

### Proposed Pay Structure

Base Salary Pay Range for the Charter Officer Positions using the aggregate and Peer City data displayed at the 50th percentile, as defined in City Policy C-1

The minimum and maximum of the competitive compensaton range represent 80% and 125% of the market value.

Charter Officer Position	Grade	Minimum	Midpoint	Maximum
General Manager for Utilites	26	\$ 227,826.00	\$ 296,174.00	\$ 364,522.00
City Manager	26	\$ 227,826.00	\$ 296,174.00	\$ 364,522.00
City Attorney	23	\$ 150,577.00	\$ 195,700.00	\$ 240,923.00
City Auditor	21	\$ 129,000.00	\$ 167,700.00	\$ 206,400.00
Director Office of Equity and Inclusion	21	\$ 129,000.00	\$ 167,700.00	\$ 206,400.00
City Clerk	19	\$ 99,922.00	\$ 127,400.00	\$ 154,487.00