

Exhibit "A"  
EXECUTIVE MANAGEMENT  
ANNUAL SALARY

|  |              | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> | <u>F</u> | <u>G</u> | <u>H</u> | <u>I</u> | <u>J</u> |
|--|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| <b>Revised August 16, 2021</b>                           | <b>Range</b> |          |          |          |          |          |          |          |          |          |          |
|  | <b>286</b>   | 100,280  | 102,787  | 105,357  | 107,990  | 110,690  | 113,457  | 116,294  | 119,201  | 122,181  | 125,236  |
|  | <b>287</b>   | 100,781  | 103,300  | 105,883  | 108,530  | 111,243  | 114,024  | 116,875  | 119,797  | 122,792  | 125,861  |
|  | <b>288</b>   | 101,285  | 103,817  | 106,412  | 109,073  | 111,799  | 114,594  | 117,459  | 120,396  | 123,406  | 126,491  |
|  | <b>289</b>   | 101,792  | 104,337  | 106,945  | 109,619  | 112,359  | 115,168  | 118,047  | 120,999  | 124,023  | 127,124  |
| Assistant to the City Manager                            | <b>290</b>   | 102,301  | 104,858  | 107,480  | 110,167  | 112,921  | 115,744  | 118,638  | 121,604  | 124,644  | 127,760  |
|  | <b>291</b>   | 102,790  | 105,359  | 107,993  | 110,693  | 113,461  | 116,297  | 119,205  | 122,185  | 125,239  | 128,370  |
|  | <b>292</b>   | 103,304  | 105,886  | 108,534  | 111,247  | 114,028  | 116,879  | 119,801  | 122,796  | 125,866  | 129,012  |
|  | <b>293</b>   | 103,820  | 106,415  | 109,076  | 111,803  | 114,598  | 117,463  | 120,399  | 123,409  | 126,494  | 129,657  |
|  | <b>294</b>   | 104,339  | 106,948  | 109,621  | 112,362  | 115,171  | 118,050  | 121,001  | 124,026  | 127,127  | 130,305  |
|  | <b>295</b>   | 104,861  | 107,483  | 110,170  | 112,924  | 115,747  | 118,641  | 121,607  | 124,647  | 127,763  | 130,957  |
|  | <b>296</b>   | 105,363  | 107,997  | 110,697  | 113,465  | 116,301  | 119,209  | 122,189  | 125,244  | 128,375  | 131,584  |
|  | <b>297</b>   | 105,890  | 108,538  | 111,251  | 114,032  | 116,883  | 119,805  | 122,800  | 125,870  | 129,017  | 132,243  |
|  | <b>298</b>   | 106,420  | 109,080  | 111,807  | 114,602  | 117,467  | 120,404  | 123,414  | 126,500  | 129,662  | 132,904  |
|  | <b>299</b>   | 106,952  | 109,626  | 112,366  | 115,176  | 118,055  | 121,006  | 124,031  | 127,132  | 130,310  | 133,568  |
|  | <b>300</b>   | 107,486  | 110,173  | 112,928  | 115,751  | 118,645  | 121,611  | 124,651  | 127,767  | 130,962  | 134,236  |
|  | <b>301</b>   | 107,997  | 110,697  | 113,465  | 116,301  | 119,209  | 122,189  | 125,244  | 128,375  | 131,584  | 134,874  |
|  | <b>302</b>   | 108,538  | 111,251  | 114,032  | 116,883  | 119,805  | 122,800  | 125,870  | 129,017  | 132,243  | 135,549  |
|  | <b>303</b>   | 109,080  | 111,807  | 114,602  | 117,467  | 120,404  | 123,414  | 126,499  | 129,662  | 132,903  | 136,226  |
|  | <b>304</b>   | 109,625  | 112,366  | 115,175  | 118,055  | 121,006  | 124,031  | 127,132  | 130,310  | 133,568  | 136,907  |
|  | <b>305</b>   | 110,174  | 112,928  | 115,751  | 118,645  | 121,611  | 124,652  | 127,768  | 130,962  | 134,236  | 137,592  |
|  | <b>306</b>   | 110,699  | 113,467  | 116,303  | 119,211  | 122,191  | 125,246  | 128,377  | 131,586  | 134,876  | 138,248  |
|  | <b>307</b>   | 111,253  | 114,034  | 116,885  | 119,807  | 122,802  | 125,872  | 129,019  | 132,244  | 135,550  | 138,939  |
|  | <b>308</b>   | 111,809  | 114,604  | 117,469  | 120,406  | 123,416  | 126,502  | 129,664  | 132,906  | 136,228  | 139,634  |
|  | <b>309</b>   | 112,369  | 115,178  | 118,057  | 121,009  | 124,034  | 127,135  | 130,313  | 133,571  | 136,910  | 140,333  |
|  | <b>310</b>   | 112,930  | 115,753  | 118,647  | 121,613  | 124,654  | 127,770  | 130,964  | 134,238  | 137,594  | 141,034  |
|  | <b>311</b>   | 113,467  | 116,304  | 119,212  | 122,192  | 125,247  | 128,378  | 131,587  | 134,877  | 138,249  | 141,705  |
| City Clerk   | <b>312</b>   | 114,035  | 116,886  | 119,808  | 122,803  | 125,873  | 129,020  | 132,246  | 135,552  | 138,941  | 142,414  |
|  | <b>313</b>   | 114,605  | 117,470  | 120,407  | 123,417  | 126,502  | 129,665  | 132,906  | 136,229  | 139,635  | 143,126  |
|  | <b>314</b>   | 115,177  | 118,057  | 121,008  | 124,033  | 127,134  | 130,313  | 133,570  | 136,910  | 140,332  | 143,841  |
|  | <b>315</b>   | 115,754  | 118,648  | 121,614  | 124,654  | 127,771  | 130,965  | 134,239  | 137,595  | 141,035  | 144,561  |
|  | <b>316</b>   | 116,306  | 119,213  | 122,194  | 125,248  | 128,380  | 131,589  | 134,879  | 138,251  | 141,707  | 145,250  |
|  | <b>317</b>   | 116,886  | 119,808  | 122,804  | 125,874  | 129,021  | 132,246  | 135,552  | 138,941  | 142,415  | 145,975  |
|  | <b>318</b>   | 117,471  | 120,408  | 123,418  | 126,504  | 129,666  | 132,908  | 136,230  | 139,636  | 143,127  | 146,705  |
|  | <b>319</b>   | 118,059  | 121,010  | 124,036  | 127,137  | 130,315  | 133,573  | 136,912  | 140,335  | 143,843  | 147,439  |
|  | <b>320</b>   | 118,649  | 121,615  | 124,655  | 127,772  | 130,966  | 134,240  | 137,596  | 141,036  | 144,562  | 148,176  |
|  | <b>321</b>   | 119,214  | 122,195  | 125,250  | 128,381  | 131,590  | 134,880  | 138,252  | 141,708  | 145,251  | 148,882  |
|  | <b>322</b>   | 119,811  | 122,807  | 125,877  | 129,024  | 132,249  | 135,555  | 138,944  | 142,418  | 145,978  | 149,628  |
|  | <b>323</b>   | 120,410  | 123,420  | 126,506  | 129,669  | 132,910  | 136,233  | 139,639  | 143,130  | 146,708  | 150,376  |
|  | <b>324</b>   | 121,012  | 124,037  | 127,138  | 130,317  | 133,575  | 136,914  | 140,337  | 143,845  | 147,442  | 151,128  |
|  | <b>325</b>   | 121,617  | 124,658  | 127,774  | 130,968  | 134,243  | 137,599  | 141,039  | 144,565  | 148,179  | 151,883  |
|  | <b>326</b>   | 122,196  | 125,251  | 128,382  | 131,592  | 134,881  | 138,253  | 141,710  | 145,252  | 148,884  | 152,606  |
|  | <b>327</b>   | 122,807  | 125,877  | 129,024  | 132,250  | 135,556  | 138,945  | 142,418  | 145,979  | 149,628  | 153,369  |
|  | <b>328</b>   | 123,421  | 126,507  | 129,669  | 132,911  | 136,234  | 139,640  | 143,131  | 146,709  | 150,376  | 154,136  |
|  | <b>329</b>   | 124,038  | 127,139  | 130,318  | 133,575  | 136,915  | 140,338  | 143,846  | 147,442  | 151,128  | 154,907  |
| Dep Director Finance; Dep<br>Director of Human Resources | <b>330</b>   | 124,658  | 127,775  | 130,969  | 134,243  | 137,599  | 141,039  | 144,565  | 148,179  | 151,884  | 155,681  |
| Dep Director of Comm Dev.                                | <b>331</b>   | 125,252  | 128,383  | 131,593  | 134,883  | 138,255  | 141,711  | 145,254  | 148,885  | 152,608  | 156,423  |
|  | <b>332</b>   | 125,878  | 129,025  | 132,251  | 135,557  | 138,946  | 142,420  | 145,980  | 149,630  | 153,371  | 157,205  |
|  | <b>333</b>   | 126,508  | 129,670  | 132,912  | 136,235  | 139,641  | 143,132  | 146,710  | 150,378  | 154,137  | 157,991  |
|  | <b>334</b>   | 127,141  | 130,319  | 133,577  | 136,917  | 140,340  | 143,848  | 147,444  | 151,130  | 154,909  | 158,781  |
| City Engineer  | <b>335</b>   | 127,776  | 130,971  | 134,245  | 137,601  | 141,041  | 144,567  | 148,181  | 151,886  | 155,683  | 159,575  |
|  | <b>336</b>   | 128,385  | 131,595  | 134,885  | 138,257  | 141,713  | 145,256  | 148,887  | 152,610  | 156,425  | 160,335  |
|  | <b>337</b>   | 129,026  | 132,252  | 135,558  | 138,947  | 142,421  | 145,982  | 149,631  | 153,372  | 157,206  | 161,136  |
|  | <b>338</b>   | 129,672  | 132,914  | 136,237  | 139,642  | 143,133  | 146,712  | 150,380  | 154,139  | 157,993  | 161,942  |
|  | <b>339</b>   | 130,320  | 133,578  | 136,918  | 140,341  | 143,849  | 147,445  | 151,132  | 154,910  | 158,783  | 162,752  |
| Dep Dir PW/City Engineer                                 | <b>340</b>   | 130,972  | 134,246  | 137,602  | 141,042  | 144,568  | 148,183  | 151,887  | 155,684  | 159,576  | 163,566  |

**Exhibit "A"**  
**EXECUTIVE MANAGEMENT**  
**ANNUAL SALARY**

| <b>Revised August 16, 2021</b>                    | <b>Range</b>           | <b>A</b>   | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> | <b>F</b> | <b>G</b> | <b>H</b> | <b>I</b> | <b>J</b> |
|---|------------------------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Deputy Director of IT                             | <b>341</b>             | 131,597    | 134,887  | 138,259  | 141,716  | 145,258  | 148,890  | 152,612  | 156,427  | 160,338  | 164,347  |
|   | <b>342</b>             | 132,255    | 135,562  | 138,951  | 142,425  | 145,985  | 149,635  | 153,376  | 157,210  | 161,140  | 165,169  |
|   | <b>343</b>             | 132,917    | 136,240  | 139,646  | 143,137  | 146,716  | 150,383  | 154,143  | 157,997  | 161,946  | 165,995  |
|   | <b>344</b>             | 133,582    | 136,921  | 140,344  | 143,853  | 147,449  | 151,135  | 154,914  | 158,787  | 162,756  | 166,825  |
|   | <b>345</b>             | 134,249    | 137,605  | 141,046  | 144,572  | 148,186  | 151,891  | 155,688  | 159,580  | 163,570  | 167,659  |
|   | <b>346</b>             | 134,890    | 138,262  | 141,718  | 145,261  | 148,893  | 152,615  | 156,431  | 160,341  | 164,350  | 168,459  |
|   | <b>347</b>             | 135,564    | 138,953  | 142,427  | 145,988  | 149,638  | 153,378  | 157,213  | 161,143  | 165,172  | 169,301  |
|   | <b>348</b>             | 136,242    | 139,648  | 143,139  | 146,718  | 150,386  | 154,145  | 157,999  | 161,949  | 165,998  | 170,148  |
|   | <b>349</b>             | 136,924    | 140,347  | 143,855  | 147,452  | 151,138  | 154,917  | 158,789  | 162,759  | 166,828  | 170,999  |
|   | <b>350</b>             | 137,608    | 141,049  | 144,575  | 148,189  | 151,894  | 155,691  | 159,584  | 163,573  | 167,663  | 171,854  |
|   | <b>351</b>             | 138,264    | 141,721  | 145,264  | 148,895  | 152,618  | 156,433  | 160,344  | 164,352  | 168,461  | 172,673  |
|   | <b>352</b>             | 138,955    | 142,429  | 145,989  | 149,639  | 153,380  | 157,215  | 161,145  | 165,174  | 169,303  | 173,535  |
|   | <b>353</b>             | 139,650    | 143,141  | 146,719  | 150,387  | 154,147  | 158,001  | 161,951  | 166,000  | 170,150  | 174,403  |
|   | <b>354</b>             | 140,349    | 143,857  | 147,454  | 151,140  | 154,919  | 158,792  | 162,761  | 166,830  | 171,001  | 175,276  |
|   | <b>355</b>             | 141,050    | 144,576  | 148,190  | 151,895  | 155,692  | 159,585  | 163,574  | 167,664  | 171,855  | 176,152  |
|   | <b>356</b>             | 141,724    | 145,267  | 148,899  | 152,621  | 156,437  | 160,348  | 164,357  | 168,466  | 172,677  | 176,994  |
|   | <b>357</b>             | 142,432    | 145,993  | 149,643  | 153,384  | 157,219  | 161,149  | 165,178  | 169,307  | 173,540  | 177,878  |
|   | <b>358</b>             | 143,144    | 146,723  | 150,391  | 154,151  | 158,004  | 161,955  | 166,003  | 170,154  | 174,407  | 178,768  |
|   | <b>359</b>             | 143,860    | 147,457  | 151,143  | 154,922  | 158,795  | 162,765  | 166,834  | 171,005  | 175,280  | 179,662  |
|   | <b>360</b>             | 144,579    | 148,194  | 151,899  | 155,696  | 159,589  | 163,578  | 167,668  | 171,860  | 176,156  | 180,560  |
| Community Services Director                       | <b>361</b>             | 145,271    | 148,903  | 152,626  | 156,441  | 160,352  | 164,361  | 168,470  | 172,682  | 176,999  | 181,424  |
|   | <b>362</b>             | 145,998    | 149,647  | 153,389  | 157,223  | 161,154  | 165,183  | 169,312  | 173,545  | 177,884  | 182,331  |
|   | <b>363</b>             | 146,728    | 150,396  | 154,156  | 158,010  | 161,960  | 166,009  | 170,159  | 174,413  | 178,774  | 183,243  |
|   | <b>364</b>             | 147,461    | 151,148  | 154,926  | 158,799  | 162,769  | 166,839  | 171,010  | 175,285  | 179,667  | 184,159  |
|   | <b>365</b>             | 148,198    | 151,903  | 155,701  | 159,593  | 163,583  | 167,673  | 171,865  | 176,161  | 180,565  | 185,079  |
| Director of Human Resources                       | <b>366</b>             | 148,908    | 152,631  | 156,447  | 160,358  | 164,367  | 168,476  | 172,688  | 177,005  | 181,430  | 185,966  |
|   | <b>367</b>             | 149,653    | 153,394  | 157,229  | 161,160  | 165,189  | 169,318  | 173,551  | 177,890  | 182,337  | 186,896  |
|   | <b>368</b>             | 150,401    | 154,161  | 158,015  | 161,966  | 166,015  | 170,165  | 174,419  | 178,780  | 183,249  | 187,830  |
|   | <b>369</b>             | 151,153    | 154,931  | 158,805  | 162,775  | 166,844  | 171,015  | 175,291  | 179,673  | 184,165  | 188,769  |
|   | <b>370</b>             | 151,909    | 155,707  | 159,599  | 163,589  | 167,679  | 171,871  | 176,168  | 180,572  | 185,086  | 189,714  |
| Director of Com/Economic Dev.                     | <b>371</b>             | 152,637    | 156,453  | 160,365  | 164,374  | 168,483  | 172,695  | 177,012  | 181,438  | 185,974  | 190,623  |
|   | <b>372</b>             | 153,400    | 157,235  | 161,166  | 165,195  | 169,325  | 173,558  | 177,897  | 182,344  | 186,903  | 191,575  |
|   | <b>373</b>             | 154,167    | 158,022  | 161,972  | 166,021  | 170,172  | 174,426  | 178,787  | 183,257  | 187,838  | 192,534  |
|   | <b>374</b>             | 154,938    | 158,811  | 162,782  | 166,851  | 171,023  | 175,298  | 179,681  | 184,173  | 188,777  | 193,496  |
|   | <b>375</b>             | 155,713    | 159,606  | 163,596  | 167,686  | 171,878  | 176,175  | 180,579  | 185,093  | 189,721  | 194,464  |
| Finance Director                                  | <b>376</b>             | 156,460    | 160,372  | 164,381  | 168,490  | 172,703  | 177,020  | 181,446  | 185,982  | 190,631  | 195,397  |
| Public Works Director/Engr; Dir of Admin Services | <b>377</b>             | 157,242    | 161,173  | 165,202  | 169,332  | 173,566  | 177,905  | 182,352  | 186,911  | 191,584  | 196,374  |
|   | <b>378</b>             | 158,029    | 161,979  | 166,029  | 170,180  | 174,434  | 178,795  | 183,265  | 187,846  | 192,543  | 197,356  |
|   | <b>379</b>             | 158,818    | 162,789  | 166,859  | 171,030  | 175,306  | 179,689  | 184,181  | 188,785  | 193,505  | 198,342  |
|   | <b>380</b>             | 159,612    | 163,603  | 167,693  | 171,885  | 176,182  | 180,587  | 185,101  | 189,729  | 194,472  | 199,334  |
|   | <b>381</b>             | 160,377    | 164,386  | 168,496  | 172,708  | 177,026  | 181,452  | 185,988  | 190,638  | 195,404  | 200,289  |
|   | <b>382</b>             | 161,179    | 165,208  | 169,339  | 173,572  | 177,911  | 182,359  | 186,918  | 191,591  | 196,381  | 201,290  |
|   | <b>383</b>             | 161,985    | 166,034  | 170,185  | 174,440  | 178,801  | 183,271  | 187,853  | 192,549  | 197,363  | 202,297  |
|   | <b>384</b>             | 162,795    | 166,865  | 171,036  | 175,312  | 179,695  | 184,187  | 188,792  | 193,512  | 198,350  | 203,308  |
|   | <b>385</b>             | 163,609    | 167,699  | 171,892  | 176,189  | 180,594  | 185,108  | 189,736  | 194,480  | 199,342  | 204,325  |
|   | Assistant City Manager | <b>386</b> | 164,396  | 168,506  | 172,718  | 177,036  | 181,462  | 185,999  | 190,649  | 195,415  | 200,300  |
| <b>387</b>  |                        | 165,218    | 169,348  | 173,582  | 177,922  | 182,370  | 186,929  | 191,602  | 196,392  | 201,302  | 206,334  |
| <b>388</b>  |                        | 166,044    | 170,195  | 174,450  | 178,811  | 183,282  | 187,864  | 192,560  | 197,374  | 202,308  | 207,366  |
| <b>389</b>  |                        | 166,874    | 171,046  | 175,322  | 179,705  | 184,198  | 188,803  | 193,523  | 198,361  | 203,320  | 208,403  |
| <b>390</b>  |                        | 167,708    | 171,901  | 176,199  | 180,604  | 185,119  | 189,747  | 194,490  | 199,353  | 204,336  | 209,445  |

