

FULL-TIME UNREPRESENTED EXEMPT MID-MANAGEMENT EMPLOYEES
FULL-TIME UNREPRESENTED EXEMPT MID-MANAGEMENT COUNCIL-APPOINTED EMPLOYEES
SALARY SCHEDULE
Effective July 1, 2023
(5.0% MOU Salary Increase & Addition of 3% Retention Range Extension {RRE}*)

FULL-TIME UNREPRESENTED EXEMPT MID-MANAGEMENT EMPLOYEES:

Job Classification Title	Job Class Number	Range	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum	Monthly Maximum with RRE	Annual Maximum with RRE
Finance Manager	3502	17	\$10,189.25	\$13,587.17	\$122,271	\$163,046	\$13,994.78	\$167,937
Senior Human Resources Analyst	3523	14	\$8,802.33	\$11,737.25	\$105,628	\$140,847	\$12,089.37	\$145,072
Senior Management Analyst (City Administrator's Office)	3524	13	\$8,383.42	\$11,178.25	\$100,601	\$134,139	\$11,513.60	\$138,163
Human Resources Analyst	3506	12	\$7,983.25	\$10,645.75	\$95,799	\$127,749	\$10,965.12	\$131,581
Management Analyst (City Administrator's Office)	3522	11	\$7,603.92	\$10,139.67	\$91,247	\$121,676	\$10,443.86	\$125,326
Management Analyst Trainee (City Administrator's Office)	3525	9	\$6,843.50	\$9,125.67	\$82,122	\$109,508	\$9,399.44	\$112,793

FULL-TIME UNREPRESENTED EXEMPT MID-MANAGEMENT COUNCIL-APPOINTED EMPLOYEES:

Job Classification Title	Job Class Number	Range	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum	Monthly Maximum with RRE	Annual Maximum with RRE
City Clerk	2000	n/a	\$8,983.33	\$11,978.25	\$107,800	\$143,739	\$12,337.60	\$148,051

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.

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.