

EXHIBIT 1 - SALARY RANGES FY 2018-19

Position	Min	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Max
Accountant	6,085.06	6,273.26	6,467.28	6,667.30	6,873.50	7,086.08	7,305.24	7,531.18	7,764.10	8,004.23
Accounting Assistant	4,496.20	4,635.25	4,778.61	4,926.40	5,078.77	5,235.84	5,397.78	5,564.72	5,736.82	5,914.25
Administrative Analyst	5,818.09	5,998.03	6,183.54	6,374.78	6,571.94	6,775.20	6,984.74	7,200.76	7,423.47	7,653.06
Administrative Assistant	4,472.82	4,611.15	4,753.77	4,900.79	5,052.36	5,208.62	5,369.71	5,535.79	5,707.00	5,883.50
Administrative Services Director	12,008.04	12,379.42	12,762.29	13,157.00	13,563.92	13,983.42	14,415.90	14,861.75	15,321.39	15,795.25
Assistant Engineer	6,607.07	6,811.41	7,022.08	7,239.25	7,463.15	7,693.97	7,931.92	8,177.24	8,430.15	8,690.87
Assistant Planner*	5,635.05	5,809.33	5,989.00	6,174.23	6,365.18	6,562.04	6,764.99	6,974.22	7,189.92	7,412.29
Assistant Planning Director	9,310.32	9,598.27	9,895.12	10,201.16	10,516.66	10,841.92	11,177.23	11,522.92	11,879.30	12,246.70
Associate Engineer*	7,341.19	7,568.24	7,802.31	8,043.61	8,292.39	8,548.85	8,813.25	9,085.82	9,366.83	9,656.53
Associate Planner	6,261.17	6,454.81	6,654.45	6,860.25	7,072.43	7,291.16	7,516.66	7,749.13	7,988.80	8,235.88
City Clerk	7,931.85	8,177.17	8,430.07	8,690.79	8,959.58	9,236.68	9,522.35	9,816.86	10,120.47	10,433.48
City Engineer	11,977.65	12,348.09	12,729.99	13,123.70	13,529.59	13,948.03	14,379.41	14,824.14	15,282.62	15,755.28
Code Enforcement Officer	5,303.49	5,467.51	5,636.61	5,810.94	5,990.66	6,175.94	6,366.94	6,563.86	6,766.87	6,976.15
Communications Analyst	5,817.78	5,997.71	6,183.21	6,374.44	6,571.59	6,774.84	6,984.37	7,200.38	7,423.07	7,652.65
Construction Inspector	6,201.17	6,392.96	6,590.68	6,794.51	7,004.65	7,221.29	7,444.63	7,674.87	7,912.24	8,156.95
Engineering Services Manager	10,398.14	10,719.73	11,051.27	11,393.06	11,745.42	12,108.68	12,483.18	12,869.25	13,267.27	13,677.60
Engineering Technician II	5,887.91	6,070.01	6,257.75	6,451.28	6,650.81	6,856.50	7,068.56	7,287.18	7,512.55	7,744.90
Facilities Maintenance Worker	3,981.12	4,104.25	4,231.18	4,362.05	4,496.95	4,636.03	4,779.42	4,927.23	5,079.62	5,236.73
Financial Services Manager	9,560.46	9,856.14	10,160.97	10,475.23	10,799.20	11,133.20	11,477.52	11,832.50	12,198.45	12,575.73
Maintenance Supervisor	6,504.29	6,705.45	6,912.84	7,126.64	7,347.05	7,574.28	7,808.53	8,050.03	8,299.00	8,555.68
Management Analyst	6,844.82	7,056.51	7,274.75	7,499.75	7,731.70	7,970.82	8,217.34	8,471.49	8,733.49	9,003.60
Parking Enforcement Officer	4,353.60	4,488.24	4,627.06	4,770.16	4,917.69	5,069.78	5,226.58	5,388.23	5,554.87	5,726.68
Parks and Recreation Director	10,440.99	10,763.91	11,096.82	11,440.02	11,793.83	12,158.59	12,534.63	12,922.30	13,321.96	13,733.98
Planning & Building Director	11,637.90	11,997.84	12,368.90	12,751.45	13,145.82	13,552.39	13,971.54	14,403.65	14,849.12	15,308.38
Planning Technician	4,698.80	4,844.12	4,993.94	5,148.39	5,307.62	5,471.77	5,641.00	5,815.47	5,995.33	6,180.75
Police Records Supervisor	5,305.04	5,469.12	5,638.27	5,812.65	5,992.42	6,177.75	6,368.81	6,565.79	6,768.85	6,978.20
Police Services Assistant	4,875.68	5,026.48	5,181.94	5,342.20	5,507.43	5,677.76	5,853.36	6,034.39	6,221.02	6,413.43
Public Works Director	11,977.65	12,348.09	12,729.99	13,123.70	13,529.59	13,948.03	14,379.41	14,824.14	15,282.62	15,755.28
Public Works Maintenance Manager	7,807.95	8,049.44	8,298.39	8,555.04	8,819.63	9,092.40	9,373.61	9,663.51	9,962.39	10,270.50
Recreation Coordinator	4,685.55	4,830.47	4,979.86	5,133.88	5,292.66	5,456.35	5,625.10	5,799.07	5,978.43	6,163.33
Recreation Supervisor	5,780.38	5,959.15	6,143.46	6,333.46	6,529.34	6,731.28	6,939.46	7,154.09	7,375.35	7,603.45
Senior Administrative Assistant*	5,143.74	5,302.83	5,466.83	5,635.91	5,810.22	5,989.91	6,175.17	6,366.15	6,563.04	6,766.03
Senior Engineer*	8,442.37	8,703.47	8,972.65	9,250.16	9,536.24	9,831.18	10,135.24	10,448.70	10,771.85	11,105.00
Senior Engineering Technician*	6,771.10	6,980.52	7,196.41	7,418.98	7,648.43	7,884.98	8,128.85	8,380.25	8,639.44	8,906.64
Senior Planner*	7,200.34	7,423.03	7,652.61	7,889.29	8,133.29	8,384.84	8,644.16	8,911.51	9,187.12	9,471.26
Sr. Construction Inspector	7,131.34	7,351.90	7,579.27	7,813.69	8,055.35	8,304.48	8,561.32	8,826.10	9,099.08	9,380.49
Transportation Planner*	7,200.34	7,423.03	7,652.61	7,889.29	8,133.29	8,384.84	8,644.16	8,911.51	9,187.12	9,471.26
Transportation Program Manager*	8,405.63	8,665.60	8,933.60	9,209.90	9,494.74	9,788.39	10,091.13	10,403.23	10,724.97	11,056.68

*Note: Salaries ranges for these positions are calculated in relation to other positions:

- Senior Engineer / Senior Planner / Senior Eng. Technician / Senior Admin Asst = 15% more than Associate Engineer / Associate Planner / Eng. Tech II / Admin Asst
- Assistant Planner/Assistant Engineer = 10% less than Associate Planner/Associate Engineer
- Transportation Planner = Senior Planner
- Assistant Planning Director = 80% of Planning Director
- Transportation Program Manager = 70% of Administrative Services Director