

**Unit 2 - Non-Represented Employees and Officials' Wages
Calendar Year 2021**

Job Title	Base Salary	Overtime	Deferred Compensation	Leave Payoff/ Cash Out	Auto Allowance	Premium Pay**	Severance Pay	W2 Gross Wages
City Manager Wilma Quan ¹	10,295	-	-	135,805	500	-	121,669	268,269
City Manager Thomas Esqueda ²	215,481	-	-	7,897	5,935	-	-	*238,897
Assistant City Manager James Schaad ¹	8,192	-	-	173,080	300	-	96,820	278,392
Assistant City Manager Georgeanne White ²	174,568	-	-	6,397	3,561	-	-	*192,277
Assistant City Manager Gregory Barfield ³	181,794	-	-	5,609	3,600	-	-	191,003
Assistant City Manager Francine Kanne	200,000	-	-	1,058	3,600	-	-	204,658
Chief Information Officer Bryon Horn	163,582	-	-	-	3,600	-	-	167,182
City Attorney Douglas T. Sloan	232,463	-	-	23,683	6,000	-	-	262,146
City Clerk Yvonne Spence ⁴	62,224	-	-	30,993	1,800	-	70,000	165,017
City Clerk Todd Stermer ⁵	99,791	-	-	4,749	94	-	-	104,633
Controller Michael Lima	180,459	-	-	3,123	-	-	-	183,583
Director of Aviation Kevin Meikle ⁶	164,948	-	-	141,886	3,300	-	-	310,134
Director of Aviation Henry Thompson ⁷	3,365	-	-	-	-	-	-	*178,600
Director of Development Jennifer Clark	186,718	-	-	-	3,600	-	-	190,318
Director of Parks, After School, Recreation and Community Services (P.A.R.C.S.) Aaron Aguirre ⁸	135,139	-	-	13,747	3,600	-	-	152,485
Director of Personnel Services Jeffrey Cardell ⁹	86,374	-	-	101,759	1,500	-	-	189,632
Director of Personnel Services T.J. Miller ⁸	170,000	-	-	2,942	3,600	-	-	176,542
Director of Public Utilities Michael Carbajal	170,000	-	-	21,577	3,600	-	-	195,177
Public Works Director Scott Mozier	178,231	-	-	5,827	3,600	-	-	187,658
Director of Transportation Joe Vargas ¹⁰	120,962	-	-	-	3,600	-	-	124,562
Fire Chief Kerri Donis	206,004	-	-	7,640	-	18,540	-	233,685
Police Chief Andrew Hall ¹¹	16,043	-	-	39,003	-	1,604	43,450	100,100
Police Chief Juan Balderrama ¹²	207,308	-	1,274	4,405	-	18,658	-	*245,645
Retirement Administrator Robert Theller	215,990	-	-	8,553	3,600	-	-	228,143
Economic Development Director Lupe Perez	137,000	-	-	1,844	3,600	-	-	142,444
Director of Communications Mark Standriff	138,035	-	-	9,025	-	-	-	147,060

¹City Manger/Assistant City Manager Term ended 01/05/21

²City Manager/Assistant City Manager Term began 01/05/21

³Promoted into position 01/05/21

⁴Last Day in Position 06/12/21

⁵Promoted into position 11/15/21

⁶Last Day in Position 12/02/21

*Adjusted to reflect annual figure due to City employment of less than 12 months

⁷Hired 12/13/21

⁸Promoted into position 11/08/21

⁹Last Day in Position 06/05/21

¹⁰Promoted into position 12/06/21

¹¹Last Day in Position 01/16/21

¹²Hired 01/11/21

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Airport Public Safety Manager	91,291	-	485	9,014	2,700	-	-	103,490
Assistant City Attorney	105,607	-	-	33,812	1,800	-	-	141,220
Assistant City Attorney	158,400	-	-	3,923	2,100	-	-	164,423
Assistant City Attorney	161,435	-	-	-	2,100	1,200	-	164,735
Assistant City Attorney	172,385	-	-	1,925	3,600	-	-	177,910
Assistant City Attorney	178,923	-	-	7,916	-	-	-	186,839
Assistant Controller	120,545	-	69	8,328	3,390	-	-	132,332
Assistant Director	41,077	-	-	30,305	1,200	-	-	72,582
Assistant Director	61,193	-	-	20,816	1,800	-	-	83,809
Assistant Director	113,346	-	531	-	3,300	-	-	117,177
Assistant Director	124,403	-	-	-	3,600	-	-	128,003
Assistant Director	128,339	-	439	2,928	1,080	-	-	132,785
Assistant Director	136,749	-	-	3,156	3,600	-	-	143,505
Assistant Director	136,749	-	-	6,312	3,600	-	-	146,661
Assistant Director of Personnel Services	135,343	-	-	3,185	3,600	-	-	142,128
Assistant Director of Public Utilities	47,462	-	-	42,151	1,200	-	-	90,814
Assistant Director of Public Utilities	126,069	-	185	2,181	2,100	-	-	130,535
Assistant Director of Public Utilities	122,077	-	-	11,250	3,600	-	-	136,927
Assistant Director of Public Utilities	141,756	-	-	-	3,600	-	-	145,356
Assistant Director of Public Works	128,024	-	439	5,556	-	-	-	134,448
Assistant Director of Public Works	137,650	-	-	132	3,600	-	-	141,382
Assistant Director of Public Works	142,705	-	-	3,293	3,600	-	-	149,598
Assistant Director of Public Works	157,502	-	-	-	3,600	-	-	161,102
Assistant Retirement Administrator	133,398	-	-	3,175	3,600	-	-	140,173
Assistant Retirement Administrator	152,040	-	-	9,349	3,600	-	-	164,989
Budget Manager	123,600	-	-	7,606	1,080	-	-	132,286
Chief Assistant City Attorney	209,869	-	-	-	3,600	-	-	213,469
Chief Assistant City Attorney	212,685	-	-	-	3,600	-	-	216,285
Chief Assistant City Attorney	216,662	-	-	9,165	3,600	-	-	229,427
Chief of Staff to Council Member	74,000	-	-	4,981	-	1,200	-	80,181
Chief of Staff to Council Member	76,923	-	-	4,442	-	-	-	81,365
Chief of Staff to Council Member	82,981	-	-	1,904	-	-	-	84,885
Chief of Staff to Council Member	87,000	-	-	-	406	1,200	-	88,606
Chief of Staff to Council Member	90,546	-	600	2,396	-	-	-	93,542
Chief of Staff to Council Member	95,192	-	-	5,997	-	-	-	101,189
Chief of Staff to the Mayor	154,500	-	-	2,674	3,600	-	-	160,774
City Attorney Investigator ¹³	77,908	-	600	-	-	-	-	78,508
Community Coordinator	7,000	-	-	-	-	-	-	7,000

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Job Title	Base Salary	Overtime	Deferred Compensation	Leave Payoff/ Cash Out	Auto Allowance	Premium Pay**	Severance Pay	W2 Gross Wages
Community Coordinator	19,757	-	208	1,374	-	-	-	21,339
Community Coordinator	33,480	-	369	9,916	2,100	739	-	46,603
Community Coordinator	53,815	-	600	1,121	-	1,200	-	56,736
Community Coordinator	57,860	-	600	-	1,080	1,200	-	60,740
Community Coordinator	61,355	-	600	-	1,080	-	-	63,035
Community Coordinator	66,629	-	600	188	-	-	-	67,417
Community Coordinator	68,461	-	-	-	-	-	-	68,461
Community Coordinator	67,652	-	-	2,212	1,080	-	-	70,943
Community Outreach Specialist ¹⁴	47,793	-	-	1,371	-	1,333	-	50,496
Community Outreach Specialist	65,647	-	-	1,515	-	-	-	67,162
Community Outreach Specialist	66,110	-	-	5,721	-	-	-	71,831
Council Assistant	1,153	-	-	339	-	-	-	1,492
Council Assistant	2,327	-	-	8,502	-	-	-	10,829
Council Assistant	38,282	-	-	2,936	-	877	-	42,095
Council Assistant	40,000	-	-	2,615	-	-	-	42,615
Council Assistant	41,800	-	-	1,003	-	-	-	42,803
Council Assistant	48,615	-	-	1,449	-	-	-	50,064
Council Assistant	47,840	-	-	3,036	-	-	-	50,876
Council Assistant	47,000	-	439	12,918	-	-	-	60,356
Council Assistant	59,192	-	-	5,354	-	1,200	-	65,746
Council Assistant	75,590	-	-	2,575	-	1,200	-	79,365
Council Assistant	92,000	-	-	-	-	1,200	-	93,200
Council Assistant ¹⁴	97,714	-	-	1,109	2,100	1,293	-	102,215
Deputy City Attorney II	11,446	-	92	6,030	-	-	-	17,568
Deputy City Attorney II	97,324	-	-	48	-	-	-	97,372
Deputy City Attorney II	96,877	-	600	-	-	-	-	97,477
Deputy City Attorney III	101,739	-	-	1,338	-	-	-	103,077
Deputy City Attorney III	103,977	-	-	-	-	-	-	103,977
Deputy City Attorney III	118,831	-	-	-	-	-	-	118,831
Deputy City Attorney III	114,770	-	600	7,088	-	-	-	122,457
Economic Development Coordinator	79,289	-	-	5,489	406	1,200	-	86,385
Executive Assistant to Department Director	23,319	-	-	17,285	450	-	-	41,054
Executive Assistant to Department Director	51,380	-	-	296	1,080	-	-	52,757
Executive Assistant to Department Director ¹⁴	51,919	-	-	2,082	-	1,364	-	55,365
Executive Assistant to Department Director	53,150	-	600	1,993	-	-	-	55,743
Executive Assistant to Department Director	56,759	-	-	1,310	1,080	-	-	59,149
Executive Assistant to Department Director	57,750	-	600	-	-	1,200	-	59,550

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Executive Assistant to Department Director	58,901	-	577	1,359	-	-	-	60,837
Executive Assistant to Department Director	63,000	-	-	-	-	-	-	63,000
Executive Assistant to Department Director	62,890	-	-	1,209	-	-	-	64,099
Executive Assistant to Department Director	67,296	-	600	-	-	-	-	67,896
Executive Assistant to Department Director	67,296	-	-	1,553	-	-	-	68,849
Executive Assistant to Department Director	67,475	-	-	2,524	-	-	-	69,999
Executive Assistant to Department Director	63,834	-	577	47,431	-	-	-	111,842
Executive Assistant to Department Director ^{14, 15}	53,612	290	-	8,636	-	1,996	-	64,534
Executive Assistant to the City Attorney ¹⁴	70,027	-	-	217	-	911	-	71,156
Executive Assistant to the City Attorney ¹⁴	68,318	-	-	2,056	-	1,672	-	72,046
Executive Assistant to the City Attorney	71,606	-	577	620	-	-	-	72,803
Executive Assistant to the City Attorney	74,846	-	277	-	-	1,200	-	76,323
Executive Assistant to the City Manager	73,704	-	-	1,559	-	-	-	75,263
Governmental Affairs Manager	90,846	-	-	1,223	3,600	-	-	95,669
Human Resources Manager	110,816	-	600	1,172	3,600	-	-	116,188
Human Resources Manager	112,694	-	600	3,766	3,600	-	-	120,660
Human Resources Manager	107,914	-	-	22,654	3,866	-	-	134,434
Independent Reviewer	132,934	-	-	-	3,600	-	-	136,534
Internal Auditor	56,170	-	-	-	-	1,154	-	57,324
Internal Auditor	64,932	-	600	-	-	-	-	65,532
Investment Officer	132,006	-	-	-	-	-	-	132,006
Payroll Accountant	69,468	-	600	1,553	-	-	-	71,621
Payroll Accountant	73,512	-	600	-	-	-	-	74,112
Payroll Manager	103,476	-	600	2,388	-	-	-	106,464
Principal Budget Analyst	99,492	-	600	4,018	1,080	299	-	105,489
Principal Budget Analyst	99,492	-	600	4,592	1,080	-	-	105,764
Principal Budget Analyst	101,281	-	600	4,508	1,500	1,154	-	109,043
Principal Internal Auditor	97,824	-	-	-	3,600	188	-	101,612
Retirement Benefits Manager	107,543	-	600	2,524	-	-	-	110,667
Retirement Office Manager	75,436	-	600	3,051	1,080	-	-	80,167
Senior Budget Analyst ¹⁴	75,906	-	23	3,187	-	3,487	-	82,603
Senior Budget Analyst ¹⁴	90,431	-	577	4,229	-	1,200	-	96,436
Senior Budget Analyst	92,253	-	600	6,387	-	-	-	99,240
Senior Deputy City Attorney I	106,361	-	577	-	-	-	-	106,938
Senior Deputy City Attorney I	125,415	-	600	63	-	-	-	126,079
Senior Deputy City Attorney I	126,448	-	-	190	-	-	-	126,639
Senior Deputy City Attorney I	135,538	-	600	-	-	-	-	136,139

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Senior Deputy City Attorney II	139,985	-	600	-	-	-	-	140,585
Senior Deputy City Attorney II	139,408	-	600	5,677	-	-	-	145,685
Senior Human Resources/Risk Analyst ¹⁴	83,110	-	-	-	1,080	1,865	-	86,056
Senior Human Resources/Risk Analyst	89,679	-	-	22	-	-	-	89,701
Senior Human Resources/Risk Analyst	90,116	-	-	2,087	-	-	-	92,203
Senior Human Resources/Risk Analyst	89,396	-	485	2,087	1,080	1,323	-	94,371
Senior Human Resources/Risk Analyst	94,966	-	-	-	540	-	-	95,506
Senior Human Resources/Risk Analyst	94,115	-	600	1,810	-	-	-	96,525
Senior Human Resources/Risk Analyst	80,008	-	-	16,095	900	-	-	97,003
Senior Human Resources/Risk Analyst	95,013	-	-	2,010	540	-	-	97,563
Senior Human Resources/Risk Analyst	90,444	-	554	4,870	1,080	1,424	-	98,372
Senior Human Resources/Risk Analyst	102,190	-	600	4,520	1,080	-	-	108,390
Supervising Deputy City Attorney	110,230	-	-	-	3,600	-	-	113,830

¹³City Attorney Investigator position is not exempt.

¹⁴Premium Pay received for time in different Unit, promoted to Unit 2 mid year.

¹⁵Received Overtime while in different Unit, promoted to Unit 2 mid year.