

**City of San Bruno Employee Pay Schedule 2026**

Classification	Bargaining Unit **	Effective Date	Annual Time Basis (hours)	Step	Hourly Rate	Monthly Rate	Annual Rate
Councilmember*	N/A - Elected Official	1/13/2025	N/A	5 (Max)	n/a	\$ 486	\$ 5,832
City Manager	N/A - agreement	7/1/2025	2080	5 (Max)	\$ 166.00	\$ 28,773	\$ 345,280

  

Classification	Bargaining Unit **	Effective Date	Annual Time Basis (hours)	Step	Hourly Rate	Monthly Rate	Annual Rate
Accountant	Mid-Management	1/12/2026	1,872	1 (Min)	\$ 51.77	\$ 8,076	\$ 96,917
				2	54.49	8,500	102,005
				3	57.35	8,947	107,361
				4	60.36	9,416	112,997
				5 (Max)	63.53	9,911	118,929
Accounting & Customer Service Rep I	Miscellaneous	1/12/2026	1,872	1 (Min)	35.45	5,531	66,369
				2	37.31	5,821	69,853
				3	39.27	6,127	73,520
				4	41.34	6,448	77,380
				5 (Max)	43.51	6,787	81,443
Accounting & Customer Service Rep II	Miscellaneous	1/12/2026	1,872	1 (Min)	40.77	6,360	76,319
				2	42.91	6,694	80,326
				3	45.16	7,045	84,543
				4	47.53	7,415	88,982
				5 (Max)	50.03	7,804	93,653
Accounting & Customer Service Rep III	Miscellaneous	1/12/2026	1,872	1 (Min)	46.89	7,315	87,783
				2	49.35	7,699	92,392
				3	51.95	8,104	97,242
				4	54.67	8,529	102,348
				5 (Max)	57.54	8,977	107,721
Accounting Manager	Mid-Management	1/12/2026	1,872	1 (Min)	73.97	11,539	138,473
				2	77.85	12,145	145,743
				3	81.94	12,783	153,395
				4	86.24	13,454	161,448
				5 (Max)	90.77	14,160	169,924
Accounting Supervisor	Mid-Management	1/12/2026	1,872	1 (Min)	59.36	9,261	111,129
				2	62.48	9,747	116,963
				3	65.76	10,259	123,103
				4	69.21	10,797	129,566
				5 (Max)	72.85	11,364	136,369
Administrative Analyst I	Unrepresented	1/12/2026	1,872	1 (Min)	58.56	9,136	109,631
				2	61.64	9,616	115,387
				3	64.87	10,120	121,443
				4	68.28	10,652	127,818
				5 (Max)	71.86	11,211	134,527
Administrative Analyst II	Unrepresented	1/12/2026	1,872	1 (Min)	65.07	10,151	121,807
				5 (Max)	79.85	Open range 12,456	149,474
Administrative Services Director/CFO	Unrepresented	1/12/2026	1,872	1 (Min)	125.52	19,581	234,970
				5 (Max)	154.03	Open range 24,028	288,338
Administrative Technician I	Unrepresented	1/12/2026	1,872	1 (Min)	49.78	7,765	93,180
				2	52.39	8,173	98,075
				3	55.14	8,602	103,225
				4	58.04	9,054	108,647
				5 (Max)	61.08	9,529	114,348
Administrative Technician II	Unrepresented	1/12/2026	1,872	1 (Min)	58.56	9,136	109,631
				2	61.64	9,616	115,387
				3	64.87	10,120	121,443
				4	68.28	10,652	127,818
				5 (Max)	71.86	11,211	134,527
Assistant Administrative Services Director	Unrepresented	1/12/2026	1,872	1 (Min)	100.41	15,665	187,975
				5 (Max)	123.22	Open range 19,223	230,670
Assistant City Manager	Unrepresented	1/12/2026	1,872	1 (Min)	146.48	22,851	274,209
				5 (Max)	179.70	Open range 28,033	336,395
Assistant Community Development Director	Mid-Management	1/12/2026	1,872	1 (Min)	89.18	13,911	166,937
				2	93.86	14,642	175,701
				3	98.79	15,411	184,926
				4	103.97	16,220	194,634
				5 (Max)	109.43	17,071	204,853

Classification	Bargaining Unit	Effective Date	Annual Time Basis (hours)	Step	Hourly Rate	Monthly Rate	Annual Rate
Assistant Engineer	Mid-Management	1/12/2026	1,872	1 (Min)	59.33	9,255	111,062
				2	62.44	9,741	116,893
				3	65.72	10,253	123,030
				4	69.17	10,791	129,489
				5 (Max)	72.80	11,357	136,287
Assistant Planner	Mid-Management	1/12/2026	1,872	1 (Min)	48.71	7,598	91,176
				2	51.26	7,997	95,963
				3	53.95	8,417	101,001
				4	56.79	8,859	106,304
				5 (Max)	59.77	9,324	111,885
Assistant To City Manager	Unrepresented	1/12/2026	1,872	1 (Min)	72.30	11,279	135,345
				5 (Max)	88.72	13,840	166,082
Associate Civil Engineer	Mid-Management	1/12/2026	1,872	1 (Min)	68.23	10,643	127,721
				2	71.81	11,202	134,427
				3	75.58	11,790	141,484
				4	79.55	12,409	148,912
				5 (Max)	83.72	13,061	156,730
Associate Planner	Mid-Management	1/12/2026	1,872	1 (Min)	56.01	8,738	104,853
				2	58.95	9,197	110,358
				3	62.05	9,679	116,152
				4	65.30	10,188	122,250
				5 (Max)	68.73	10,722	128,668
Building Inspector I	Mid-Management	1/12/2026	1,872	1 (Min)	50.35	7,854	94,251
				2	52.99	8,267	99,200
				3	55.77	8,701	104,408
				4	58.70	9,157	109,889
				5 (Max)	61.78	9,638	115,658
Building Inspector II	Mid-Management	1/12/2026	1,872	1 (Min)	56.50	8,814	105,765
				2	59.46	9,277	111,318
				3	62.59	9,764	117,162
				4	65.87	10,276	123,313
				5 (Max)	69.33	10,816	129,787
Chief Building Official	Mid-Management	1/12/2026	1,872	1 (Min)	82.28	12,835	154,022
				2	86.60	13,509	162,108
				3	91.14	14,218	170,619
				4	95.93	14,965	179,577
				5 (Max)	100.96	15,750	189,004
City Clerk	Unrepresented	1/12/2026	1,872	1 (Min)	72.30	11,279	135,345
				5 (Max)	88.72	13,840	166,082
Code Enforcement Officer I	Police	1/13/2025	2,080	1 (Min)	40.35	6,995	83,937
				2	42.47	7,362	88,343
				3	44.70	7,748	92,981
				4	47.05	8,155	97,863
				5 (Max)	49.52	8,583	103,001
Code Enforcement Officer II	Police	1/13/2025	2,080	1 (Min)	44.39	7,694	92,329
				2	46.72	8,098	97,176
				3	49.17	8,523	102,278
				4	51.75	8,971	107,648
				5 (Max)	54.47	9,442	113,299
Code Enforcement Supervisor	Police	7/14/2025	2,080	1 (Min)	57.45	9,958	119,497
				2	60.47	10,481	125,771
				3	63.64	11,031	132,374
				4	66.98	11,610	139,323
				5 (Max)	70.50	12,220	146,638
Community Development Director	Unrepresented	1/12/2026	1,872	1 (Min)	125.52	19,581	234,970
				5 (Max)	154.03	24,028	288,338
Community Development Technician I	Miscellaneous	1/12/2026	1,872	1 (Min)	41.58	6,487	77,845
				2	43.77	6,828	81,932
				3	46.06	7,186	86,233
				4	48.48	7,563	90,761
				5 (Max)	51.03	7,960	95,526
Community Development Technician II	Miscellaneous	1/12/2026	1,872	1 (Min)	47.83	7,462	89,544
				2	50.34	7,854	94,245
				3	52.99	8,266	99,193
				4	55.77	8,700	104,401
				5 (Max)	58.70	9,157	109,882
Community Services Director	Unrepresented	1/12/2026	1,872	1 (Min)	125.52	19,581	234,970
				5 (Max)	154.03	24,028	288,338

Classification	Bargaining Unit	Effective Date	Annual Time Basis (hours)	Step	Hourly Rate	Monthly Rate	Annual Rate
Community Services Officer II	Police	1/13/2025	2,080	1 (Min)	30.15	5,225	62,702
				2	31.73	5,500	65,994
				3	33.39	5,788	69,459
				4	35.15	6,092	73,105
				5 (Max)	36.99	6,412	76,943
Community Services Superintendent	Mid-Management	1/12/2026	1,872	1 (Min)	71.06	11,085	133,021
				2	74.79	11,667	140,004
				3	78.72	12,280	147,355
				4	82.85	12,924	155,091
				5 (Max)	87.20	13,603	163,233
Community Services Technician I	Miscellaneous	1/12/2026	1,872	1 (Min)	41.58	6,487	77,845
				2	43.77	6,828	81,932
				3	46.06	7,186	86,233
				4	48.48	7,563	90,761
				5 (Max)	51.03	7,960	95,526
Community Services Technician II	Miscellaneous	1/12/2026	1,872	1 (Min)	47.83	7,462	89,544
				2	50.34	7,854	94,245
				3	52.99	8,266	99,193
				4	55.77	8,700	104,401
				5 (Max)	58.70	9,157	109,882
Computer Support Technician	Miscellaneous	1/12/2026	1,872	1 (Min)	47.62	7,428	89,139
				2	50.12	7,818	93,819
				3	52.75	8,229	98,745
				4	55.52	8,661	103,928
				5 (Max)	58.43	9,115	109,385
Custodial Services Leader	Miscellaneous	1/12/2026	1,872	1 (Min)	43.58	6,799	81,588
				2	45.87	7,156	85,871
				3	48.28	7,532	90,380
				4	50.81	7,927	95,125
				5 (Max)	53.48	8,343	100,119
Custodian	Miscellaneous	1/12/2026	1,872	1 (Min)	37.90	5,912	70,947
				2	39.89	6,223	74,671
				3	41.98	6,549	78,592
				4	44.19	6,893	82,718
				5 (Max)	46.51	7,255	87,060
Deputy Building Official	Mid-Management	1/12/2026	1,872	1 (Min)	76.37	11,914	142,970
				2	80.38	12,539	150,468
				3	84.60	13,197	158,366
				4	89.04	13,890	166,679
				5 (Max)	93.72	14,620	175,437
Deputy City Clerk	Unrepresented	1/12/2026	1,872	1 (Min)	49.78	7,765	93,180
				2	52.39	8,173	98,075
				3	55.14	8,602	103,225
				4	58.04	9,054	108,647
				5 (Max)	61.08	9,529	114,348
Deputy Director - Comm Service	Mid-Management	1/12/2026	1,872	1 (Min)	81.90	12,776	153,308
				2	86.19	13,446	161,357
				3	90.72	14,152	169,828
				4	95.48	14,895	178,744
				5 (Max)	100.50	15,677	188,128
Deputy Public Works Dir - PW Admin & Engineering	Mid-Management	1/12/2026	1,872	1 (Min)	93.43	14,575	174,897
				2	98.33	15,340	184,079
				3	103.50	16,145	193,743
				4	108.93	16,993	203,915
				5 (Max)	114.65	17,885	214,620
Deputy Public Works Dir - PW Utilities & Operations	Mid-Management	1/12/2026	1,872	1 (Min)	88.42	13,794	165,527
				2	93.06	14,518	174,217
				3	97.95	15,280	183,364
				4	103.09	16,083	192,990
				5 (Max)	108.51	16,927	203,122
Deputy Public Works Dir - PW Utilities & Operations with PE	Mid-Management	1/12/2026	1,872	1 (Min)	93.43	14,575	174,897
				2	98.33	15,340	184,079
				3	103.50	16,145	193,743
				4	108.93	16,993	203,915
				5 (Max)	114.65	17,885	214,620
Engineer Tech/PW Inspector	Miscellaneous	1/12/2026	1,872	1 (Min)	54.56	8,511	102,129
				2	57.42	8,958	107,491
				3	60.43	9,428	113,134
				4	63.61	9,923	119,074
				5 (Max)	66.95	10,444	125,325
Executive Assistant	Miscellaneous	1/12/2026	1,872	1 (Min)	44.79	6,987	83,845
				2	47.14	7,354	88,247
				3	49.62	7,740	92,880
				4	52.22	8,146	97,756
				5 (Max)	54.96	8,574	102,888

Classification	Bargaining Unit	Effective Date	Annual Time Basis (hours)	Step	Hourly Rate	Monthly Rate	Annual Rate
Executive Assistant to the City Manager	Unrepresented	1/12/2026	1,872	1 (Min)	65.07	10,151	121,807
				2	68.48	10,684	128,203
				3	72.08	11,244	134,933
				4	75.86	11,835	142,017
				5 (Max)	79.85	12,456	149,474
Facilities Tech I	Miscellaneous	1/12/2026	1,872	1 (Min)	41.58	6,487	77,845
				2	43.77	6,828	81,932
				3	46.06	7,186	86,233
				4	48.48	7,563	90,761
				5 (Max)	51.03	7,960	95,526
Facilities Tech II	Miscellaneous	1/12/2026	1,872	1 (Min)	47.83	7,462	89,544
				2	50.34	7,854	94,245
				3	52.99	8,266	99,193
				4	55.77	8,700	104,401
				5 (Max)	58.70	9,157	109,882
Field Supervisor	Mid-Management	1/12/2026	1,872	1 (Min)	59.41	9,268	111,216
				2	62.53	9,755	117,055
				3	65.81	10,267	123,200
				4	69.27	10,806	129,668
				5 (Max)	72.90	11,373	136,475
Field Supervisor - Parks	Mid-Management	1/12/2026	1,872	1 (Min)	59.41	9,268	111,216
				2	62.53	9,755	117,055
				3	65.81	10,267	123,200
				4	69.27	10,806	129,668
				5 (Max)	72.90	11,373	136,475
Finance Manager	Mid-Management	1/12/2026	1,872	1 (Min)	73.22	11,422	137,062
				2	77.06	12,022	144,258
				3	81.11	12,653	151,831
				4	85.36	13,317	159,802
				5 (Max)	89.85	14,016	168,192
Financial Services Supervisor	Mid-Management	1/12/2026	1,872	1 (Min)	59.22	9,239	110,869
				2	62.33	9,724	116,690
				3	65.61	10,235	122,816
				4	69.05	10,772	129,264
				5 (Max)	72.68	11,338	136,050
Fire Battalion Chief (40-hour)	Public Safety Mid-Management	1/13/2025	2,080	1 (Min)	86.97	15,075	180,898
				2	91.54	15,866	190,395
				3	96.34	16,699	200,390
				4	101.40	17,576	210,911
				5 (Max)	106.72	18,499	221,984
Fire Battalion Chief (56-hour)	Public Safety Mid-Management	1/13/2025	2,912	1 (Min)	62.12	15,075	180,898
				2	65.38	15,866	190,395
				3	68.82	16,699	200,390
				4	72.43	17,576	210,911
				5 (Max)	76.23	18,499	221,984
Fire Captain (40-hour)	Fire	1/12/2026	2,080	1 (Min)	71.44	12,383	148,597
				2	75.19	13,033	156,396
				3	79.14	13,717	164,607
				4	83.29	14,438	173,250
				5 (Max)	87.67	15,196	182,348
Fire Captain (56-hour)	Fire	1/12/2026	2,912	1 (Min)	51.03	12,383	148,597
				2	53.71	13,033	156,396
				3	56.53	13,717	164,607
				4	59.50	14,438	173,250
				5 (Max)	62.62	15,196	182,348
Fire Chief	Unrepresented	1/12/2026	1,872	1 (Min)	139.47	21,757	261,079
				5 (Max)	171.14	Open range 26,698	320,376
Fire Inspector	Fire	1/12/2026	2,080	1 (Min)	52.99	9,184	110,213
				2	55.77	9,667	116,000
				3	58.70	10,174	122,090
				4	61.78	10,708	128,500
				5 (Max)	65.02	11,270	135,245
Firefighter (40-hour)	Fire	1/12/2026	2,080	1 (Min)	58.91	10,211	122,537
				2	62.00	10,747	128,967
				3	65.26	11,312	135,741
				4	68.69	11,905	142,866
				5 (Max)	72.29	12,531	150,367
Firefighter (56-hour)	Fire	1/12/2026	2,912	1 (Min)	42.08	10,211	122,537
				2	44.29	10,747	128,967
				3	46.61	11,312	135,741
				4	49.06	11,905	142,866
				5 (Max)	51.64	12,531	150,367
Firefighter Recruit	Fire	1/12/2026	2,080	1 (Min)	53.02	9,191	110,288

Classification	Bargaining Unit	Effective Date	Annual Time Basis (hours)	Step	Hourly Rate	Monthly Rate	Annual Rate
Food Services Coordinator	Miscellaneous	1/12/2026	1,872	1 (Min)	43.89	6,847	82,162
				2	46.19	7,206	86,476
				3	48.62	7,585	91,016
				4	51.17	7,983	95,794
				5 (Max)	53.86	8,402	100,823
Human Resources Manager	Unrepresented	1/12/2026	1,872	1 (Min)	80.33	12,532	150,385
				5 (Max)	98.58	15,378	184,536
Information Technology Associate	Mid-Management	1/12/2026	1,872	1 (Min)	58.09	9,063	108,751
				2	61.14	9,538	114,460
				3	64.35	10,039	120,469
				4	67.73	10,566	126,794
				5 (Max)	71.29	11,121	133,451
Information Technology Manager	Mid-Management	1/12/2026	1,872	1 (Min)	78.40	12,231	146,767
				2	82.52	12,873	154,473
				3	86.85	13,549	162,582
				4	91.41	14,260	171,118
				5 (Max)	96.21	15,009	180,102
Lead Customer Service & Tech Support Rep	Miscellaneous	1/12/2026	1,872	1 (Min)	52.52	8,192	98,308
				2	55.27	8,622	103,469
				3	58.17	9,075	108,901
				4	61.23	9,552	114,619
				5 (Max)	64.44	10,053	120,636
Lead Maintenance Worker	Miscellaneous	1/12/2026	1,872	1 (Min)	47.83	7,462	89,544
				2	50.34	7,854	94,245
				3	52.99	8,266	99,193
				4	55.77	8,700	104,401
				5 (Max)	58.70	9,157	109,882
Lead Water System Operator - Pumps	Miscellaneous	1/12/2026	1,872	1 (Min)	55.78	8,702	104,424
				2	58.71	9,159	109,907
				3	61.79	9,640	115,677
				4	65.04	10,146	121,750
				5 (Max)	68.45	10,678	128,142
Lead Water Systems Operator - Field	Miscellaneous	1/12/2026	1,872	1 (Min)	55.78	8,702	104,424
				2	58.71	9,159	109,907
				3	61.79	9,640	115,677
				4	65.04	10,146	121,750
				5 (Max)	68.45	10,678	128,142
Lead Water Systems Operator - Wells	Miscellaneous	1/12/2026	1,872	1 (Min)	55.78	8,702	104,424
				2	58.71	9,159	109,907
				3	61.79	9,640	115,677
				4	65.04	10,146	121,750
				5 (Max)	68.45	10,678	128,142
Librarian I	Miscellaneous	1/12/2026	1,872	1 (Min)	43.61	6,803	81,640
				2	45.90	7,161	85,926
				3	48.31	7,536	90,437
				4	50.85	7,932	95,185
				5 (Max)	53.52	8,349	100,182
Librarian II	Miscellaneous	1/12/2026	1,872	1 (Min)	50.15	7,823	93,874
				2	52.78	8,233	98,802
				3	55.55	8,666	103,989
				4	58.47	9,121	109,448
				5 (Max)	61.54	9,600	115,194
Library Assistant I	Miscellaneous	1/12/2026	1,872	1 (Min)	33.19	5,178	62,131
				2	34.93	5,449	65,392
				3	36.77	5,735	68,826
				4	38.70	6,037	72,439
				5 (Max)	40.73	6,353	76,242
Library Assistant II	Miscellaneous	1/12/2026	1,872	1 (Min)	38.18	5,956	71,468
				2	40.18	6,268	75,220
				3	42.29	6,597	79,169
				4	44.51	6,944	83,325
				5 (Max)	46.85	7,308	87,700
Library Services Coordinator	Miscellaneous	1/12/2026	1,872	1 (Min)	43.89	6,847	82,162
				2	46.19	7,206	86,476
				3	48.62	7,585	91,016
				4	51.17	7,983	95,794
				5 (Max)	53.86	8,402	100,823
Library Services Manager	Mid-Management	1/12/2026	1,872	1 (Min)	68.38	10,667	128,000
				2	71.97	11,227	134,720
				3	75.74	11,816	141,793
				4	79.72	12,436	149,237
				5 (Max)	83.91	13,089	157,072

Classification	Bargaining Unit	Effective Date	Annual Time Basis (hours)	Step	Hourly Rate	Monthly Rate	Annual Rate
Maintenance Services Manager Series	Mid-Management	1/12/2026	1,872	1 (Min)	74.22	11,579	138,947
				2	78.12	12,187	146,241
				3	82.22	12,827	153,919
				4	86.54	13,500	162,000
				5 (Max)	91.08	14,209	170,505
Maintenance Worker I	Miscellaneous	1/12/2026	1,872	1 (Min)	36.14	5,638	67,660
				2	38.04	5,934	71,212
				3	40.04	6,246	74,951
				4	42.14	6,574	78,886
				5 (Max)	44.35	6,919	83,028
Maintenance Worker II	Miscellaneous	1/12/2026	1,872	1 (Min)	41.58	6,487	77,845
				2	43.77	6,828	81,932
				3	46.06	7,186	86,233
				4	48.48	7,563	90,761
				5 (Max)	51.03	7,960	95,526
Management Analyst I	Mid-Management	1/12/2026	1,872	1 (Min)	50.39	7,862	94,338
				2	53.04	8,274	99,291
				3	55.82	8,709	104,504
				4	58.76	9,166	109,990
				5 (Max)	61.84	9,647	115,765
Management Analyst II	Mid-Management	1/12/2026	1,872	1 (Min)	57.94	9,039	108,465
				2	60.98	9,513	114,160
				3	64.18	10,013	120,153
				4	67.55	10,538	126,461
				5 (Max)	71.10	11,092	133,101
Mechanic I	Miscellaneous	1/12/2026	1,872	1 (Min)	41.58	6,487	77,845
				2	43.77	6,828	81,932
				3	46.06	7,186	86,233
				4	48.48	7,563	90,761
				5 (Max)	51.03	7,960	95,526
Mechanic II	Miscellaneous	1/12/2026	1,872	1 (Min)	47.83	7,462	89,544
				2	50.34	7,854	94,245
				3	52.99	8,266	99,193
				4	55.77	8,700	104,401
				5 (Max)	58.70	9,157	109,882
Nutrition Program Manager	Mid-Management	1/12/2026	1,872	1 (Min)	55.71	8,690	104,283
				2	58.63	9,146	109,757
				3	61.71	9,627	115,520
				4	64.95	10,132	121,585
				5 (Max)	68.36	10,664	127,968
Parks And Facilities Manager	Mid-Management	1/12/2026	1,872	1 (Min)	68.00	10,608	127,297
				2	71.57	11,165	133,980
				3	75.33	11,751	141,014
				4	79.28	12,368	148,417
				5 (Max)	83.44	13,017	156,209
Parks Maintenance Technician I {Utility I - Tree I}	Miscellaneous	1/12/2026	1,872	1 (Min)	41.58	6,487	77,845
				2	43.77	6,828	81,932
				3	46.06	7,186	86,233
				4	48.48	7,563	90,761
				5 (Max)	51.03	7,960	95,526
Parks Maintenance Technician II {Utility II - Tree II}	Miscellaneous	1/12/2026	1,872	1 (Min)	47.83	7,462	89,544
				2	50.34	7,854	94,245
				3	52.99	8,266	99,193
				4	55.77	8,700	104,401
				5 (Max)	58.70	9,157	109,882
Planning Manager	Mid-Management	1/12/2026	1,872	1 (Min)	82.45	12,863	154,352
				2	86.78	13,538	162,455
				3	91.34	14,249	170,984
				4	96.13	14,997	179,961
				5 (Max)	101.18	15,784	189,409
Police Captain	Public Safety Mid-Management	1/13/2025	2,080	1 (Min)	101.15	17,533	210,396
				2	106.46	18,453	221,442
				3	112.05	19,422	233,067
				4	117.93	20,442	245,304
				5 (Max)	124.13	21,515	258,182
Police Chief	Unrepresented	1/12/2026	1,872	1 (Min)	139.47	21,757	261,079
				5 (Max)	171.14	26,698	320,376

Classification	Bargaining Unit	Effective Date	Annual Time Basis (hours)	Step	Hourly Rate	Monthly Rate	Annual Rate
Police Clerk I	Police	1/13/2025	2,080	1 (Min)	32.37	5,610	67,325
				2	34.07	5,905	70,859
				3	35.86	6,215	74,580
				4	37.74	6,541	78,495
				5 (Max)	39.72	6,885	82,616
Police Clerk II	Police	1/13/2025	2,080	1 (Min)	35.60	6,171	74,049
				2	37.47	6,495	77,936
				3	39.44	6,836	82,028
				4	41.51	7,195	86,334
				5 (Max)	43.69	7,572	90,867
Police Communications & Records Supervisor	Mid-Management	1/12/2026	1,872	1 (Min)	73.44	11,457	137,478
				2	77.29	12,058	144,695
				3	81.35	12,691	152,292
				4	85.62	13,357	160,287
				5 (Max)	90.12	14,059	168,702
Police Corporal	Police	1/13/2025	2,080	1 (Min)	58.01	10,056	120,671
				2	61.06	10,584	127,006
				3	64.27	11,139	133,674
				4	67.64	11,724	140,692
				5 (Max)	71.19	12,340	148,078
Police Lieutenant	Public Safety Mid-Management	1/13/2025	2,080	1 (Min)	82.43	14,288	171,458
				2	86.76	15,038	180,459
				3	91.31	15,828	189,934
				4	96.11	16,659	199,905
				5 (Max)	101.15	17,533	210,400
Police Officer	Police	1/13/2025	2,080	1 (Min)	53.97	9,354	112,254
				2	56.80	9,846	118,147
				3	59.78	10,362	124,350
				4	62.92	10,906	130,878
				5 (Max)	66.23	11,479	137,749
Police Recruit	Police	1/13/2025	2,080	1 (Min)	48.57	8,419	101,031
Police Sergeant	Public Safety Mid-Management	1/13/2025	2,080	1 (Min)	66.46	11,521	138,247
				2	69.95	12,125	145,505
				3	73.63	12,762	153,144
				4	77.49	13,432	161,184
				5 (Max)	81.56	14,137	169,646
Principal Civil Engineer	Mid-Management	1/12/2026	1,872	1 (Min)	82.12	12,811	153,726
				2	86.43	13,483	161,796
				3	90.97	14,191	170,291
				4	95.74	14,936	179,231
				5 (Max)	100.77	15,720	188,641
Principal Planner	Mid-Management	1/12/2026	1,872	1 (Min)	76.37	11,914	142,970
				2	80.38	12,539	150,468
				3	84.60	13,197	158,366
				4	89.04	13,890	166,679
				5 (Max)	93.72	14,620	175,437
Principal Special Projects Manager	Unrepresented	1/12/2026	1,872	1 (Min)	125.52	19,581	234,970
				5 (Max)	154.03	Open range 24,028	288,338
Property And Evidence Technician	Police	1/13/2025	2,080	1 (Min)	35.53	6,158	73,894
				2	37.39	6,481	77,774
				3	39.35	6,821	81,857
				4	41.42	7,180	86,154
				5 (Max)	43.59	7,556	90,677
Public Safety Dispatcher I	Police	1/13/2025	2,080	1 (Min)	42.21	7,316	87,793
				2	44.42	7,700	92,402
				3	46.76	8,104	97,253
				4	49.21	8,530	102,359
				5 (Max)	51.79	8,978	107,733
Public Safety Dispatcher II	Police	1/13/2025	2,080	1 (Min)	46.42	8,046	96,556
				2	48.86	8,469	101,626
				3	51.42	8,913	106,961
				4	54.12	9,381	112,576
				5 (Max)	56.96	9,874	118,487
Public Works Director	Unrepresented	1/12/2026	1,872	1 (Min)	125.52	19,581	234,970
				5 (Max)	154.03	Open range 24,028	288,338

Classification	Bargaining Unit	Effective Date	Annual Time Basis (hours)	Step	Hourly Rate	Monthly Rate	Annual Rate
Pump Mechanic I	Miscellaneous	1/12/2026	1,872	1 (Min)	41.58	6,487	77,845
				2	43.77	6,828	81,932
				3	46.06	7,186	86,233
				4	48.48	7,563	90,761
				5 (Max)	51.03	7,960	95,526
Pump Mechanic II	Miscellaneous	1/12/2026	1,872	1 (Min)	47.83	7,462	89,544
				2	50.34	7,854	94,245
				3	52.99	8,266	99,193
				4	55.77	8,700	104,401
				5 (Max)	58.70	9,157	109,882
Recreation Services Coordinator	Miscellaneous	1/12/2026	1,872	1 (Min)	43.89	6,847	82,162
				2	46.19	7,206	86,476
				3	48.62	7,585	91,016
				4	51.17	7,983	95,794
				5 (Max)	53.86	8,402	100,823
Recreation Services Manager	Mid-Management	1/12/2026	1,872	1 (Min)	60.31	9,408	112,900
				2	63.48	9,902	118,827
				3	66.81	10,422	125,066
				4	70.32	10,969	131,632
				5 (Max)	74.01	11,545	138,543
Recreation Services Supervisor	Mid-Management	1/12/2026	1,872	1 (Min)	57.32	8,941	107,296
				2	60.33	9,411	112,929
				3	63.49	9,905	118,858
				4	66.83	10,425	125,098
				5 (Max)	70.33	10,972	131,666
Secretary	Miscellaneous	1/12/2026	1,872	1 (Min)	40.71	6,351	76,215
				2	42.85	6,685	80,217
				3	45.10	7,036	84,428
				4	47.47	7,405	88,861
				5 (Max)	49.96	7,794	93,526
Senior Administrative Analyst	Unrepresented	1/12/2026	1,872	1 (Min)	72.30	11,279	135,345
				5 (Max)	88.72	13,840	166,082
Senior Administrative Technician	Unrepresented	1/12/2026	1,872	1 (Min)	65.07	10,151	121,807
				2	68.48	10,684	128,203
				3	72.08	11,244	134,933
				4	75.86	11,835	142,017
				5 (Max)	79.85	12,456	149,474
Senior Civil Engineer	Mid-Management	1/12/2026	1,872	1 (Min)	75.18	11,728	140,730
				2	79.12	12,343	148,118
				3	83.28	12,991	155,895
				4	87.65	13,673	164,079
				5 (Max)	92.25	14,391	172,693
Senior Code Enforcement Officer	Police	1/13/2025	2,080	1 (Min)	49.96	8,659	103,911
				2	52.58	9,114	109,366
				3	55.34	9,592	115,108
				4	58.25	10,096	121,151
				5 (Max)	61.30	10,626	127,511
Senior Planner	Mid-Management	1/12/2026	1,872	1 (Min)	66.25	10,335	124,019
				2	69.73	10,878	130,530
				3	73.39	11,449	137,383
				4	77.24	12,050	144,596
				5 (Max)	81.30	12,682	152,187
Senior Special Projects Manager	Unrepresented	1/12/2026	1,872	1 (Min)	100.41	15,665	187,975
				5 (Max)	123.22	19,223	230,670
Special Projects Manager	Unrepresented	1/12/2026	1,872	1 (Min)	80.33	12,532	150,385
				5 (Max)	98.58	15,378	184,536
Systems Administrator	Mid-Management	1/12/2026	1,872	1 (Min)	64.03	9,989	119,865
				2	67.39	10,513	126,158
				3	70.93	11,065	132,781
				4	74.65	11,646	139,752
				5 (Max)	78.57	12,257	147,089

Classification	Bargaining Unit	Effective Date	Annual Time Basis (hours)	Step	Hourly Rate	Monthly Rate	Annual Rate
Water Field Service Supervisor	Mid-Management	1/12/2026	1,872	1 (Min)	62.02	9,675	116,101
				2	65.28	10,183	122,196
				3	68.70	10,718	128,612
				4	72.31	11,280	135,364
				5 (Max)	76.11	11,873	142,470
Water Quality & Prod Sup	Mid-Management	1/12/2026	1,872	1 (Min)	62.02	9,675	116,101
				2	65.28	10,183	122,196
				3	68.70	10,718	128,612
				4	72.31	11,280	135,364
				5 (Max)	76.11	11,873	142,470
Water Quality Technician I	Miscellaneous	1/12/2026	1,872	1 (Min)	41.58	6,487	77,845
				2	43.77	6,828	81,932
				3	46.06	7,186	86,233
				4	48.48	7,563	90,761
				5 (Max)	51.03	7,960	95,526
Water Quality Technician II	Miscellaneous	1/12/2026	1,872	1 (Min)	47.83	7,462	89,544
				2	50.34	7,854	94,245
				3	52.99	8,266	99,193
				4	55.77	8,700	104,401
				5 (Max)	58.70	9,157	109,882
Water System & Conservation Manager	Mid-Management	1/12/2026	1,872	1 (Min)	65.25	10,180	122,155
				2	68.68	10,714	128,569
				3	72.29	11,277	135,318
				4	76.08	11,869	142,423
				5 (Max)	80.07	12,492	149,900
Water Systems Manager	Mid-Management	1/12/2026	1,872	1 (Min)	74.22	11,579	138,947
				2	78.12	12,187	146,241
				3	82.22	12,827	153,919
				4	86.54	13,500	162,000
				5 (Max)	91.08	14,209	170,505
Water Systems Operator I	Miscellaneous	1/12/2026	1,872	1 (Min)	42.41	6,615	79,384
				2	44.63	6,963	83,552
				3	46.98	7,328	87,938
				4	49.44	7,713	92,555
				5 (Max)	52.04	8,118	97,414
Water Systems Operator II	Miscellaneous	1/12/2026	1,872	1 (Min)	48.50	7,566	90,796
				2	51.05	7,964	95,563
				3	53.73	8,382	100,580
				4	56.55	8,822	105,860
				5 (Max)	\$ 59.52	\$ 9,285	\$ 111,418

Classification	Bargaining Unit***	Effective Date	Step 1 (Min)	Step 2	Step 3	Step 4	Step 5 (Max)
Special Assistant	Part-time/Temporary/Seasonal	1/1/2026	\$ 16.90		Open range		\$ 77.34
Library Page	Part-time/Temporary/Seasonal	1/1/2026	16.90	17.33	18.19	19.10	20.06
Library Aide	Part-time/Temporary/Seasonal	1/13/2025	19.59	20.57	21.60	22.68	23.82
Library Assistant I (PT Temp)	Part-time/Temporary/Seasonal	1/13/2025	23.72	24.90	26.15	27.46	28.83
Library Assistant II (PT Temp)	Part-time/Temporary/Seasonal	1/13/2025	28.88	30.32	31.83	33.43	35.10
Librarian (On-Call Per-Diem)	Part-time/Temporary/Seasonal	1/13/2025	-	-	-	-	38.16
Recreation Leader I	Part-time/Temporary/Seasonal	1/1/2026	16.90	17.33	18.19	19.10	20.06
Recreation Leader II	Part-time/Temporary/Seasonal	1/13/2025	19.59	20.57	21.60	22.68	23.82
Recreation Specialist	Part-time/Temporary/Seasonal	1/13/2025	23.72	24.90	26.15	27.46	28.83
Maintenance Assistant	Part-time/Temporary/Seasonal	1/13/2025	28.88	30.32	31.83	33.43	35.10
Bus Driver	Part-time/Temporary/Seasonal	1/13/2025	20.63	21.87	22.97	24.11	25.32
Lifeguard / Swim Instructor I	Part-time/Temporary/Seasonal	1/1/2026	16.90	17.33	18.19	19.10	20.06
Lifeguard / Swim Instructor II	Part-time/Temporary/Seasonal	1/13/2025	17.49	18.37	19.28	20.25	21.26
Water Safety Instructor I	Part-time/Temporary/Seasonal	1/13/2025	17.82	18.71	19.65	20.63	21.66
Water Safety Instructor II	Part-time/Temporary/Seasonal	1/13/2025	19.14	20.10	21.10	22.16	23.27
Community Services (PT Temp)	Part-time/Temporary/Seasonal	1/13/2025	30.94	32.48	34.11	35.81	37.60
Dispatcher (Per-Diem)	Part-time/Temporary/Seasonal	2/9/2026					56.96
Police Clerk (Per-Diem)	Part-time/Temporary/Seasonal	1/13/2025					\$ 36.09

\* Councilmember salary is monthly as set by San Bruno Municipal Code Section 2.04.144

\*\* Positions in the Miscellaneous and Mid-Management units will transition later this year to a four (4) day, nine (9) hour standard workweek totaling 36 hours per week, with no change to annual salary.

\*\*\* Positions in this group are unrepresented and participate in Social Security, not the California Public Employees' Retirement System (CalPERS)

Adopted: February 10, 2026 (2026-009), February 24, 2026 (2026-014), March 24, 2026 (2026-018)