

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	Communications Manager	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	Communications and Marketing Officer	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	Senior Management Analyst - Office of Innovation and Economic Development	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	No Similar Position Listed									
Petaluma	No Similar Position Listed									
Pleasanton	Community Relations Manager/ Public Information Officer	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	Public Information Officer	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Local 21	\$85,896.00	\$103,884.00	Exempt	City Manager	N/A	BA	3 years of professional writing experience	Job description outdated, last modified 1985; No social media, website, electronic media responsibilities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	Communications and Intergovernmental Relations Officer	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	Communication and Media Officer	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	No Similar Position Listed									
Average			\$103,771.73	\$127,450.59						
Median			\$105,795.24	\$130,460.60						