

**UNREPRESENTED CONFIDENTIAL EXEMPT
MID-MANAGEMENT EMPLOYEES
TOTAL CASH COMPENSATION SALARY TABLE
EFFECTIVE: JULY 1, 2019
Market Equity Adjustments and 3% Salary Increase**

**UNREPRESENTED CONFIDENTIAL EXEMPT MID-MANAGEMENT
EMPLOYEES:**

Job Code	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
202	Finance Manager	\$9,242	\$12,324	\$110,904	\$147,888
223	Senior Human Resources Analyst	\$7,984	\$10,646	\$95,808	\$127,752
224	Senior Management Analyst	\$7,603	\$10,139	\$91,236	\$121,668
206	Human Resources Analyst	\$7,242	\$9,656	\$86,904	\$115,872
222A	Management Analyst	\$6,897	\$9,197	\$82,764	\$110,364
223A	Management Analyst Trainee	\$5,958	\$7,944	\$71,496	\$95,328

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, uniform allowance, and other forms of Council approved compensation.

CalPERS Miscellaneous Employees:

Unrepresented exempt confidential mid-management 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. Unrepresented exempt confidential mid-management 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.