

TOWN OF TIBURON
EFFECTIVE 07/01/2025

Position	Weekly Hours	Step A	Step B	Step C	Step D	Step E	Monthly Cafeteria Benefit	Effective Date
MANAGEMENT EMPLOYEES								
Chief of Police	40	\$ 15,720				\$ 19,649	\$2,375.88*	7/1/2025
Director of Administrative Services	40	\$ 13,955				\$ 17,443	\$2,375.88*	7/1/2025
Director of Community Development	40	\$ 13,955				\$ 17,443	\$2,375.88*	7/1/2025
MID-MANAGEMENT / UNREPRESENTED EMPLOYEES								
Administration Department								
Accountant I	40	\$ 6,293				\$ 7,865	\$2,375.88*	7/1/2025
Accountant II	40	\$ 7,011				\$ 8,763	\$2,375.88*	7/1/2025
Administration Assistant I	40	\$ 5,462				\$ 6,828	\$2,375.88*	7/1/2025
Administration Assistant II	40	\$ 5,735				\$ 7,168	\$2,375.88*	7/1/2025
Finance Manager	40	\$ 9,658				\$ 12,072	\$2,375.88*	7/1/2025
Human Resources Analyst I	40	\$ 6,262				\$ 7,921	\$2,375.88*	7/1/2025
Human Resources Analyst II	40	\$ 6,634				\$ 8,845	\$2,375.88*	7/1/2025
Human Resources Manager	40	\$ 9,968				\$ 12,460	\$2,375.88*	7/1/2025
Management Analyst	35	\$ 7,937				\$ 9,922	\$2,375.88*	7/1/2025
Town Clerk / Communications Manager	40	\$ 9,968				\$ 12,460	\$2,375.88*	7/1/2025
Community Development Department								
Planning Division								
Assistant Planner	40	\$ 6,680				\$ 8,350	\$2,375.88*	7/1/2025
Associate Planner	40	\$ 7,422				\$ 9,277	\$2,375.88*	7/1/2025
Building Inspector	40	\$ 8,380				\$ 10,475	\$2,375.88*	7/1/2025
Building Official	40	\$ 11,012				\$ 13,766	\$2,375.88*	7/1/2025
Building Permit Clerk	35	\$ 5,462				\$ 6,828	\$2,375.88*	7/1/2025
Building Permit Technician	35	\$ 6,303				\$ 7,878	\$2,375.88*	7/1/2025
Community Development Aide	35	\$ 5,065				\$ 6,332	\$2,375.88*	7/1/2025
Planning Technician	35	\$ 5,462				\$ 6,828	\$2,375.88*	7/1/2025
Senior Planner	40	\$ 9,384				\$ 11,731	\$2,375.88*	7/1/2025
Public Works Department								
Engineering Technician/Inspector	40	\$ 7,133				\$ 8,917	\$2,375.88*	7/1/2025
PW Division Manager/Town Engineer - Eng.	40	\$ 12,193				\$ 15,242	\$2,375.88*	7/1/2025
PW Division Manager - Operations	40	\$ 12,193				\$ 15,242	\$2,375.88*	7/1/2025
Police Department								
Administrative & EOC Coordinator	40	\$ 7,433				\$ 9,291	\$2,375.88*	7/1/2025
Police Captain	40	\$ 13,354				\$ 16,692	\$2,375.88*	7/1/2025
SEIU 1021 REPRESENTED EMPLOYEES								
Maintenance Worker	40	\$ 5,678	\$ 5,962	\$ 6,260	\$ 6,573	\$ 6,902	\$2,375.88*	7/1/2025
Senior Maintenance Worker	40	\$ 6,522	\$ 6,848	\$ 7,191	\$ 7,550	\$ 7,928	\$2,375.88*	7/1/2025
TIBURON POLICE ASSOCIATION EMPLOYEES								
Police Sergeant	40	\$ 9,941	\$ 10,438	\$ 10,960	\$ 11,508	\$ 12,083	**	7/1/2025
Police Officer	40	\$ 8,299	\$ 8,714	\$ 9,150	\$ 9,607	\$ 10,088	**	7/1/2025
Police Service Aide	40	\$ 5,934	\$ 6,230	\$ 6,542	\$ 6,869	\$ 7,213	**	7/1/2025
Police Administrative Services Coordinator	40	\$ 6,527	\$ 6,854	\$ 7,197	\$ 7,556	\$ 7,934	**	7/1/2025

*Unrepresented & SEIU Employees: Cafeteria allowance of \$2,225.80 includes Kaiser 2 Party (Ee+1) Rate & Delta Dental Family Rate. Town pays additional health premiums for Employees with more than 1 dependent up to Kaiser Family Rate. Up to \$400 of unused cafeteria benefits deposited into a deferred compensation account each month.

NOTE: Incode ERP Pro 10 uses four decimal points and rounding may be slightly different from this chart (less than \$1 per month).

**TPA: Town pays medical up to Kaiser Employee Family rate, Dental Family rate, \$25k Life Insurance (\$6.88) - Max \$2,382.76

CalPERS Classic Miscellaneous members contribute 1% of pay towards Employer's Share in addition to their normal share

CalPERS Classic Safety Members contribute 3% of pay towards Employer's Share in addition to their normal share