

**EXHIBIT 1**  
**NON-ASSOCIATED EXECUTIVE MANAGEMENT SALARY SCHEDULE**  
**EFFECTIVE SEPTEMBER 17, 2018**

| Job No. | Description | Pay Grade |  | Starting Point |  | Control Point |  | High Point |
|---------|-------------|-----------|--|----------------|--|---------------|--|------------|
|---------|-------------|-----------|--|----------------|--|---------------|--|------------|

**EXECUTIVE MANAGEMENT**

|      |              |        |  |    |  |    |  |        |
|------|--------------|--------|--|----|--|----|--|--------|
| 0591 | City Manager | NA0591 |  | NA |  | NA |  | 128.29 |
|------|--------------|--------|--|----|--|----|--|--------|

**DEPARTMENT HEADS**

|      |                                  |        |  |       |  |       |  |        |
|------|----------------------------------|--------|--|-------|--|-------|--|--------|
| 0592 | Assistant City Manager           | NA0592 |  | 85.82 |  | 95.51 |  | 106.32 |
| 0009 | Director of Building & Safety    | NA0009 |  | 74.64 |  | 83.07 |  | 92.46  |
| 0014 | Director of Community Services   | NA0014 |  | 74.64 |  | 83.07 |  | 92.46  |
| 0008 | Director of Economic Development | NA0008 |  | 74.64 |  | 83.07 |  | 92.46  |
| 0574 | Director of Human Resources      | NA0574 |  | 74.64 |  | 83.07 |  | 92.46  |
| 0479 | Chief Information Officer        | NA0479 |  | 74.64 |  | 83.07 |  | 92.46  |
| 0007 | Director of Library Services     | NA0007 |  | 69.94 |  | 77.85 |  | 86.66  |
| 0589 | Community Development Director   | NA0589 |  | 80.82 |  | 89.97 |  | 100.13 |
| 0010 | Director of Public Works         | NA0010 |  | 80.82 |  | 89.97 |  | 100.13 |
| 0518 | Chief Financial Officer          | NA0518 |  | 80.82 |  | 89.97 |  | 100.13 |
| 0015 | Fire Chief                       | NA0015 |  | 85.82 |  | 95.51 |  | 106.31 |
| 0011 | Police Chief                     | NA0011 |  | 85.82 |  | 95.52 |  | 106.31 |

**ELECTED OFFICIALS**

|      |               |        |  |        |  |        |  |        |
|------|---------------|--------|--|--------|--|--------|--|--------|
| 0016 | City Attorney | NA0016 |  | 100.18 |  | 111.51 |  | 124.10 |
| 0017 | City Clerk    | NA0017 |  | 69.94  |  | 77.85  |  | 86.66  |

**ELECTED OFFICIALS PART-TIME**

|                                       |                            |        |  |       |  |       |  |       |
|---------------------------------------|----------------------------|--------|--|-------|--|-------|--|-------|
| 0018                                  | City Treasurer - PART-TIME | NA0018 |  | 74.64 |  | 83.07 |  | 92.46 |
| *Annual Salary Not to Exceed \$51,812 |                            |        |  |       |  |       |  |       |

**CONTRACT NON-DEPARTMENT HEAD**

| Job No. | Description                      | Pay Grade |  | A     | B     | C     | D     | E     |
|---------|----------------------------------|-----------|--|-------|-------|-------|-------|-------|
| 0593    | Chief Assistant City Attorney    | NA0593    |  | 71.05 | 74.96 | 79.08 | 83.43 | 88.01 |
| 0699    | Deputy Community Prosecutor      | NA0699    |  | 43.20 | 45.58 | 48.08 | 50.73 | 53.52 |
| 0840    | Deputy Director of Community Dev | NA0840    |  | 66.54 | 70.21 | 74.07 | 78.14 | 82.44 |

Per Ordinance 3855 adopted on 1/19/10, Building & Safety Department duties were combined with the Planning Department creating a new position of Director of Planning and Building.

Per Ordinance 4086 adopted 4/18/16: the position of Finance Director was changed to Chief Financial Officer, the Director of Information Services was changed to Chief Information Officer and the Director of Planning and Building was changed to Community Development Director.

Per Resolution 2010-106 adopted on 12/20/10 the City Treasurer was established as a part-time position.

Per Ordinance 3906 adopted on 2/7/11 amended the title of City Administrator to City Manager.

Per Council action on 11/19/12, the position of Chief Assistant City Attorney was established.

Per Resolution 2012-95 adopted on 12/17/12 the title of Deputy City Manager was changed to Assistant City Manager.

Per Ordinance 4105 and Resolution 2016-66 adopted on 10/17/16 the position of Deputy Community Prosecutor was established.

Per Ordinance 4160 and Resolution 2018-54 adopted on 09/17/18 the position of Deputy Director of Community Development was established.