City of Belmont Master Pay Schedule - Calendar Year 2022

Adopted November 9, 2022

Monthly Pay Rates

Position	*Effective Date*	*Labor Group*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*
Accountant I	1/1/2022	MMCEA	$ 6,783.60	$ 7,122.84	$ 7,478.95	$ 7,852.91	$ 8,245.54	$ 8,657.83
Accountant II	1/1/2022	MMCEA	$ 7,483.59	$ 7,857.77	$ 8,250.67	$ 8,663.21	$ 9,096.36	$ 9,551.17
Accountant III	1/1/2022	MMCEA	$ 8,659.93	$ 9,092.92	$ 9,547.59	$ 10,024.95	$ 10,526.19	$ 11,052.52
Accounting Manager (Controller)	1/1/2022	MMCEA	$ 10,180.48	$ 10,689.50	$ 11,223.97	$ 11,785.18	$ 12,374.44	$ 12,993.16
Accounting Services Supervisor	1/1/2022	MMCEA	$ 7,992.06	$ 8,391.68	$ 8,811.26	$ 9,251.79	$ 9,714.38	$ 10,200.15
Accounting Technician I	6/26/2022	AFSCME	$ 5,380.03	$ 5,649.03	$ 5,931.49	$ 6,228.06	$ 6,539.46	
Accounting Technician II	6/26/2022	AFSCME	$ 5,918.19	$ 6,214.10	$ 6,524.80	$ 6,851.04	$ 7,193.60	
Accounting Technician Ill	6/26/2022	AFSCME	$ 6,646.50	$ 6,978.83	$ 7,327.77	$ 7,694.16	$ 8,078.87	
Administrative Assistant	1/1/2022	MMCEA	$ 5,782.61	$ 6,071.75	$ 6,375.33	$ 6,694.09	$ 7,028.80	$ 7,380.24
Assistant City Manager	1/1/2022	Unrep	$ 17,402.00					$ 21,752.00
Assistant Civil Engineer	1/1/2022	MMCEA	$ 7,995.56	$ 8,395.30	$ 8,815.09	$ 9,255.85	$ 9,718.63	$ 10,204.56
Assistant Planner	1/1/2022	MMCEA	$ 7,110.13	$ 7,465.63	$ 7,838.90	$ 8,230.87	$ 8,642.38	$ 9,074.51
Assistant PW Director/City Engineer	1/1/2022	MMCEA	$ 13,580.84	$ 14,259.88	$ 14,972.86	$ 15,721.51	$ 16,507.58	$ 17,332.96
Associate Civil Engineer	1/1/2022	MMCEA	$ 9,081.70	$ 9,535.78	$ 10,012.59	$ 10,513.21	$ 11,038.86	$ 11,590.80
Associate Planner	1/1/2022	MMCEA	$ 8,010.78	$ 8,411.35	$ 8,831.90	$ 9,273.48	$ 9,737.17	$ 10,224.05
Building Inspector I	6/26/2022	AFSCME	$ 7,639.15	$ 8,021.11	$ 8,422.16	$ 8,843.27	$ 9,285.43	
Building Inspector II	6/26/2022	AFSCME	$ 8,103.03	$ 8,508.18	$ 8,933.59	$ 9,380.27	$ 9,849.28	
City Attorney*	10/1/2022	Unrep	$ 23,580.82					
City Clerk/Communictions Coordinator	1/1/2022	Unrep	$ 9,388.42	$ 9,858.00	$ 10,350.73	$ 10,868.26	$ 11,411.68	$ 11,982.27
City Manager*	9/1/2022	Unrep	$ 24,968.92					
Chief Building Official	1/1/2022	MMCEA	$ 11,102.80	$ 11,657.95	$ 12,240.85	$ 12,852.90	$ 13,495.53	$ 14,170.31
Code Enforcement Officer	6/26/2022	AFSCME	$ 7,178.08	$ 7,536.98	$ 7,913.83	$ 8,309.52	$ 8,725.00	
Community Development Director	1/1/2022	Unrep	$ 15,617.00					$ 19,522.00
Community Engagement Specialist	1/1/2022	Unrep	$ 8,210.13	$ 8,621.10	$ 9,051.64	$ 9,503.81	$ 9,979.67	$ 10,478.19
Community Service Officer	1/1/2022	BPOA	$ 5,237.67	$ 5,499.55	$ 5,774.54	$ 6,063.26	$ 6,366.42	
Construction Inspector	6/26/2022	AFSCME	$ 8,485.59	$ 8,909.87	$ 9,355.37	$ 9,823.14	$ 10,314.29	
Deputy City Clerk	1/1/2022	MMCEA	$ 6,109.09	$ 6,414.53	$ 6,735.25	$ 7,072.04	$ 7,425.64	$ 7,796.94
Deputy Finance Director	1/1/2022	MMCEA	$ 11,985.16	$ 12,584.40	$ 13,213.62	$ 13,874.33	$ 14,568.03	$ 15,296.43
Economic Development and Housing Manager	1/1/2022	MMCEA	$ 10,180.48	$ 10,689.50	$ 11,223.97	$ 11,785.18	$ 12,374.44	$ 12,993.16
Electrician	6/26/2022	AFSCME	$ 6,923.01	$ 7,269.16	$ 7,632.62	$ 8,014.25	$ 8,414.97	
Engineering Technician	6/26/2022	AFSCME	$ 6,869.79	$ 7,213.28	$ 7,573.94	$ 7,952.64	$ 8,350.27	

City of Belmont Master Pay Schedule - Calendar Year 2022

Adopted November 9, 2022

Monthly Pay Rates

Position	*Effective Date*	*Labor Group*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*
Equipment Operator	6/26/2022	AFSCME	$ 6,086.41	$ 6,390.73	$ 6,710.27	$ 7,045.78	$ 7,398.07	
Executive Assistant To City Manager	1/1/2022	MMCEA	$ 6,728.99	$ 7,065.47	$ 7,418.74	$ 7,789.68	$ 8,179.15	$ 8,588.12
Finance Director	1/1/2022	Unrep	$ 15,617.00					$ 19,522.00
GIS Coordinator I	1/1/2022	MMCEA	$ 7,329.89	$ 7,696.39	$ 8,081.24	$ 8,485.24	$ 8,909.52	$ 9,355.02
GIS Coordinator II	1/1/2022	MMCEA	$ 8,414.77	$ 8,835.50	$ 9,277.27	$ 9,741.14	$ 10,228.21	$ 10,739.58
GIS Coordinator III	1/1/2022	MMCEA	$ 9,874.94	$ 10,368.68	$ 10,887.12	$ 11,431.50	$ 12,003.06	$ 12,603.24
Head Teacher	6/26/2022	AFSCME	$ 4,491.58	$ 4,716.16	$ 4,951.96	$ 5,199.56	$ 5,459.54	
Housing Specialist	1/1/2022	MMCEA	$ 8,010.78	$ 8,411.35	$ 8,831.90	$ 9,273.48	$ 9,737.17	$ 10,224.03
Human Resources Director	1/1/2022	Unrep	$ 15,400.00					$ 19,249.00
Information Technology Director	1/1/2022	Unrep	$ 15,400.00					$ 19,249.00
Lead Police Dispatcher	1/1/2022	BPOA	$ 8,092.49	$ 8,495.20	$ 8,922.15	$ 9,368.73	$ 9,836.06	
Maintenance Worker I	6/26/2022	AFSCME	$ 5,032.50	$ 5,284.13	$ 5,548.33	$ 5,825.75	$ 6,117.04	
Maintenance Worker II	6/26/2022	AFSCME	$ 5,570.66	$ 5,849.19	$ 6,141.65	$ 6,448.74	$ 6,771.17	
Management Analyst II	1/1/2022	MMCEA	$ 8,316.94	$ 8,732.79	$ 9,169.45	$ 9,627.93	$ 10,109.29	$ 10,614.75
Management Anaylst I	1/1/2022	MMCEA	$ 7,636.03	$ 8,017.85	$ 8,418.71	$ 8,839.65	$ 9,281.66	$ 9,745.74
Mechanic	6/26/2022	AFSCME	$ 6,171.84	$ 6,480.43	$ 6,804.45	$ 7,144.68	$ 7,501.91	
Office Assistant I	6/26/2022	AFSCME	$ 4,776.04	$ 5,014.85	$ 5,265.59	$ 5,528.87	$ 5,805.31	
Office Assistant II	6/26/2022	AFSCME	$ 5,305.82	$ 5,571.11	$ 5,849.66	$ 6,142.14	$ 6,449.25	
Parks & Recreation Director	1/1/2022	Unrep	$ 15,584.00					$ 19,480.00
Parks Maintenance Worker I	6/26/2022	AFSCME	$ 5,032.50	$ 5,284.13	$ 5,548.33	$ 5,825.75	$ 6,117.04	
Parks Maintenance Worker II	6/26/2022	AFSCME	$ 5,570.66	$ 5,849.19	$ 6,141.65	$ 6,448.74	$ 6,771.17	
Parks Manager	1/1/2022	MMCEA	$ 9,968.38	$ 10,466.82	$ 10,990.18	$ 11,539.67	$ 12,116.65	$ 12,722.50
Permit Technician	6/26/2022	AFSCME	$ 6,509.61	$ 6,835.09	$ 7,176.85	$ 7,535.69	$ 7,912.47	
Planning Technician	6/26/2022	AFSCME	$ 6,509.61	$ 6,835.09	$ 7,176.85	$ 7,535.69	$ 7,912.47	
Police Captain	1/1/2022	MMCEA	$ 13,855.66	$ 14,548.44	$ 15,275.83	$ 16,039.61	$ 16,841.63	$ 17,683.72
Police Chief	1/1/2022	Unrep	$ 17,402.00					$ 21,752.00
Police Corporal Advanced POST	1/1/2022	BPOA	$ 9,605.28	$ 10,085.55	$ 10,589.82	$ 11,119.32	$ 11,675.28	
Police Corporal Basic POST	1/1/2022	BPOA	$ 8,713.30	$ 9,148.96	$ 9,606.41	$ 10,086.73	$ 10,591.07	

City of Belmont Master Pay Schedule - Calendar Year 2022

Adopted November 9, 2022

Monthly Pay Rates

Position	*Effective Date*	*Labor Group*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*
Police Corporal Intermediate POST	1/1/2022	BPOA	$ 9,147.18	$ 9,604.53	$ 10,084.76	$ 10,589.00	$ 11,118.45	
Police Dispatcher	1/1/2022	BPOA	$ 7,161.27	$ 7,519.33	$ 7,895.30	$ 8,290.06	$ 8,704.57	
Police Lieutenant	1/1/2022	MMCEA	$ 12,496.37	$ 13,121.21	$ 13,777.28	$ 14,466.12	$ 15,189.41	$ 15,948.89
Police Officer Advanced POST	1/1/2022	BPOA	$ 9,147.18	$ 9,604.53	$ 10,084.76	$ 10,589.00	$ 11,118.45	
Police Officer Basic POST	1/1/2022	BPOA	$ 8,297.88	$ 8,712.78	$ 9,148.42	$ 9,605.84	$ 10,086.13	
Police Officer Intermediate POST	1/1/2022	BPOA	$ 8,713.30	$ 9,148.96	$ 9,606.41	$ 10,086.73	$ 10,591.07	
Police Officer Recruit	1/1/2022	BPOA	$ 6,610.84					
Police Records Specialist I	1/1/2022	BPOA	$ 5,305.75	$ 5,571.04	$ 5,849.59	$ 6,142.07	$ 6,449.17	
Police Records Specialist II	1/1/2022	BPOA	$ 5,571.16	$ 5,849.71	$ 6,142.20	$ 6,449.31	$ 6,771.78	
Police Sergeant Advanced POST	1/1/2022	BPOA	$ 10,770.75	$ 11,309.28	$ 11,874.75	$ 12,468.49	$ 13,091.91	
Police Sergeant Intermediate POST	1/1/2022	BPOA	$ 10,256.10	$ 10,768.91	$ 11,307.34	$ 11,872.72	$ 12,466.35	
Principal Planner	1/1/2022	MMCEA	$ 11,320.03	$ 11,886.06	$ 12,480.37	$ 13,104.34	$ 13,759.58	$ 14,447.54
Public Works Director	1/1/2022	Unrep	$ 16,456.00					$ 20,570.00
Public Works Field Supervisor	1/1/2022	MMCEA	$ 8,020.94	$ 8,422.02	$ 8,843.09	$ 9,285.29	$ 9,749.53	$ 10,236.98
Public Works Services Manager	1/1/2022	MMCEA	$ 11,072.34	$ 11,625.94	$ 12,207.25	$ 12,817.59	$ 13,458.50	$ 14,131.39
PW Lead Maintenance	6/26/2022	AFSCME	$ 6,390.49	$ 6,710.02	$ 7,045.52	$ 7,397.80	$ 7,767.69	
Recreation Manager	1/1/2022	MMCEA	$ 9,155.36	$ 9,613.11	$ 10,093.79	$ 10,598.47	$ 11,128.41	$ 11,684.84
Recreation Program Coordinator	1/1/2022	MMCEA	$ 5,782.63	$ 6,071.75	$ 6,375.33	$ 6,694.09	$ 7,028.78	$ 7,380.24
Recreation Specialist II (Hourly)	10/1/2022	AFSCME	$ 21.56	$ 22.64	$ 23.77	$ 24.96	$ 26.21	
Recreation Supervisor	1/1/2022	MMCEA	$ 7,648.72	$ 8,031.18	$ 8,432.75	$ 8,854.37	$ 9,297.07	$ 9,761.93
Senior Civil Engineer	1/1/2022	MMCEA	$ 11,168.91	$ 11,727.33	$ 12,313.67	$ 12,929.36	$ 13,575.81	$ 14,254.62
Senior Mechanic	6/26/2022	AFSCME	$ 6,555.84	$ 6,883.63	$ 7,227.82	$ 7,589.21	$ 7,968.67	
Senior Planner	1/1/2022	MMCEA	$ 9,124.87	$ 9,581.14	$ 10,060.22	$ 10,563.17	$ 11,091.37	$ 11,645.92
Sr Parks Maintenance	6/26/2022	AFSCME	$ 6,390.49	$ 6,710.02	$ 7,045.52	$ 7,397.80	$ 7,767.69	
Street Sweeper Operator	6/26/2022	AFSCME	$ 5,821.48	$ 6,112.56	$ 6,418.18	$ 6,739.09	$ 7,076.05	
Teacher	6/26/2022	AFSCME	$ 3,905.77	$ 4,101.06	$ 4,306.12	$ 4,521.42	$ 4,747.49	
Teacher's Aide (Hourly)	6/26/2022	AFSCME	$ 19.72	$ 20.71	$ 21.74	$ 22.83	$ 23.97	
Technology Specialist I	1/1/2022	MMCEA	$ 7,220.65	$ 7,581.67	$ 7,960.79	$ 8,358.76	$ 8,776.71	$ 9,215.55
Technology Specialist II	1/1/2022	MMCEA	$ 8,953.83	$ 9,401.55	$ 9,871.58	$ 10,365.18	$ 10,883.45	$ 11,427.60
Technology Specialist III	1/1/2022	MMCEA	$ 9,875.76	$ 10,369.57	$ 10,888.05	$ 11,432.44	$ 12,004.05	$ 12,604.25

City of Belmont Master Pay Schedule - Calendar Year 2022

Adopted November 9, 2022

Unrepresented Per Diem Positions

		Hourly Pay Rates					
Position	*Effective Date*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*
Accounting Technician I [1]	6/26/2022	$ 31.04	$ 32.59	$ 34.22	$ 35.93	$ 37.73	
Accounting Technician II [1]	6/26/2022	$ 34.14	$ 35.85	$ 37.64	$ 39.53	$ 41.50	
Accounting Technician III [1]	6/26/2022	$ 38.35	$ 40.26	$ 42.28	$ 44.39	$ 46.61	
Administrative Assistant [1]	1/1/2022	$ 33.36	$ 35.03	$ 36.78	$ 38.62	$ 40.55	$ 42.58
Associate Civil Engineer [1]	1/1/2022	$ 52.39	$ 55.01	$ 57.76	$ 60.65	$ 63.69	$ 66.87
Building Attendant I**	1/1/2022	$ 17.01	$ 17.86	$ 18.75	$ 19.69	$ 20.68	
Building Attendant II**	1/1/2022	$ 18.71	$ 19.65	$ 20.63	$ 21.66	$ 22.74	
Dispatcher, Per Diem [3]	10/1/2022	$ 46.69	$ 49.01	$ 51.47	$ 54.05	$ 56.75	
Electrician [1]	6/26/2022	$ 39.94	$ 41.94	$ 44.03	$ 46.24	$ 48.55	
Head Teacher [1]	6/26/2022	$ 25.91	$ 27.21	$ 28.57	$ 30.00	$ 31.50	
Intern	1/1/2022	$ 16.20	$ 17.01	$ 17.86	$ 18.75	$ 19.69	
Lifeguard I	1/1/2022	$ 17.70	$ 18.59	$ 19.51	$ 20.49	$ 21.51	
Lifeguard II	1/1/2022	$ 18.63	$ 19.56	$ 20.54	$ 21.57	$ 22.64	
Maintenance Worker I [1]	6/26/2022	$ 29.03	$ 30.49	$ 32.01	$ 33.61	$ 35.29	
Nutrition Site Coordinator	1/1/2022	$ 21.56	$ 22.64	$ 23.77	$ 24.96	$ 26.21	
Office Assistant I [1]	6/26/2022	$ 27.55	$ 28.93	$ 30.38	$ 31.90	$ 33.49	
Office Assistant II [1]	6/26/2022	$ 30.61	$ 32.14	$ 33.75	$ 35.44	$ 37.21	
Planning Technician [1]	6/26/2022	$ 37.56	$ 39.43	$ 41.40	$ 43.48	$ 45.65	
Police Officer (Advanced POST), Per Diem [2]	1/1/2022	$ 50.26	$ 52.77	$ 55.41	$ 58.18	$ 61.09	
Police Officer (Basic POST), Per Diem [2]	1/1/2022	$ 45.59	$ 47.87	$ 50.27	$ 52.78	$ 55.42	
Police Officer (Inter POST), Per Diem [2]	1/1/2022	$ 47.88	$ 50.27	$ 52.78	$ 55.42	$ 58.19	
Police Records Specialist I, Per Diem [1]	1/1/2022	$ 30.61	$ 32.14	$ 33.75	$ 35.44	$ 37.21	
Police Records Specialist II, Per Diem [1]	1/1/2022	$ 32.14	$ 33.75	$ 35.44	$ 37.21	$ 39.07	
Recreation Leader [4]	1/1/2022	$ 16.20	$ 17.01	$ 17.86	$ 18.75	$ 19.69	
Recreation Program Coordinator [1]	1/1/2022	$ 33.36	$ 35.03	$ 36.78	$ 38.62	$ 40.55	$ 42.58
Recreation Specialist I [4]	1/1/2022	$ 19.60	$ 20.58	$ 21.61	$ 22.69	$ 23.83	
Recreation Specialist II[4]	1/1/2022	$ 21.56	$ 22.64	$ 23.77	$ 24.96	$ 26.21	

City of Belmont Master Pay Schedule - Calendar Year 2022

Adopted November 9, 2022

Unrepresented Per Diem Positions

		Hourly Pay Rates					
Position	*Effective Date*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*
Senior Lifeguard	1/1/2022	$ 20.49	$ 21.52	$ 22.59	$ 23.72	$ 24.91	
Senior Rec Leader	1/1/2022	$ 17.82	$ 18.71	$ 19.65	$ 20.63	$ 21.66	
Street Sweeper Operator [1]	6/26/2022	$ 33.59	$ 35.26	$ 37.03	$ 38.88	$ 40.82	
Teacher [1]	6/26/2022	$ 22.53	$ 23.66	$ 24.84	$ 26.09	$ 27.39	
Teacher's Aide [1]	6/26/2022	$ 19.72	$ 20.71	$ 21.74	$ 22.83	$ 23.97	
Technology Specialist I [1]	1/1/2022	$ 41.66	$ 43.74	$ 45.93	$ 48.22	$ 50.63	$ 53.17
Technology Specialist II [1]	1/1/2022	$ 51.66	$ 54.24	$ 56.95	$ 59.80	$ 62.79	$ 65.93
Technology Specialist III [1]	1/1/2022	$ 56.98	$ 59.82	$ 62.82	$ 65.96	$ 69.25	$ 72.72
Van Driver	1/1/2022	$ 19.60	$ 20.58	$ 21.61	$ 22.69	$ 23.83	

Notes

* City Attorney - adjusted 3% from $22,893 (October 2021), City Manager - adjusted 3% from $24,241 (September 2021)

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

[1] Hourly pay rates derived by multiplying full-time equivalent monthly rate by 12 (months in year) and dividing by 2080 (hours in work year)

[2] Hourly pay rates derived by multiplying full-time equivalent monthly rate by 12 (months in year) and dividing by 2184 (hours in work year)

[3] Hourly pay rates derived by multiplying full-time Lead Police Dispatcher by 12 (months in year) and dividng by 2080 (hours in work year)
Unrepresented per diem : A position having a workweek of fewer hours than the workweek established for full-time positions in the class.

[4] Tied to Belmont minimum wage as follows:

Recreation Leader - Adjusted to Minimum Wage
Building Attendant I*- 5% Above Above Recreation Ldr
Building Attendant II*- 10% Above Building Attendant I
Lifeguard I - 5% Below Lifeguard II
Lifeguard II - 15% Above Rec Leader
Nutrition Site Coordinator - Tied to Recreation Specialist II
Recreation Specialist I - 10% Above Sr. Rec Leader
Recreation Specialist II - 10% Above Rec Spec I
Sr Rec Leader - 10% Above Rec Leader
Sr. Lifeguard - 10% Above Lifeguard II
Van Driver - Tie to Recreation Specialist I

Revision History

Resolution 2018-04 - Initial Adoption	March 13,2018
Resolution 2019-019 - Revised Adoption	February 23,2021
Resolution 2022-093 Revised Adoption	September 27,2022

City of Belmont Master Pay Schedule - Calendar Year 2023

Adopted November 9, 2022

Monthly Pay Rates

Position	*Effective Date*	*Labor Group*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*
Accountant I	1/8/2023	MMCEA	$ 6,919.27	$ 7,265.30	$ 7,628.53	$ 8,009.96	$ 8,410.45	$ 8,830.99
Accountant II	1/8/2023	MMCEA	$ 7,633.26	$ 8,014.92	$ 8,415.68	$ 8,836.47	$ 9,278.29	$ 9,742.19
Accountant III	1/8/2023	MMCEA	$ 8,833.13	$ 9,274.78	$ 9,738.54	$ 10,225.45	$ 10,736.71	$ 11,273.57
Accounting/Budget Manager	1/8/2023	MMCEA	$ 10,384.09	$ 10,903.29	$ 11,448.45	$ 12,020.88	$ 12,621.93	$ 13,253.02
Accounting Services Supervisor	1/8/2023	MMCEA	$ 8,151.90	$ 8,559.51	$ 8,987.48	$ 9,436.83	$ 9,908.67	$ 10,404.15
Accounting Technician I	7/1/2023	AFSCME	$ 5,514.53	$ 5,790.26	$ 6,079.77	$ 6,383.76	$ 6,702.95	
Accounting Technician II	7/1/2023	AFSCME	$ 6,066.14	$ 6,369.45	$ 6,687.92	$ 7,022.32	$ 7,373.44	
Accounting Technician Ill	7/1/2023	AFSCME	$ 6,812.66	$ 7,153.30	$ 7,510.96	$ 7,886.51	$ 8,280.84	
Administrative Assistant	1/8/2023	MMCEA	$ 5,898.26	$ 6,193.18	$ 6,502.84	$ 6,827.98	$ 7,169.38	$ 7,527.84
Assistant City Manager	1/1/2022	Unrep	$ 17,402.00					$ 21,752.00
Assistant Civil Engineer	1/8/2023	MMCEA	$ 8,155.47	$ 8,563.21	$ 8,991.39	$ 9,440.96	$ 9,913.00	$ 10,408.65
Assistant Planner	1/8/2023	MMCEA	$ 7,252.33	$ 7,614.94	$ 7,995.68	$ 8,395.49	$ 8,815.23	$ 9,256.00
Assistant PW Director/City Engineer	1/8/2023	MMCEA	$ 13,852.46	$ 14,545.07	$ 15,272.32	$ 16,035.94	$ 16,837.74	$ 17,679.62
Associate Civil Engineer	1/8/2023	MMCEA	$ 9,263.33	$ 9,726.50	$ 10,212.84	$ 10,723.47	$ 11,259.64	$ 11,822.61
Associate Planner	1/8/2023	MMCEA	$ 8,171.00	$ 8,579.58	$ 9,008.54	$ 9,458.95	$ 9,931.91	$ 10,428.53
Building Inspector I	7/1/2023	AFSCME	$ 7,830.13	$ 8,221.63	$ 8,632.71	$ 9,064.35	$ 9,517.57	
Building Inspector II	7/1/2023	AFSCME	$ 8,305.60	$ 8,720.88	$ 9,156.93	$ 9,614.77	$ 10,095.51	
City Attorney	10/1/2023	Unrep	$ 24,288.24					
City Clerk/Communictions Coordinator	1/1/2023	Unrep	$ 9,576.19	$ 10,055.16	$ 10,557.75	$ 11,085.63	$ 11,639.92	$ 12,221.92
City Manager	9/1/2023	Unrep	$ 25,717.98					
Chief Building Official	1/8/2023	MMCEA	$ 11,324.86	$ 11,891.11	$ 12,485.67	$ 13,109.95	$ 13,765.44	$ 14,453.71
Code Enforcement Officer	7/1/2023	AFSCME	$ 7,357.53	$ 7,725.41	$ 8,111.68	$ 8,517.26	$ 8,943.12	
Community Development Director	1/1/2022	Unrep	$ 15,617.00					$ 19,522.00
Community Engagement Specialist	1/1/2023	Unrep	$ 8,374.33	$ 8,793.52	$ 9,232.67	$ 9,693.89	$ 10,179.26	$ 10,687.75
Community Service Officer	1/1/2023	BPOA	$ 5,237.67	$ 5,499.55	$ 5,774.54	$ 6,063.26	$ 6,366.42	$ 6,684.74
Construction Inspector	7/1/2023	AFSCME	$ 8,697.73	$ 9,132.62	$ 9,589.25	$ 10,068.71	$ 10,572.15	
Deputy City Clerk	1/8/2023	MMCEA	$ 6,231.28	$ 6,542.82	$ 6,869.96	$ 7,213.48	$ 7,574.15	$ 7,952.87
Deputy Finance Director	1/8/2023	MMCEA	$ 12,224.87	$ 12,836.08	$ 13,477.90	$ 14,151.81	$ 14,859.39	$ 15,602.36
Economic Development and Housing Manager	1/8/2023	MMCEA	$ 10,384.09	$ 10,903.29	$ 11,448.45	$ 12,020.88	$ 12,621.93	$ 13,253.02
Electrician	7/1/2023	AFSCME	$ 7,096.09	$ 7,450.89	$ 7,823.44	$ 8,214.61	$ 8,625.34	
Engineering Technician	7/1/2023	AFSCME	$ 7,041.53	$ 7,393.61	$ 7,763.29	$ 8,151.46	$ 8,559.03	

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Monthly Pay Rates

Position	*Effective Date*	*Labor Group*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*
Equipment Operator	7/1/2023	AFSCME	$ 6,238.57	$ 6,550.50	$ 6,878.02	$ 7,221.92	$ 7,583.02	
Executive Assistant To City Manager	1/8/2023	MMCEA	$ 6,863.57	$ 7,206.78	$ 7,567.11	$ 7,945.48	$ 8,342.73	$ 8,759.88
Finance Director	1/1/2022	Unrep	$ 15,617.00					$ 19,522.00
GIS Coordinator I	1/8/2023	MMCEA	$ 7,476.49	$ 7,850.31	$ 8,242.86	$ 8,654.95	$ 9,087.71	$ 9,542.12
GIS Coordinator II	1/8/2023	MMCEA	$ 8,583.07	$ 9,012.21	$ 9,462.82	$ 9,935.97	$ 10,432.77	$ 10,954.38
GIS Coordinator III	1/8/2023	MMCEA	$ 10,072.44	$ 10,576.05	$ 11,104.86	$ 11,660.13	$ 12,243.13	$ 12,855.31
Head Teacher	7/1/2023	AFSCME	$ 4,603.87	$ 4,834.06	$ 5,075.76	$ 5,329.55	$ 5,596.03	
Housing Specialist	1/8/2023	MMCEA	$ 8,171.00	$ 8,579.58	$ 9,008.54	$ 9,458.95	$ 9,931.91	$ 10,428.51
Human Resources Director	1/1/2022	Unrep	$ 15,400.00					$ 19,249.00
Information Technology Director	1/1/2022	Unrep	$ 15,400.00					$ 19,249.00
Lead Police Dispatcher	1/1/2023	BPOA	$ 8,092.49	$ 8,495.20	$ 8,922.15	$ 9,368.73	$ 9,836.06	$ 10,237.87
Maintenance Worker I	7/1/2023	AFSCME	$ 5,158.32	$ 5,416.23	$ 5,687.04	$ 5,971.40	$ 6,269.96	
Maintenance Worker II	7/1/2023	AFSCME	$ 5,709.93	$ 5,995.42	$ 6,295.19	$ 6,609.95	$ 6,940.45	
Management Analyst II	1/8/2023	MMCEA	$ 8,483.28	$ 8,907.45	$ 9,352.84	$ 9,820.48	$ 10,311.47	$ 10,827.04
Management Anaylst I	1/8/2023	MMCEA	$ 7,788.75	$ 8,178.21	$ 8,587.08	$ 9,016.44	$ 9,467.29	$ 9,940.65
Mechanic	7/1/2023	AFSCME	$ 6,326.14	$ 6,642.44	$ 6,974.57	$ 7,323.29	$ 7,689.46	
Office Assistant I	7/1/2023	AFSCME	$ 4,895.44	$ 5,305.82	$ 5,397.23	$ 5,667.09	$ 5,950.44	
Office Assistant II	7/1/2023	AFSCME	$ 5,438.46	$ 5,710.38	$ 5,995.90	$ 6,295.70	$ 6,610.48	
Parks & Recreation Director	1/1/2022	Unrep	$ 15,584.00					$ 19,480.00
Parks Maintenance Worker I	7/1/2023	AFSCME	$ 5,158.32	$ 5,416.23	$ 5,687.04	$ 5,971.40	$ 6,269.96	
Parks Maintenance Worker II	7/1/2023	AFSCME	$ 5,709.93	$ 5,995.42	$ 6,295.19	$ 6,609.95	$ 6,940.45	
Parks Manager	1/8/2023	MMCEA	$ 10,167.75	$ 10,676.16	$ 11,209.99	$ 11,770.46	$ 12,358.99	$ 12,976.95
Permit Technician	7/1/2023	AFSCME	$ 6,672.35	$ 7,005.97	$ 7,356.27	$ 7,724.08	$ 8,110.28	
Planning Technician	7/1/2023	AFSCME	$ 6,672.35	$ 7,005.97	$ 7,356.27	$ 7,724.08	$ 8,110.28	
Police Captain	1/8/2023	MMCEA	$ 14,132.78	$ 14,839.41	$ 15,581.34	$ 16,360.41	$ 17,178.47	$ 18,037.39
Police Chief	1/1/2022	Unrep	$ 17,402.00					$ 21,752.00
Police Corporal Advanced POST	1/1/2023	BPOA	$ 9,605.28	$ 10,085.55	$ 10,589.82	$ 11,119.32	$ 11,675.28	$ 12,259.04
Police Corporal Basic POST	1/1/2023	BPOA	$ 8,713.30	$ 9,148.96	$ 9,606.41	$ 10,086.73	$ 10,591.07	$11,120.62

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Monthly Pay Rates

Position	*Effective Date*	*Labor Group*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*
Police Corporal Intermediate POST	1/1/2023	BPOA	$ 9,147.18	$ 9,604.53	$ 10,084.76	$ 10,589.00	$ 11,118.45	$11,674.37
Police Dispatcher	1/1/2023	BPOA	$ 7,161.27	$ 7,519.33	$ 7,895.30	$ 8,290.06	$ 8,704.57	$9,139. 80
Police Lieutenant	1/8/2023	MMCEA	$ 12,746.30	$ 13,383.64	$ 14,052.83	$ 14,755.45	$ 15,493.20	$ 16,267.87
Police Officer Advanced POST	1/1/2023	BPOA	$ 9,147.18	$ 9,604.53	$ 10,084.76	$ 10,589.00	$ 11,118.45	$ 11,674.37
Police Officer Basic POST	1/1/2023	BPOA	$ 8,297.88	$ 8,712.78	$ 9,148.42	$ 9,605.84	$ 10,086.13	$ 10,590.43
Police Officer Intermediate POST	1/1/2023	BPOA	$ 8,713.30	$ 9,148.96	$ 9,606.41	$ 10,086.73	$ 10,591.07	$ 11,120.62
Police Officer Recruit	1/1/2023	BPOA	$ 6,610.84					
Police Records Specialist I	1/1/2023	BPOA	$ 5,305.75	$ 5,571.04	$ 5,849.59	$ 6,142.07	$ 6,449.17	$ 6,771.63
Police Records Specialist II	1/1/2023	BPOA	$ 5,571.16	$ 5,849.71	$ 6,142.20	$ 6,449.31	$ 6,771.78	$ 7,110.37
Police Sergeant Advanced POST	1/1/2023	BPOA	$ 10,770.75	$ 11,309.28	$ 11,874.75	$ 12,468.49	$ 13,091.91	$ 13,746.51
Police Sergeant Intermediate POST	1/1/2023	BPOA	$ 10,256.10	$ 10,768.91	$ 11,307.34	$ 11,872.72	$ 12,466.35	$ 13,089.67
Principal Planner	1/8/2023	MMCEA	$ 11,546.43	$ 12,123.78	$ 12,729.97	$ 13,366.43	$ 14,034.78	$ 14,736.49
Public Works Director	1/1/2022	Unrep	$ 16,456.00					$ 20,570.00
Public Works Field Supervisor	1/8/2023	MMCEA	$ 8,181.36	$ 8,590.46	$ 9,019.95	$ 9,470.99	$ 9,944.52	$ 10,441.72
Public Works Services Manager	1/8/2023	MMCEA	$ 11,293.78	$ 11,858.46	$ 12,451.40	$ 13,073.94	$ 13,727.66	$ 14,414.02
PW Lead Maintenance	7/1/2023	AFSCME	$ 6,550.26	$ 6,877.77	$ 7,221.66	$ 7,582.74	$ 7,961.88	
Recreation Manager	1/8/2023	MMCEA	$ 9,338.47	$ 9,805.38	$ 10,295.67	$ 10,810.44	$ 11,350.98	$ 11,918.53
Recreation Program Coordinator	1/8/2023	MMCEA	$ 5,898.28	$ 6,193.18	$ 6,502.84	$ 6,827.98	$ 7,169.36	$ 7,527.84
Recreation Specialist II (Hourly)	1/1/2023	AFSCME	$ 22.29	$ 23.41	$ 24.58	$ 25.81	$ 27.10	
Recreation Supervisor	1/8/2023	MMCEA	$ 7,801.69	$ 8,191.80	$ 8,601.41	$ 9,031.46	$ 9,483.01	$ 9,957.17
Senior Civil Engineer	1/8/2023	MMCEA	$ 11,392.29	$ 11,961.88	$ 12,559.94	$ 13,187.95	$ 13,847.33	$ 14,539.72
Senior Mechanic	7/1/2023	AFSCME	$ 6,719.74	$ 7,055.73	$ 7,408.51	$ 7,778.94	$ 8,167.88	
Senior Planner	1/8/2023	MMCEA	$ 9,307.37	$ 9,772.77	$ 10,261.42	$ 10,774.43	$ 11,313.20	$ 11,878.84
Sr Parks Maintenance	7/1/2023	AFSCME	$ 6,550.26	$ 6,877.77	$ 7,221.66	$ 7,582.74	$ 7,961.88	
Street Sweeper Operator	7/1/2023	AFSCME	$ 5,967.02	$ 6,265.37	$ 6,578.64	$ 6,907.57	$ 7,252.95	
Teacher	7/1/2023	AFSCME	$ 4,003.42	$ 4,203.59	$ 4,413.77	$ 4,634.46	$ 4,866.18	
Teacher's Aide (Hourly)	7/1/2023	AFSCME	$ 20.22	$ 21.23	$ 22.29	$ 23.40	$ 24.57	
Technology Specialist I	1/8/2023	MMCEA	$ 7,365.06	$ 7,733.30	$ 8,120.00	$ 8,525.93	$ 8,952.25	$ 9,399.87
Technology Specialist II	1/8/2023	MMCEA	$ 9,132.91	$ 9,589.58	$ 10,069.01	$ 10,572.48	$ 11,101.12	$ 11,656.15
Technology Specialist III	1/8/2023	MMCEA	$ 10,073.28	$ 10,576.96	$ 11,105.81	$ 11,661.09	$ 12,244.13	$ 12,856.34

City of Belmont Master Pay Schedule - Calendar Year 2023

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Unrepresented Per Diem Positions

		Hourly Pay Rates					
Position	*Effective Date*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*
Accounting Technician I [1]	7/1/2023	$ 31.81	$ 33.41	$ 35.08	$ 36.83	$ 38.67	
Accounting Technician II [1]	7/1/2023	$ 35.00	$ 36.75	$ 38.58	$ 40.51	$ 42.54	
Accounting Technician III [1]	7/1/2023	$ 39.30	$ 41.27	$ 43.33	$ 45.50	$ 47.77	
Administrative Assistant [1]	1/8/2023	$ 34.03	$ 35.73	$ 37.52	$ 39.39	$ 41.36	$ 43.43
Associate Civil Engineer [1]	1/8/2023	$ 53.44	$ 56.11	$ 58.92	$ 61.87	$ 64.96	$ 68.21
Building Attendant I*	1/1/2023	$ 17.59	$ 18.47	$ 19.39	$ 20.36	$ 21.38	
Building Attendant II*	1/1/2023	$ 19.35	$ 20.31	$ 21.33	$ 22.40	$ 23.52	
Dispatcher, Per Diem [3]	1/1/2023	$ 46.69	$ 49.01	$ 51.47	$ 54.05	$ 56.75	$ 59.58
Electrician [1]	7/1/2023	$ 40.94	$ 42.99	$ 45.14	$ 47.39	$ 49.76	
Head Teacher [1]	7/1/2023	$ 26.56	$ 27.89	$ 29.28	$ 30.75	$ 32.28	
Intern	1/1/2023	$ 16.75	$ 17.59	$ 18.47	$ 19.39	$ 20.36	
Lifeguard I	1/1/2023	$ 18.30	$ 19.22	$ 20.18	$ 21.19	$ 22.24	
Lifeguard II	1/1/2023	$ 19.26	$ 20.23	$ 21.24	$ 22.30	$ 23.41	
Maintenance Worker I [1]	7/1/2023	$ 29.76	$ 31.25	$ 32.81	$ 34.45	$ 36.17	
Nutrition Site Coordinator	1/1/2023	$ 22.29	$ 23.41	$ 24.58	$ 25.81	$ 27.10	
Office Assistant I [1]	7/1/2023	$ 28.24	$ 30.61	$ 31.14	$ 32.69	$ 34.33	
Office Assistant II [1]	7/1/2023	$ 31.38	$ 32.94	$ 34.59	$ 36.32	$ 38.14	
Planning Technician [1]	7/1/2023	$ 38.49	$ 40.42	$ 42.44	$ 44.56	$ 46.79	
Police Officer (Advanced POST), Per Diem [2]	1/1/2023	$ 50.26	$ 52.77	$ 55.41	$ 58.18	$ 61.09	$ 64.14
Police Officer (Basic POST), Per Diem [2]	1/1/2023	$ 45.59	$ 47.87	$ 50.27	$ 52.78	$ 55.42	$ 58.19
Police Officer (Inter POST), Per Diem [2]	1/1/2023	$ 47.88	$ 50.27	$ 52.78	$ 55.42	$ 58.19	$ 61.10
Police Records Specialist I, Per Diem [1]	1/1/2023	$ 30.61	$ 32.14	$ 33.75	$ 35.44	$ 37.21	$ 39.07
Police Records Specialist II, Per Diem [1]	1/1/2023	$ 32.14	$ 33.75	$ 35.44	$ 37.21	$ 39.07	$ 41.02
Recreation Leader [4]	1/1/2023	$ 16.75	$ 17.59	$ 18.47	$ 19.39	$ 20.36	
Recreation Program Coordinator [1]	1/8/2023	$ 34.03	$ 35.73	$ 37.52	$ 39.39	$ 41.36	$ 43.43
Recreation Specialist I [4]	1/1/2023	$ 20.27	$ 21.28	$ 22.34	$ 23.46	$ 24.64	
Recreation Specialist II[4]	1/1/2023	$ 22.29	$ 23.41	$ 24.58	$ 25.81	$ 27.10	

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Unrepresented Per Diem Positions

		Hourly Pay Rates					
Position	*Effective Date*	*Step 1*	*Step 2*	*Step 3*	*Step 4*	*Step 5*	*Step 6*
Senior Lifeguard	1/1/2023	$ 21.19	$ 22.25	$ 23.36	$ 24.53	$ 25.76	
Senior Rec Leader	1/1/2023	$ 18.43	$ 19.35	$ 20.31	$ 21.33	$ 22.40	
Street Sweeper Operator [1]	7/1/2023	$ 34.43	$ 36.15	$ 37.95	$ 39.85	$ 41.84	
Teacher [1]	7/1/2023	$ 23.10	$ 24.25	$ 25.46	$ 26.74	$ 28.07	
Teacher's Aide [1]	7/1/2023	$ 20.22	$ 21.23	$ 22.29	$ 23.40	$ 24.57	
Technology Specialist I [1]	1/8/2023	$ 42.49	$ 44.62	$ 46.85	$ 49.19	$ 51.65	$ 54.23
Technology Specialist II [1]	1/8/2023	$ 52.69	$ 55.32	$ 58.09	$ 61.00	$ 64.04	$ 67.25
Technology Specialist III [1]	1/8/2023	$ 58.12	$ 61.02	$ 64.07	$ 67.28	$ 70.64	$ 74.17
Van Driver	1/1/2023	$ 20.27	$ 21.28	$ 22.34	$ 23.46	$ 24.64	

Notes

Unrepresented per diem : 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 eligilbe to receive a weekend differential of $1.00 per hour for work performed on Saturdays and Sundays.

[1] Hourly pay rates derived by multiplying full-time equivalent monthly rate by 12 (months in year) and dividing by 2080 (hours in work year)

[2] Hourly pay rates derived by multiplying full-time equivalent monthly rate by 12 (months in year) and dividing by 2184 (hours in work year)

[3] Hourly pay rates derived by multiplying full-time Lead Police Dispatcher by 12 (months in year) and dividng by 2080 (hours in work year)

[4] Tied to Belmont minimum wage as follows:

Recreation Leader - Adjusted to Minimum Wage
Building Attendant I*- 5% Above Above Recreation Ldr
Building Attendant II*- 10% Above Building Attendant I
Lifeguard I - 5% Below Lifeguard II
Lifeguard II - 15% Above Rec Leader
Nutrition Site Coordinator - Tied to Recreation Specialist II
Recreation Specialist I - 10% Above Sr. Rec Leader
Recreation Specialist II - 10% Above Rec Spec I
Sr Rec Leader - 10% Above Rec Leader
Sr. Lifeguard - 10% Above Lifeguard II
Van Driver - Tie to Recreation Specialist I

Revision History

Resolution 2018-04 - Initial Adoption	March 13,2018
Resolution 2019-019 - Revised Adoption	February 23,2021
Resolution 2022-093 Revised Adoption	September 27,2022