,802.08	5,042.18	
Office Assistant II	AFSCME	7/1/2017	4,608.33	4,838.74	5,080.67	5,334.72	5,601.45	
Parks Maintenance Worker I	AFSCME	7/1/2017	4,370.96	4,589.50	4,818.98	5,059.92	5,312.93	
Parks Maintenance Worker II	AFSCME	7/1/2017	4,838.36	5,080.27	5,334.29	5,601.01	5,881.05	
Permit Technician	AFSCME	7/1/2017	5,653.89	5,936.57	6,233.41	6,545.08	6,872.33	
Planning Technician	AFSCME	7/1/2017	5,653.89	5,936.57	6,233.41	6,545.08	6,872.33	
Senior Mechanic	AFSCME	7/1/2017	5,694.05	5,978.75	6,277.68	6,591.57	6,921.14	
Senior Parks Maintenance Worker	AFSCME	7/1/2017	5,550.42	5,827.95	6,119.34	6,425.31	6,746.58	
Street Sweeper Operator	AFSCME	7/1/2017	5,056.24	5,309.05	5,574.50	5,853.23	6,145.89	
Teacher	AFSCME	7/1/2017	3,392.33	3,561.94	3,740.04	3,927.04	4,123.40	
City Attorney	Appointed	7/1/2017	17,917.72					
City Manager	Appointed	7/1/2017	20,586.26					



## City of Belmont Master Pay Schedule

Adopted March 13, 2018

Position	Labor Group	Effective Date	Monthly Pay Rates					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Community Service Officer	BPOA	1/1/2018	4,768.67	5,007.11	5,257.46	5,520.34	5,796.35	
Lead Police Dispatcher	BPOA	1/1/2018	7,367.86	7,734.52	8,123.24	8,529.82	8,955.31	
Police Corporal (Basic Post)	BPOA	1/1/2018	7,933.08	8,329.73	8,746.22	9,183.53	9,642.71	
Police Corporal (Intermediate Post)	BPOA	1/1/2018	8,328.11	8,744.51	9,181.74	9,640.82	10,122.87	
Police Corporal (Advanced Post)	BPOA	1/1/2018	8,745.19	9,182.45	9,641.58	10,123.66	10,629.84	
Police Dispatcher	BPOA	1/1/2018	6,520.02	6,846.02	7,188.33	7,547.74	7,925.13	
Police Officer (Basic Post)	BPOA	1/1/2018	7,554.86	7,932.61	8,329.24	8,745.70	9,182.99	
Police Officer (Intermediate Post)	BPOA	1/1/2018	7,933.08	8,329.73	8,746.22	9,183.53	9,642.71	
Police Officer (Advanced Post)	BPOA	1/1/2018	8,328.11	8,744.51	9,181.74	9,640.82	10,122.87	
Police Officer Recruit	BPOA	1/1/2018	6,018.89					
Police Records Specialist I	BPOA	1/1/2018	4,830.66	5,072.19	5,325.80	5,592.09	5,871.70	
Police Records Specialist II	BPOA	1/1/2018	5,072.30	5,325.91	5,592.21	5,871.82	6,165.41	
Police Sergeant (Intermediate Post)	BPOA	1/1/2018	9,337.73	9,804.62	10,294.85	10,809.59	11,350.07	
Police Sergeant (Advanced Post)	BPOA	1/1/2018	9,806.30	10,296.62	10,811.45	11,352.02	11,919.62	
Assistant City Manager	Dept Head	7/1/2017	13,940.00					17,425.00
Finance Director	Dept Head	7/1/2017	12,919.00					16,149.00
Information Technology Director	Dept Head	7/1/2017	9,797.00					12,247.00
Human Resources Director	Dept Head	7/1/2017	12,182.00					15,228.00
Parks & Recreation Director	Dept Head	7/1/2017	13,126.00					16,408.00
Community Development Director	Dept Head	7/1/2017	12,640.00					15,800.00
Police Chief	Dept Head	7/1/2017	13,940.00					17,425.00
Public Works Director	Dept Head	7/1/2017	13,174.00					16,467.00
City Clerk	Elected	7/1/2017	8,327.72					
City Council Member	Elected	7/1/2008	390.00					
City Treasurer	Elected	7/1/2008	390.00					
Accountant I	MMCEA	1/1/2018	5,951.83	6,249.42	6,561.89	6,889.99	7,234.49	7,596.21
Accountant II	MMCEA	1/1/2018	6,565.96	6,894.26	7,238.97	7,600.92	7,980.97	8,380.02
Accountant III	MMCEA	1/1/2018	7,598.06	7,977.96	8,376.86	8,795.70	9,235.49	9,697.26
Accounting Manager	MMCEA	1/1/2018	8,932.13	9,378.74	9,847.68	10,340.06	10,857.06	11,399.91



## City of Belmont Master Pay Schedule

Adopted March 13, 2018

Position	Labor Group	Effective Date	Monthly Pay Rates					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Accounting Services Supervisor	MMCEA	1/1/2018	7,012.09	7,362.69	7,730.82	8,117.36	8,523.23	8,949.39
Administrative Assistant	MMCEA	1/1/2018	5,073.55	5,327.22	5,593.58	5,873.26	6,166.93	6,475.27
Assistant Civil Engineer	MMCEA	1/1/2018	7,015.13	7,365.89	7,734.19	8,120.90	8,526.94	8,953.29
Assistant Planner	MMCEA	1/1/2018	6,238.28	6,550.19	6,877.70	7,221.58	7,582.66	7,961.80
Associate Civil Engineer	MMCEA	1/1/2018	7,968.10	8,366.50	8,784.83	9,224.07	9,685.27	10,169.53
Associate Planner	MMCEA	1/1/2018	7,028.51	7,379.94	7,748.93	8,136.38	8,543.20	8,970.36
Assistant PW Director/City Engineer	MMCEA	1/1/2018	11,156.90	11,714.74	12,300.48	12,915.50	13,561.28	14,239.34
Chief Building Official	MMCEA	1/1/2018	9,741.39	10,228.45	10,739.88	11,276.87	11,840.71	12,432.75
Deputy City Clerk	MMCEA	1/1/2018	5,359.99	5,627.99	5,909.39	6,204.86	6,515.10	6,840.86
Deputy Finance Director	MMCEA	1/1/2018	10,515.53	11,041.31	11,593.37	12,173.04	12,781.69	13,420.78
Executive Assistant To City Manager	MMCEA	1/1/2018	5,903.90	6,199.10	6,509.05	6,834.51	7,176.23	7,535.04
GIS Coordinator I	MMCEA	1/1/2018	6,431.10	6,752.65	7,090.29	7,444.80	7,817.04	8,207.89
GIS Coordinator II	MMCEA	1/1/2018	7,382.94	7,752.09	8,139.70	8,546.68	8,974.02	9,422.72
GIS Coordinator III	MMCEA	1/1/2018	8,664.08	9,097.29	9,552.15	10,029.76	10,531.25	11,057.81
Housing Specialist	MMCEA	1/1/2018	7,028.51	7,379.94	7,748.93	8,136.38	8,543.20	8,970.36
Management Analyst I	MMCEA	1/1/2018	6,699.71	7,034.70	7,386.43	7,755.75	8,143.54	8,550.72
Management Analyst II	MMCEA	1/1/2018	7,297.12	7,661.98	8,045.08	8,447.33	8,869.70	9,313.18
Parks Manager	MMCEA	1/1/2018	8,746.07	9,183.37	9,642.54	10,124.67	10,630.90	11,162.45
Police Captain	MMCEA	1/1/2018	12,156.67	12,764.50	13,402.73	14,072.86	14,776.51	15,515.33
Police Lieutenant	MMCEA	1/1/2018	10,964.07	11,512.28	12,087.89	12,692.29	13,326.90	13,993.25
Principal Planner	MMCEA	1/1/2018	9,931.98	10,428.58	10,950.01	11,497.51	12,072.38	12,676.00
Public Works Field Supervisor	MMCEA	1/1/2018	7,037.43	7,389.30	7,758.76	8,146.70	8,554.04	8,981.74
Public Works Services Manager	MMCEA	1/1/2018	9,714.64	10,200.37	10,710.39	11,245.90	11,808.20	12,398.61
Recreation Program Coordinator	MMCEA	1/1/2018	5,073.55	5,327.22	5,593.58	5,873.26	6,166.93	6,475.27
Recreation Manager	MMCEA	1/1/2018	8,032.74	8,434.38	8,856.10	9,298.90	9,763.85	10,252.04
Recreation Supervisor	MMCEA	1/1/2018	6,710.86	7,046.40	7,398.72	7,768.65	8,157.09	8,564.94



## City of Belmont Master Pay Schedule

Adopted March 13, 2018

Position	Labor Group	Effective Date	Monthly Pay Rates					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Senior Civil Engineer	MMCEA	1/1/2018	9,799.34	10,289.31	10,803.78	11,343.96	11,911.16	12,506.72
Senior Planner	MMCEA	1/1/2018	8,005.99	8,406.29	8,826.61	9,267.94	9,731.33	10,217.90
Technology Specialist I	MMCEA	1/1/2018	6,335.24	6,652.01	6,984.61	7,333.84	7,700.53	8,085.56
Technology Specialist II	MMCEA	1/1/2018	7,855.91	8,248.71	8,661.14	9,094.20	9,548.91	10,026.35
Technology Specialist III	MMCEA	1/1/2018	8,664.80	9,098.04	9,552.95	10,030.59	10,532.12	11,058.73

### Part-time, Variable Hour and Per Diem Positions

Position	Labor Group	Effective Date	Hourly Pay Rates					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Accounting Technician I <sup>1</sup>	n/a	3/1/2018	26.96	28.31	29.72	31.21	32.77	
Accounting Technician II <sup>1</sup>	n/a	3/1/2018	29.66	31.14	32.69	34.33	36.05	
Accounting Technician III <sup>1</sup>	n/a	3/1/2018	33.30	34.97	36.72	38.55	40.48	
Administrative Assistant <sup>1</sup>	n/a	3/1/2018	29.27	30.73	32.27	33.88	35.58	37.36
Associate Civil Engineer <sup>1</sup>	n/a	3/1/2018	45.97	48.27	50.68	53.22	55.88	58.67
Building Attendant I*	n/a	1/1/2017	11.15	11.71	12.29	12.91	13.55	
Building Attendant II*	n/a	1/1/2017	12.40	13.02	13.67	14.35	15.07	
Dispatcher, Per Diem <sup>1</sup>	n/a	7/1/2017	37.62	39.50	41.47	43.54	45.72	
Electrician <sup>1</sup>	n/a	3/1/2018	34.69	36.42	38.25	40.16	42.17	
Head Teacher <sup>1</sup>	n/a	3/1/2018	22.51	23.63	24.81	26.05	27.36	
Head Teacher Regular (Hourly)	AFSCME	7/1/2017	22.51	23.63	24.81	26.05	27.36	
Intern	n/a	1/1/2017	11.50	12.08	12.68	13.31	13.98	
Lifeguard I	n/a	1/1/2017	11.30	11.87	12.45	13.07	13.72	
Lifeguard II	n/a	1/1/2017	13.03	13.68	14.37	15.08	15.84	
Maintenance Worker I <sup>1</sup>	n/a	3/1/2018	25.22	26.48	27.80	29.19	30.65	
Nutrition Site Manager	n/a	1/1/2017	14.13	14.84	15.58	16.36	17.18	
Office Assistant I <sup>1</sup>	n/a	3/1/2018	23.93	25.13	26.39	27.70	29.09	



## City of Belmont Master Pay Schedule

Adopted March 13, 2018

Position	Labor Group	Effective Date	Hourly Pay Rates					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Office Assistant II <sup>1</sup>	n/a	3/1/2018	26.59	27.92	29.31	30.78	32.32	
Planning Technician <sup>1</sup>	n/a	3/1/2018	32.62	34.25	35.96	37.76	39.65	
Police Officer (Basic POST), Per Diem <sup>2</sup>	n/a	3/1/2018	41.51	43.59	45.77	48.05	50.46	
Police Officer (Inter POST), Per Diem <sup>2</sup>	n/a	3/1/2018	43.59	45.77	48.06	50.46	52.98	
Police Officer (Advanced POST), Per Diem <sup>2</sup>	n/a	3/1/2018	45.76	48.05	50.45	52.97	55.62	
Police Records Specialist I, Per Diem <sup>1</sup>	n/a	3/1/2018	27.87	29.26	30.73	32.26	33.88	
Police Records Specialist II, Per Diem <sup>1</sup>	n/a	3/1/2018	29.26	30.73	32.26	33.88	35.57	
Recreation Program Coordinator <sup>1</sup>	n/a	3/1/2018	29.27	30.73	32.27	33.88	35.58	37.36
Recreation Leader	n/a	1/1/2018	11.00	11.55	12.13	12.73	13.37	
Recreation Specialist I	n/a	1/1/2017	13.87	14.56	15.29	16.06	16.86	
Recreation Specialist II	n/a	1/1/2017	15.41	16.18	16.99	17.84	18.74	
Recreation Specialist II (Hourly)	AFSCME	7/1/2017	14.72	15.45	16.23	17.04	17.79	
Senior Rec Leader	n/a	1/1/2018	12.10	12.71	13.35	14.02	14.72	
Senior Lifeguard	n/a	1/1/2017	14.77	15.52	16.29	17.10	17.96	
Street Sweeper Operator <sup>1</sup>	n/a	3/1/2018	29.17	30.63	32.16	33.77	35.46	
Teacher <sup>1</sup>	n/a	3/1/2018	19.57	20.55	21.58	22.66	23.79	
Teacher (Hourly)	AFSCME	7/1/2017	19.57	20.55	21.58	22.66	23.79	
Teacher's Aide	n/a	3/1/2018	17.14	17.99	18.88	19.83	20.83	
Teacher's Aide (Hourly)	AFSCME	7/1/2017	17.14	17.99	18.88	19.83	20.83	
Technology Specialist <sup>1</sup>	n/a	3/1/2018	36.55	38.38	40.30	42.31	44.43	46.65
Technology Specialist II <sup>1</sup>	n/a	3/1/2018	45.32	47.59	49.97	52.47	55.09	57.84
Technology Specialist III <sup>1</sup>	n/a	3/1/2018	46.19	52.49	55.11	57.87	60.76	63.80
Van Driver	n/a	1/1/2017	13.03	13.68	14.37	15.08	15.84	

**Notes:**

Part-time: A position having a workweek of fewer hours than the workweek established for full-time positions in the class.

\* Building Attendants I and II are eligible to receive a weekend differential of \$1.00 per hour for work performed on Saturdays and Sundays.

<sup>1</sup> Salary derived by multiplying full-time equivalent monthly rate by 12 (months in year) and dividing by 2080 (hours in work year)

<sup>2</sup> Salary derived by multiplying full-time equivalent monthly rate by 12 (months in year) and dividing by 2184 (hours in work year)