

GILROY MANAGEMENT ASSOCIATION**SALARY SCHEDULE****Effective July 1, 2023****(5.0% MOU Salary Increase & Addition of 3% Retention Range Extension {RRE}*)**

Job Classification Title	Job Class Number	Range	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum	Monthly Maximum with RRE	Annual Maximum with RRE
Police Captain	4110	23	\$13,654.50	\$18,208.92	\$163,854	\$218,507	\$18,755.18	\$225,062
Fire Division Chief	4105	21	\$12,385.42	\$16,515.42	\$148,625	\$198,185	\$17,010.88	\$204,131
City Engineer/ Transportation Engineer	4107	21	\$12,385.42	\$16,515.42	\$148,625	\$198,185	\$17,010.88	\$204,131
Deputy Director of Public Works - Operations	4137	20	\$11,795.58	\$15,729.33	\$141,547	\$188,752	\$16,201.21	\$194,415
Building Official	4120	20	\$11,795.58	\$15,729.33	\$141,547	\$188,752	\$16,201.21	\$194,415
Customer Service Manager - Community Development	4140	18	\$10,698.67	\$14,267.50	\$128,384	\$171,210	\$14,695.53	\$176,346
Economic Development Manager	4142	18	\$10,698.67	\$14,267.50	\$128,384	\$171,210	\$14,695.53	\$176,346
Information Technology Manager	4134	18	\$10,698.67	\$14,267.50	\$128,384	\$171,210	\$14,695.53	\$176,346
Senior Civil Engineer	4117	18	\$10,698.67	\$14,267.50	\$128,384	\$171,210	\$14,695.53	\$176,346
Senior Environmental Engineer	4116	18	\$10,698.67	\$14,267.50	\$128,384	\$171,210	\$14,695.53	\$176,346
Communication & Engagement Manager	4228	17	\$10,189.25	\$13,587.17	\$122,271	\$163,046	\$13,994.78	\$167,937
Program Administrator	4141	17	\$10,189.25	\$13,587.17	\$122,271	\$163,046	\$13,994.78	\$167,937
Senior Planner	4221	16	\$9,704.17	\$12,941.17	\$116,450	\$155,294	\$13,329.40	\$159,953
Information Technology Applications Analyst	4217	14	\$8,802.33	\$11,737.25	\$105,628	\$140,847	\$12,089.37	\$145,072
Public Safety Systems Administrator	4218	14	\$8,802.33	\$11,737.25	\$105,628	\$140,847	\$12,089.37	\$145,072
Recreation Manager	4129	14	\$8,802.33	\$11,737.25	\$105,628	\$140,847	\$12,089.37	\$145,072
Senior Management Analyst	4129	13	\$8,383.42	\$11,178.25	\$100,601	\$134,139	\$11,513.60	\$138,163
Facilities Superintendent	4219	12	\$7,983.25	\$10,645.75	\$95,799	\$127,749	\$10,965.12	\$131,581
Fleet Superintendent	4220	12	\$7,983.25	\$10,645.75	\$95,799	\$127,749	\$10,965.12	\$131,581
Emergency Services & Volunteer Coordinator	4229	11	\$7,603.92	\$10,139.67	\$91,247	\$121,676	\$10,443.86	\$125,326
Financial Analyst	4210	11	\$7,603.92	\$10,139.67	\$91,247	\$121,676	\$10,443.86	\$125,326
Geographic Information Systems (GIS) Analyst	4236	11	\$7,603.92	\$10,139.67	\$91,247	\$121,676	\$10,443.86	\$125,326
Management Analyst	4222	11	\$7,603.92	\$10,139.67	\$91,247	\$121,676	\$10,443.86	\$125,326
Police Crime Analyst	4208	11	\$7,603.92	\$10,139.67	\$91,247	\$121,676	\$10,443.86	\$125,326
Youth Task Force Coordinator	4135	11	\$7,603.92	\$10,139.67	\$91,247	\$121,676	\$10,443.86	\$125,326

Notes:

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

*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.

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 bilingual pay, shift differential, car allowance/car provided, uniform allowance, and other forms of Council approved compensation.

GMA PERS Miscellaneous Employees:

GMA 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. GMA 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.

GMA 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).

GMA 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.

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