## EXHIBIT 1 NON-ASSOCIATED EXECUTIVE MANAGEMENT SALARY SCHEDULE EFFECTIVE SEPTEMBER 03, 2019



Job No. Description Grade Point Point Point Point   EXECUTIVE MANAGEMENT 0591 City Manager NA0591 NA NA NA 122   0029 Interim City Manager NA0029 NA NA NA 122   DEPARTMENT HEADS 0592 Assistant City Manager NA0592 85.82 95.51 106   0009 Director of Building & Safety NA0009 74.64 83.07 92   0014 Director of Community Services NA0014 74.64 83.07 92   0070 Director of Human Resources NA0007 74.64 83.07 92   0070 Director of Public Works NA0007 69.94 77.85 86   0589 Community Development Director NA0578 80.82 89.97 100   0101 Director of Library Services NA0010 80.82 89.97 100   0518 Chief Financial Officer NA0518 80.82 95.51 100			Pay		Starting		Control		High	
EXECUTIVE MANAGEMENT   0591 City Manager NA0591 NA NA NA 128   0029 Interim City Manager NA0029 NA NA NA 122   DEPARTMENT HEADS 0090 Director of Building & Safety NA0099 74.64 83.07 92   0014 Director of Community Services NA0014 74.64 83.07 92   0074 Director of Economic Development NA0008 74.64 83.07 92   0074 Director of Human Resources NA0574 74.64 83.07 92   0479 Chief Information Officer NA0574 74.64 83.07 92   0007 Director of Library Services NA0007 69.94 77.85 86   0589 Community Development Director NA0518 80.82 89.97 100   0518 Chief Financial Officer NA0518 80.82 99.97 100   0011 Police Chief NA0011 85.82 95.51 106	Job No.	Description	-		-				Point	
0591 City Manager NA0591 NA NA NA 128   0029 Interim City Manager NA0029 NA NA NA 122   DEPARTMENT HEADS   00592 Assistant City Manager NA0592 85.82 96.51 106   0069 Director of Building & Safety NA0009 74.64 83.07 92   0014 Director of Community Services NA0014 74.64 83.07 92   00574 Director of Library Services NA0007 74.64 83.07 92   0479 Chief Information Officer NA0479 74.64 83.07 92   0580 Community Development Director NA0659 80.82 89.97 100   0010 Director of Library Services NA0010 80.82 89.97 100   0015 Fire Chief NA0015 85.82 95.51 100   0015 Fire Chief NA0016 100.18 111.51 124   0017 City Attorney<										
0029 Interim City Manager NA0029 NA NA 122   DEPARTMENT HEADS 0592 Assistant City Manager NA0592 85.82 95.51 106   0009 Director of Building & Safety NA0009 74.64 83.07 92   0014 Director of Community Services NA0014 74.64 83.07 92   0074 Director of Economic Development NA008 74.64 83.07 92   0479 Chief Information Officer NA0574 74.64 83.07 92   0007 Director of Library Services NA0007 69.94 77.85 86   0589 Community Development Director NA0589 80.82 89.97 100   0010 Director of Public Works NA0010 80.82 89.97 100   0015 Fire Chief NA0011 85.82 95.51 106   0011 Police Chief NA0011 85.82 95.52 106   0016 City Attorney NA0016 100.18	EXECUTIVE MANAGEMENT									
DEPARTMENT HEADS Solution NA0592 S5.82 95.51 100   0009 Director of Building & Safety NA0009 74.64 83.07 92   0014 Director of Building & Safety NA0009 74.64 83.07 92   0008 Director of Community Services NA0014 74.64 83.07 92   0007 Director of Human Resources NA074 74.64 83.07 92   0474 Director of Library Services NA0079 74.64 83.07 92   0477 Chief Information Officer NA0479 74.64 83.07 92   0407 Director of Library Services NA0070 69.94 77.85 86   0589 Community Development Director NA0518 80.82 89.97 100   0010 Director of Public Works NA0015 85.82 95.51 106   0015 Fire Chief NA0011 85.82 95.52 106   0011 Police Chief NA0016 100.18 1	0591	City Manager	NA0591		NA		NA		128.29	
0592 Assistant City Manager NA0592 85.82 95.51 106   0009 Director of Building & Safety NA0009 74.64 83.07 92   0014 Director of Community Services NA0014 74.64 83.07 92   0008 Director of Fluman Resources NA0574 74.64 83.07 92   00747 Director of Human Resources NA0479 74.64 83.07 92   0007 Director of Library Services NA0007 69.94 77.85 86   05589 Community Development Director NA0589 80.82 89.97 100   0010 Director of Public Works NA0010 80.82 89.97 100   0014 Chief Financial Officer NA0518 80.82 95.51 100   0011 Police Chief NA0015 85.82 95.52 100   0016 City Attorney NA0017 69.94 77.85 86   City Clerk NA0017 69.94 77.85 8	0029	Interim City Manager	NA0029		NA		NA		122.68	
0009 Director of Building & Safety NA0009 74.64 83.07 92   0014 Director of Community Services NA0014 74.64 83.07 92   0008 Director of Community Services NA0008 74.64 83.07 92   0074 Director of Lonomic Development NA007 74.64 83.07 92   0479 Chief Information Officer NA0479 74.64 83.07 92   0007 Director of Library Services NA007 69.94 77.85 86   0589 Community Development Director NA0589 80.82 89.97 100   0010 Director of Public Works NA0010 80.82 89.97 100   0015 Fire Chief NA0015 85.82 95.51 106   0011 Police Chief NA0011 85.82 95.52 106   ELECTED OFFICIALS   Coty Clerk NA0017 69.94 77.85 86   ELECTED OFFICIALS Statin City Attorney	DEPARTMENT HEADS									
0014 Director of Community Services NA0014 74.64 83.07 92   0008 Director of Economic Development NA0008 74.64 83.07 92   0574 Director of Human Resources NA0574 74.64 83.07 92   0479 Chief Information Officer NA0479 74.64 83.07 92   0007 Director of Library Services NA0479 74.64 83.07 92   0007 Director of Public Works NA0007 69.94 77.85 86   0589 Community Development Director NA0589 80.82 89.97 100   0010 Director of Public Works NA0015 80.82 89.97 100   0015 Fire Chief NA0015 85.82 95.51 100   0011 Police Chief NA0017 69.94 77.85 86   ELECTED OFFICIALS   0016 City Attorney NA0018 69.94 77.85 86    Pay Grade	0592	Assistant City Manager	NA0592		85.82		95.51		106.32	
0008 Director of Economic Development NA0008 74.64 83.07 92   0574 Director of Human Resources NA0574 74.64 83.07 92   0479 Chief Information Officer NA0479 74.64 83.07 92   0007 Director of Library Services NA0007 69.94 77.85 86   0589 Community Development Director NA0589 80.82 89.97 100   0010 Director of Public Works NA0010 80.82 89.97 100   0518 Chief Financial Officer NA0015 85.82 95.51 100   0011 Police Chief NA0011 85.82 95.52 100   ELECTED OFFICIALS   0016 City Attorney NA0016 100.18 111.51 124   0017 City Clerk NA0018 69.94 77.85 86   ELECTED OFFICIALS PART-TIME   0018 City Treasurer - PART-TIME NA018 69.94 77.85 83.07 87	0009	Director of Building & Safety	NA0009		74.64		83.07		92.46	
0574 Director of Human Resources NA0574 74.64 83.07 92   0479 Chief Information Officer NA0479 74.64 83.07 92   0007 Director of Library Services NA0007 69.94 77.85 88 92   0007 Director of Library Services NA0007 69.94 77.85 88 99 100   0010 Director of Public Works NA0010 80.82 89.97 100   0015 Fire Chief NA0015 85.82 95.51 106   0011 Police Chief NA0011 85.82 95.51 106   0011 Police Chief NA0016 100.18 111.51 124   0017 City Attorney NA0016 100.18 111.51 124   0017 City Clerk NA0018 69.94 77.85 86   ELECTED OFFICIALS   0018 City Treasurer - PART-TIME NA0018 69.94 77.85 86    Descri	0014	Director of Community Services	NA0014		74.64		83.07		92.46	
0479 Chief Information Officer NA0479 74.64 83.07 92   0007 Director of Library Services NA0007 69.94 77.85 86 89.97 100   0010 Director of Public Works NA0010 80.82 89.97 100   0011 Director of Public Works NA0010 80.82 89.97 100   0015 Fire Chief NA0015 85.82 95.51 100   0011 Police Chief NA0011 85.82 95.52 100   0016 City Attorney NA0016 100.18 111.51 124   0017 City Clerk NA0017 69.94 77.85 86   ELECTED OFFICIALS   0016 City Attorney NA0017 69.94 77.85 86   OD18 City Treasurer - PART-TIME NA0018 69.94 77.85 86   OD18 City Treasurer - PART-TIME NA018 69.94 77.85 86   OD18 <td< td=""><td>0008</td><td>Director of Economic Development</td><td>NA0008</td><td></td><td>74.64</td><td></td><td>83.07</td><td></td><td>92.46</td></td<>	0008	Director of Economic Development	NA0008		74.64		83.07		92.46	
0007 Director of Library Services NA0007 69.94 77.85 86   0589 Community Development Director NA0589 80.82 89.97 100   0010 Director of Public Works NA0010 80.82 89.97 100   0518 Chief Financial Officer NA0518 80.82 89.97 100   0011 Police Chief NA0015 85.82 95.51 106   0011 Police Chief NA0011 85.82 95.52 106   0016 City Attorney NA0016 100.18 111.51 124   0017 City Clerk NA0017 69.94 77.85 86   ELECTED OFFICIALS   0018 City Treasurer - PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD   Job No. Description Pay Grade A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07	0574	Director of Human Resources	NA0574		74.64		83.07		92.46	
0589 Community Development Director NA0589 80.82 89.97 100   0010 Director of Public Works NA0010 80.82 89.97 100   0518 Chief Financial Officer NA0518 80.82 89.97 100   0015 Fire Chief NA0015 80.82 89.97 100   0015 Fire Chief NA0016 85.82 95.51 106   0011 Police Chief NA0011 85.82 95.52 106   ELECTED OFFICIALS   0016 City Attorney NA0016 100.18 111.51 124   0017 City Clerk NA0017 69.94 77.85 86   ELECTED OFFICIALS PART-TIME   0018 City Treasurer - PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD   Job No. Description Grade A B C D E   0593 Chief Assistant City Attorney NA0593	0479	Chief Information Officer	NA0479		74.64		83.07		92.46	
0010 Director of Public Works NA0010 80.82 89.97 100   0518 Chief Financial Officer NA0518 80.82 89.97 100   0015 Fire Chief NA0015 85.82 95.51 106   0011 Police Chief NA0011 85.82 95.52 106   ELECTED OFFICIALS   0016 City Attorney NA0016 100.18 111.51 124   0017 City Clerk NA0017 69.94 77.85 86   ELECTED OFFICIALS PART-TIME   0018 City Treasurer - PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD   Job No. Description Pay Grade A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07 87.64 92   0699 Deputy Community Prosecutor NA0659 43.20 45.58 48.08 50.73 53	0007	Director of Library Services	NA0007		69.94		77.85		86.66	
0518 Chief Financial Officer NA0518 80.82 89.97 100   0015 Fire Chief NA0015 85.82 95.51 106   0011 Police Chief NA0011 85.82 95.52 106   0016 City Attorney NA0016 100.18 111.51 124   0017 City Clerk NA0017 69.94 77.85 86   ELECTED OFFICIALS   0018 City Treasurer - PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD   Job No. Description Pay Grade A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07 87.64 92   0699 Deputy Community Prosecutor NA0840 66.54 70.21 74.07 78.14 82   0650 Assistant Chief of Police NA0650 78.70 83.03 87.60 92.41 97   0900 Ass	0589	Community Development Director	NA0589		80.82		89.97		100.13	
0015 Fire Chief NA0015 85.82 95.51 106   0011 Police Chief NA0011 85.82 95.52 106   ELECTED OFFICIALS NA0016 100.18 111.51 124   0017 City Attorney NA0017 69.94 77.85 86   ELECTED OFFICIALS PART-TIME NA0017 69.94 77.85 86   ELECTED OFFICIALS PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD Pay A B C D E   0593 Chief Assistant City Attorney NA0699 43.20 45.58 48.08 50.73 53   0699 Deputy Community Prosecutor NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82	0010	Director of Public Works	NA0010		80.82		89.97		100.13	
0011 Police Chief NA0011 85.82 95.52 106   ELECTED OFFICIALS   0016 City Attorney NA0016 100.18 111.51 124   0017 City Clerk NA0017 69.94 77.85 86   ELECTED OFFICIALS PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD VA0018 69.94 77.85 86   Job No. Description Pay Grade A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07 87.64 92   0699 Deputy Community Prosecutor NA0699 43.20 45.58 48.08 50.73 53   0840 Deputy Director of Community Dev NA0840 66.54 70.21 74.07 78.14 82   0650 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82	0518	Chief Financial Officer	NA0518		80.82		89.97		100.13	
ELECTED OFFICIALS NA0016 100.18 111.51 124   0016 City Attorney NA0017 69.94 77.85 86   ELECTED OFFICIALS PART-TIME NA0017 69.94 77.85 86   ELECTED OFFICIALS PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD Pay A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07 87.64 92   0699 Deputy Community Prosecutor NA0699 43.20 45.58 48.08 50.73 53   0840 Deputy Director of Community Dev NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82	0015	Fire Chief	NA0015		85.82		95.51		106.31	
0016 City Attorney NA0016 100.18 111.51 124   0017 City Clerk NA0017 69.94 77.85 86   ELECTED OFFICIALS PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD   Job No. Description Pay Grade A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07 87.64 92   0699 Deputy Community Prosecutor NA0699 43.20 45.58 48.08 50.73 53   0840 Deputy Director of Community Dev NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82	0011	Police Chief	NA0011		85.82		95.52		106.31	
0016 City Attorney NA0016 100.18 111.51 124   0017 City Clerk NA0017 69.94 77.85 86   ELECTED OFFICIALS PART-TIME NA0018 69.94 77.85 86   0018 City Treasurer - PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD Pay Grade A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07 87.64 92   0699 Deputy Community Prosecutor NA0699 43.20 45.58 48.08 50.73 53   0840 Deputy Director of Community Dev NA0840 66.54 70.21 74.07 78.14 82   0650 Assistant Chief of Police NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82			· · · · ·							
0017 City Clerk NA0017 69.94 77.85 86   ELECTED OFFICIALS PART-TIME NA0018 69.94 77.85 86   0018 City Treasurer - PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD Pay Grade A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07 87.64 92   0699 Deputy Community Prosecutor NA0699 43.20 45.58 48.08 50.73 53   0840 Deputy Director of Community Dev NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82			NA0016		100.18		111.51		124.10	
ELECTED OFFICIALS PART-TIME NA0018 69.94 77.85 86   0018 City Treasurer - PART-TIME NA0018 69.94 77.85 86   CONTRACT NON-DEPARTMENT HEAD Pay Grade A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07 87.64 92   0699 Deputy Community Prosecutor NA0699 43.20 45.58 48.08 50.73 53   0840 Deputy Director of Community Dev NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82	0017	City Clerk	NA0017						86.66	
CONTRACT NON-DEPARTMENT HEADJob No.DescriptionPay GradeABCDE0593Chief Assistant City AttorneyNA059374.6478.7583.0787.64920699Deputy Community ProsecutorNA069943.2045.5848.0850.73530840Deputy Director of Community DevNA084066.5470.2174.0778.14820650Assistant Chief of PoliceNA065078.7083.0387.6092.41970900Assistant Chief Financial OfficerNA090066.5470.2174.0778.1482	ELECTED	OFFICIALS PART-TIME								
Job No. Description Pay Grade A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07 87.64 92   0699 Deputy Community Prosecutor NA0699 43.20 45.58 48.08 50.73 53   0840 Deputy Director of Community Dev NA0840 66.54 70.21 74.07 78.14 82   0650 Assistant Chief of Police NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82	0018	City Treasurer - PART-TIME	NA0018		69.94		77.85		86.66	
Job No. Description Grade A B C D E   0593 Chief Assistant City Attorney NA0593 74.64 78.75 83.07 87.64 92   0699 Deputy Community Prosecutor NA0699 43.20 45.58 48.08 50.73 53   0840 Deputy Director of Community Dev NA0840 66.54 70.21 74.07 78.14 82   0650 Assistant Chief of Police NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82										
0699 Deputy Community Prosecutor NA0699 43.20 45.58 48.08 50.73 53   0840 Deputy Director of Community Dev NA0840 66.54 70.21 74.07 78.14 82   0650 Assistant Chief of Police NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82	Job No.	Description	-		Α	В	С	D	Е	
0840 Deputy Director of Community Dev NA0840 66.54 70.21 74.07 78.14 82   0650 Assistant Chief of Police NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82	0593	Chief Assistant City Attorney	NA0593		74.64	78.75	83.07	87.64	92.46	
0650 Assistant Chief of Police NA0650 78.70 83.03 87.60 92.41 97   0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82	0699	Deputy Community Prosecutor	NA0699		43.20	45.58	48.08	50.73	53.52	
0900 Assistant Chief Financial Officer NA0900 66.54 70.21 74.07 78.14 82	0840	Deputy Director of Community Dev	NA0840		66.54	70.21	74.07	78.14	82.44	
	0650	Assistant Chief of Police	NA0650		78.70	83.03	87.60	92.41	97.50	
0902 Assistant Director of Library Srvcs NA0902 48.84 51.52 54.36 57.34 60	0900	Assistant Chief Financial Officer	NA0900		66.54	70.21	74.07	78.14	82.44	
	0902	Assistant Director of Library Srvcs	NA0902		48.84	<u>51.52</u>	54.36	57.34	60.50	

\*Per Resolution 2019-52 adopted on 9/03/19 the position of Assistant Director of Library Services was established.