

**FULL-TIME UNREPRESENTED EXEMPT AT-WILL DEPARTMENT HEAD EMPLOYEES
SALARY SCHEDULE
Effective July 1, 2023
(5.0% Salary Increase & Addition of 3% Retention Range Extension {RRE}*)**

Job Classification Title	Job Class Number	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum	Monthly Maximum with RRE	Annual Maximum with RRE
Administrative Services & Human Resources Director/Risk Manager	3103	\$15,771.00	\$21,031.25	\$189,252	\$252,375	\$21,662.19	\$259,946
Community Development Director	3100	\$15,771.00	\$21,031.25	\$189,252	\$252,375	\$21,662.19	\$259,946
Finance Director	3113	\$15,771.00	\$21,031.25	\$189,252	\$252,375	\$21,662.19	\$259,946
Fire Chief	3102	\$15,771.00	\$21,031.25	\$189,252	\$252,375	\$21,662.19	\$259,946
Police Chief	3101	\$15,771.00	\$21,031.25	\$189,252	\$252,375	\$21,662.19	\$259,946
Public Works Director	3132	\$15,771.00	\$21,031.25	\$189,252	\$252,375	\$21,662.19	\$259,946

Notes:

Annual figures are rounded to the nearest \$1.00 which is the base for the Tyler Munis HCM Salary Table data.

Total Cash Compensation salary ranges include all forms of compensation and other applicable forms of cash/cash equivalent compensation. Where approved, additional compensation may be made for shift differential, car allowance/car provided, uniform allowance, and other forms of Council approved compensation.

*Retention Range Extension (RRE) requires the following: completion of 5 years of full-time City of Gilroy service; salary placement greater than 95% of the regular range for more than one year; and a meets expectations or better annual performance evaluation.

Department heads who demonstrate through testing that they are bilingual in Spanish/English and will use this skill regularly in their job can receive 5% bilingual pay if approved by the City Administrator.

At the City Administrator's discretion, a department head may be selected to serve in the role of Assistant City Administrator as a temporary special assignment. While appointed to this temporary special assignment, the department head will continue to fulfill the responsibilities of their regular department head position. In addition, the department head will perform additional duties and special projects in support of the City Administrator, to include serving as the Acting City Administrator when the City Administrator is unavailable due to vacation, training conference, illness, etc. While serving in this special assignment, the department head is eligible to receive 5% special assignment pay, a pay which is non-PERSable.

A department head may only earn one additional pay differential. For example, a department head can earn bilingual pay OR special assignment pay, but not pay for both.

PERS Miscellaneous Employees:

Employees that are designated by CalPERS and the City of Gilroy as "classic members" of the PERS Miscellaneous group have an 8% deduction under IRC 414(h)(2) for the employee contribution to the CalPERS 2.5% @ 55 retirement plan. Employees that are designated by CalPERS and the City of Gilroy as "new members" of the PERS Miscellaneous group shall pay 50% of the normal cost as established by CalPERS. The normal cost may vary from year to year and this amount shall be a pre-tax payroll deduction under IRC 414(h) (2) for the CalPERS 2% at 62 retirement plan.

PERS Police Safety Employees:

If hired prior to January 5, 2011, the applicable retirement plan is the CalPERS 3% at 50 plan. Under this plan, the employee shall pay the employee contribution of 9% at a pre-tax payroll deduction under IRC 414(h) (2). Effective July 1, 2013, EPMC shall not longer apply.

If hired after January 5, 2011, but prior to January 1, 2013, the applicable retirement plan is the CalPERS 2% at 50 plan. Under this plan, the employee shall pay the employee contribution of 9% as a pre-tax payroll deduction under IRC 414(h) (2). Effective July 1, 2013, EPMC shall no longer apply.

If hired after December 31, 2012 and designated by CalPERS and the city of Gilroy as a "classic member, the applicable retirement plan is the CalPERS 2% at 50 plan. Under this plan, the employee shall pay the employee contribution of 9% as a pre-tax payroll deduction under IRC 414(h) (2). Effective July 1, 2013, EPMC shall no longer apply.

If hired after December 31, 2012 and designated by CalPERS and the city of Gilroy as a "new member", the applicable retirement plan is the CalPERS 2.7% at 57 plan. Under this plan, the employee shall pay 50% of the normal cost as established by CalPERS. The normal cost may vary from year to year and this amount shall be a pre-tax payroll deduction under IRC 414(h) (2).

PERS Fire Safety Employees:

If hired prior to January 5, 2011, the applicable retirement plan is the CalPERS 3% at 55 plan. Under this plan, the employee shall pay the employee contribution of 9% at a pre-tax payroll deduction under IRC 414(h) (2). Effective July 1, 2013, EPMC shall not longer apply.

If hired after January 5, 2011, but prior to January 1, 2013, the applicable retirement plan is the CalPERS 2% at 55 plan. Under this plan, the employee shall pay the employee contribution of 7% as a pre-tax payroll deduction under IRC 414(h) (2). Effective July 1, 2013, EPMC shall no longer apply.

If hired after December 31, 2012 and designated by CalPERS and the city of Gilroy as a "classic member, the applicable retirement plan is the CalPERS 2% at 55 plan. Under this plan, the employee shall pay the employee contribution of 7% as a pre-tax payroll deduction under IRC 414(h) (2). Effective July 1, 2013, EPMC shall no longer apply.

If hired after December 31, 2012 and designated by CalPERS and the city of Gilroy as a "new member", the applicable retirement plan is the CalPERS 2% at 57 plan. Under this plan, the employee shall pay 50% of the normal cost as established by CalPERS. The normal cost may vary from year to year and this amount shall be a pre-tax payroll deduction under IRC 414(h) (2).