

### Elected and Executive Salaries

|                                       | Former City Manager                           | City Attorney                      | City Clerk  | Assistant City Managers  | Dept. Directors                           | Public Safety Chiefs                      |
|---------------------------------------|---|------------------------------------|---|--|---|---|
| Last Contract Salary                  | \$295,000                                     | \$295,000                          | \$170,568   |  |   |   |
| Current Salary                        | \$323,952                                     | \$306,792                          | \$189,840   | \$241,620  | \$140,400 - \$268,608                     | \$253,620 - \$293,501                     |
| Salary Range (if applicable)          | n/a   | n/a                                | \$153,456 - \$207,552                                       | \$153,108 - \$241,620  | \$121,992 - \$268,608                     | \$180,558 - \$336,876                     |
| Salary Increase (annually)            | 3% upon satisfactory eval.                    | 3% upon satisfactory eval.         | 5% upon satisfactory eval up to max range and 3% thereafter | 5% upon satisfactory eval up to max range  | 5% upon satisfactory eval up to max range | 5% upon satisfactory eval up to max range |
| Eligible for PCM increases            | No  | Yes                                |   |  |   |   |
| Administrative Leave (hours annually) | 80 after year 2 with annual cashout provision | 80 with no cashout or accumulation | 48 with no cashout provision and no accumulation            |  |   |   |
| Health & Vision (per month)           | 100% City Paid                                | \$1,226                            |   |  |   |   |
| Dental (per month)                    | 100% City Paid                                | \$45                               |   |  |   |   |
| Deferred Compensation (per month)     | \$75  |                                    |   |  |   |   |
| Life Insurance                        | 2x annual + AD&D                              |                                    |   |  |   |   |
| Vacation Leave (hours per year)       | 200   |                                    |   |  |   |   |
| Sick Leave (hours per year)           | 96  |                                    |   |  |   |   |
| Car Allowance (per month)             | \$500   |                                    |   | \$350  | \$350 - \$400                             | Car/Fuel                                  |
| Severance Pay                         | One (1) year                                  |                                    |   | one (1) month for every one (1) year of employment up to a max of six (6) months |   |   |

#### STANDARD VACATION CONVERSION/CASH OUT PROVISIONS

- If an employee has more than two (2) years accumulated vacation, the City may pay the employee for the hours in excess of the max accumulated vacation
- If an employee has fifteen (15) years of service who used less than forty eight (48) hours of sick leave in the preceding calendar year may have forty (40) hours transferred from his/her sick leave account to the employee's vacation balance.
- An employee may convert up to forty (40) hours of unused vacation time into cash, payable at the base salary rate in effect at the time of conversion. To be eligible, an employee must have actually taken at least forty (40) hours of vacation in the preceding twelve (12) months; and must have a least eighty (80) hours of vacation hours remaining after such conversion.