

**EXHIBIT 1A**  
**NON-ASSOCIATED APPOINTED EXECUTIVE MANAGEMENT SALARY SCHEDULE**  
**Effective January 6, 2024\***

			Starting Point				Control Point		High Point
Job No	Description	Pay Range	A	B	C	D	E	F	G

**EXECUTIVE MANAGEMENT**

0591	City Manager	NA0591	Per Contract				139.86		153.85
0029	Interim City Manager	289	98.36	103.28	108.44	113.87	119.56	125.54	131.82
0925	Interim City Manager/Police Chief	NA0591	Per Contract						153.85

**DEPARTMENT HEADS**

0592	Assistant City Manager	293	102.36	107.47	112.85	118.49	124.42	130.64	137.17
0015	Fire Chief	293	102.36	107.47	112.85	118.49	124.42	130.64	137.17
0011	Police Chief	293	102.36	107.47	112.85	118.49	124.42	130.64	137.17
0518	Chief Financial Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0479	Chief Information Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0589	Community Development Director	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0574	Director of Human Resources	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0801	Director of Community & Library Services	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0010	Director of Public Works	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03

**CONTRACT NON-DEPARTMENT HEADS**

0593	Chief Assistant City Attorney	267	79.02	82.98	87.12	91.48	96.05	100.86	105.90
0778	Director of Homelessness & Behavioral Health Services	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0845	Deputy Director of Public Works	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0900	Assistant Chief Financial Officer	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0850	Deputy Director of Administrative Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0855	Deputy Director of Community & Library Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0840	Deputy Director of Community Development	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0779	Deputy City Manager	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0906	Deputy City Treasurer	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0699	Deputy Community Prosecutor	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72

\*Per Resolution No. 2024-04 adopted January 16, 2024, the range for the Assistant City Manager, Fire Chief and Police Chief were amended.

**EXHIBIT 1B**  
**NON-ASSOCIATED APPOINTED EXECUTIVE MANAGEMENT SALARY SCHEDULE**  
**Effective January 1, 2025\***

			Starting Point				Control Point		High Point
Job No	Description	Pay Range	A	B	C	D	E	F	G

**EXECUTIVE MANAGEMENT**

0591	City Manager	NA0591	Per Contract				139.86		153.85
0029	Interim City Manager	289	98.36	103.28	108.44	113.87	119.56	125.54	131.82
0925	Interim City Manager/Police Chief	NA0591	Per Contract						153.85

**DEPARTMENT HEADS**

0592	Assistant City Manager	297	106.51	111.84	117.43	123.30	129.47	135.94	142.74
0015	Fire Chief	297	106.51	111.84	117.43	123.30	129.47	135.94	142.74
0011	Police Chief	297	106.51	111.84	117.43	123.30	129.47	135.94	142.74
0518	Chief Financial Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0479	Chief Information Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0589	Community Development Director	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0574	Director of Human Resources	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0801	Director of Community & Library Services	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0010	Director of Public Works	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03

**CONTRACT NON-DEPARTMENT HEADS**

0593	Chief Assistant City Attorney	267	79.02	82.98	87.12	91.48	96.05	100.86	105.90
0778	Director of Homelessness & Behavioral Health Services	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0845	Deputy Director of Public Works	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0900	Assistant Chief Financial Officer	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0850	Deputy Director of Administrative Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0855	Deputy Director of Community & Library Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0840	Deputy Director of Community Development	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0779	Deputy City Manager	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0906	Deputy City Treasurer	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0699	Deputy Community Prosecutor	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72

\*Per Resolution No. 2024-04 adopted January 16, 2024, the range for the Assistant City Manager, Fire Chief and Police Chief were amended.

**EXHIBIT 1C**  
**NON-ASSOCIATED APPOINTED EXECUTIVE MANAGEMENT SALARY SCHEDULE**  
**Effective January 1, 2026\***

			Starting Point				Control Point		High Point
Job No	Description	Pay Range	A	B	C	D	E	F	G

**EXECUTIVE MANAGEMENT**

0591	City Manager	NA0591	Per Contract				139.86		153.85
0029	Interim City Manager	289	98.36	103.28	108.44	113.87	119.56	125.54	131.82
0925	Interim City Manager/Police Chief	NA0591	Per Contract						153.85

**DEPARTMENT HEADS**

0592	Assistant City Manager	301	110.84	116.38	122.20	128.31	134.72	141.46	148.53
0015	Fire Chief	301	110.84	116.38	122.20	128.31	134.72	141.46	148.53
0011	Police Chief	301	110.84	116.38	122.20	128.31	134.72	141.46	148.53
0518	Chief Financial Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0479	Chief Information Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0589	Community Development Director	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0574	Director of Human Resources	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0801	Director of Community & Library Services	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0010	Director of Public Works	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03

**CONTRACT NON-DEPARTMENT HEADS**

0593	Chief Assistant City Attorney	267	79.02	82.98	87.12	91.48	96.05	100.86	105.90
0778	Director of Homelessness & Behavioral Health Services	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0845	Deputy Director of Public Works	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0900	Assistant Chief Financial Officer	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0850	Deputy Director of Administrative Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0855	Deputy Director of Community & Library Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0840	Deputy Director of Community Development	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0779	Deputy City Manager	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0906	Deputy City Treasurer	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0699	Deputy Community Prosecutor	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72

\*Per Resolution No. 2024-04 adopted January 16, 2024, the range for the Assistant City Manager, Fire Chief and Police Chief were amended.