

**GILROY MANAGEMENT ASSOCIATION
TOTAL CASH COMPENSATION SALARY TABLE
EFFECTIVE: JULY 1, 2019**

Job Code	Range	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
110	23	Police Captain	\$12,385	\$16,516	\$148,620	\$198,192
105	21	Fire Division Chief	\$11,234	\$14,980	\$134,808	\$179,760
107	21	City Engineer/ Transportation Engineer	\$11,234	\$14,980	\$134,808	\$179,760
137	20	Deputy Director of Public Works – Operations	\$10,699	\$14,267	\$128,388	\$171,204
138	20	Deputy Director of Community Development	\$10,699	\$14,267	\$128,388	\$171,204
120	20	Building Official	\$10,699	\$14,267	\$128,388	\$171,204
136	18	Crime Analysis/ Records/Property & Evidence Manager	\$9,704	\$12,941	\$116,448	\$155,292
140	18	Customer Service Manager – Community Development	\$9,704	\$12,941	\$116,448	\$155,292
142	18	Economic Development Manager	\$9,704	\$12,941	\$116,448	\$155,292
134	18	Information Technology Manager	\$9,704	\$12,941	\$116,448	\$155,292
118a	18	Planning Division Manager	\$9,704	\$12,941	\$116,448	\$155,292

118	n/a	Planning Division Manager (grandfathered range per MOU*)	\$10,499	\$14,000	\$125,988	\$168,000
117	18	Senior Civil Engineer	\$9,704	\$12,941	\$116,448	\$155,292
116	18	Senior Environmental Engineer	\$9,704	\$12,941	\$116,448	\$155,292
228	17	Communication & Engagement Manager	\$9,242	\$12,324	\$110,904	\$147,888
121	17	Fire Marshal	\$9,242	\$12,324	\$110,904	\$147,888
141	17	Program Administrator	\$9,242	\$12,324	\$110,904	\$147,888
221a	16	Senior Planner	\$8,802	\$11,738	\$105,624	\$140,856
221	n/a	Senior Planner (grandfathered range per MOU*)	\$9,129	\$12,173	\$109,548	\$146,076
217	14	Information Technology Applications Analyst	\$7,984	\$10,646	\$95,808	\$127,752
218	14	Public Safety Systems Administrator	\$7,984	\$10,646	\$95,808	\$127,752
129	14	Recreation Manager	\$7,984	\$10,646	\$95,808	\$127,752
227	13	Housing & Grants Manager	\$7,604	\$10,139	\$91,248	\$121,668
224a	13	Senior Management Analyst	\$7,604	\$10,139	\$91,248	\$121,668
209	12	Revenue Officer	\$7,241	\$9,656	\$86,892	\$115,872
219	12	Facilities Superintendent	\$7,241	\$9,656	\$86,892	\$115,872

220	10	Fleet Superintendent	\$7,241	\$9,656	\$86,892	\$115,872
216	11	Financial Analyst	\$6,897	\$9,197	\$82,764	\$110,364
222	11	Management Analyst	\$6,897	\$9,197	\$82,764	\$110,364
208	11	Police Crime Analyst	\$6,897	\$9,197	\$82,764	\$110,364
135	11	Youth Task Force Coordinator	\$6,897	\$9,197	\$82,764	\$110,364

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.

**Grandfathered range only applies to GMA employees hired or recruited (job flyer posted with grandfathered range) prior to implementation of the July 2019 compensation study so no loss of future potential as market data recommended range adjust down.*

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).