



City of South San Francisco

P.O. Box 711 (City Hall, 400
Grand Avenue)
South San Francisco, CA

Legislation Text

File #: 25-751
Version: 1

Agenda Date: 7/9/2025
Item #: 25a.

Resolution amending the City of South San Francisco salary schedule for Executive Management unit for fiscal year 2024-25

WHEREAS, the City Council approved and entered an Employment Agreement with Sharon Ranals to appoint her to the position of City Manager on March 8, 2023.

WHEREAS, the Employment Agreement established the annual salary for the City Manager at \$350,000 annually; and

WHEREAS, pursuant to the Employment Agreement, the City Manager shall receive the same across-the-board salary adjustments provided to the Executive Management Unit Compensation Plan, starting in 2024, and contingent upon a satisfactory performance evaluation; and

WHEREAS, City Council approved the Executive Management Unit compensation plan on July 27, 2022, which provided for a three percent (3%) across-the-board increase for all unit members; and

WHEREAS, City Council has subsequently completed the performance evaluation for Ms. Ranals; and

WHEREAS, Staff have prepared the amended Fiscal Year 2024-25 Salary Schedule to reflect a three percent (3%) adjustment to the City Manager salary, effective July 5, 2024, consistent with the Employment Agreement and the Executive Management Unit Compensation Plan.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of South San Francisco does hereby approve the Amended Executive Management Salary Schedule for fiscal year 2024-25, effective July 5, 2024, attached hereto as Exhibit A.

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City of South San Francisco | Salary Schedule
Effective 7/5/2024 (Amended)

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	MINIMUM	CONTROL POINT	MAXIMUM
Assistant City Manager	N100	7/5/2024	EXEC	Hourly	\$ 129.02	\$ 141.92	\$ 156.11
				Bi-Weekly	\$ 10,321.60	\$ 11,353.60	\$ 12,488.80
				Monthly	\$ 22,363.47	\$ 24,599.47	\$ 27,059.07
Assistant to the City Manager	N180	7/5/2024	EXEC	Hourly	\$ 77.21	\$ 84.93	\$ 93.42
				Bi-Weekly	\$ 6,176.80	\$ 6,794.40	\$ 7,473.60
				Monthly	\$ 13,383.07	\$ 14,721.20	\$ 16,192.80
City Clerk	E100	7/5/2024	ELECT	Hourly		\$ 112.21	
				Bi-Weekly		\$ 8,976.80	
				Monthly		\$ 19,449.73	
City Manager	N115	7/5/2024	CM	Hourly		\$ 173.32	
				Bi-Weekly		\$ 13,865.60	
				Monthly		\$ 30,042.13	
Communications Director	N190	7/5/2024	EXEC	Hourly	\$ 110.74	\$ 121.81	\$ 133.99
				Bi-Weekly	\$ 8,859.20	\$ 9,744.80	\$ 10,719.20
				Monthly	\$ 19,194.93	\$ 21,113.73	\$ 23,224.93
Deputy City Manager	N120	7/5/2024	EXEC	Hourly	\$ 110.74	\$ 121.81	\$ 133.99
				Bi-Weekly	\$ 8,859.20	\$ 9,744.80	\$ 10,719.20
				Monthly	\$ 19,194.93	\$ 21,113.73	\$ 23,224.93
Director of Capital Projects	N195	7/5/2024	EXEC	Hourly	\$ 110.74	\$ 121.81	\$ 133.99
				Bi-Weekly	\$ 8,859.20	\$ 9,744.80	\$ 10,719.20
				Monthly	\$ 19,194.93	\$ 21,113.73	\$ 23,224.93
Director of Economic & Community Development	N140	7/5/2024	EXEC	Hourly	\$ 113.01	\$ 124.31	\$ 136.74
				Bi-Weekly	\$ 9,040.80	\$ 9,944.80	\$ 10,939.20
				Monthly	\$ 19,588.40	\$ 21,547.07	\$ 23,701.60
Director of Finance	N145	7/5/2024	EXEC	Hourly	\$ 115.01	\$ 126.51	\$ 139.16
				Bi-Weekly	\$ 9,200.80	\$ 10,120.80	\$ 11,132.80
				Monthly	\$ 19,935.07	\$ 21,928.40	\$ 24,121.07
Fire Chief	N150	7/5/2024	EXEC	Hourly	\$ 131.89	\$ 145.08	\$ 159.59
				Bi-Weekly	\$ 10,551.20	\$ 11,606.40	\$ 12,767.20
				Monthly	\$ 22,860.93	\$ 25,147.20	\$ 27,662.27

City of South San Francisco | Salary Schedule
Effective 7/5/2024 (Amended)

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	Pay Type	MINIMUM	CONTROL POINT	MAXIMUM
Director of Human Resources	N130	7/5/2024	EXEC	Hourly	\$ 110.74	\$ 121.81	\$ 133.99
				Bi-Weekly	\$ 8,859.20	\$ 9,744.80	\$ 10,719.20
				Monthly	\$ 19,194.93	\$ 21,113.73	\$ 23,224.93
Director of Information Technology	N165	7/5/2024	EXEC	Hourly	\$ 113.93	\$ 125.32	\$ 137.85
				Bi-Weekly	\$ 9,114.40	\$ 10,025.60	\$ 11,028.00
				Monthly	\$ 19,747.87	\$ 21,722.13	\$ 23,894.00
Library Director	N110	7/5/2024	EXEC	Hourly	\$ 111.25	\$ 122.38	\$ 134.62
				Bi-Weekly	\$ 8,900.00	\$ 9,790.40	\$ 10,769.60
				Monthly	\$ 19,283.33	\$ 21,212.53	\$ 23,334.13
Director of Parks and Recreation	N175	7/5/2024	EXEC	Hourly	\$ 115.76	\$ 127.34	\$ 140.07
				Bi-Weekly	\$ 9,260.80	\$ 10,187.20	\$ 11,205.60
				Monthly	\$ 20,065.07	\$ 22,072.27	\$ 24,278.80
Chief of Police	N155	7/5/2024	EXEC	Hourly	\$ 135.35	\$ 148.88	\$ 163.77
				Bi-Weekly	\$ 10,828.00	\$ 11,910.40	\$ 13,101.60
				Monthly	\$ 23,460.67	\$ 25,805.87	\$ 28,386.80
Director of Public Works	N160	7/5/2024	EXEC	Hourly	\$ 115.59	\$ 127.15	\$ 139.87
				Bi-Weekly	\$ 9,247.20	\$ 10,172.00	\$ 11,189.60
				Monthly	\$ 20,035.60	\$ 22,039.33	\$ 24,244.13