

**UNREPRESENTED DEPARTMENT HEAD EMPLOYEES
TOTAL CASH COMPENSATION SALARY SCHEDULE
EFFECTIVE: JULY 1, 2019 (3% Increase)**

DEPARTMENT HEADS:

Job Code	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
100	Community Development Director	\$12,793	\$17,180	\$153,516	\$206,160
050	Deputy City Administrator – Economic Development	\$14,072	\$18,898	\$168,864	\$226,776
113	Finance Director	\$12,793	\$17,180	\$153,516	\$206,160
102	Fire Chief	\$12,793	\$17,180	\$153,516	\$206,160
108	Human Resources Director/Risk Manager	\$12,793	\$17,180	\$153,516	\$206,160
099	Information Technology Director	\$12,793	\$17,180	\$153,516	\$206,160
101	Police Chief	\$12,793	\$17,180	\$153,516	\$206,160
132	Public Works Director	\$12,793	\$17,180	\$153,516	\$206,160
133	Recreation Director	\$12,793	\$17,180	\$153,516	\$206,160

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.

Department head benefits track benefits noted in the GMA MOU unless specified/approved otherwise.

Police Chief Uniform Allowance - Same as sworn police employees (i.e. Police Captain) in GMA MOU.

Fire Chief Uniform Allowance – Same as fire management employees (i.e. Fire Division Chief) in 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 no 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).