

Resolution No. 2018-31 Exhibit 1
Salary and Hourly Schedule for the
Competitive, Confidential, Management and Part-time
Positions (Effective July 7, 2018)

| COMPETITIVE POSITIONS | OFFICIAL | | For illustration purposes | | | |
|--|---------------|------------|---------------------------|-----------|---------------|----------|
| | Annual Salary | | Monthly Salary | | Hourly Salary | |
| | BOTTOM TO TOP | | BOTTOM TO TOP | | BOTTOM TO TOP | |
| Account Clerk | 49,620 | -- 64,423 | 4,135 | -- 5,369 | 23.86 | -- 30.97 |
| Accountant | 72,562 | -- 94,244 | 6,047 | -- 7,854 | 34.89 | -- 45.31 |
| Accounting Manager | 94,143 | -- 122,270 | 7,845 | -- 10,189 | 45.26 | -- 58.78 |
| Accounting Technician | 56,167 | -- 72,968 | 4,681 | -- 6,081 | 27.00 | -- 35.08 |
| Administrative Analyst I | 64,218 | -- 83,396 | 5,352 | -- 6,950 | 30.87 | -- 40.09 |
| Administrative Analyst II | 64,220 | -- 96,475 | 5,352 | -- 8,040 | 30.88 | -- 46.38 |
| Administrative Analyst II (Records Management) | 64,220 | -- 96,475 | 5,352 | -- 8,040 | 30.88 | -- 46.38 |
| Administrative Staff Assistant | 55,456 | -- 72,012 | 4,621 | -- 6,001 | 26.66 | -- 34.62 |
| Assistant Engineer | 80,601 | -- 104,672 | 6,717 | -- 8,723 | 38.75 | -- 50.32 |
| Assistant Planner | 67,566 | -- 87,756 | 5,631 | -- 7,313 | 32.48 | -- 42.19 |
| Associate Engineer | 89,567 | -- 116,303 | 7,464 | -- 9,692 | 43.06 | -- 55.91 |
| Associate Planner | 76,778 | -- 99,719 | 6,398 | -- 8,310 | 36.91 | -- 47.94 |
| Building Inspector I | 65,160 | -- 84,598 | 5,430 | -- 7,050 | 31.33 | -- 40.67 |
| Building Inspector II | 72,966 | -- 94,765 | 6,081 | -- 7,897 | 35.08 | -- 45.56 |
| Cable TV Station Manager | 76,778 | -- 99,719 | 6,398 | -- 8,310 | 36.91 | -- 47.94 |
| Code Enforcement Officer | 64,728 | -- 84,062 | 5,394 | -- 7,005 | 31.12 | -- 40.41 |
| Deputy City Clerk | 65,509 | -- 85,108 | 5,459 | -- 7,092 | 31.49 | -- 40.92 |
| Engineering Technician | 61,440 | -- 79,789 | 5,120 | -- 6,649 | 29.54 | -- 38.36 |
| Geographic Information Systems Coordinator | 80,586 | -- 104,677 | 6,716 | -- 8,723 | 38.74 | -- 50.33 |
| Lead Worker | 56,907 | -- 73,915 | 4,742 | -- 6,160 | 27.36 | -- 35.54 |
| Maintenance Superintendent | 93,840 | -- 121,871 | 7,820 | -- 10,156 | 45.12 | -- 58.59 |
| Maintenance Supervisor | 72,037 | -- 91,271 | 6,003 | -- 7,606 | 34.63 | -- 43.88 |
| Maintenance Worker I/II | 43,551 | -- 64,291 | 3,629 | -- 5,358 | 20.94 | -- 30.91 |
| Open Space & Trails Manager | 85,988 | -- 111,683 | 7,166 | -- 9,307 | 41.34 | -- 53.69 |
| Permit Clerk | 48,679 | -- 63,220 | 4,057 | -- 5,268 | 23.40 | -- 30.39 |
| Permit Technician | 55,558 | -- 72,127 | 4,630 | -- 6,011 | 26.71 | -- 34.68 |
| Planning Technician | 57,828 | -- 75,072 | 4,819 | -- 6,256 | 27.80 | -- 36.09 |
| Principal Planner | 96,315 | -- 125,079 | 8,026 | -- 10,423 | 46.31 | -- 60.13 |
| Recreation Program Supervisor I | 55,456 | -- 72,012 | 4,621 | -- 6,001 | 26.66 | -- 34.62 |
| Recreation Program Supervisor II | 70,280 | -- 91,271 | 5,857 | -- 7,606 | 33.79 | -- 43.88 |
| Recreation Services Manager | 82,347 | -- 106,909 | 6,862 | -- 8,909 | 39.59 | -- 51.40 |
| Senior Account Technician | 62,907 | -- 81,723 | 5,242 | -- 6,810 | 30.24 | -- 39.29 |
| Senior Accountant | 79,189 | -- 103,674 | 6,599 | -- 8,640 | 38.37 | -- 49.84 |
| Senior Administrative Analyst | 83,193 | -- 108,066 | 6,933 | -- 9,006 | 40.00 | -- 51.95 |
| Senior Code Enforcement Officer | 72,490 | -- 94,143 | 6,041 | -- 7,845 | 34.85 | -- 45.26 |
| Senior Engineer | 100,313 | -- 130,265 | 8,359 | -- 10,855 | 48.23 | -- 62.63 |
| Senior Information Technician | 86,047 | -- 111,725 | 7,171 | -- 9,310 | 41.37 | -- 53.71 |
| Senior Planner | 88,336 | -- 114,731 | 7,361 | -- 9,561 | 42.47 | -- 55.16 |
| Staff Assistant I | 42,480 | -- 55,186 | 3,540 | -- 4,599 | 20.42 | -- 26.53 |
| Staff Assistant II | 48,289 | -- 62,714 | 4,024 | -- 5,226 | 23.22 | -- 30.15 |
| Traffic Engineering Technician | 61,440 | -- 79,789 | 5,120 | -- 6,649 | 29.54 | -- 38.36 |
| CONFIDENTIAL POSITIONS | | | | | | |
| Accounting Supervisor | 91,787 | -- 119,228 | 7,649 | -- 9,936 | 44.13 | -- 57.32 |
| Executive Assistant | 65,437 | -- 85,004 | 5,453 | -- 7,084 | 31.46 | -- 40.87 |
| Human Resources Analyst | 64,214 | -- 96,479 | 5,351 | -- 8,040 | 30.87 | -- 46.38 |
| MANAGEMENT POSITIONS | | | | | | |
| Assistant to the City Manager | 93,180 | -- 121,001 | 7,765 | -- 10,083 | | |
| Building Official | 92,877 | -- 157,262 | 7,740 | -- 13,105 | | |
| City Clerk | 92,877 | -- 157,262 | 7,740 | -- 13,105 | | |
| City Manager * | 225,750 | -- 225,750 | 18,813 | -- 18,813 | | |
| Deputy City Manager | 112,998 | -- 191,984 | 9,417 | -- 15,999 | | |
| Deputy Director of Community Development | 99,197 | -- 167,960 | 8,266 | -- 13,997 | | |
| Deputy Director of Finance | 99,197 | -- 167,960 | 8,266 | -- 13,997 | | |
| Deputy Director of Public Works | 99,197 | -- 167,960 | 8,266 | -- 13,997 | | |
| Deputy Director of Recreation & Parks | 99,197 | -- 167,960 | 8,266 | -- 13,997 | | |
| Director of Community Development | 112,998 | -- 191,984 | 9,417 | -- 15,999 | | |
| Director of Finance | 112,998 | -- 191,984 | 9,417 | -- 15,999 | | |
| Director of Parks & Recreation | 112,998 | -- 191,984 | 9,417 | -- 15,999 | | |
| Director of Public Works | 112,998 | -- 191,984 | 9,417 | -- 15,999 | | |
| Human Resources Manager | 99,197 | -- 167,960 | 8,266 | -- 13,997 | | |
| Information Technology Manager | 92,877 | -- 157,262 | 7,740 | -- 13,105 | | |
| Principal Civil Engineer | 92,877 | -- 157,262 | 7,740 | -- 13,105 | | |

**Salary and Hourly Schedule for the
Competitive, Confidential, Management and Part-time Positions
(Effective July 7, 2018)**

| PART-TIME POSITIONS | OFFICIAL Hourly Rates | |
|--|----------------------------------|-------|
| | <u>BOTTOM TO TOP</u> | |
| Administrative/Public Works/Cable Intern | 12.43 -- | 29.96 |
| Code Enforcement Officer | 31.10 -- | 40.39 |
| Park Ranger | 17.20 -- | 22.34 |
| Permit Clerk | 21.82 -- | 28.34 |
| Recreation Leader | 12.29 -- | 13.95 |
| Recreation Leader II | 13.92 -- | 17.12 |
| Recreation Specialist | 17.20 -- | 22.34 |
| Staff Assistant I | 20.40 -- | 26.51 |
| Staff Assistant II | 23.21 -- | 30.14 |
| Television Producer | 16.58 -- | 33.17 |

| AUTO ALLOWANCE | <u>Monthly Amount</u> |
|-----------------------------------|----------------------------------|
| City Manager | 700 |
| Deputy City Manager | 150 |
| Director of Community Development | 150 |
| Director of Finance | 150 |
| Director of Public Works | 150 |
| Director of Recreation & Parks | 150 |

* City Manager salary set by contract agreement adopted by the City Council.
(contract amended February 6, 2018)