

NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

EXHIBIT 1 NON-ASSOCIATED EXECUTIVE MANAGEMENT SALARY SCHEDULE EFFECTIVE January 16, 2007

| Job Type | Description | Pay Grade 1/16/07 | Starting Point | | Control Point | | High Point |
|----------|--------------------------------|-------------------|----------------|--|---------------|--|------------|
| 0510 | Deputy City Administrator | 703 | \$72.68 | | \$80.90 | | \$90.04 |
| 0009 | Director of Building & Safety | 681 | \$65.12 | | \$72.48 | | \$80.68 |
| 0014 | Director of Community Services | 697 | \$70.53 | | \$78.50 | | \$87.38 |
| 0008 | Director of Econ Development | 681 | \$65.12 | | \$72.48 | | \$80.68 |
| 0574 | Director of Human Resources | 681 | \$65.12 | | \$72.48 | | \$80.68 |
| 0479 | Director of Info Services | 681 | \$65.12 | | \$72.48 | | \$80.68 |
| 0007 | Director of Library Services | 668 | \$61.03 | | \$67.93 | | \$75.61 |
| 0021 | Director of Planning | 681 | \$65.12 | | \$72.48 | | \$80.68 |
| 0010 | Director of Public Works | 697 | \$70.53 | | \$78.50 | | \$87.38 |
| 0518 | Finance Director | 697 | \$70.53 | | \$78.50 | | \$87.38 |
| 0015 | Fire Chief | 709 | \$74.88 | | \$83.35 | | \$92.77 |
| 0011 | Police Chief | 709 | \$74.88 | | \$83.35 | | \$92.77 |
| | | | | | | | |
| 0016 | City Attorney | 740 | \$87.41 | | \$97.29 | | \$108.29 |
| 0017 | City Clerk | 668 | \$61.03 | | \$67.93 | | \$75.61 |
| 0018 | City Treasurer | 681 | \$65.12 | | \$72.48 | | \$80.68 |
| | | | | | | | |
| 0007 | Director of Library Services | 668 | \$61.03 | | \$67.93 | | \$75.61 |

NON-ASSOCIATED EMPLOYEE PAY AND BENEFIT PROVISIONS

EXHIBIT 1 NON-ASSOCIATED EXECUTIVE MANAGEMENT SALARY SCHEDULE EFFECTIVE December 29, 2007

| Job Type | Description | Pay Grade 12/29/07 | Starting Point | Control Point | High Point |
|----------|--------------------------------|-----------------------|----------------|---------------|------------|
| 0510 | Deputy City Administrator | 709 | \$74.88 | \$83.35 | \$92.77 |
| 0009 | Director of Building & Safety | 687 | \$67.11 | \$74.69 | \$83.13 |
| 0014 | Director of Community Services | 703 | \$72.68 | \$80.90 | \$90.04 |
| 0008 | Director of Econ Development | 687 | \$67.11 | \$74.69 | \$83.13 |
| 0574 | Director of Human Resources | 687 | \$67.11 | \$74.69 | \$83.13 |
| 0479 | Director of Info Services | 687 | \$67.11 | \$74.69 | \$83.13 |
| 0007 | Director of Library Services | 674 | \$62.89 | \$70.00 | \$77.91 |
| 0021 | Director of Planning | 687 | \$67.11 | \$74.69 | \$83.13 |
| 0010 | Director of Public Works | 703 | \$72.68 | \$80.90 | \$90.04 |
| 0518 | Finance Director | 703 | \$72.68 | \$80.90 | \$90.04 |
| 0015 | Fire Chief | 715 | \$77.17 | \$85.89 | \$95.59 |
| 0011 | Police Chief | 715 | \$77.17 | \$85.89 | \$95.59 |
| 0016 | City Attorney | 746 | \$90.07 | \$100.25 | \$111.58 |
| 0017 | City Clerk | 674 | \$62.89 | \$70.00 | \$77.91 |
| 0018 | City Treasurer | 687 | \$67.11 | \$74.69 | \$83.13 |
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NON-ASSOCIATED EMPLOYEES PAY AND BENEFITS RESOLUTION

EXHIBIT 1 NON-ASSOCIATED EXECUTIVE MANAGEMENT SALARY SCHEDULE EFFECTIVE December 27, 2008

| Job Type | Description | Pay Grade 12/27/08 | Starting Point | Control Point | High Point |
|----------|--------------------------------|-----------------------|----------------|---------------|------------|
| 0510 | Deputy City Administrator | 715 | \$77.17 | \$85.89 | \$95.59 |
| 0009 | Director of Building & Safety | 693 | \$69.15 | \$76.96 | \$85.66 |
| 0014 | Director of Community Services | 709 | \$74.88 | \$83.35 | \$92.77 |
| 0008 | Director of Econ Development | 693 | \$69.15 | \$76.96 | \$85.66 |
| 0574 | Director of Human Resources | 693 | \$69.15 | \$76.96 | \$85.66 |
| 0479 | Director of Info Services | 693 | \$69.15 | \$76.96 | \$85.66 |
| 0007 | Director of Library Services | 680 | \$64.80 | \$72.12 | \$80.28 |
| 0021 | Director of Planning | 693 | \$69.15 | \$76.96 | \$85.66 |
| 0010 | Director of Public Works | 709 | \$74.88 | \$83.35 | \$92.77 |
| 0518 | Finance Director | 709 | \$74.88 | \$83.35 | \$92.77 |
| 0015 | Fire Chief | 721 | \$79.51 | \$88.49 | \$98.50 |
| 0011 | Police Chief | 721 | \$79.51 | \$88.49 | \$98.50 |
| 0016 | City Attorney | 752 | \$92.81 | \$103.30 | \$114.97 |
| 0017 | City Clerk | 680 | \$64.80 | \$72.12 | \$80.28 |
| 0018 | City Treasurer | 693 | \$69.15 | \$76.96 | \$85.66 |
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