

City of Cupertino
APPOINTED EMPLOYEES' COMPENSATION PROGRAM
Policy No. 2

SALARY SCHEDULE
AND OTHER SALARY RATES

It is City of Cupertino policy that eligible persons under this Compensation Program shall be compensated for services rendered to and on behalf of the City on the basis of equitable pay for duties and responsibilities assigned, meritorious service and comparability with similar work in other public and private employment in the same labor market; all of which is contingent upon the City's ability to pay consistent with its fiscal policies.

Effective October 1, 2016, a 1% salary increase will be added to the salary range of each classification in this unit. Effective the first full pay period in July 2017, a .75% salary increase will be added to the salary range of each classification in this unit. Effective September 6, 2017, a salary increase of 10% or \$21,300 base pay will be added to the City Attorney classification. Effective November 6, 2017, a salary increase of 4.646% or \$23,439.48 base pay will be added to the City Manager classification. Effective January 7, 2019, a salary decrease of 6.14104% or \$22,083.33 base pay will be reflected in the City Manager classification. Effective June 3, 2019, a salary decrease of 9.8% or \$19,916.667 base pay will be reflected in the City Manager classification.

Adopted by Action of the City Council July 1, 2010

Revised October 2, 2012

Revised December 18, 2012, October 2016, September 6, 2017, November 6, 2017, January 7, 2019. April 16, 2019

City of Cupertino
APPOINTED EMPLOYEES' COMPENSATION PROGRAM
EXEMPT POSITIONS

The salaries, wages, or rates of pay for City Attorney and City Manager employees whose positions are exempt under the provisions of the Cupertino Municipal Code, are set forth below. Only the City Council can modify these rates.

Monthly Salary Effective October 1, 2016

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Attorney	\$0	\$0	\$0	\$0	\$19,219.10
City Manager	\$0	\$0	\$0	\$0	\$22,232.07

Monthly Salary Effective First Full Pay Period in July 2017

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Attorney	\$0	\$0	\$0	\$0	\$19,363.24
City Manager	\$0	\$0	\$0	\$0	\$22,398.81

Monthly Salary Effective September 6, 2017

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Attorney	\$0	\$0	\$0	\$0	\$21,300.00

Monthly Salary Effective November 6, 2017

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Manager	\$0	\$0	\$0	\$0	\$23,439.48

Monthly Salary Effective January 7, 2019

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
City Manager	\$0	\$0	\$0	\$0	\$22,083.34

Monthly Salary Effective June 3, 2019

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<u>City Manager</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$19,916.6667</u>