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 ($)			Pay
Director/Finance	~~55-70,000~~	55,000-79,000	~~67,054~~	$ 71,077
Director/Public Service	~~55-70,000~~	55,000-79,000		$ 65,000(1)
Director/Development	~~50-65,000~~	50,000-70,000		$ 54,900(2)
City Engineer	~~50-65,000~~	50,000-70,000	~~58,769~~	$ 63,470
Director/Parks & Recreation	~~40-55,000~~	45,000-65,000	~~55,000~~	$ 57,200
Water Resources Engineer	~~40-55,000~~	40,000-60,000	~~50,786~~	$ 52,817
Clerk of Council	**~~40-55,000~~**	**40,000-57,000**		**$ 48,000**
Dep. Director/Finance	~~40-55,000~~	40,000-57,000	~~48,213~~	$ 50,142
Dep. Director/Parks and Recreation	-new	40,000-57,000		$ 40,000(13)
Dep. Director of Development	-new	40,000-57,000		$ 40,000(15)
Director/Network Operations		40,000-55,000		$ 44,000(3)
~~Zoning Administrator~~	~~30-45,000~~	~~30,000-50,000~~		~~$ 30,000(4)~~
Clerk of Court	~~25-45,000~~	30,000-50,000	~~37,613~~	$ 44,000
Assistant City Engineer		30,000-45,000	32,000	$ 35,000
Personal Sec.Dir.Pub.Safety	~~25-40,000~~	25,000-45,000		$ 35,000(5)
Sec./Mayor/Office Mgr.	~~25-40,000~~	27,000-45,000	~~34,858~~	$ 38,344
Sec./Dir. Public Svc.	~~25-40,000~~	27,000-45,000	~~30,154~~	$ 35,960
Sec./Dir.Parks and Recreation	-new-	27,000-45,000		$ 27,000(12)
Fin. Dir. Clerk	~~23-38,000~~	25,000-43,000	~~30,561~~	$ 31,000
Dep. Fin. Dir. Clerk		25,000-43,000		$ 38,588
Dep. Clerk of Council		25,000-43,000	~~33,481~~	$ 36,829
Dep. Clerk/Council/ Civ. Svc. Sec.		25,000-43,000	~~30,154~~	$ 33,169
Adm. Asst./Engineering	~~23-38,000~~	23,000-40,000	~~31,736~~	$ 34,000
Adm. Asst./Development	~~23-40,000~~	27,000-40,000	28,500	$ 36,000(7)
Adm. Asst./Parks & Rec.	~~23-38,000~~	23,000-40,000		$ 30,000
Adm. Asst./Service		27,000-43,000	~~27,000~~	$ 32,000
Adm. Asst./Finance		27,000-43,000		$ 27,000(9)
Clerk/Development	~~23-38,000~~	23,000-40,000		$ 23,000(8)
Clerk/Dir. Public Service	-new-	17,000-24,000		$ 17,000(14)

Half-time Building Inspector ~~$ 11,000*~~ $12,000*

*Fixed Salary for 1998, 1999 and 2000.

(1) DIRECTOR/PUBLIC SERVICE 11/30/98 - $67,600
(2) DIRECTOR/DEVELOPMENT 5/25/98 - $57,645
(3) DIRECTOR/NETWORK OPERATIONS 2/1/99 - $46,200
~~(4) ZONING ADMINISTRATOR 1/18/99 - $31,500~~
(5) PERSONAL SECRETARY DIR. PUBLIC SAFETY 6/15/98 - $36,829
~~(6) CLERK DIR./PARKS & REC./CITY HALL 7/27/98 - $18,000~~
(7) ADM. ASST./DEVELOPMENT ~~4/19/99 - $24,150~~ 03/06/2000 - $36,000
(8) CLERK/DEVELOPMENT 4/19/99 - $24,150
(9) ADM. ASST./FINANCE 6/1/99
~~(10) DEP FIN. DIR. CLERK (Acting-1/11/99)~~
(11) Adm. Asst./Service
(12) Secy. Parks and Recreation
(13) Deputy Director/Parks and Recreation
(14) Clerk/Director of Public Service

EXHIBIT A