

## Salary Survey 8/24/2022

| Agency         | Classification                        | Recommended Entry Step | Recommended Top Step | Recommended Bargaining Unit | Notes                                                                                                                                                                   |
|----------------|---------------------------------------|------------------------|----------------------|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| City of Fresno | Project Liaison/Program Administrator | \$9,766                | \$ 12,501.00         | 02A                         | Recommended Salary Range for new position. The City has over 200+ capital improvement projects and programs that this position can facilitate and/or be the liaison of. |

| Transparency Cities: |                           | Entry Step  | Top Step     | % Difference | Notes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------|---------------------------|-------------|--------------|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Anaheim              | No Match                  |             |              |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Bakersfield          | No Match                  |             |              |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Long Beach           | No Match                  |             |              |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Oakland              | No Match                  |             |              |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Riverside            | Principal Project Manager | \$ 7,343.00 | \$ 14,720.00 | 17.75%       | Only a partial match. Manages, coordinates and monitors complex projects and programs related to City-wide initiatives and services requiring multi-agency coordination efforts and partnerships; acts as a liaison with outside organizations, consultants, developers, and public agencies; and makes presentations to City Council, business organizations, community groups, etc. Positions exist in the Community and Economic Development (1 in Redevelopment and 1 in Outreach Homeless Services), 1 in PARCS, and 2 in DPU (1 in power supply operations and 1 in Engineering and Resources). |
| Sacramento           | No Match                  |             |              |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| San Diego            | No Match                  |             |              |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| San Jose             | No Match                  |             |              |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Santa Ana            | No Match                  |             |              |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Stockton             | No Match                  |             |              |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

## Comparison/Data

| Transparency Cities | Entry Step  | Top Step     | % Difference from City of Fresno |
|---------------------|-------------|--------------|----------------------------------|
| Average             | \$ 7,343.00 | \$ 14,720.00 | 17.75%                           |
| Median              | \$ 7,343.00 | \$ 14,720.00 | 17.75%                           |

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| Agency         | Classification         | Recommended Entry Step | Recommended Top Step |  | # of Ees | # of Units |  |
|----------------|------------------------|------------------------|----------------------|--|----------|------------|--|
| City of Fresno | Chief Labor Negotiator | \$8,558                | \$13,181             |  | 4,387    | 12         |  |

| Transparency Cities: |                            | Entry Step   | Top Step     | % Difference | # of Ees | # of Units | Notes                                                                                          |
|----------------------|----------------------------|--------------|--------------|--------------|----------|------------|------------------------------------------------------------------------------------------------|
| Anaheim              | Employee Relations Manager | \$ 10,203.08 | \$ 14,029.25 | 6.44%        | 1,750    | 15         | N/A                                                                                            |
| Bakersfield          | Human Resources Manager    | \$ 7,776.08  | \$ 9,452.39  | -39.45%      | 1,790    | 7          | N/A                                                                                            |
| Long Beach           | Chief of Labor Relations   | \$ 12,600.00 | \$ 15,750.00 | 19.49%       | 5,580    | 10         | N/A                                                                                            |
| Oakland              | Human Resources Manager    | \$ 13,851.96 | \$ 17,006.11 | 29.02%       | 4,455    | 8          | N/A                                                                                            |
| Riverside            | No Match                   |              |              |              | 2,498    | 9          | Functions handled by Human Resources Director.                                                 |
| Sacramento           | Human Resources Manager    | \$ 9,585.96  | \$ 12,577.61 | -4.80%       | 4,883    | 11         | N/A                                                                                            |
| San Diego            | Labor Relations Manager    | \$ 5,263.00  | \$ 19,356.00 | 46.85%       | 11,000   | 6          | N/A                                                                                            |
| San Jose             | No Match                   |              |              |              | 6,294    | 11         | Functions handled by Assistant City Manager.                                                   |
| Santa Ana            | Employee Relations Manager | \$ 9,865.00  | \$ 14,642.00 | 11.08%       | 1,400    | 7          | N/A                                                                                            |
| Stockton             | No Match                   |              |              |              | 1,482    | 10         | Supervising HR Analyst oversees Labor Relations Division; reports to Assistant Director of HR. |

## Comparison/Data

| Transparency Cities | Entry Step  | Top Step     | % Difference from City of Fresno |
|---------------------|-------------|--------------|----------------------------------|
| Average             | \$ 9,877.87 | \$ 14,687.62 | 11.43%                           |
| Median              | \$ 9,865.00 | \$ 14,642.00 | 11.08%                           |

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|--------|----------------|------------------------|----------------------|--|--|
|--------|----------------|------------------------|----------------------|--|--|

|                |                     |         |          |  |  |
|----------------|---------------------|---------|----------|--|--|
| City of Fresno | Deputy City Manager | \$8,558 | \$13,181 |  |  |
|----------------|---------------------|---------|----------|--|--|

| Transparency Cities: |                                | Entry Step   | Top Step     | % Difference | Notes                                      |
|----------------------|--------------------------------|--------------|--------------|--------------|--------------------------------------------|
| Anaheim              | Deputy City Manager            | \$ 14,573.33 | \$ 24,046.00 | 82.43%       |                                            |
| Bakersfield          | No Match                       |              |              |              | Only has Assistant City Manager.           |
| Long Beach           | Deputy City Manager            | \$ 16,372.33 | \$ 18,039.00 | 36.86%       | Salary based on job posting in April 2022. |
| Oakland              | Deputy City Administrator      | \$ 13,408.67 | \$ 20,113.02 | 52.59%       |                                            |
| Riverside            | Deputy City Manager            | \$ 11,084.00 | \$ 15,928.00 | 20.84%       |                                            |
| Sacramento           | No Match                       |              |              |              | Only has Assistant City Manager.           |
| San Diego            | Deputy Chief Operating Officer | \$ 6,961.00  | \$ 26,367.00 | 100.04%      |                                            |
| San Jose             | Deputy City Manager            | \$ 17,518.78 | \$ 28,287.85 | 114.61%      |                                            |
| Santa Ana            | No Match                       |              |              |              | Only has Assistant City Manager.           |
| Stockton             | Deputy City Manager II         | \$ 15,990.98 | \$ 20,310.84 | 54.09%       |                                            |

## Comparison/Data

| Transparency Cities | Entry Step   | Top Step     | % Difference from City of Fresno |
|---------------------|--------------|--------------|----------------------------------|
| Average             | \$ 13,701.30 | \$ 21,870.24 | 65.92%                           |
| Median              | \$ 14,573.33 | \$ 20,310.84 | 54.09%                           |