

EXHIBIT 1 - SALARY SCHEDULE
EFFECTIVE JULY 1, 2024

POSITION	STATUS	BENEFIT CATEGORY	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Assistant City Manager	Exempt	1	Hourly	94.09	95.02	95.99	96.94	97.91	98.88	99.87	100.86	101.87	102.89	103.92	104.96	106.01	107.07	108.15	109.23	110.33	111.42	112.54	113.67
			Monthly	15,493.49	15,646.63	15,806.35	15,962.79	16,122.51	16,282.24	16,445.26	16,608.28	16,774.59	16,942.55	17,112.16	17,283.41	17,456.31	17,630.86	17,808.70	17,986.54	18,167.67	18,347.16	18,531.59	18,717.66
Assistant to the City Manager	Exempt	2	Hourly	58.00	58.58	59.17	59.76	60.36	60.96	61.57	62.19	62.81	63.44	64.07	64.71	65.36	66.01	66.67	67.34	68.01	68.69	69.38	70.07
			Monthly	9,550.67	9,646.17	9,743.33	9,840.48	9,939.28	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,550.19	10,655.58	10,762.61	10,869.65	10,978.33	11,088.65	11,198.98	11,310.95	11,424.57	11,538.19
Deputy City Manager	Exempt	2	Hourly	70.10	70.80	71.51	72.23	72.95	73.68	74.41	75.15	75.91	76.67	77.44	78.21	78.99	79.79	80.58	81.38	82.20	83.02	83.85	84.69
			Monthly	11,543.13	11,658.40	11,775.31	11,893.87	12,012.43	12,132.64	12,252.85	12,374.70	12,499.85	12,624.99	12,751.79	12,878.58	13,007.02	13,138.75	13,268.84	13,400.57	13,535.60	13,670.63	13,807.30	13,945.62
Finance Director	Exempt	1	Hourly	88.18	89.06	89.95	90.85	91.76	92.68	93.61	94.54	95.49	96.44	97.40	98.38	99.36	100.36	101.35	102.37	103.39	104.43	105.47	106.53
			Monthly	14,520.31	14,665.21	14,811.77	14,959.97	15,109.81	15,261.31	15,414.45	15,567.59	15,724.02	15,880.45	16,038.53	16,199.91	16,361.28	16,525.95	16,688.97	16,856.93	17,024.89	17,196.14	17,367.39	17,541.94
Human Resources Manager	Exempt	2	Hourly	61.88	62.50	63.13	63.76	64.40	65.04	65.69	66.35	67.01	67.68	68.36	69.04	69.73	70.43	71.13	71.85	72.56	73.29	74.02	74.76
			Monthly	10,189.57	10,291.67	10,395.41	10,499.15	10,604.53	10,709.92	10,816.95	10,925.63	11,034.31	11,144.64	11,256.61	11,368.59	11,482.21	11,597.47	11,712.74	11,831.30	11,948.21	12,068.42	12,188.63	12,310.48
Principal/Supervising Human Resources Analyst/Officer	Exempt	2	Hourly	47.98	48.46	48.94	49.43	49.93	50.42	50.93	51.44	51.95	52.47	53.00	53.53	54.06	54.60	55.15	55.70	56.25	56.82	57.39	57.96
			Monthly	7,900.71	7,979.75	8,058.79	8,139.47	8,221.81	8,302.49	8,386.47	8,470.45	8,554.43	8,640.06	8,727.33	8,814.61	8,901.88	8,990.80	9,081.37	9,171.93	9,262.50	9,356.36	9,450.22	9,544.08

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EFFECTIVE JULY 1, 2025

POSITION	STATUS	BENEFIT CATEGORY	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Assistant City Manager	Exempt	1	Hourly	96.95	97.91	98.90	99.88	100.88	101.88	102.90	103.92	104.96	106.01	107.07	108.15	109.23	110.33	111.43	112.55	113.68	114.81	115.96	117.12
			Monthly	15,964.43	16,122.51	16,285.53	16,446.91	16,611.57	16,776.24	16,944.20	17,112.16	17,283.41	17,456.31	17,630.86	17,808.70	17,986.54	18,167.67	18,348.81	18,533.23	18,719.31	18,905.38	19,094.75	19,285.76
Assistant to the City Manager	Exempt	2	Hourly	59.76	60.36	60.96	61.57	62.19	62.81	63.44	64.07	64.71	65.36	66.02	66.68	67.34	68.02	68.70	69.38	70.08	70.78	71.49	72.20
			Monthly	9,840.48	9,939.28	10,038.08	10,138.53	10,240.62	10,342.71	10,446.45	10,550.19	10,655.58	10,762.61	10,871.29	10,979.97	11,088.65	11,200.63	11,312.60	11,424.57	11,539.84	11,655.11	11,772.02	11,888.93
Deputy City Manager	Exempt	2	Hourly	72.23	72.95	73.68	74.42	75.16	75.92	76.67	77.44	78.22	79.00	79.79	80.59	81.39	82.21	83.03	83.86	84.70	85.54	86.40	87.26
			Monthly	11,893.87	12,012.43	12,132.64	12,254.49	12,376.35	12,501.49	12,624.99	12,751.79	12,880.23	13,008.67	13,138.75	13,270.49	13,402.22	13,537.25	13,672.27	13,808.95	13,947.27	14,085.59	14,227.20	14,368.81
Finance Director	Exempt	1	Hourly	90.86	91.76	92.69	93.61	94.55	95.49	96.45	97.40	98.38	99.36	100.36	101.36	102.38	103.40	104.44	105.48	106.54	107.60	108.68	109.77
			Monthly	14,961.61	15,109.81	15,262.95	15,414.45	15,569.23	15,724.02	15,882.10	16,038.53	16,199.91	16,361.28	16,525.95	16,690.61	16,858.57	17,026.53	17,197.79	17,369.04	17,543.59	17,718.13	17,895.97	18,075.46
Human Resources Manager	Exempt	2	Hourly	63.77	64.40	65.04	65.70	66.35	67.01	67.70	68.37	69.04	69.75	70.44	71.13	71.86	72.57	73.29	74.03	74.77	75.52	76.27	77.03
			Monthly	10,500.79	10,604.53	10,709.92	10,818.60	10,925.63	11,034.31	11,147.93	11,258.26	11,368.59	11,485.50	11,599.12	11,712.74	11,832.95	11,949.86	12,068.42	12,190.27	12,312.13	12,435.63	12,559.13	12,684.27
Principal/Supervising Human Resources Analyst/Officer	Exempt	2	Hourly	49.44	49.93	50.43	50.94	51.45	51.96	52.48	53.01	53.54	54.07	54.61	55.16	55.71	56.27	56.83	57.40	57.97	58.55	59.14	59.73
			Monthly	8,141.12	8,221.81	8,304.14	8,388.12	8,472.10	8,556.08	8,641.71	8,728.98	8,816.25	8,903.53	8,992.45	9,083.01	9,173.58	9,265.79	9,358.01	9,451.87	9,545.73	9,641.23	9,738.39	9,835.54

EXHIBIT 1 - SALARY SCHEDULE
EFFECTIVE JULY 1, 2026

POSITION	STATUS	BENEFIT CATEGORY	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Assistant City Manager	Exempt	1	Hourly	99.89	100.88	101.90	102.91	103.94	104.97	106.02	107.07	108.15	109.23	110.33	111.43	112.55	113.68	114.82	115.97	117.13	118.30	119.48	120.68
			Monthly	16,448.55	16,611.57	16,779.53	16,945.85	17,115.45	17,285.06	17,457.96	17,630.86	17,808.70	17,986.54	18,167.67	18,348.81	18,533.23	18,719.31	18,907.03	19,096.39	19,287.41	19,480.07	19,674.37	19,871.97
Assistant to the City Manager	Exempt	2	Hourly	61.58	62.19	62.81	63.44	64.08	64.72	65.36	66.02	66.68	67.35	68.02	68.70	69.39	70.08	70.78	71.49	72.20	72.93	73.65	74.39
			Monthly	10,140.17	10,240.62	10,342.71	10,446.45	10,551.84	10,657.23	10,762.61	10,871.29	10,979.97	11,090.30	11,200.63	11,312.60	11,426.22	11,539.84	11,655.11	11,772.02	11,888.93	12,009.14	12,127.70	12,249.55
Deputy City Manager	Exempt	2	Hourly	74.42	75.17	75.92	76.68	77.45	78.22	79.00	79.79	80.59	81.40	82.21	83.03	83.86	84.70	85.55	86.40	87.27	88.14	89.02	89.91
			Monthly	12,254.49	12,377.99	12,501.49	12,626.64	12,753.43	12,880.23	13,008.67	13,138.75	13,270.49	13,403.87	13,537.25	13,672.27	13,808.95	13,947.27	14,087.23	14,227.20	14,370.46	14,513.72	14,658.63	14,805.18
Finance Director	Exempt	1	Hourly	93.62	94.55	95.51	96.46	97.42	98.39	99.37	100.36	101.36	102.38	103.40	104.44	105.48	106.54	107.61	108.69	109.78	110.87	111.98	113.10
			Monthly	15,416.09	15,569.23	15,727.31	15,883.75	16,041.83	16,201.55	16,362.93	16,525.95	16,690.61	16,858.57	17,026.53	17,197.79	17,369.04	17,543.59	17,719.78	17,897.62	18,077.11	18,256.59	18,439.37	18,623.80
Human Resources Manager	Exempt	2	Hourly	65.71	66.36	67.02	67.70	68.37	69.05	69.75	70.44	71.14	71.86	72.58	73.29	74.03	74.77	75.52	76.28	77.04	77.81	78.59	79.37
			Monthly	10,820.25	10,927.28	11,035.96	11,147.93	11,258.26	11,370.23	11,485.50	11,599.12	11,714.39	11,832.95	11,951.51	12,068.42	12,190.27	12,312.13	12,435.63	12,560.77	12,685.92	12,812.71	12,941.15	13,069.59
Principal/Supervising Human Resources Analyst/Officer	Exempt	2	Hourly	50.95	51.45	51.97	52.49	53.01	53.54	54.08	54.62	55.17	55.72	56.28	56.84	57.41	57.98	58.56	59.15	59.74	60.33	60.94	61.55
			Monthly	8,389.77	8,472.10	8,557.73	8,643.35	8,728.98	8,816.25	8,905.17	8,994.09	9,084.66	9,175.23	9,267.44	9,359.65	9,453.51	9,547.37	9,642.88	9,740.03	9,837.19	9,934.34	10,034.79	10,135.23