

**Unit 2 - Non-Represented Employees and Officials' Wages
Calendar Year 2020**

Job Title	Base Salary	Overtime	Auto Allowance	Deferred Compensation	Leave Payoff/ Cash Out	Premium Pay*	W2 Gross Wages
City Manager Wilma Quan	241,486	-	6,000	-	-	-	249,338
Assistant City Manager Francine Kanne	210,807	-	3,600	-	-	-	212,883
Assistant City Manager James Schaad	191,625	-	3,600	-	16,041	-	213,281
Assistant City Manager Jane Sumpter ¹	80,288	12,245	2,400	-	145,758	-	240,435
Chief Information Officer Bryon Horn	161,566	-	3,600	-	-	-	167,182
City Attorney Douglas T. Sloan	220,654	-	6,000	-	36,996	-	262,858
City Clerk Yvonne Spence	119,227	-	3,600	-	-	-	122,281
Controller Michael Lima	180,594	-	-	-	-	-	180,318
Director of Aviation Kevin Meikle	173,721	-	3,600	-	11,307	-	187,836
Director of Development Jennifer Clark	185,113	-	3,600	-	-	-	190,318
Director of Parks, After School, Recreation and Community Services (P.A.R.C.S.) T.J. Miller	167,668	-	3,600	-	-	-	173,123
Director of Personnel Services Jeffrey Cardell	185,981	-	3,600	-	8,637	-	199,233
Director of Public Utilities Michael Carbajal	166,393	-	3,600	-	13,688	-	186,092
Director of Transportation Gregory Barfield	169,104	-	3,600	-	12,778	-	186,247
Fire Chief Kerri Donis	203,749	-	-	-	8,277	18,540	234,321
Police Chief Andrew Hall	207,045	-	-	-	49,346	20,653	278,126
Retirement Administrator Robert Theller	204,837	-	3,600	-	2,106	-	211,293
Economic Development Director Lupe Perez	137,216	-	3,600	-	3,162	-	143,762
Director of Communications Mark Standriff	138,740	-	-	-	9,556	-	147,591

¹Assistant City Manager Jane Sumpter received straight time overtime due to the additional hours worked outside her normal schedule, per her revised contract.

*Premium Pay may consist of Bilingual pay, Certified Public Accountant certificate pay, Peace Officer Standards and Training (P.O.S.T.) certificate pay, Uniform Allowance, or Moving expenses.

Unit 2 - Non-Represented Employees and Officials' Wages
Calendar Year 2020

Job Title	Base Salary	Overtime	Auto Allowance	Deferred Compensation	Leave Payoff/ Cash Out	Premium Pay*	W2 Gross Wages
Airport Public Safety Manager	113,765	-	4,530	600	-	-	117,794
Assistant City Attorney	147,058	-	3,600	-	-	-	151,831
Assistant City Attorney	182,643	-	3,600	-	-	-	193,654
Assistant Director	111,156	-	3,600	554	-	-	115,799
Assistant Director	116,306	-	3,600	554	334	-	120,161
Assistant Director	113,921	-	3,600	-	-	-	124,824
Assistant Director	114,048	-	3,600	-	7,473	-	127,073
Assistant Director	133,675	-	3,600	-	-	-	140,349
Assistant Director	131,746	-	3,600	-	6,069	-	140,769
Assistant Director	128,610	-	3,300	-	12,850	-	144,528
Assistant Director	135,417	-	3,600	-	7,002	-	147,351
Assistant Director of Personnel Services	132,616	-	3,600	-	-	-	138,146
Assistant Director of Public Utilities	120,554	-	3,600	-	5,538	-	129,138
Assistant Director of Public Utilities	128,762	-	3,600	-	7,416	-	139,560
Assistant Director of Public Utilities	137,267	-	3,600	-	-	-	140,419
Assistant Director of Public Utilities	117,337	-	2,400	-	33,425	-	153,425
Assistant Director of Public Works	128,524	-	3,600	-	-	-	131,504
Assistant Director of Public Works	141,790	-	3,600	-	3,086	-	147,093
Assistant Director of Public Works	146,092	-	3,600	-	-	-	149,591
Assistant Retirement Administrator	122,656	-	3,600	-	2,880	-	131,280
Assistant Retirement Administrator	144,545	-	3,600	-	9,164	-	155,010
Budget Manager	123,651	-	1,080	-	7,368	-	132,049
Chief Assistant City Attorney	188,057	-	3,600	-	-	-	194,012
Chief Assistant City Attorney	205,055	-	3,600	-	-	-	208,475
Chief Assistant City Attorney	207,814	-	3,600	-	4,842	-	218,652
Chief of Staff to Council Member	70,784	-	-	-	3,178	-	73,947
Chief of Staff to Council Member	74,029	-	-	-	854	1,200	76,054
Chief of Staff to Council Member	82,591	-	-	-	1,904	-	84,404
Chief of Staff to Council Member	88,947	-	-	600	3,765	-	92,666
Chief of Staff to Council Member	82,785	-	-	-	6,776	1,200	94,976
Chief of Staff to Council Member	90,799	-	-	-	1,946	1,200	95,030
Chief of Staff to Council Member	90,317	-	-	-	8,005	-	98,005

*Premium Pay may consist of Bilingual pay, Certified Public Accountant certificate pay, Peace Officer Standards and Training (P.O.S.T.) certificate pay, Uniform Allowance, or Moving expenses.

**Unit 2 - Non-Represented Employees and Officials' Wages
Calendar Year 2020**

Job Title	Base Salary	Overtime	Auto Allowance	Deferred Compensation	Leave Payoff/ Cash Out	Premium Pay*	W2 Gross Wages
Chief of Staff to the Mayor	154,261	-	3,600	-	891	-	158,991
City Attorney Investigator ²	75,905	1,361	-	600	-	-	77,216
Community Coordinator	50,058	-	-	-	2,342	1,061	53,913
Community Coordinator	51,204	-	-	-	2,099	-	54,074
Community Coordinator	53,605	-	-	600	-	1,200	54,800
Community Coordinator	57,939	-	1,080	600	-	1,200	60,740
Community Coordinator	60,820	-	-	600	-	-	61,033
Community Coordinator	55,019	-	3,600	600	-	1,200	61,080
Community Coordinator	62,017	-	1,080	600	-	-	63,002
Community Coordinator	66,142	-	1,080	-	1,301	-	70,033
Community Coordinator	68,253	-	-	600	3,121	1,200	72,541
Community Outreach Specialist	66,245	-	-	-	-	-	66,110
Community Outreach Specialist	65,676	-	-	-	1,515	-	67,162
Council Assistant	22,080	-	-	-	-	-	22,080
Council Assistant	21,160	-	-	-	3,330	-	24,484
Council Assistant	25,822	-	-	-	-	-	25,822
Council Assistant	28,160	-	-	-	-	-	28,828
Council Assistant	29,125	-	-	-	912	-	30,037
Council Assistant	17,594	-	270	-	20,176	-	37,918
Council Assistant	46,413	-	-	-	227	-	46,640
Council Assistant	48,462	-	-	-	-	-	48,462
Council Assistant	50,178	-	-	-	-	1,200	51,377
Council Assistant	42,308	-	-	-	11,118	1,015	54,441
Council Assistant	55,006	-	-	-	-	-	55,000
Council Assistant	55,004	-	-	-	1,269	1,200	57,469
Council Assistant	65,434	-	-	577	2,375	-	67,790
Council Assistant	79,275	-	-	-	1,890	-	83,341
Council Assistant	108,018	-	3,600	-	78	-	111,828
Deputy City Attorney II	18,558	-	-	92	-	-	18,554
Deputy City Attorney II	83,416	-	-	415	-	-	83,376
Deputy City Attorney II	87,069	-	-	-	-	-	90,854
Deputy City Attorney II	90,796	-	-	-	261	-	91,461

*Premium Pay may consist of Bilingual pay, Certified Public Accountant certificate pay, Peace Officer Standards and Training (P.O.S.T.) certificate pay, Uniform Allowance, or Moving expenses.

**Unit 2 - Non-Represented Employees and Officials' Wages
Calendar Year 2020**

Job Title	Base Salary	Overtime	Auto Allowance	Deferred Compensation	Leave Payoff/ Cash Out	Premium Pay*	W2 Gross Wages
Deputy City Attorney II	93,062	-	-	-	-	-	93,551
Deputy City Attorney II	98,992	-	-	-	1,262	-	100,204
Deputy City Attorney III	105,643	-	-	-	-	-	105,577
Deputy City Attorney III	99,528	-	-	600	25	-	105,625
Deputy City Attorney III	103,609	-	-	600	5,511	-	114,706
Economic Development Coordinator	79,227	-	-	-	-	1,200	80,392
Executive Assistant to the City Attorney	65,172	-	-	-	-	1,200	66,330
Executive Assistant to the City Attorney	68,758	-	-	600	1,049	-	69,773
Executive Assistant to the City Attorney	70,108	-	-	600	-	-	70,087
Executive Assistant to the City Attorney	72,434	-	-	-	-	-	72,252
Executive Assistant to the City Manager	53,518	-	-	600	1,227	-	54,740
Executive Assistant to the Retirement Administrator	73,279	-	1,080	600	5,477	-	79,717
Executive Assistant to Department Director	918	-	-	-	-	-	918
Executive Assistant to Department Director	2,409	-	-	-	-	-	2,409
Executive Assistant to Department Director	2,099	-	-	23	7,045	-	9,139
Executive Assistant to Department Director	44,848	-	-	-	-	-	44,827
Executive Assistant to Department Director	51,396	-	1,080	-	-	-	52,461
Executive Assistant to Department Director	51,396	-	1,080	-	1,976	-	54,437
Executive Assistant to Department Director	51,268	-	-	600	-	1,200	54,443
Executive Assistant to Department Director	55,735	-	1,080	-	1,310	-	59,149
Executive Assistant to Department Director	52,436	-	990	162	7,782	-	61,616
Executive Assistant to Department Director	62,993	-	-	-	1,451	-	64,341
Executive Assistant to Department Director	66,609	-	-	600	-	-	67,048
Executive Assistant to Department Director	67,318	-	-	-	-	-	67,296
Executive Assistant to Department Director	67,062	-	-	600	-	-	67,835
Executive Assistant to Department Director	66,771	-	-	-	2,588	-	69,271
Executive Assistant to Department Director	66,507	-	-	600	3,171	-	71,067
Executive Assistant to Department Director	60,193	-	-	531	10,353	1,061	71,477
Governmental Affairs Manager	91,058	-	3,600	-	1,223	-	95,669
Human Resources Manager	103,634	-	1,080	-	-	-	104,649
Human Resources Manager	82,140	-	2,400	439	23,141	-	108,604
Human Resources Manager	113,408	-	3,600	600	-	-	116,894

*Premium Pay may consist of Bilingual pay, Certified Public Accountant certificate pay, Peace Officer Standards and Training (P.O.S.T.) certificate pay, Uniform Allowance, or Moving expenses.

Unit 2 - Non-Represented Employees and Officials' Wages
Calendar Year 2020

Job Title	Base Salary	Overtime	Auto Allowance	Deferred Compensation	Leave Payoff/ Cash Out	Premium Pay*	W2 Gross Wages
Human Resources Manager	111,319	-	3,600	600	4,262	-	119,278
Independent Reviewer	131,061	-	3,600	-	-	-	136,534
Internal Auditor	54,239	-	-	-	983	1,200	56,422
Internal Auditor	65,543	-	-	600	-	-	65,532
Investment Officer	127,400	-	-	-	2,145	-	129,452
Labor Relations Manager	9,598	-	300	46	42,877	-	52,766
Labor Relations Manager	106,616	-	3,300	-	10,171	-	119,625
Management Analyst II	70,583	-	-	-	-	-	70,560
Payroll Accountant	63,808	-	-	600	4,576	-	74,644
Payroll Accountant	72,357	-	-	600	1,696	-	75,809
Payroll Manager	101,603	-	-	600	5,970	-	110,046
Principal Budget Analyst	93,371	-	1,080	600	4,592	-	105,764
Principal Budget Analyst	96,621	-	1,080	600	3,635	1,499	106,307
Principal Budget Analyst	100,350	-	1,080	600	7,223	-	108,395
Principal Internal Auditor	73,734	-	3,600	-	-	4,029	88,219
Public Works Director	177,981	-	3,600	-	8,226	-	190,057
Retirement Benefits Manager	99,260	-	-	392	2,404	-	103,679
Senior Budget Analyst	92,972	-	-	600	4,258	-	97,111
Senior Budget Analyst	92,363	-	-	-	5,845	-	100,686
Senior Deputy City Attorney I	112,264	-	-	600	-	-	114,722
Senior Deputy City Attorney I	120,908	-	-	600	231	-	121,985
Senior Deputy City Attorney I	118,331	-	-	600	16,386	-	134,906
Senior Deputy City Attorney II	125,079	-	-	600	-	-	130,514
Senior Deputy City Attorney II	127,433	-	-	600	4,967	-	132,317
Senior Human Resources/Risk Analyst	26,819	-	-	208	5,145	-	33,204
Senior Human Resources/Risk Analyst	51,301	-	-	-	10,151	-	61,422
Senior Human Resources/Risk Analyst	78,452	-	-	-	7,182	1,061	86,860
Senior Human Resources/Risk Analyst	89,277	-	1,080	-	-	-	90,828
Senior Human Resources/Risk Analyst	93,541	-	-	-	-	-	94,775
Senior Human Resources/Risk Analyst	95,071	-	-	600	271	-	94,986
Senior Human Resources/Risk Analyst	95,140	-	-	-	2,193	-	97,206
Senior Human Resources/Risk Analyst	101,305	-	1,080	600	4,323	-	108,193

*Premium Pay may consist of Bilingual pay, Certified Public Accountant certificate pay, Peace Officer Standards and Training (P.O.S.T.) certificate pay, Uniform Allowance, or Moving expenses.

**Unit 2 - Non-Represented Employees and Officials' Wages
Calendar Year 2020**

Job Title	Base Salary	Overtime	Auto Allowance	Deferred Compensation	Leave Payoff/ Cash Out	Premium Pay*	W2 Gross Wages
Supervising Deputy City Attorney	120,923	-	-	531	2,327	-	124,387
Supervising Deputy City Attorney	135,983	-	-	254	-	1,200	141,117
Supervising Deputy City Attorney	150,358	-	-	-	6,657	-	157,676

²City Attorney Investigator position is not exempt.

*Premium Pay may consist of Bilingual pay, Certified Public Accountant certificate pay, Peace Officer Standards and Training (P.O.S.T.) certificate pay, Uniform Allowance, or Moving expenses.