

Non-Union and Appointed

Exhibit D  
Salary Schedule

Effective 1/1/2019

| 1.015  |           |             |             |             |             |             |             |
|--|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| Grade  |           | A           | B           | C           | D           | E           | F           |
| 9  | Annual    | \$25,247.70 | \$26,620.11 | \$27,874.21 | \$29,342.88 | \$30,690.03 | \$32,279.63 |
|  | Bi-weekly | \$971.07    | \$1,023.85  | \$1,072.09  | \$1,128.57  | \$1,180.39  | \$1,241.52  |
|  | Hrly      | \$12.14     | \$12.80     | \$13.40     | \$14.11     | \$14.75     | \$15.52     |
| 10   | Annual    | \$26,620.11 | \$27,874.21 | \$29,342.88 | \$30,690.03 | \$32,279.63 | \$33,908.42 |
|  | Bi-weekly | \$1,023.85  | \$1,072.09  | \$1,128.57  | \$1,180.39  | \$1,241.52  | \$1,304.17  |
|  | Hrly      | \$12.80     | \$13.40     | \$14.11     | \$14.75     | \$15.52     | \$16.30     |
| 11   | Annual    | \$27,874.21 | \$29,342.88 | \$30,690.03 | \$32,279.63 | \$33,908.42 | \$35,537.21 |
|  | Bi-weekly | \$1,072.09  | \$1,128.57  | \$1,180.39  | \$1,241.52  | \$1,304.17  | \$1,366.82  |
|  | Hrly      | \$13.40     | \$14.11     | \$14.75     | \$15.52     | \$16.30     | \$17.09     |
| 12   | Annual    | \$29,342.88 | \$30,690.03 | \$32,279.63 | \$33,908.42 | \$35,537.21 | \$37,314.07 |
|  | Bi-weekly | \$1,128.57  | \$1,180.39  | \$1,241.52  | \$1,304.17  | \$1,366.82  | \$1,435.16  |
|  | Hrly      | \$14.11     | \$14.75     | \$15.52     | \$16.30     | \$17.09     | \$17.94     |
| 13   | Annual    | \$30,690.03 | \$32,279.63 | \$33,908.42 | \$35,537.21 | \$37,314.07 | \$39,214.32 |
|  | Bi-weekly | \$1,180.39  | \$1,241.52  | \$1,304.17  | \$1,366.82  | \$1,435.16  | \$1,508.24  |
|  | Hrly      | \$14.75     | \$15.52     | \$16.30     | \$17.09     | \$17.94     | \$18.85     |
| 14   | Annual    | \$32,279.63 | \$33,908.42 | \$35,537.21 | \$37,314.07 | \$39,214.32 | \$41,172.44 |
|  | Bi-weekly | \$1,241.52  | \$1,304.17  | \$1,366.82  | \$1,435.16  | \$1,508.24  | \$1,583.56  |
|  | Hrly      | \$15.52     | \$16.30     | \$17.09     | \$17.94     | \$18.85     | \$19.79     |
| 15   | Annual    | \$33,908.42 | \$35,537.21 | \$37,314.07 | \$39,214.32 | \$41,172.44 | \$43,236.94 |
|  | Bi-weekly | \$1,304.17  | \$1,366.82  | \$1,435.16  | \$1,508.24  | \$1,583.56  | \$1,662.96  |
|  | Hrly      | \$16.30     | \$17.09     | \$17.94     | \$18.85     | \$19.79     | \$20.79     |
| 16   | Annual    | \$35,537.21 | \$37,314.07 | \$39,214.32 | \$41,172.44 | \$43,236.94 | \$45,359.30 |
|  | Bi-weekly | \$1,366.82  | \$1,435.16  | \$1,508.24  | \$1,583.56  | \$1,662.96  | \$1,744.59  |
|  | Hrly      | \$17.09     | \$17.94     | \$18.85     | \$19.79     | \$20.79     | \$21.81     |
| Inspections Admin Technician<br>Police Admin Technician<br>Recreation Technician<br>ROW Maintenance Specialist<br>Visitor Services Coordinator |           |             |             |             |             |             |             |
| 17   | Annual    | \$37,314.07 | \$39,214.32 | \$41,172.44 | \$43,236.94 | \$45,359.30 | \$47,654.41 |
|  | Bi-weekly | \$1,435.16  | \$1,508.24  | \$1,583.56  | \$1,662.96  | \$1,744.59  | \$1,832.86  |
|  | Hrly      | \$17.94     | \$18.85     | \$19.79     | \$20.79     | \$21.81     | \$22.91     |

Department Secretary  
Library Admin Assistant  
Police Evidence Technician

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 18 | Annual    | \$39,214.32 | \$41,172.44 | \$43,236.94 | \$45,359.30 | \$47,654.41 | \$50,093.13 |
|    | Bi-weekly | \$1,508.24  | \$1,583.56  | \$1,662.96  | \$1,744.59  | \$1,832.86  | \$1,926.66  |
|    | Hrly      | \$18.85     | \$19.79     | \$20.79     | \$21.81     | \$22.91     | \$24.08     |
| 19 | Annual    | \$41,172.44 | \$43,236.94 | \$45,359.30 | \$47,654.41 | \$50,093.13 | \$52,577.68 |
|    | Bi-weekly | \$1,583.56  | \$1,662.96  | \$1,744.59  | \$1,832.86  | \$1,926.66  | \$2,022.22  |
|    | Hrly      | \$19.79     | \$20.79     | \$21.81     | \$22.91     | \$24.08     | \$25.28     |
| 20 | Annual    | \$43,236.94 | \$45,359.30 | \$47,654.41 | \$50,093.13 | \$52,577.68 | \$55,280.10 |
|    | Bi-weekly | \$1,662.96  | \$1,744.59  | \$1,832.86  | \$1,926.66  | \$2,022.22  | \$2,126.16  |
|    | Hrly      | \$20.79     | \$21.81     | \$22.91     | \$24.08     | \$25.28     | \$26.58     |
| 21 | Annual    | \$45,359.30 | \$47,654.41 | \$50,093.13 | \$52,577.68 | \$55,280.10 | \$58,019.43 |
|    | Bi-weekly | \$1,744.59  | \$1,832.86  | \$1,926.66  | \$2,022.22  | \$2,126.16  | \$2,231.52  |
|    | Hrly      | \$21.81     | \$22.91     | \$24.08     | \$25.28     | \$26.58     | \$27.89     |

Budget Technician  
Children's Services Librarian  
City Forester  
Community Development Admin Tech  
Deputy City Clerk  
Harlan Sports Complex Supv  
Payroll & Acct Tech  
Program Supervisor  
Purchasing Coordinator  
Museum Educator/Assistant Director  
Neighborhood Wellness Coord  
Rental & Nuisance Inspector  
55+ Volunteer Initiatives Coordinator

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 22 | Annual    | \$47,654.41 | \$50,093.13 | \$52,577.68 | \$55,280.10 | \$58,019.43 | \$60,857.47 |
|    | Bi-weekly | \$1,832.86  | \$1,926.66  | \$2,022.22  | \$2,126.16  | \$2,231.52  | \$2,340.67  |
|    | Hrly      | \$22.91     | \$24.08     | \$25.28     | \$26.58     | \$27.89     | \$29.26     |

Adult & Teen Services Librarian  
Associate Planner  
Engineering Assistant III

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 23 | Annual    | \$50,093.13 | \$52,577.68 | \$55,280.10 | \$58,019.43 | \$60,857.47 | \$63,843.58 |
|    | Bi-weekly | \$1,926.66  | \$2,022.22  | \$2,126.16  | \$2,231.52  | \$2,340.67  | \$2,455.52  |
|    | Hrly      | \$24.08     | \$25.28     | \$26.58     | \$27.89     | \$29.26     | \$30.69     |

Building Inspector I  
CVB Executive Director  
Economic Development Specialist  
HR/EEO Specialist  
P&R Marketing/Operations Mgr

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 24 | Annual    | \$52,577.68 | \$55,280.10 | \$58,019.43 | \$60,857.47 | \$63,843.58 | \$67,106.34 |
|    | Bi-weekly | \$2,022.22  | \$2,126.16  | \$2,231.52  | \$2,340.67  | \$2,455.52  | \$2,581.01  |
|    | Hrly      | \$25.28     | \$26.58     | \$27.89     | \$29.26     | \$30.69     | \$32.26     |

Golf Superintendant  
Information Technology Support Specialist

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 25 | Annual    | \$55,280.10 | \$58,019.43 | \$60,857.47 | \$63,843.58 | \$67,106.34 | \$70,457.45 |
|    | Bi-weekly | \$2,126.16  | \$2,231.52  | \$2,340.67  | \$2,455.52  | \$2,581.01  | \$2,709.90  |
|    | Hrly      | \$26.58     | \$27.89     | \$29.26     | \$30.69     | \$32.26     | \$33.87     |

Building Inspector II  
City Electrician  
Parks & Forestry Operations Supervisor  
Vehicle Repairs Supervisor

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 26 | Annual    | \$58,019.43 | \$60,857.47 | \$63,843.58 | \$67,106.34 | \$70,457.45 | \$73,986.49 |
|    | Bi-weekly | \$2,231.52  | \$2,340.67  | \$2,455.52  | \$2,581.01  | \$2,709.90  | \$2,845.63  |
|    | Hrly      | \$27.89     | \$29.26     | \$30.69     | \$32.26     | \$33.87     | \$35.57     |

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 27 | Annual    | \$60,857.47 | \$63,843.58 | \$67,106.34 | \$70,457.45 | \$73,986.49 | \$77,663.61 |
|    | Bi-weekly | \$2,340.67  | \$2,455.52  | \$2,581.01  | \$2,709.90  | \$2,845.63  | \$2,987.06  |
|    | Hrly      | \$29.26     | \$30.69     | \$32.26     | \$33.87     | \$35.57     | \$37.34     |

Parks & Forestry Superintendant  
PW Operations Manager

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 28 | Annual    | \$63,843.58 | \$67,106.34 | \$70,457.45 | \$73,986.49 | \$77,663.61 | \$81,587.51 |
|    | Bi-weekly | \$2,455.52  | \$2,581.01  | \$2,709.90  | \$2,845.63  | \$2,987.06  | \$3,137.98  |
|    | Hrly      | \$30.69     | \$32.26     | \$33.87     | \$35.57     | \$37.34     | \$39.22     |

Airport Director  
Assistant Fire Chief  
Assistant Recreation Director  
Blanden Museum Director  
Building Official

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 29 | Annual    | \$67,106.34 | \$70,457.45 | \$73,986.49 | \$77,663.61 | \$81,587.51 | \$85,659.48 |
|    | Bi-weekly | \$2,581.01  | \$2,709.90  | \$2,845.63  | \$2,987.06  | \$3,137.98  | \$3,294.60  |
|    | Hrly      | \$32.26     | \$33.87     | \$35.57     | \$37.34     | \$39.22     | \$41.18     |

Police Captain  
Senior Planner

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 30 | Annual    | \$70,457.45 | \$73,986.49 | \$77,663.61 | \$81,587.51 | \$85,659.48 | \$89,928.88 |
|    | Bi-weekly | \$2,709.90  | \$2,845.63  | \$2,987.06  | \$3,137.98  | \$3,294.60  | \$3,458.80  |
|    | Hrly      | \$33.87     | \$35.57     | \$37.34     | \$39.22     | \$41.18     | \$43.24     |

Community & Economic Dev Director  
Information Technology Operations Manager

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 31 | Annual    | \$73,986.49 | \$77,663.61 | \$81,587.51 | \$85,659.48 | \$89,928.88 | \$94,483.64 |
|    | Bi-weekly | \$2,845.63  | \$2,987.06  | \$3,137.98  | \$3,294.60  | \$3,458.80  | \$3,633.99  |
|    | Hrly      | \$35.57     | \$37.34     | \$39.22     | \$41.18     | \$43.24     | \$45.42     |

Assistant Police Chief  
Library Director

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 32 | Annual    | \$77,663.61 | \$81,587.51 | \$85,659.48 | \$89,928.88 | \$94,483.64 | \$99,145.12 |
|    | Bi-weekly | \$2,987.06  | \$3,137.98  | \$3,294.60  | \$3,458.80  | \$3,633.99  | \$3,813.27  |
|    | Hrly      | \$37.34     | \$39.22     | \$41.18     | \$43.24     | \$45.42     | \$47.67     |

Director of Public Works  
Fire Chief

Human Resources Director  
Parks & Rec Director

|    |           |             |             |             |             |             |              |
|----|-----------|-------------|-------------|-------------|-------------|-------------|--------------|
| 33 | Annual    | \$81,587.51 | \$85,659.48 | \$89,928.88 | \$94,483.64 | \$99,145.12 | \$104,094.40 |
|    | Bi-weekly | \$3,137.98  | \$3,294.60  | \$3,458.80  | \$3,633.99  | \$3,813.27  | \$4,003.63   |
|    | Hrly      | \$39.22     | \$41.18     | \$43.24     | \$45.42     | \$47.67     | \$50.05      |

Police Chief

|    |           |             |             |             |             |              |              |
|----|-----------|-------------|-------------|-------------|-------------|--------------|--------------|
| 34 | Annual    | \$85,659.48 | \$89,928.88 | \$94,483.64 | \$99,145.12 | \$104,094.40 | \$109,343.58 |
|    | Bi-weekly | \$3,294.60  | \$3,458.80  | \$3,633.99  | \$3,813.27  | \$4,003.63   | \$4,205.52   |
|    | Hrly      | \$41.18     | \$43.24     | \$45.42     | \$47.67     | \$50.05      | \$52.57      |

Finance Director/City Clerk

|    |           |             |             |             |              |              |              |
|----|-----------|-------------|-------------|-------------|--------------|--------------|--------------|
| 35 | Annual    | \$89,928.88 | \$94,483.64 | \$99,145.12 | \$104,094.40 | \$109,343.58 | \$114,804.92 |
|    | Bi-weekly | \$3,458.80  | \$3,633.99  | \$3,813.27  | \$4,003.63   | \$4,205.52   | \$4,415.57   |
|    | Hrly      | \$43.24     | \$45.42     | \$47.67     | \$50.05      | \$52.57      | \$55.19      |

City Engineer

|    |           |             |             |              |              |              |              |
|----|-----------|-------------|-------------|--------------|--------------|--------------|--------------|
| 36 | Annual    | \$94,483.64 | \$99,145.12 | \$104,094.40 | \$109,343.58 | \$114,804.92 | \$120,579.72 |
|    | Bi-weekly | \$3,633.99  | \$3,813.27  | \$4,003.63   | \$4,205.52   | \$4,415.57   | \$4,637.68   |
|    | Hrly      | \$45.42     | \$47.67     | \$50.05      | \$52.57      | \$55.19      | \$57.97      |

|    |           |             |              |              |              |              |              |
|----|-----------|-------------|--------------|--------------|--------------|--------------|--------------|
| 37 | Annual    | \$99,145.12 | \$104,094.40 | \$109,343.58 | \$114,804.92 | \$120,579.72 | \$126,546.09 |
|    | Bi-weekly | \$3,813.27  | \$4,003.63   | \$4,205.52   | \$4,415.57   | \$4,637.68   | \$4,867.16   |
|    | Hrly      | \$47.67     | \$50.05      | \$52.57      | \$55.19      | \$57.97      | \$60.84      |

Director of Engineering and BACG

|    |           |              |              |              |              |              |              |
|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|
| 38 | Annual    | \$104,094.40 | \$109,343.58 | \$114,804.92 | \$120,579.72 | \$126,546.09 | \$132,894.35 |
|    | Bi-weekly | \$4,003.63   | \$4,205.52   | \$4,415.57   | \$4,637.68   | \$4,867.16   | \$5,111.32   |
|    | Hrly      | \$50.05      | \$52.57      | \$55.19      | \$57.97      | \$60.84      | \$63.89      |

|    |           |              |              |              |              |              |              |
|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|
| 39 | Annual    | \$109,343.58 | \$114,804.92 | \$120,579.72 | \$126,546.09 | \$132,894.35 | \$139,508.22 |
|    | Bi-weekly | \$4,205.52   | \$4,415.57   | \$4,637.68   | \$4,867.16   | \$5,111.32   | \$5,365.70   |
|    | Hrly      | \$52.57      | \$55.19      | \$57.97      | \$60.84      | \$63.89      | \$67.07      |

Non-Union and Appointed

Exhibit D  
Salary Schedule

Effective 7/1/2019

| 1.0125   |           |             |             |             |             |             |             |
|--|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| Grade  |           | A           | B           | C           | D           | E           | F           |
| 9  | Annual    | \$25,563.29 | \$26,952.86 | \$28,222.64 | \$29,709.66 | \$31,073.65 | \$32,683.13 |
|  | Bi-weekly | \$983.20    | \$1,036.65  | \$1,085.49  | \$1,142.68  | \$1,195.14  | \$1,257.04  |
|  | Hrly      | \$12.29     | \$12.96     | \$13.57     | \$14.28     | \$14.94     | \$15.71     |
| 10   | Annual    | \$26,952.86 | \$28,222.64 | \$29,709.66 | \$31,073.65 | \$32,683.13 | \$34,332.27 |
|  | Bi-weekly | \$1,036.65  | \$1,085.49  | \$1,142.68  | \$1,195.14  | \$1,257.04  | \$1,320.47  |
|  | Hrly      | \$12.96     | \$13.57     | \$14.28     | \$14.94     | \$15.71     | \$16.51     |
| 11   | Annual    | \$28,222.64 | \$29,709.66 | \$31,073.65 | \$32,683.13 | \$34,332.27 | \$35,981.42 |
|  | Bi-weekly | \$1,085.49  | \$1,142.68  | \$1,195.14  | \$1,257.04  | \$1,320.47  | \$1,383.90  |
|  | Hrly      | \$13.57     | \$14.28     | \$14.94     | \$15.71     | \$16.51     | \$17.30     |
| 12   | Annual    | \$29,709.66 | \$31,073.65 | \$32,683.13 | \$34,332.27 | \$35,981.42 | \$37,780.49 |
|  | Bi-weekly | \$1,142.68  | \$1,195.14  | \$1,257.04  | \$1,320.47  | \$1,383.90  | \$1,453.10  |
|  | Hrly      | \$14.28     | \$14.94     | \$15.71     | \$16.51     | \$17.30     | \$18.16     |
| 13   | Annual    | \$31,073.65 | \$32,683.13 | \$34,332.27 | \$35,981.42 | \$37,780.49 | \$39,704.50 |
|  | Bi-weekly | \$1,195.14  | \$1,257.04  | \$1,320.47  | \$1,383.90  | \$1,453.10  | \$1,527.10  |
|  | Hrly      | \$14.94     | \$15.71     | \$16.51     | \$17.30     | \$18.16     | \$19.09     |
| 14   | Annual    | \$32,683.13 | \$34,332.27 | \$35,981.42 | \$37,780.49 | \$39,704.50 | \$41,687.09 |
|  | Bi-weekly | \$1,257.04  | \$1,320.47  | \$1,383.90  | \$1,453.10  | \$1,527.10  | \$1,603.35  |
|  | Hrly      | \$15.71     | \$16.51     | \$17.30     | \$18.16     | \$19.09     | \$20.04     |
| 15   | Annual    | \$34,332.27 | \$35,981.42 | \$37,780.49 | \$39,704.50 | \$41,687.09 | \$43,777.40 |
|  | Bi-weekly | \$1,320.47  | \$1,383.90  | \$1,453.10  | \$1,527.10  | \$1,603.35  | \$1,683.75  |
|  | Hrly      | \$16.51     | \$17.30     | \$18.16     | \$19.09     | \$20.04     | \$21.05     |
| 16   | Annual    | \$35,981.42 | \$37,780.49 | \$39,704.50 | \$41,687.09 | \$43,777.40 | \$45,926.29 |
|  | Bi-weekly | \$1,383.90  | \$1,453.10  | \$1,527.10  | \$1,603.35  | \$1,683.75  | \$1,766.40  |
|  | Hrly      | \$17.30     | \$18.16     | \$19.09     | \$20.04     | \$21.05     | \$22.08     |
| Inspections Admin Technician<br>Police Admin Technician<br>Recreation Technician<br>ROW Maintenance Specialist<br>Visitor Services Coordinator |           |             |             |             |             |             |             |
| 17   | Annual    | \$37,780.49 | \$39,704.50 | \$41,687.09 | \$43,777.40 | \$45,926.29 | \$48,250.09 |
|  | Bi-weekly | \$1,453.10  | \$1,527.10  | \$1,603.35  | \$1,683.75  | \$1,766.40  | \$1,855.77  |
|  | Hrly      | \$18.16     | \$19.09     | \$20.04     | \$21.05     | \$22.08     | \$23.20     |

Department Secretary  
Library Admin Assistant  
Police Evidence Technician

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 18 | Annual    | \$39,704.50 | \$41,687.09 | \$43,777.40 | \$45,926.29 | \$48,250.09 | \$50,719.30 |
|    | Bi-weekly | \$1,527.10  | \$1,603.35  | \$1,683.75  | \$1,766.40  | \$1,855.77  | \$1,950.74  |
|    | Hrly      | \$19.09     | \$20.04     | \$21.05     | \$22.08     | \$23.20     | \$24.38     |
| 19 | Annual    | \$41,687.09 | \$43,777.40 | \$45,926.29 | \$48,250.09 | \$50,719.30 | \$53,234.90 |
|    | Bi-weekly | \$1,603.35  | \$1,683.75  | \$1,766.40  | \$1,855.77  | \$1,950.74  | \$2,047.50  |
|    | Hrly      | \$20.04     | \$21.05     | \$22.08     | \$23.20     | \$24.38     | \$25.59     |
| 20 | Annual    | \$43,777.40 | \$45,926.29 | \$48,250.09 | \$50,719.30 | \$53,234.90 | \$55,971.10 |
|    | Bi-weekly | \$1,683.75  | \$1,766.40  | \$1,855.77  | \$1,950.74  | \$2,047.50  | \$2,152.73  |
|    | Hrly      | \$21.05     | \$22.08     | \$23.20     | \$24.38     | \$25.59     | \$26.91     |
| 21 | Annual    | \$45,926.29 | \$48,250.09 | \$50,719.30 | \$53,234.90 | \$55,971.10 | \$58,744.67 |
|    | Bi-weekly | \$1,766.40  | \$1,855.77  | \$1,950.74  | \$2,047.50  | \$2,152.73  | \$2,259.41  |
|    | Hrly      | \$22.08     | \$23.20     | \$24.38     | \$25.59     | \$26.91     | \$28.24     |

Budget Technician  
Children's Services Librarian  
City Forester  
Community Development Admin Tech  
Deputy City Clerk  
Harlan Sports Complex Supv  
Payroll & Acct Tech  
Program Supervisor  
Purchasing Coordinator  
Museum Educator/Assistant Director  
Neighborhood Wellness Coord  
Rental & Nuisance Inspector  
55+ Volunteer Initiatives Coordinator

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 22 | Annual    | \$48,250.09 | \$50,719.30 | \$53,234.90 | \$55,971.10 | \$58,744.67 | \$61,618.19 |
|    | Bi-weekly | \$1,855.77  | \$1,950.74  | \$2,047.50  | \$2,152.73  | \$2,259.41  | \$2,369.93  |
|    | Hrly      | \$23.20     | \$24.38     | \$25.59     | \$26.91     | \$28.24     | \$29.62     |

Adult & Teen Services Librarian  
Associate Planner  
Engineering Assistant III

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 23 | Annual    | \$50,719.30 | \$53,234.90 | \$55,971.10 | \$58,744.67 | \$61,618.19 | \$64,641.63 |
|    | Bi-weekly | \$1,950.74  | \$2,047.50  | \$2,152.73  | \$2,259.41  | \$2,369.93  | \$2,486.22  |
|    | Hrly      | \$24.38     | \$25.59     | \$26.91     | \$28.24     | \$29.62     | \$31.08     |

Building Inspector I  
 CVB Executive Director  
 Economic Development Specialist  
 HR/EEO Specialist  
 P&R Marketing/Operations Mgr

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 24 | Annual    | \$53,234.90 | \$55,971.10 | \$58,744.67 | \$61,618.19 | \$64,641.63 | \$67,945.17 |
|    | Bi-weekly | \$2,047.50  | \$2,152.73  | \$2,259.41  | \$2,369.93  | \$2,486.22  | \$2,613.28  |
|    | Hrly      | \$25.59     | \$26.91     | \$28.24     | \$29.62     | \$31.08     | \$32.67     |

Golf Superintendant  
 Information Technology Support Specialist

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 25 | Annual    | \$55,971.10 | \$58,744.67 | \$61,618.19 | \$64,641.63 | \$67,945.17 | \$71,338.17 |
|    | Bi-weekly | \$2,152.73  | \$2,259.41  | \$2,369.93  | \$2,486.22  | \$2,613.28  | \$2,743.78  |
|    | Hrly      | \$26.91     | \$28.24     | \$29.62     | \$31.08     | \$32.67     | \$34.30     |

Building Inspector II  
 City Electrician  
 Parks & Forestry Operations Supervisor  
 Vehicle Repairs Supervisor

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 26 | Annual    | \$58,744.67 | \$61,618.19 | \$64,641.63 | \$67,945.17 | \$71,338.17 | \$74,911.32 |
|    | Bi-weekly | \$2,259.41  | \$2,369.93  | \$2,486.22  | \$2,613.28  | \$2,743.78  | \$2,881.20  |
|    | Hrly      | \$28.24     | \$29.62     | \$31.08     | \$32.67     | \$34.30     | \$36.02     |

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 27 | Annual    | \$61,618.19 | \$64,641.63 | \$67,945.17 | \$71,338.17 | \$74,911.32 | \$78,634.40 |
|    | Bi-weekly | \$2,369.93  | \$2,486.22  | \$2,613.28  | \$2,743.78  | \$2,881.20  | \$3,024.40  |
|    | Hrly      | \$29.62     | \$31.08     | \$32.67     | \$34.30     | \$36.02     | \$37.81     |

Parks & Forestry Superintendant  
 PW Operations Manager

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 28 | Annual    | \$64,641.63 | \$67,945.17 | \$71,338.17 | \$74,911.32 | \$78,634.40 | \$82,607.35 |
|    | Bi-weekly | \$2,486.22  | \$2,613.28  | \$2,743.78  | \$2,881.20  | \$3,024.40  | \$3,177.21  |
|    | Hrly      | \$31.08     | \$32.67     | \$34.30     | \$36.02     | \$37.81     | \$39.72     |

Airport Director  
 Assistant Fire Chief  
 Assistant Recreation Director  
 Blanden Museum Director

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 29 | Annual    | \$67,945.17 | \$71,338.17 | \$74,911.32 | \$78,634.40 | \$82,607.35 | \$86,730.22 |
|    | Bi-weekly | \$2,613.28  | \$2,743.78  | \$2,881.20  | \$3,024.40  | \$3,177.21  | \$3,335.78  |
|    | Hrly      | \$32.67     | \$34.30     | \$36.02     | \$37.81     | \$39.72     | \$41.70     |

Police Captain  
 Senior Planner

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 30 | Annual    | \$71,338.17 | \$74,911.32 | \$78,634.40 | \$82,607.35 | \$86,730.22 | \$91,052.99 |
|    | Bi-weekly | \$2,743.78  | \$2,881.20  | \$3,024.40  | \$3,177.21  | \$3,335.78  | \$3,502.04  |
|    | Hrly      | \$34.30     | \$36.02     | \$37.81     | \$39.72     | \$41.70     | \$43.78     |

Community & Economic Dev Director  
Information Technology Operations Manager

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 31 | Annual    | \$74,911.32 | \$78,634.40 | \$82,607.35 | \$86,730.22 | \$91,052.99 | \$95,664.69 |
|    | Bi-weekly | \$2,881.20  | \$3,024.40  | \$3,177.21  | \$3,335.78  | \$3,502.04  | \$3,679.41  |
|    | Hrly      | \$36.02     | \$37.81     | \$39.72     | \$41.70     | \$43.78     | \$45.99     |

Assistant Police Chief

Library Director

|    |           |             |             |             |             |             |              |
|----|-----------|-------------|-------------|-------------|-------------|-------------|--------------|
| 32 | Annual    | \$78,634.40 | \$82,607.35 | \$86,730.22 | \$91,052.99 | \$95,664.69 | \$100,384.43 |
|    | Bi-weekly | \$3,024.40  | \$3,177.21  | \$3,335.78  | \$3,502.04  | \$3,679.41  | \$3,860.94   |
|    | Hrly      | \$37.81     | \$39.72     | \$41.70     | \$43.78     | \$45.99     | \$48.26      |

Director of Public Works

Fire Chief

Human Resources Director

Parks & Rec Director

|    |           |             |             |             |             |              |              |
|----|-----------|-------------|-------------|-------------|-------------|--------------|--------------|
| 33 | Annual    | \$82,607.35 | \$86,730.22 | \$91,052.99 | \$95,664.69 | \$100,384.43 | \$105,395.59 |
|    | Bi-weekly | \$3,177.21  | \$3,335.78  | \$3,502.04  | \$3,679.41  | \$3,860.94   | \$4,053.68   |
|    | Hrly      | \$39.72     | \$41.70     | \$43.78     | \$45.99     | \$48.26      | \$50.67      |

Police Chief

|    |           |             |             |             |              |              |              |
|----|-----------|-------------|-------------|-------------|--------------|--------------|--------------|
| 34 | Annual    | \$86,730.22 | \$91,052.99 | \$95,664.69 | \$100,384.43 | \$105,395.59 | \$110,710.38 |
|    | Bi-weekly | \$3,335.78  | \$3,502.04  | \$3,679.41  | \$3,860.94   | \$4,053.68   | \$4,258.09   |
|    | Hrly      | \$41.70     | \$43.78     | \$45.99     | \$48.26      | \$50.67      | \$53.23      |

Finance Director/City Clerk

|    |           |             |             |              |              |              |              |
|----|-----------|-------------|-------------|--------------|--------------|--------------|--------------|
| 35 | Annual    | \$91,052.99 | \$95,664.69 | \$100,384.43 | \$105,395.59 | \$110,710.38 | \$116,239.99 |
|    | Bi-weekly | \$3,502.04  | \$3,679.41  | \$3,860.94   | \$4,053.68   | \$4,258.09   | \$4,470.77   |
|    | Hrly      | \$43.78     | \$45.99     | \$48.26      | \$50.67      | \$53.23      | \$55.88      |

City Engineer

|    |           |             |              |              |              |              |              |
|----|-----------|-------------|--------------|--------------|--------------|--------------|--------------|
| 36 | Annual    | \$95,664.69 | \$100,384.43 | \$105,395.59 | \$110,710.38 | \$116,239.99 | \$122,086.97 |
|    | Bi-weekly | \$3,679.41  | \$3,860.94   | \$4,053.68   | \$4,258.09   | \$4,470.77   | \$4,695.65   |
|    | Hrly      | \$45.99     | \$48.26      | \$50.67      | \$53.23      | \$55.88      | \$58.70      |

|    |           |              |              |              |              |              |              |
|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|
| 37 | Annual    | \$100,384.43 | \$105,395.59 | \$110,710.38 | \$116,239.99 | \$122,086.97 | \$128,127.91 |
|    | Bi-weekly | \$3,860.94   | \$4,053.68   | \$4,258.09   | \$4,470.77   | \$4,695.65   | \$4,928.00   |
|    | Hrly      | \$48.26      | \$50.67      | \$53.23      | \$55.88      | \$58.70      | \$61.60      |

Director of Engineering and BACG

|    |           |              |              |              |              |              |              |
|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|
| 38 | Annual    | \$105,395.59 | \$110,710.38 | \$116,239.99 | \$122,086.97 | \$128,127.91 | \$134,555.53 |
|    | Bi-weekly | \$4,053.68   | \$4,258.09   | \$4,470.77   | \$4,695.65   | \$4,928.00   | \$5,175.21   |
|    | Hrly      | \$50.67      | \$53.23      | \$55.88      | \$58.70      | \$61.60      | \$64.69      |

|    |           |              |              |              |              |              |              |
|----|-----------|--------------|--------------|--------------|--------------|--------------|--------------|
| 39 | Annual    | \$110,710.38 | \$116,239.99 | \$122,086.97 | \$128,127.91 | \$134,555.53 | \$141,252.07 |
|    | Bi-weekly | \$4,258.09   | \$4,470.77   | \$4,695.65   | \$4,928.00   | \$5,175.21   | \$5,432.77   |
|    | Hrly      | \$53.23      | \$55.88      | \$58.70      | \$61.60      | \$64.69      | \$67.91      |



Effective 1/1/2020

| 1.0125   |           |             |             |             |             |             |             |
|--|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| Grade  |           | A           | B           | C           | D           | E           | F           |
| 9  | Annual    | \$25,882.83 | \$27,289.77 | \$28,575.42 | \$30,081.03 | \$31,462.08 | \$33,091.67 |
|  | Bi-weekly | \$995.49    | \$1,049.61  | \$1,099.05  | \$1,156.96  | \$1,210.08  | \$1,272.76  |
|  | Hrly      | \$12.44     | \$13.12     | \$13.74     | \$14.46     | \$15.13     | \$15.91     |
| 10   | Annual    | \$27,289.77 | \$28,575.42 | \$30,081.03 | \$31,462.08 | \$33,091.67 | \$34,761.43 |
|  | Bi-weekly | \$1,049.61  | \$1,099.05  | \$1,156.96  | \$1,210.08  | \$1,272.76  | \$1,336.98  |
|  | Hrly      | \$13.12     | \$13.74     | \$14.46     | \$15.13     | \$15.91     | \$16.71     |
| 11   | Annual    | \$28,575.42 | \$30,081.03 | \$31,462.08 | \$33,091.67 | \$34,761.43 | \$36,431.19 |
|  | Bi-weekly | \$1,099.05  | \$1,156.96  | \$1,210.08  | \$1,272.76  | \$1,336.98  | \$1,401.20  |
|  | Hrly      | \$13.74     | \$14.46     | \$15.13     | \$15.91     | \$16.71     | \$17.51     |
| Emergency Medical Technician   |           |             |             |             |             |             |             |
| 12   | Annual    | \$30,081.03 | \$31,462.08 | \$33,091.67 | \$34,761.43 | \$36,431.19 | \$38,252.75 |
|  | Bi-weekly | \$1,156.96  | \$1,210.08  | \$1,272.76  | \$1,336.98  | \$1,401.20  | \$1,471.26  |
|  | Hrly      | \$14.46     | \$15.13     | \$15.91     | \$16.71     | \$17.51     | \$18.39     |
| 13   | Annual    | \$31,462.08 | \$33,091.67 | \$34,761.43 | \$36,431.19 | \$38,252.75 | \$40,200.81 |
|  | Bi-weekly | \$1,210.08  | \$1,272.76  | \$1,336.98  | \$1,401.20  | \$1,471.26  | \$1,546.18  |
|  | Hrly      | \$15.13     | \$15.91     | \$16.71     | \$17.51     | \$18.39     | \$19.33     |
| 14   | Annual    | \$33,091.67 | \$34,761.43 | \$36,431.19 | \$38,252.75 | \$40,200.81 | \$42,208.18 |
|  | Bi-weekly | \$1,272.76  | \$1,336.98  | \$1,401.20  | \$1,471.26  | \$1,546.18  | \$1,623.39  |
|  | Hrly      | \$15.91     | \$16.71     | \$17.51     | \$18.39     | \$19.33     | \$20.29     |
| 15   | Annual    | \$34,761.43 | \$36,431.19 | \$38,252.75 | \$40,200.81 | \$42,208.18 | \$44,324.62 |
|  | Bi-weekly | \$1,336.98  | \$1,401.20  | \$1,471.26  | \$1,546.18  | \$1,623.39  | \$1,704.79  |
|  | Hrly      | \$16.71     | \$17.51     | \$18.39     | \$19.33     | \$20.29     | \$21.31     |
| Paramedic  |           |             |             |             |             |             |             |
| 16   | Annual    | \$36,431.19 | \$38,252.75 | \$40,200.81 | \$42,208.18 | \$44,324.62 | \$46,500.37 |
|  | Bi-weekly | \$1,401.20  | \$1,471.26  | \$1,546.18  | \$1,623.39  | \$1,704.79  | \$1,788.48  |
|  | Hrly      | \$17.51     | \$18.39     | \$19.33     | \$20.29     | \$21.31     | \$22.36     |
| Development Services Receptionist<br>Recreation Technician<br>Visitor Services Coordinator |           |             |             |             |             |             |             |
| 17   | Annual    | \$38,252.75 | \$40,200.81 | \$42,208.18 | \$44,324.62 | \$46,500.37 | \$48,853.21 |
|  | Bi-weekly | \$1,471.26  | \$1,546.18  | \$1,623.39  | \$1,704.79  | \$1,788.48  | \$1,878.97  |
|  | Hrly      | \$18.39     | \$19.33     | \$20.29     | \$21.31     | \$22.36     | \$23.49     |

Aquatics Manager  
 Department Secretary  
 Library Administrative Specialist  
 Police Evidence Technician  
 Police Records & Support Technician  
 Sports Turf Technician

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 18 | Annual    | \$40,200.81 | \$42,208.18 | \$44,324.62 | \$46,500.37 | \$48,853.21 | \$51,353.29 |
|    | Bi-weekly | \$1,546.18  | \$1,623.39  | \$1,704.79  | \$1,788.48  | \$1,878.97  | \$1,975.13  |
|    | Hrly      | \$19.33     | \$20.29     | \$21.31     | \$22.36     | \$23.49     | \$24.69     |

Forestry Technician I

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 19 | Annual    | \$42,208.18 | \$44,324.62 | \$46,500.37 | \$48,853.21 | \$51,353.29 | \$53,900.33 |
|    | Bi-weekly | \$1,623.39  | \$1,704.79  | \$1,788.48  | \$1,878.97  | \$1,975.13  | \$2,073.09  |
|    | Hrly      | \$20.29     | \$21.31     | \$22.36     | \$23.49     | \$24.69     | \$25.91     |

Forestry Technician II

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 20 | Annual    | \$44,324.62 | \$46,500.37 | \$48,853.21 | \$51,353.29 | \$53,900.33 | \$56,670.74 |
|    | Bi-weekly | \$1,704.79  | \$1,788.48  | \$1,878.97  | \$1,975.13  | \$2,073.09  | \$2,179.64  |
|    | Hrly      | \$21.31     | \$22.36     | \$23.49     | \$24.69     | \$25.91     | \$27.25     |

Engineering Draftperson Technician

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 21 | Annual    | \$46,500.37 | \$48,853.21 | \$51,353.29 | \$53,900.33 | \$56,670.74 | \$59,478.98 |
|    | Bi-weekly | \$1,788.48  | \$1,878.97  | \$1,975.13  | \$2,073.09  | \$2,179.64  | \$2,287.65  |
|    | Hrly      | \$22.36     | \$23.49     | \$24.69     | \$25.91     | \$27.25     | \$28.60     |

- |  |  |
|--|--|
| Budget Technician<br>Children's Services Librarian<br>City Forester<br>Community Development Admin Tech<br>Deputy City Clerk<br>Development Project Assistant<br>EMS Supervisor<br>Payroll & Acct Technician | Planning Technician<br>Program Supervisor<br>Purchasing Coordinator<br>Museum Educator/Assistant Director<br>Neighborhood Wellness Coord<br>Rental & Nuisance Inspector<br>Utility Billing Supervisor<br>55+ Volunteer Initiatives Coordinator |
|--|--|

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 22 | Annual    | \$48,853.21 | \$51,353.29 | \$53,900.33 | \$56,670.74 | \$59,478.98 | \$62,388.41 |
|    | Bi-weekly | \$1,878.97  | \$1,975.13  | \$2,073.09  | \$2,179.64  | \$2,287.65  | \$2,399.55  |
|    | Hrly      | \$23.49     | \$24.69     | \$25.91     | \$27.25     | \$28.60     | \$29.99     |

Adult & Teen Services Librarian

Associate Planner

Engineering Assistant III

Information Technology Specialist

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 23 | Annual    | \$51,353.29 | \$53,900.33 | \$56,670.74 | \$59,478.98 | \$62,388.41 | \$65,449.65 |
|    | Bi-weekly | \$1,975.13  | \$2,073.09  | \$2,179.64  | \$2,287.65  | \$2,399.55  | \$2,517.29  |
|    | Hrly      | \$24.69     | \$25.91     | \$27.25     | \$28.60     | \$29.99     | \$31.47     |

Building Inspector I  
 CVB Executive Director  
 Economic Development Specialist  
 HR/Communications Specialist  
 P&R Marketing/Operations Supervisor

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 24 | Annual    | \$53,900.33 | \$56,670.74 | \$59,478.98 | \$62,388.41 | \$65,449.65 | \$68,794.48 |
|    | Bi-weekly | \$2,073.09  | \$2,179.64  | \$2,287.65  | \$2,399.55  | \$2,517.29  | \$2,645.94  |
|    | Hrly      | \$25.91     | \$27.25     | \$28.60     | \$29.99     | \$31.47     | \$33.07     |

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 25 | Annual    | \$56,670.74 | \$59,478.98 | \$62,388.41 | \$65,449.65 | \$68,794.48 | \$72,229.90 |
|    | Bi-weekly | \$2,179.64  | \$2,287.65  | \$2,399.55  | \$2,517.29  | \$2,645.94  | \$2,778.07  |
|    | Hrly      | \$27.25     | \$28.60     | \$29.99     | \$31.47     | \$33.07     | \$34.73     |

Building Inspector II  
 City Electrician  
 Grounds Superintendent  
 Parks & Forestry Operations Supervisor  
 Senior Planner  
 Vehicle Repairs Supervisor

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 26 | Annual    | \$59,478.98 | \$62,388.41 | \$65,449.65 | \$68,794.48 | \$72,229.90 | \$75,847.72 |
|    | Bi-weekly | \$2,287.65  | \$2,399.55  | \$2,517.29  | \$2,645.94  | \$2,778.07  | \$2,917.22  |
|    | Hrly      | \$28.60     | \$29.99     | \$31.47     | \$33.07     | \$34.73     | \$36.47     |

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 27 | Annual    | \$62,388.41 | \$65,449.65 | \$68,794.48 | \$72,229.90 | \$75,847.72 | \$79,617.33 |
|    | Bi-weekly | \$2,399.55  | \$2,517.29  | \$2,645.94  | \$2,778.07  | \$2,917.22  | \$3,062.21  |
|    | Hrly      | \$29.99     | \$31.47     | \$33.07     | \$34.73     | \$36.47     | \$38.28     |

GIS Manager  
 Parks & Forestry Superintendant  
 PW Operations Manager  
 Strategic Planner

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 28 | Annual    | \$65,449.65 | \$68,794.48 | \$72,229.90 | \$75,847.72 | \$79,617.33 | \$83,639.94 |
|    | Bi-weekly | \$2,517.29  | \$2,645.94  | \$2,778.07  | \$2,917.22  | \$3,062.21  | \$3,216.92  |
|    | Hrly      | \$31.47     | \$33.07     | \$34.73     | \$36.47     | \$38.28     | \$40.21     |

Airport Director  
 Blanden Museum Director  
 Water Utility Operations Manager

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 29 | Annual    | \$68,794.48 | \$72,229.90 | \$75,847.72 | \$79,617.33 | \$83,639.94 | \$87,814.35 |
|    | Bi-weekly | \$2,645.94  | \$2,778.07  | \$2,917.22  | \$3,062.21  | \$3,216.92  | \$3,377.47  |
|    | Hrly      | \$33.07     | \$34.73     | \$36.47     | \$38.28     | \$40.21     | \$42.22     |

Police Captain

|    |           |             |             |             |             |             |             |
|----|-----------|-------------|-------------|-------------|-------------|-------------|-------------|
| 30 | Annual    | \$72,229.90 | \$75,847.72 | \$79,617.33 | \$83,639.94 | \$87,814.35 | \$92,191.15 |
|    | Bi-weekly | \$2,778.07  | \$2,917.22  | \$3,062.21  | \$3,216.92  | \$3,377.47  | \$3,545.81  |
|    | Hrly      | \$34.73     | \$36.47     | \$38.28     | \$40.21     | \$42.22     | \$44.32     |

|    |           |              |                                   |              |              |              |              |  |
|----|-----------|--------------|-----------------------------------|--------------|--------------|--------------|--------------|--|
|    |           |              | Building Official                 |              |              |              |              |  |
|    |           |              | Information Technology Manager    |              |              |              |              |  |
| 31 | Annual    | \$75,847.72  | \$79,617.33                       | \$83,639.94  | \$87,814.35  | \$92,191.15  | \$96,860.50  |  |
|    | Bi-weekly | \$2,917.22   | \$3,062.21                        | \$3,216.92   | \$3,377.47   | \$3,545.81   | \$3,725.40   |  |
|    | Hrly      | \$36.47      | \$38.28                           | \$40.21      | \$42.22      | \$44.32      | \$46.57      |  |
|    |           |              | Assistant Police Chief            |              |              |              |              |  |
|    |           |              | Assistant to the City Manager     |              |              |              |              |  |
|    |           |              | Community & Economic Dev Director |              |              |              |              |  |
|    |           |              | Library Director                  |              |              |              |              |  |
| 32 | Annual    | \$79,617.33  | \$83,639.94                       | \$87,814.35  | \$92,191.15  | \$96,860.50  | \$101,639.24 |  |
|    | Bi-weekly | \$3,062.21   | \$3,216.92                        | \$3,377.47   | \$3,545.81   | \$3,725.40   | \$3,909.20   |  |
|    | Hrly      | \$38.28      | \$40.21                           | \$42.22      | \$44.32      | \$46.57      | \$48.87      |  |
|    |           |              | Fire Chief                        |              |              |              |              |  |
|    |           |              | Human Resources Director          |              |              |              |              |  |
|    |           |              | Public Works Director             |              |              |              |              |  |
|    |           |              | Parks, Rec, & Forestry Director   |              |              |              |              |  |
| 33 | Annual    | \$83,639.94  | \$87,814.35                       | \$92,191.15  | \$96,860.50  | \$101,639.24 | \$106,713.03 |  |
|    | Bi-weekly | \$3,216.92   | \$3,377.47                        | \$3,545.81   | \$3,725.40   | \$3,909.20   | \$4,104.35   |  |
|    | Hrly      | \$40.21      | \$42.22                           | \$44.32      | \$46.57      | \$48.87      | \$51.30      |  |
|    |           |              | Police Chief                      |              |              |              |              |  |
| 34 | Annual    | \$87,814.35  | \$92,191.15                       | \$96,860.50  | \$101,639.24 | \$106,713.03 | \$112,094.26 |  |
|    | Bi-weekly | \$3,377.47   | \$3,545.81                        | \$3,725.40   | \$3,909.20   | \$4,104.35   | \$4,311.32   |  |
|    | Hrly      | \$42.22      | \$44.32                           | \$46.57      | \$48.87      | \$51.30      | \$53.89      |  |
| 35 | Annual    | \$92,191.15  | \$96,860.50                       | \$101,639.24 | \$106,713.03 | \$112,094.26 | \$117,692.99 |  |
|    | Bi-weekly | \$3,545.81   | \$3,725.40                        | \$3,909.20   | \$4,104.35   | \$4,311.32   | \$4,526.65   |  |
|    | Hrly      | \$44.32      | \$46.57                           | \$48.87      | \$51.30      | \$53.89      | \$56.58      |  |
|    |           |              | City Engineer                     |              |              |              |              |  |
| 36 | Annual    | \$96,860.50  | \$101,639.24                      | \$106,713.03 | \$112,094.26 | \$117,692.99 | \$123,613.05 |  |
|    | Bi-weekly | \$3,725.40   | \$3,909.20                        | \$4,104.35   | \$4,311.32   | \$4,526.65   | \$4,754.35   |  |
|    | Hrly      | \$46.57      | \$48.87                           | \$51.30      | \$53.89      | \$56.58      | \$59.43      |  |
| 37 | Annual    | \$101,639.24 | \$106,713.03                      | \$112,094.26 | \$117,692.99 | \$123,613.05 | \$129,729.51 |  |
|    | Bi-weekly | \$3,909.20   | \$4,104.35                        | \$4,311.32   | \$4,526.65   | \$4,754.35   | \$4,989.60   |  |
|    | Hrly      | \$48.87      | \$51.30                           | \$53.89      | \$56.58      | \$59.43      | \$62.37      |  |
|    |           |              | Chief Development Officer         |              |              |              |              |  |
| 38 | Annual    | \$106,713.03 | \$112,094.26                      | \$117,692.99 | \$123,613.05 | \$129,729.51 | \$136,237.47 |  |
|    | Bi-weekly | \$4,104.35   | \$4,311.32                        | \$4,526.65   | \$4,754.35   | \$4,989.60   | \$5,239.90   |  |
|    | Hrly      | \$51.30      | \$53.89                           | \$56.58      | \$59.43      | \$62.37      | \$65.50      |  |
|    |           |              | Finance Director/City Clerk       |              |              |              |              |  |
| 39 | Annual    | \$112,094.26 | \$117,692.99                      | \$123,613.05 | \$129,729.51 | \$136,237.47 | \$143,017.72 |  |
|    | Bi-weekly | \$4,311.32   | \$4,526.65                        | \$4,754.35   | \$4,989.60   | \$5,239.90   | \$5,500.68   |  |
|    | Hrly      | \$53.89      | \$56.58                           | \$59.43      | \$62.37      | \$65.50      | \$68.76      |  |