

**2017-2019 Management Salary Plan  
Applicable to Unrepresented Managers and Professional Attorneys,  
including the City Administrator and the City Attorney**

1. This Management Salary Plan sets forth a plan for salary and benefit adjustments for certain unrepresented management employees for the period of July 1, 2017 through June 30, 2019.
2. This Salary Plan will apply to all management employees and professional attorneys not represented by a recognized employee organization, including the City Administrator and the City Attorney.
3. Salary Increases:
  - A. The following across-the-board base salary increases will be implemented for all employees except the City Attorney:
    - a. Effective July 8, 2017: 1.0%
    - b. Effective July 7, 2018: 1.0%
  - B. The City Attorney's base salary will continue to be adjusted annually based on the formula approved under Ordinance No.
  - C. The following classification-specific increases will be provided in addition to the increases listed above:
    - i. Effective July 8, 2017- Classification Specific increases as Reflected in the Attachment hereto.
    - ii. Effective January 6, 2018- Classification Specific increases as Reflected in the Attachment hereto.
4. The Management Performance and Compensation Plan and the Professional Attorneys Compensation Plan, will be amended, as necessary, to include these changes to compensation and benefits.

Attachment

**MANAGERS**

Recommended Special Increases By Classification

**Effective July 8, 2017**

Assistant Library Director	6.0%
Community Development Business Manager	3.07%
Waterfront Business Manager	3.07%
Parks and Recreation Business Manager	3.07%
Chief Building Official	2.1%
City Planner	3.1%
Facilities & Energy Manager	4.1%
Human Resources Manager	0.5%
Information Technology Manager	0.5%
Principal Engineer	6.1%
Principal Traffic Engineer	6.1%
Principal Planner	4.1%
Transportation Planning and Parking Manager	6.1%
Creeks Restoration/Clean Water Manager	4.1%
Recreation Programs Manager	0.5%
Parks Manager	0.5%
Streets Operations & Infrastructure Manager	6.5%
Water Systems Manager	6.1%
Wastewater System Manager	6.1%
Water Supply Manager	6.1%
Water Resources Manager	6.1%

**Effective January 6, 2018**

Assistant City Administrator	3.5%
Public Works Director	1.8%
Community Development Director	1.0%
Airport Director	4.9%
Parks & Recreation Director	8.1%
Assistant Parks & Recreation Director	4.1%
Library Director	11.7%
Assistant Library Director	11.7%
Administrative Services Director	9.9%
Accounting Manager	2.7%
General Services Manager	2.7%
Risk Manager	1.3%
Budget Manager	9.9397%
	<del>8.2%</del>
Finance & Treasury Manager	2.8%
Airport Operations Manager	0.5%

Airport Business Development Manager	0.5%
Chief Building Official	1.4%
Emergency Services Manager	1.9%
Fleet Manager	4.4%
Harbor Operations Manager	6.4%
Human Resources Manager	2.3%
Information Technology Manager	2.3%
Recreation Programs Manager	4.7%
Parks Manager	4.7%
Senior Assistant to the City Administrator	4.4%
Police Public Engagement Manager	4.4%
Water Systems Manager	8.3%
Wastewater System Manager	8.3%
Water Supply Manager	8.3%
Water Resources Manager	8.3%