

**SUPERVISORY/CONFIDENTIAL EMPLOYEES
SALARY AND BENEFITS SCHEDULE
PERIOD COVERING
JUNE 26, 2016 THROUGH JUNE 22, 2019**

SECTION 08.01 INTRODUCTION

This salary and benefit schedule shall represent the compensation program provided to Supervisory/Confidential employees of the City of San Marino for the period June 26, 2016 through June 22, 2019.

SECTION 08.02 SALARY

The following shall be the salary ranges for Supervisory/Confidential employees:

<u>EFFECTIVE JUNE 26, 2016</u>	
<u>CLASSIFICATION</u>	<u>RANGE</u>
<u>Exempt</u>	
Senior Planner	\$6,343- \$7,866
Recreation Supervisor	\$5,735- \$7,103
<u>Non-Exempt</u>	
Administrative Analyst	\$5,020-- \$6,124
Administrative Assistant	\$4,275-- \$5,225
Associate Planner	\$5,346- \$6,526
Assistant Planner	\$4,924- \$6,008
Code Compliance Coordinator	\$4,874-- \$6,022
Executive Secretary	\$4,070-- \$4,965
Police Records Clerk	\$3,952-- \$4,820
Accountant I	\$4,369-- \$5,352

<u>EFFECTIVE JUNE 25, 2017 (2%)</u>	
<u>CLASSIFICATION</u>	<u>RANGE</u>
<u>Exempt</u>	
Senior Planner	\$6,470- \$8,023
Recreation Supervisor	\$5,848- \$7,245
<u>Non-Exempt</u>	
Administrative Analyst	\$5,120- \$6246
Administrative Assistant	\$4,361- \$5,330
Associate Planner	\$5,453- \$6,657
Assistant Planner	\$5,022- \$6,128
Code Compliance Coordinator	\$4,971- \$6,142
Executive Secretary	\$4,151- \$5,064
Police Records Clerk	\$4,031- \$4,916
Accountant I	\$4,456- \$5,459

EFFECTIVE JUNE 24, 2018 (2%)

<u>CLASSIFICATION</u>	<u>RANGE</u>
<u>Exempt</u>	
Senior Planner	\$6,599- \$8,183
Recreation Supervisor	\$5,965- \$7,390
<u>Non-Exempt</u>	
Administrative Analyst	\$5,222- \$6,371
Administrative Assistant	\$4,448- \$5,437
Associate Planner	\$5,562- \$6,790
Assistant Planner	\$5,122- \$6,251
Code Compliance Coordinator	\$5,070- \$6,265
Executive Secretary	\$4,234- \$5,165
Police Records Clerk	\$4,112- \$5,014
Accountant I	\$4,545- \$5,568

Supervisory/Confidential employees promoted to their position from within City employment shall receive a salary at the step within the appropriate range, which shall provide at least a five percent (5%) salary increase. Supervisory/Confidential employees appointed from outside City employment shall receive a salary at the step approved by the City Manager.

Supervisory/Confidential employees shall be eligible for a merit increase within their appropriate salary range following their initial probationary period, and each twelve (12) months thereafter, following an evaluation of the employee by the immediate supervisor and approval by the Department Head.

Employees with unsatisfactory performance shall not receive a merit increase or any other salary increase granted by the City Council, including cost of living adjustments.

SECTION 08.03 TUITION REIMBURSEMENT

With the approval of the Department Head and City Manager, Supervisory/Confidential employees may receive reimbursement of tuition, books, and other fees incurred in the completion of college course work relating to their city employment. The amount to be reimbursed is to be determined by the Department Head, and is subject to City Manager approval, pending availability of funds.

SECTION 08.04 RETIREMENT

The Employee shall pay the seven percent (7%) of the employee's contribution to the California Public Employees Retirement System. The contribution shall be reported as those of the affected employees so they will be credited to the particular employee's account with P.E.R.S. The retirement program shall be the same as for general or public safety employees of the City, as applicable.

Classic employees (hired prior to July 1, 2012) shall be eligible to retire 2% at 55 upon