

**EXEMPT MANAGEMENT EMPLOYEE GROUP  
TOTAL CASH COMPENSATION SALARY TABLE  
EFFECTIVE: JULY 1, 2007**

**ELECTED OFFICIALS:**

*3.3% increase effective 7/1/07; SF/OAK/SJ CPI-U in accordance with Ordinance 99-01 (7/1/2000)*

Job Code	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
300	Mayor	--	\$1,094	--	\$13,127
301	Council Member	--	\$729	--	\$8,752

**EMPLOYEES APPOINTED BY THE CITY COUNCIL:**

Job Code	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
001	City Administrator	--	\$16,583	--	\$199,000
002	City Clerk	\$7,679	\$10,238	\$92,148	\$122,856

**DEPARTMENT HEADS:**

Job Code	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
128	Assistant City Administrator	\$10,894	\$14,525	\$130,728	\$174,300
100	Community Development Director	\$10,894	\$14,525	\$130,728	\$174,300
104	Community Services Director	\$10,894	\$14,525	\$130,728	\$174,300
113	Finance Director	\$10,894	\$14,525	\$130,728	\$174,300
102	Fire Chief	\$10,894	\$14,525	\$130,728	\$174,300
108	Human Resources Director/Risk Manager	\$10,894	\$14,525	\$130,728	\$174,300
101	Police Chief	\$10,894	\$14,525	\$130,728	\$174,300

**DIVISION MANAGERS:**

Job Code	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
123	Assistant Finance Director	\$7,950	\$10,600	\$95,394	\$127,197
107	City Engineer	\$9,142	\$12,190	\$109,704	\$146,281

127	Development Center Manager	\$9,142	\$12,190	\$109,707	\$146,281
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**DIVISION MANAGERS:**

Job Code	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
131	Fire Battalion Chief	\$9,240	\$12,320	\$110,882	\$147,838
105	Fire Division Chief	\$9,757	\$13,009	\$117,086	\$156,107
124	Information Technology Director	\$8,877	\$11,836	\$106,518	\$142,029
114	Operations Services Manager	\$7,950	\$10,600	\$95,394	\$127,197
118	Planning Division Manager	\$9,142	\$12,190	\$109,707	\$146,281
110	Police Captain	\$9,757	\$13,009	\$117,086	\$156,107
129	Recreation Manager	\$6,335	\$8,446	\$76,014	\$101,352

**MIDDLE MANAGEMENT:**

Job Code	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
130	Budget Officer	\$6,335	\$8,446	\$76,014	\$101,352
126	Building Field Services Manager	\$7,950	\$10,600	\$95,394	\$127,197
125	Building Plan Check Engineer	\$7,950	\$10,600	\$95,394	\$127,197
203	Environmental Programs Coordinator	\$5,765	\$7,686	\$69,179	\$92,230
111	Facilities & Parks Project Manager	\$7,950	\$10,600	\$95,394	\$127,197
121	Fire Marshal	\$7,950	\$10,600	\$95,394	\$127,197
219	Facilities Superintendent	\$5,765	\$7,686	\$69,179	\$92,230
220	Fleet Superintendent	\$5,765	\$7,686	\$69,179	\$92,230
207	HCD Grant Coordinator	\$5,765	\$7,686	\$69,179	\$92,230
213	Network Administrator	\$6,335	\$8,446	\$76,014	\$101,352
205	Public Information Officer	\$5,765	\$7,686	\$69,179	\$92,230
218	Public Safety Systems Administrator	\$6,335	\$8,446	\$76,014	\$101,352
209	Revenue Officer	\$5,765	\$7,686	\$69,179	\$92,230
117	Senior Civil Engineer	\$7,950	\$10,600	\$95,394	\$127,197

116	Senior Environmental Engineer	\$7,950	\$10,600	\$95,394	\$127,197
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**MIDDLE MANAGEMENT:**

Job Code	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
221	Senior Planner	\$7,950	\$10,600	\$95,394	\$127,197
217	Systems Administrator	\$6,335	\$8,446	\$76,014	\$101,352
215	Web Developer	\$5,401	\$7,202	\$64,816	\$86,421

**ANALYSTS:**

Job Code	Job Title	Monthly Minimum	Monthly Maximum	Annual Minimum	Annual Maximum
214	Budget Analyst	\$5,765	\$7,686	\$69,179	\$92,230
216	Financial Analyst (Community Development)	\$5,765	\$7,686	\$69,179	\$92,230
210	Financial Analyst (Finance)	\$5,765	\$7,686	\$69,179	\$92,230
212	Fire/EMS Analyst	\$5,765	\$7,686	\$69,179	\$92,230
206	Human Resources Analyst	\$5,765	\$7,686	\$69,179	\$92,230
208	Police Crime Analyst	\$5,765	\$7,686	\$69,179	\$92,230

**Notes:**

*Salary range minimums were established by taking approximately 75% of the range maximum.*

*Total Cash Compensation salary ranges include all forms of compensation including holiday compensation, EPMC, duty chief pay 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. Refer to compensation study worksheets for additional details.*

*Per Council resolution, exempt employees that are part 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.*

*For exempt employees that are part of the PERS Safety group, from the salary range above the 9% EPMC compensation element shall be contributed to CalPERS. Per contract with PERS, the 9% EPMC is reported as special compensation. These positions do not participate in the IRC 414(h)(2).*

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

**7/1/07 Implementation Note:** 3% salary range adjustments were applied for all exempt classifications except Council-appointed positions and department heads. Other exempt employees who received 4.7% or less of an increase as a result of the 1/1/07 exempt class/comp study shall receive a 3% salary increase on 7/1/07. For those that received more than a 4.7% increase, the range for the position shall adjust up by 3%, but the specific employee shall not be able to receive an increase until their next regularly scheduled employee performance appraisal. Any increase at that time shall be based on the employee's job performance.