

**UNREPRESENTED DEPARTMENT HEAD EMPLOYEES  
TOTAL CASH COMPENSATION SALARY SCHEDULE  
EFFECTIVE: JULY 1, 2018 (3% Increase)**

**DEPARTMENT HEADS:**

<b>Job Code</b>	<b>Job Title</b>	<b>Monthly Minimum</b>	<b>Monthly Maximum</b>	<b>Annual Minimum</b>	<b>Annual Maximum</b>
100	Community Development Director	\$12,420	\$16,680	\$149,040	\$200,160
113	Finance Director	\$12,420	\$16,680	\$149,040	\$200,160
102	Fire Chief	\$12,420	\$16,680	\$149,040	\$200,160
108	Human Resources Director/Risk Manager	\$12,420	\$16,680	\$149,040	\$200,160
101	Police Chief	\$12,420	\$16,680	\$149,040	\$200,160
132	Public Works Director/City Engineer	\$12,420	\$16,680	\$149,040	\$200,160
133	Recreation Director	\$12,420	\$16,680	\$149,040	\$200,160

**Notes:**

*Monthly figures are rounded to the nearest \$1.00*

*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, car allowance/car provided, and other forms of Council approved compensation.*

*Police Chief Uniform Allowance - \$1,200 annually paid at the rate of \$100 per month (same as GMA MOU)*

*Fire Chief Uniform Allowance – \$850 annually paid at the rate of \$70.83 per month (same as GMA MOU)*

**CalPERS 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.

**CalPERS 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).*

**CalPERS 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).*