

**GILROY MANAGEMENT ASSOCIATION  
TOTAL CASH COMPENSATION SALARY TABLE  
EFFECTIVE: JULY 1, 2018 (3% Increase)**

<b>Job Code</b>	<b>Job Title</b>	<b>Monthly Minimum</b>	<b>Monthly Maximum</b>	<b>Annual Minimum</b>	<b>Annual Maximum</b>
105	Fire Division Chief	\$11,204	\$14,938	\$134,448	\$179,256
110	Police Captain	\$11,204	\$14,938	\$134,448	\$179,256
107	City Engineer/ Transportation Engineer	\$10,499	\$14,000	\$125,988	\$168,000
137	Deputy Director of Public Works – Operations	\$10,499	\$14,000	\$125,988	\$168,000
138	Deputy Director of Community Development	\$10,499	\$14,000	\$125,988	\$168,000
118	Planning Division Manager	\$10,499	\$14,000	\$125,988	\$168,000
121	Fire Marshal	\$9,129	\$12,173	\$109,548	\$146,076
134	Information Technology Manager	\$9,129	\$12,173	\$109,548	\$146,076
120	Building Official	\$9,129	\$12,173	\$109,548	\$146,076
116	Senior Environmental Engineer	\$9,129	\$12,173	\$109,548	\$146,076
117	Senior Civil Engineer	\$9,129	\$12,173	\$109,548	\$146,076
221	Senior Planner	\$9,129	\$12,173	\$109,548	\$146,076
136	Crime Analysis/ Records/Property & Evidence Manager	\$9,129	\$12,173	\$109,548	\$146,076

217	Information Technology Applications Analyst	\$7,278	\$9,699	\$87,336	\$116,388
218	Public Safety Systems Administrator	\$7,278	\$9,699	\$87,336	\$116,388
129	Recreation Manager	\$7,940	\$8,947	\$95,280	\$107,364
135	Youth Task Force Coordinator	\$6,620	\$8,827	\$79,440	\$105,924
226	Community Engagement Coordinator	\$6,620	\$8,827	\$79,440	\$105,924
227	Housing & Grants Manager	\$6,620	\$8,827	\$79,440	\$105,924
209	Revenue Officer	\$6,620	\$8,827	\$79,440	\$105,924
219	Facilities Superintendent	\$6,620	\$8,827	\$79,440	\$105,924
220	Fleet Superintendent	\$6,620	\$8,827	\$79,440	\$105,924
222	Management Analyst (non-confidential)	\$6,620	\$8,827	\$79,440	\$105,924
225	Management Analyst Trainee (non-confidential)	\$5,784	\$7,713	\$69,408	\$92,556

**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, 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.*

*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).*