

MANAGEMENT EMPLOYEES
SALARY AND BENEFITS SCHEDULE
PERIOD COVERING
JUNE 26, 2016 THROUGH JUNE 22, 2019

SECTION 1. INTRODUCTION

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

SECTION 2. SALARY

The following shall be the salary ranges for management employees:

<u>Effective June 26, 2016</u>	
<u>CLASSIFICATION</u>	<u>RANGE</u>
<i>EXECUTIVE MANAGERS:</i>	
Finance Director	\$10,588- \$13,449
Assistant City Manager	\$10,980- \$13,947
Chief of Police	\$11,786- \$15,277
Fire Chief*	\$10,884- \$14,210*
Planning and Building Director	\$9,437- \$11,933
Community Services Director	\$9,437- \$11,933
Parks and Public Works Director/City Engineer	\$10,726- \$13,616
<i>GENERAL MANAGERS:</i>	
Deputy Fire Chief*	\$10,388 - \$13,193
Fire Division Chief	\$9,898- \$12,565
Public Works Division Manager	\$7,494- \$9,363
Environmental Services Manager	\$6,973- \$8,714
Police Commander	\$10,259- \$13,024
Police Captain	\$9,898- \$12,565
Police Lieutenant	\$8,759- \$11,187
Police Records Manager	\$6,052- \$8,193
City Clerk	\$7,820- \$9,540
Recreation Manager	\$7,501- \$9,352
City Librarian	\$7,501- \$9,352

*Salary Ranges for the retroactive periods are as follows:

FY 2013-14	\$10,086 - \$12,809 monthly
FY(s) 2014-15 & 2015-16	\$10,388 - \$13,193 monthly

<u>Effective June 25, 2017 (2%)</u>	
<u>CLASSIFICATION</u>	<u>RANGE</u>
<i>EXECUTIVE MANAGERS:</i>	
Finance Director	\$10,800- \$13,718
Assistant City Manager	\$11,200- \$14,226

Chief of Police	\$12,022- \$15,583
Fire Chief*	\$11,102- \$14,494*
Planning and Building Director	\$9,626- \$12,172
Community Services Director	\$9,626- \$12,172
Parks and Public Works Director/City Engineer	\$10,941- \$13,888
GENERAL MANAGERS:	
Deputy Fire Chief	\$10,596 - \$13,457
Fire Division Chief	\$10,096- \$12,816
Public Works Division Manager	\$7,644- \$9,550
Environmental Services Manager	\$7,112- \$8,888
Police Commander	\$10,464- \$13,284
Police Captain	\$10,096- \$12,816
Police Lieutenant	\$8,934- \$11,411
Police Records Manager	\$6,173- \$8,357
City Clerk	\$7,976- \$9,731
Recreation Manager	\$7,651- \$9,539
City Librarian	\$7,651- \$9,539

<u>Effective June 24, 2018 (2%)</u>	
<u>CLASSIFICATION</u>	<u>RANGE</u>
EXECUTIVE MANAGERS:	
Finance Director	\$11,016- \$13,992
Assistant City Manager	\$11,424- \$14,511
Chief of Police	\$12,261- \$15,895
Fire Chief*	\$11,324- \$14,784
Planning and Building Director	\$9,819- \$12,415
Community Services Director	\$9,819- \$12,415
Parks and Public Works Director/City Engineer	\$11,159- \$14,166
GENERAL MANAGERS:	
Deputy Fire Chief	\$10,809 - \$13,727
Fire Division Chief	\$10,298- \$13,073
Public Works Division Manager	\$7,797- \$9,741
Environmental Services Manager	\$7,254- \$9,066
Police Commander	\$10,674- \$13,550
Police Captain	\$10,298- \$13,072
Police Lieutenant	\$9,113- \$11,639
Police Records Manager	\$6,296- \$8,524
City Clerk	\$8,136- \$9,926
Recreation Manager	\$7,804- \$9,730
City Librarian	\$7,804- \$9,730

*NOTE: The Fire Chief shall be eligible for Special Assignment Pay as a result of the Tri City Fire Command Agreement. Special Assignment Pay is at the City Manager's discretion and subject to Council approval.

Management employees promoted to their position from within City employment shall receive at least a five percent (5%) salary increase. Management employees appointed from outside City employment shall receive a salary at the level approved by the City Manager.

Management 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 City Manager.