

EXHIBIT B

SURVEY CITY	COMPARABLE TITLE	BARGAINING UNIT	ANNUAL MIN STEP	ANNUAL TOP STEP	EXEMPT/ NON-EXEMPT	Reports to	SUPERVISORY/ LEAD DUTIES	EDUCATION	EXPERIENCE	COMMENT
Fairfield	<i>Communications Manager</i>	Fairfield General Management Association	\$105,861.60	\$128,677.12	Exempt	Assistant City Manager	As assigned	BA required, MA Desired	5 years experience in public realtions or communications. Government experience preferred	No media experience or tasks listed
Hayward	<i>Communications and Marketing Officer</i>	Unrepresented	\$114,940.80	\$139,734.40	Exempt	City Manager	As assigned	BA	3 years professional experience in journalism or public relations, including development of publications and/or news releases and working with media representatives	
Livermore	<i>Senior Management Analyst - Office of Innovation and Economic Development</i>	Livermore Management Group	\$105,795.24	\$132,244.08	Exempt	Department Head	As assigned	BA required, MA Desired	5 years experience performing analytical functions, project/program management, fiscal analysis, org development.	No more closely related position specializing in communications; COLA increase 7/8/19; position more closely relates to MA II
Newark	<i>No Similar Position Listed</i>									
Petaluma	<i>No Similar Position Listed</i>									
Pleasanton	<i>Community Relations Manager/ Public Information Officer</i>	Pleasanton Management Employees	\$103,044.00	(No range provided)	Exempt	Director of Economic Development	As assigned	BA	One year of experience in the public sector	No social media reponsibilities
Richmond	<i>Public Information Officer</i>	Management Local 21	\$85,896.00	\$103,884.00	Exempt	City Manager	N/A	BA	3 years of professional writing experience	Job description outdated, last modified 1985; No social media, website, electronic media responsibilities
Santa Rosa	<i>Communications and Intergovernmental Relations Officer</i>	Confidential Middle Management	\$111,462.00	\$139,362.00	Exempt	City Manager	Provides functional oversight of departmental communications staff across the City	BA required, MA Desired	4 years progressively responsible, recent experience in the field of public information, communications, marketing, public relations, community outreach.	Confidential status, greater internal communications duties within the City
Vacaville	<i>Communication and Media Officer</i>	Administrative Manager's Group	\$99,402.48	\$120,801.96	Exempt	City Manager	As assigned	BA	4 years FT experience in journalism, public information, public relations, etc. 2 years administrative or management experience	
Vallejo	<i>No Similar Position Listed</i>									
			Average	\$103,771.73	\$127,450.59					
			Median	\$105,795.24	\$130,460.60					