



City of Belmont Master Pay Schedule

Adopted March 13, 2018

Revised March 2019

Position	Labor Group	Effective Date	Monthly Pay Rates					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Accounting Technician I	AFSCME	1/1/2019	4,908.90	5,154.36	5,412.08	5,682.66	5,966.82	
Accounting Technician II	AFSCME	1/1/2019	5,399.92	5,669.92	5,953.42	6,251.08	6,563.66	
Accounting Technician III	AFSCME	1/1/2019	6,064.46	6,367.70	6,686.08	7,020.38	7,371.40	
Building Inspector I	AFSCME	1/1/2019	6,970.18	7,318.70	7,684.62	8,068.86	8,472.30	
Building Inspector II	AFSCME	1/1/2019	7,393.42	7,763.10	8,151.26	8,558.82	8,986.76	
Code Enforcement Officer	AFSCME	1/1/2019	6,549.48	6,876.96	7,220.80	7,581.86	7,960.94	
Construction Inspector	AFSCME	1/1/2019	7,742.50	8,129.26	8,536.10	8,962.92	9,411.06	
Electrician	AFSCME	1/1/2019	6,316.78	6,632.62	6,964.24	7,312.44	7,678.06	
Engineering Technician	AFSCME	1/1/2019	6,268.18	6,581.58	6,910.68	7,256.20	7,619.00	
Equipment Operator	AFSCME	1/1/2019	5,553.40	5,831.08	6,122.62	6,428.76	6,750.18	
Head Teacher	AFSCME	1/1/2019	4,098.22	4,303.14	4,518.32	4,744.22	4,981.44	
Public Works Lead Maintenance Worker	AFSCME	1/1/2019	5,830.86	6,122.42	6,428.52	6,749.96	7,087.46	
Maintenance Worker I	AFSCME	1/1/2019	4,591.80	4,821.40	5,062.46	5,315.58	5,581.36	
Maintenance Worker II	AFSCME	1/1/2019	5,082.82	5,336.96	5,603.82	5,884.00	6,178.00	
Mechanic	AFSCME	1/1/2019	5,631.38	5,912.96	6,208.62	6,519.04	6,845.00	
Office Assistant I	AFSCME	1/1/2019	4,357.80	4,575.70	4,804.48	5,044.72	5,296.94	
Office Assistant II	AFSCME	1/1/2019	4,841.18	5,083.22	5,337.38	5,604.26	5,884.48	
Parks Maintenance Worker I	AFSCME	1/1/2019	4,591.80	4,821.40	5,062.46	5,315.58	5,581.36	
Parks Maintenance Worker II	AFSCME	1/1/2019	5,082.82	5,336.96	5,603.82	5,884.00	6,178.00	
Permit Technician	AFSCME	1/1/2019	5,939.56	6,236.52	6,548.36	6,875.78	7,219.56	
Planning Technician	AFSCME	1/1/2019	5,939.56	6,236.52	6,548.36	6,875.78	7,219.56	
Senior Mechanic	AFSCME	1/1/2019	5,981.74	6,280.84	6,594.88	6,924.62	7,270.84	
Senior Parks Maintenance Worker	AFSCME	1/1/2019	5,830.86	6,122.42	6,428.52	6,749.96	7,087.46	
Street Sweeper Operator	AFSCME	1/1/2019	5,311.70	5,577.28	5,856.16	6,148.98	6,456.42	
Teacher	AFSCME	1/1/2019	3,563.74	3,741.92	3,929.00	4,125.46	4,331.74	
City Attorney	Appointed	1/1/2019	19,007.10					
City Manager	Appointed	7/1/2018	21,409.72					



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Community Service Officer	BPOA	1/1/2019	4,985.41	5,234.68	5,496.41	5,771.23	6,059.80	
Lead Police Dispatcher	BPOA	1/1/2019	7,702.73	8,086.05	8,492.44	8,917.50	9,362.33	
Police Corporal (Basic Post)	BPOA	1/1/2019	8,293.64	8,708.32	9,143.74	9,600.92	10,080.97	
Police Corporal (Intermediate Post)	BPOA	1/1/2019	8,706.62	9,141.95	9,599.05	10,079.00	10,582.95	
Police Corporal (Advanced Post)	BPOA	1/1/2019	9,142.66	9,599.80	10,079.79	10,583.78	11,112.96	
Police Dispatcher	BPOA	1/1/2019	6,816.36	7,157.18	7,515.04	7,890.79	8,285.33	
Police Officer (Basic Post)	BPOA	1/1/2019	7,898.23	8,293.14	8,707.80	9,143.19	9,600.35	
Police Officer (Intermediate Post)	BPOA	1/1/2019	8,293.64	8,708.32	9,143.74	9,600.92	10,080.97	
Police Officer (Advanced Post)	BPOA	1/1/2019	8,706.62	9,141.95	9,599.05	10,079.00	10,582.95	
Police Officer Recruit	BPOA	1/1/2019	6,292.45					
Police Records Specialist I	BPOA	1/1/2019	5,050.21	5,302.72	5,567.86	5,846.25	6,138.56	
Police Records Specialist II	BPOA	1/1/2019	5,302.83	5,567.97	5,846.37	6,138.69	6,445.63	
Police Sergeant (Intermediate Post)	BPOA	1/1/2019	9,762.13	10,250.24	10,762.75	11,300.89	11,865.93	
Police Sergeant (Advanced Post)	BPOA	1/1/2019	10,252.00	10,764.60	11,302.83	11,867.97	12,461.37	
Assistant City Manager	Dept Head	7/1/2018	14,498.00					18,122.00
Finance Director	Dept Head	7/1/2018	13,436.00					16,795.00
Information Technology Director	Dept Head	7/1/2018	10,190.00					12,737.00
Human Resources Director	Dept Head	7/1/2018	12,670.00					15,837.00
Parks & Recreation Director	Dept Head	7/1/2018	13,458.00					16,823.00
Community Development Director	Dept Head	7/1/2018	13,146.00					16,432.00
Police Chief	Dept Head	7/1/2018	13,940.00					17,425.00
Public Works Director	Dept Head	7/1/2018	13,701.00					17,126.00
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



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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



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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 ¹	n/a	1/1/2019	28.32	29.74	31.22	32.78	34.42	
Accounting Technician II ¹	n/a	1/1/2019	31.15	32.71	34.35	36.06	37.87	
Accounting Technician III ¹	n/a	1/1/2019	34.99	36.74	38.57	40.50	42.53	
Administrative Assistant ¹	n/a	3/1/2018	29.27	30.73	32.27	33.88	35.58	37.36
Associate Civil Engineer ¹	n/a	3/1/2018	45.97	48.27	50.68	53.22	55.88	58.67
Building Attendant I*	n/a	1/1/2019	14.18	14.88	15.63	16.41	17.23	
Building Attendant II*	n/a	1/1/2019	15.59	16.37	17.19	18.05	18.95	
Dispatcher, Per Diem ¹	n/a	1/1/2019	39.33	41.29	43.36	45.52	47.80	
Electrician ¹	n/a	1/1/2019	36.44	38.27	40.18	42.19	44.30	
Head Teacher ¹	n/a	1/1/2019	23.65	24.82	26.06	27.37	28.74	
Head Teacher Regular (Hourly)	AFSCME	1/1/2019	23.65	24.82	26.06	27.37	28.74	
Intern	n/a	1/1/2019	13.50	14.18	14.88	15.63	16.41	
Lifeguard I	n/a	1/1/2019	14.75	15.49	16.26	17.07	17.93	
Lifeguard II	n/a	1/1/2019	15.53	16.30	17.12	17.97	18.87	
Maintenance Worker I ¹	n/a	1/1/2019	26.49	27.82	29.21	30.67	32.20	
Nutrition Site Manager	n/a	1/1/2019	17.97	18.87	19.81	20.80	21.84	
Office Assistant I ¹	n/a	1/1/2019	25.14	26.40	27.72	29.10	30.56	



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Office Assistant II ¹	n/a	1/1/2019	27.93	29.33	30.79	32.33	33.95	
Planning Technician ¹	n/a	1/1/2019	34.27	35.98	37.78	39.67	41.65	
Police Officer (Basic POST), Per Diem ²	n/a	1/1/2019	43.40	45.57	47.85	50.24	52.75	
Police Officer (Inter POST), Per Diem ²	n/a	1/1/2019	45.57	47.85	50.24	52.75	55.39	
Police Officer (Advanced POST), Per Diem ²	n/a	1/1/2019	47.84	50.23	52.74	55.38	58.15	
Police Records Specialist I, Per Diem ¹	n/a	1/1/2019	29.14	30.59	32.12	33.73	35.41	
Police Records Specialist II, Per Diem ¹	n/a	1/1/2019	30.59	32.12	33.73	35.42	37.19	
Recreation Program Coordinator ¹	n/a	3/1/2018	29.27	30.73	32.27	33.88	35.58	37.36
Recreation Leader	n/a	1/1/2019	13.50	14.18	14.88	15.63	16.41	
Recreation Specialist I	n/a	1/1/2019	16.34	17.15	18.01	18.91	19.86	
Recreation Specialist II	n/a	1/1/2019	17.97	18.87	19.81	20.80	21.84	
Recreation Specialist II (Hourly)	AFSCME	1/1/2019	15.46	16.24	17.05	17.90	18.69	
Senior Rec Leader	n/a	1/1/2019	14.85	15.59	16.37	17.19	18.05	
Senior Lifeguard	n/a	1/1/2019	17.08	17.93	18.83	19.77	20.76	
Street Sweeper Operator ¹	n/a	1/1/2019	30.64	32.18	33.79	35.47	37.25	
Teacher ¹	n/a	1/1/2019	20.56	21.59	22.67	23.81	25.00	
Teacher (Hourly)	AFSCME	1/1/2019	20.56	21.59	22.67	23.81	25.00	
Teacher's Aide	n/a	1/1/2019	18.00	18.90	19.84	20.82	21.88	
Teacher's Aide (Hourly)	AFSCME	1/1/2019	18.00	18.90	19.84	20.82	21.88	
Technology Specialist ¹	n/a	3/1/2018	36.55	38.38	40.30	42.31	44.43	46.65
Technology Specialist II ¹	n/a	3/1/2018	45.32	47.59	49.97	52.47	55.09	57.84
Technology Specialist III ¹	n/a	3/1/2018	46.19	52.49	55.11	57.87	60.76	63.80
Van Driver	n/a	1/1/2019	16.34	17.15	18.01	18.91	19.86	

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.

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

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