

ARTICLE II
PAY RANGES

Section 1. Pay ranges shall be used for payroll purposes and other personnel transactions and are applicable only to positions designated as full-time positions.

| Position | Range (\$) | 2001 Salary | 2002 SALARY |
|--------------------------------------|---------------|-------------|---------------|
| Director/Finance | 60,000-87,000 | \$ 84,000 | \$86,520 |
| Director of Public Service | 60,000-87,000 | \$ 63,000 | 64,890 |
| Director of Development | 60,000-87,000 | \$ 73,000 | 75,190 |
| City Engineer | 55,000-80,000 | \$ 74,000 | 76,220 |
| Director of Parks & Recreation | 55,000-80,000 | \$ 68,000 | 70,040 |
| Director of Network Operations | 55,000-80,000 | \$ 56,925 | 58,633 |
| Director/Emergency Comm. | 52,000-65,000 | \$ 62,500 | 64,375 |
| Director/Human Resources | 55,000-80,000 | N/A | 55,000 |
| Water Resources Engineer | 40,000-65,000 | \$ 62,000 | 63,860 |
| Assistant City Engineer | 40,000-65,000 | \$ 46,000 | 47,380 |
| Clerk of Council | 40,000-65,000 | \$ 50,400 | 51,912 |
| Dep. Dir. Finance/Tax Adm. | 40,000-65,000 | \$ 60,000 | 61,800 |
| Dep. Dir. Development | 40,000-65,000 | \$ 46,000 | 47,380 |
| Dep. Dir. Public Service | 40,000-65,000 | \$ 43,988 | 45,308 |
| Dep. Dir. Parks & Recreation | 40,000-65,000 | \$ 41,400 | 42,642 |
| Clerk of Court | 40,000-65,000 | \$ 53,000 | 54,590 |
| Secy./Mayor/Office Manager | 40,000-65,000 | \$ 46,000 | 47,380 |
| Adm. Asst. Finance | 40,000-65,000 | \$ 44,000 | 45,320 |
| Adm. Asst./Network Operations | 35,000-50,000 | \$ 36,225 | 37,312 |
| Secy./Dir. Public Safety | 35,000-50,000 | \$ 42,025 | 43,286 |
| Adm. Asst. Engineering | 35,000-50,000 | \$ 42,000 | 43,260 |
| Adm. Asst. Public Service | 35,000-50,000 | \$ 44,000 | 45,320 |
| Adm. Asst. Development | 35,000-50,000 | \$ 36,225 | 37,312 |
| GIS Manager | 40,000-65,000 | | 44,000 |
| Adm. Asst. Parks & Recreation | 35,000-50,000 | Vacant | |
| Secy./Dir. Parks & Recreations | 30,000-45,000 | \$ 30,000 | 30,900 |
| Secy./Dir. Public Service | 30,000-45,000 | \$ 30,000 | (1) 30,000 |
| Secy./Engineering | 30,000-45,000 | \$ 31,050 | 31,982 |
| Dep. Clk./Council/Civ. Serv. | 30,000-45,000 | \$ 39,500 | 40,685 |
| Dep. Fin. Dir. Clerk/Payroll | 30,000-45,000 | \$ 43,000 | 44,290 |
| Dep. Clerk of Council | 30,000-45,000 | \$ 31,050 | 31,982 |
| Finance Dir. Clerk | 30,000-45,000 | \$ 32,085 | 33,048 |
| Sec./Dir. Of Development | 30,000-45,000 | \$ 31,050 | 31,982 |
| Records Administrator | 25,000-40,000 | | (2) 30,000 |
| Clerk/Development/Reception | 20,000-30,000 | Vacant | |
| Clerk/Dir. of Public Serv./Reception | 20,000-30,000 | \$ 20,000 | 20,600 |

Half-time Building Inspector
Fixed Salary for 2004 2002.

\$ 12,000*
\$*12,480

- (1) Secy./Dir. Public Service
(2) Records Administrator

\$30,900 EFFECTIVE 1/8/02
\$30,900 EFFECTIVE 7-02-02

EXHIBIT A

Section 2. Positions Held Concurrently. That where one employee continuously occupies two or more positions concurrently, the highest salary range provided for one of the positions occupied shall be the appropriate range for determining the total compensation for the employee.