

EXHIBIT E

SECTION 1: (B) Salary Ranges Effective July 2008
 (As Amended June 2008)
ASSIGNMENTS OF CLASSIFICATIONS TO PAY RANGES

| Class Title | Minimum | | Control Point | | Maximum | |
|--|---------|--------|---------------|--------|---------|--------|
| | Step | Amount | Step | Amount | Step | Amount |
| Account Clerk | 4375 | 2,850 | 4415 | 3,480 | 4425 | 3,658 |
| Account Technician | 4420 | 3,568 | 4460 | 4,355 | 4470 | 4,578 |
| Accountant# | 3465 | 4,462 | 3505 | 5,448 | 3515 | 5,726 |
| Accounting Manager* | 2525 | 6,019 | 2565 | 7,348 | 2575 | 7,724 |
| Administrative Secretary ¹ | 4422 | 3,603 | 4462 | 4,399 | 4472 | 4,624 |
| Administrative Technician | 4434 | 3,826 | 4474 | 4,670 | 4484 | 4,909 |
| Animal Care Attendant | 4345 | 2,454 | 4385 | 2,996 | 4395 | 3,149 |
| Animal Caretaker | 4378 | 2,893 | 4418 | 3,532 | 4428 | 3,713 |
| Animal Center Manager * | 2506 | 5,475 | 2546 | 6,684 | 2556 | 7,026 |
| Animal Handler | 4388 | 3,041 | 4428 | 3,713 | 4438 | 3,903 |
| Animal Services Dispatcher | 4365 | 2,712 | 4405 | 3,310 | 4415 | 3,480 |
| Animal Services Officer | 4441 | 3,962 | 4481 | 4,836 | 4491 | 5,084 |
| Assistant City Clerk # | 3480 | 4,809 | 3520 | 5,871 | 3530 | 6,171 |
| Assistant City Engineer* | 2590 | 8,324 | 2630 | 10,162 | 2640 | 10,682 |
| Assistant Electrician | 5430 | 3,747 | 5470 | 4,574 | 5480 | 4,808 |
| Assistant Engineer# | 3488 | 5,005 | 3528 | 6,110 | 3538 | 6,422 |
| Assistant Library Director* | 2572 | 7,610 | 2612 | 9,290 | 2622 | 9,765 |
| Assistant Planner# | 3468 | 4,530 | 3508 | 5,530 | 3518 | 5,813 |
| Assistant Planning Director* | 2583 | 8,039 | 2623 | 9,814 | 2633 | 10,315 |
| Assistant to the City Manager* | 2548 | 6,751 | 2588 | 8,242 | 2598 | 8,663 |
| Associate Engineer# | 3518 | 5,813 | 3558 | 7,096 | 3568 | 7,459 |
| Associate Planner# | 3487 | 4,980 | 3527 | 6,079 | 3537 | 6,390 |
| Benefits Technician | 4395 | 3,149 | 4435 | 3,845 | 4445 | 4,041 |
| Box Office Coordinator | 4450 | 4,143 | 4490 | 5,058 | 4500 | 5,317 |
| Budget Analyst# | 3495 | 5,183 | 3535 | 6,327 | 3545 | 6,650 |
| Building Inspection Supervisor# ² | 3501 | 5,340 | 3541 | 6,519 | 3551 | 6,852 |
| Building Inspector ² | 4461 | 4,377 | 4501 | 5,344 | 4511 | 5,617 |
| Business License Clerk | 4378 | 2,893 | 4418 | 3,532 | 4428 | 3,713 |
| Business License Inspector | 4418 | 3,532 | 4458 | 4,312 | 4468 | 4,533 |
| Business License Program Coordinator# | 3432 | 3,785 | 3472 | 4,621 | 3482 | 4,857 |
| Business License Technician | 4408 | 3,360 | 4448 | 4,102 | 4458 | 4,312 |
| Buyer I | 4411 | 3,411 | 4451 | 4,164 | 4461 | 4,377 |
| Buyer II # | 3433 | 3,804 | 3473 | 4,644 | 3483 | 4,882 |
| Code Enforcement Officer | 4441 | 3,962 | 4481 | 4,836 | 4491 | 5,084 |
| Code Enforcement Supervisor# ² | 3481 | 4,833 | 3521 | 5,900 | 3531 | 6,202 |

| | | | | | | |
|---|------|-------|------|-------|------|--------|
| Community Programs Coordinator | 4450 | 4,143 | 4490 | 5,058 | 4500 | 5,317 |
| Community Programs Specialist | 4434 | 3,826 | 4474 | 4,670 | 4484 | 4,909 |
| Community Services Coordinator | 4450 | 4,143 | 4490 | 5,058 | 4500 | 5,317 |
| Community Services Marketing Coord | 4450 | 4,143 | 4490 | 5,058 | 4500 | 5,317 |
| Community Services Superintendent* | 2536 | 6,359 | 2576 | 7,763 | 2586 | 8,160 |
| Community Services Supervisor# | 3480 | 4,809 | 3520 | 5,871 | 3530 | 6,171 |
| Community Services Technician | 4434 | 3,826 | 4474 | 4,670 | 4484 | 4,909 |
| Community Svc Marketing Manager* | 2536 | 6,359 | 2576 | 7,763 | 2586 | 8,160 |
| Deputy City Clerk# | 3430 | 3,748 | 3470 | 4,575 | 3480 | 4,809 |
| Economic Development Manager* | 2537 | 6,391 | 2577 | 7,802 | 2587 | 8,201 |
| Electrician | 5457 | 4,287 | 5497 | 5,234 | 5507 | 5,502 |
| Engineering Aide | 4421 | 3,585 | 4461 | 4,377 | 4471 | 4,601 |
| Engineering Technician | 4441 | 3,962 | 4481 | 4,836 | 4491 | 5,084 |
| Environmental Programs Inspector ² | 4460 | 4,355 | 4500 | 5,317 | 4510 | 5,589 |
| Environmental Programs Manager* | 2539 | 6,455 | 2579 | 7,880 | 2589 | 8,283 |
| Equipment Operator ² | 5421 | 3,583 | 5461 | 4,374 | 5471 | 4,597 |
| Executive Assistant* | 2458 | 4,309 | 2498 | 5,261 | 2508 | 5,530 |
| Facilities Superintendent* | 2536 | 6,359 | 2576 | 7,763 | 2586 | 8,160 |
| Fleet Supervisor# ² | 3480 | 4,809 | 3520 | 5,871 | 3530 | 6,171 |
| GIS Analyst | 4456 | 4,269 | 4496 | 5,212 | 4506 | 5,479 |
| GIS Technician | 4436 | 3,864 | 4476 | 4,717 | 4486 | 4,958 |
| GIS/Special District Manager* | 2538 | 6,423 | 2578 | 7,841 | 2588 | 8,242 |
| Housing Projects Manager* | 2537 | 6,391 | 2577 | 7,802 | 2587 | 8,201 |
| Human Resources Officer* | 2584 | 8,079 | 2624 | 9,863 | 2634 | 10,367 |
| Information Services Analyst I# | 3505 | 5,448 | 3545 | 6,650 | 3555 | 6,991 |
| Information Services Analyst II# | 3520 | 5,871 | 3560 | 7,167 | 3570 | 7,534 |
| Information Services Manager* | 2584 | 8,079 | 2624 | 9,863 | 2634 | 10,367 |
| Information Services Projects Coord.# | 3505 | 5,448 | 3545 | 6,650 | 3555 | 6,991 |
| Information Services Specialist I | 4456 | 4,269 | 4496 | 5,212 | 4506 | 5,479 |
| Information Services Specialist II | 4471 | 4,601 | 4511 | 5,617 | 4521 | 5,904 |
| Inventory Specialist Equipment/Mat ² | 5389 | 3,054 | 5429 | 3,729 | 5439 | 3,919 |
| Lead Maintenance Worker ² | 5429 | 3,729 | 5469 | 4,552 | 5479 | 4,785 |
| Lead Mechanic | 5440 | 3,939 | 5480 | 4,808 | 5490 | 5,054 |
| Librarian I# | 3435 | 3,842 | 3475 | 4,691 | 3485 | 4,930 |
| Librarian II# | 3457 | 4,288 | 3497 | 5,235 | 3507 | 5,502 |
| Library Assistant I# | 3373 | 2,820 | 3413 | 3,443 | 3423 | 3,619 |
| Library Assistant II# | 3414 | 3,460 | 3454 | 4,224 | 3464 | 4,440 |
| Library Clerk | 4356 | 2,593 | 4396 | 3,165 | 4406 | 3,327 |
| Library Page | 4241 | 1,461 | 4281 | 1,784 | 4291 | 1,875 |
| Library Page II | 4290 | 1,865 | 4330 | 2,277 | 4340 | 2,394 |
| Library Services Manager* | 2506 | 5,475 | 2546 | 6,684 | 2556 | 7,026 |
| Maintenance Coordinator | 5448 | 4,099 | 5488 | 5,004 | 5498 | 5,260 |
| Maintenance Supervisor# ² | 3484 | 4,906 | 3524 | 5,989 | 3534 | 6,295 |

| | | | | | | |
|--|------|-------|------|-------|------|-------|
| Maintenance Worker ² | 5391 | 3,085 | 5431 | 3,766 | 5441 | 3,958 |
| Management Aide | 4436 | 3,864 | 4476 | 4,717 | 4486 | 4,958 |
| Management Analyst I# | 3466 | 4,485 | 3506 | 5,475 | 3516 | 5,755 |
| Management Analyst II# | 3495 | 5,183 | 3535 | 6,327 | 3545 | 6,650 |
| Management Analyst III# | 3512 | 5,641 | 3552 | 6,887 | 3562 | 7,239 |
| Mechanic ² | 5430 | 3,747 | 5470 | 4,574 | 5480 | 4,808 |
| Office Services Clerk | 4365 | 2,712 | 4405 | 3,310 | 4415 | 3,480 |
| Office Specialist I | 4345 | 2,454 | 4385 | 2,996 | 4395 | 3,149 |
| Office Specialist II | 4365 | 2,712 | 4405 | 3,310 | 4415 | 3,480 |
| Park/Landscape Maintenance Supt ^{*2} | 2536 | 6,359 | 2576 | 7,763 | 2586 | 8,160 |
| Personnel Clerk | 4385 | 2,996 | 4425 | 3,658 | 4435 | 3,845 |
| Personnel Services Coordinator# | 3467 | 4,507 | 3507 | 5,502 | 3517 | 5,784 |
| Plan Check & Inspection Manager* | 2533 | 6,264 | 2573 | 7,648 | 2583 | 8,039 |
| Planning Commission Secretary#& | 3442 | 3,979 | 3482 | 4,857 | 3492 | 5,106 |
| Planning Specialist | 4443 | 4,001 | 4483 | 4,885 | 4493 | 5,135 |
| Planning Technician | 4423 | 3,621 | 4463 | 4,421 | 4473 | 4,647 |
| Plans Examiner# | 3482 | 4,857 | 3522 | 5,930 | 3532 | 6,233 |
| Principal Librarian* | 2495 | 5,183 | 2535 | 6,327 | 2545 | 6,651 |
| Principal Management Analyst* | 2540 | 6,487 | 2580 | 7,919 | 2590 | 8,324 |
| Principal Planner* | 2537 | 6,391 | 2577 | 7,802 | 2587 | 8,201 |
| Public Services Technician I | 4409 | 3,377 | 4449 | 4,123 | 4459 | 4,334 |
| Public Services Technician II | 4419 | 3,550 | 4459 | 4,334 | 4469 | 4,555 |
| Public Services Technician III | 4439 | 3,922 | 4479 | 4,788 | 4489 | 5,033 |
| Public Works Inspector I ² | 4440 | 3,942 | 4480 | 4,812 | 4490 | 5,058 |
| Public Works Inspector II ² | 4460 | 4,355 | 4500 | 5,317 | 4510 | 5,589 |
| Public Works Maintenance Manager* | 2566 | 7,385 | 2606 | 9,016 | 2616 | 9,477 |
| Public Works Safety Coordinator # ² | 3468 | 4,530 | 3508 | 5,530 | 3518 | 5,813 |
| Purchasing Clerk | 4374 | 2,836 | 4414 | 3,462 | 4424 | 3,640 |
| Purchasing Manager* | 2530 | 6,171 | 2570 | 7,534 | 2580 | 7,919 |
| Records Clerk | 4354 | 2,567 | 4394 | 3,134 | 4404 | 3,294 |
| Records Coordinator | 4382 | 2,952 | 4422 | 3,603 | 4432 | 3,788 |
| Redevelopment Analyst I # | 3468 | 4,530 | 3508 | 5,530 | 3518 | 5,813 |
| Redevelopment Analyst II # | 3487 | 4,980 | 3527 | 6,079 | 3537 | 6,390 |
| Risk Management Coordinator# | 3466 | 4,485 | 3506 | 5,475 | 3516 | 5,755 |
| Secretary ¹ | 4392 | 3,103 | 4432 | 3,788 | 4442 | 3,981 |
| Senior Account Clerk | 4395 | 3,149 | 4435 | 3,845 | 4445 | 4,041 |
| Senior Account Technician | 4443 | 4,001 | 4483 | 4,885 | 4493 | 5,135 |
| Senior Accountant# | 3495 | 5,183 | 3535 | 6,327 | 3545 | 6,650 |
| Senior Administrative Secretary ¹ | 4442 | 3,981 | 4482 | 4,860 | 4492 | 5,109 |
| Senior Animal Services Officer# | 3461 | 4,374 | 3501 | 5,340 | 3511 | 5,613 |
| Senior Building Inspector# ² | 3481 | 4,833 | 3521 | 5,900 | 3531 | 6,202 |
| Senior Buyer# | 3463 | 4,418 | 3503 | 5,394 | 3513 | 5,669 |
| Senior Civil Engineer* | 2547 | 6,717 | 2587 | 8,201 | 2597 | 8,620 |

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|---|------|-------|------|-------|------|--------|
| Senior Code Enforcement Officer# | 3461 | 4,374 | 3501 | 5,340 | 3511 | 5,613 |
| Senior Electrician # | 3485 | 4,930 | 3525 | 6,019 | 3535 | 6,327 |
| Senior GIS Technician # | 3484 | 4,906 | 3524 | 5,989 | 3534 | 6,295 |
| Senior Information Services Analyst# | 3535 | 6,327 | 3575 | 7,724 | 3585 | 8,119 |
| Senior Information Services Specialist | 4493 | 5,135 | 4533 | 6,268 | 4543 | 6,589 |
| Senior Librarian# | 3468 | 4,530 | 3508 | 5,530 | 3518 | 5,813 |
| Senior Maintenance Worker ² | 5401 | 3,243 | 5441 | 3,958 | 5451 | 4,161 |
| Senior Park Planner# | 3500 | 5,313 | 3540 | 6,487 | 3550 | 6,818 |
| Senior Planner* | 2517 | 5,784 | 2557 | 7,061 | 2567 | 7,422 |
| Senior Plans Examiner# | 3497 | 5,235 | 3537 | 6,390 | 3547 | 6,717 |
| Senior Special Districts Technician | 4440 | 3,942 | 4480 | 4,812 | 4490 | 5,058 |
| Signal & Lighting Coordinator ² | 5475 | 4,690 | 5515 | 5,726 | 5525 | 6,018 |
| Signal & Lighting Technician | 5448 | 4,099 | 5488 | 5,004 | 5498 | 5,260 |
| Special Districts Analyst# | 3495 | 5,183 | 3535 | 6,327 | 3545 | 6,650 |
| Special Districts Technician | 4434 | 3,826 | 4474 | 4,670 | 4484 | 4,909 |
| Street/Storm Drain Maintenance Supt* ² | 2536 | 6,359 | 2576 | 7,763 | 2586 | 8,160 |
| Supervising Public Works Inspector# ² | 3490 | 5,055 | 3530 | 6,171 | 3540 | 6,487 |
| Technical Production Coordinator | 4460 | 4,355 | 4500 | 5,317 | 4510 | 5,589 |
| Traffic Engineer* | 2565 | 7,348 | 2605 | 8,971 | 2615 | 9,430 |
| Theatre Technician III | 4423 | 3,621 | 4463 | 4,421 | 4473 | 4,647 |
| Utility Operations Manager* | 2524 | 5,989 | 2564 | 7,312 | 2574 | 7,686 |
| Veterinarian* | 2577 | 7,802 | 2617 | 9,524 | 2627 | 10,011 |
| Veterinary Assistant | 4404 | 3,294 | 4444 | 4,021 | 4454 | 4,227 |
| Veterinary Technician | 4434 | 3,826 | 4474 | 4,670 | 4484 | 4,909 |

| Part Time Positions | Minimum | | Control Point | | Maximum | |
|-------------------------------------|---------|--------|---------------|--------|---------|--------|
| | Step | Amount | Step | Amount | Step | Amount |
| Account Clerk | 6368 | 15.87 | 6408 | 19.37 | 6418 | 20.36 |
| Administrative Intern | 6320 | 12.48 | 6360 | 15.24 | 6370 | 16.03 |
| Animal Services Officer | 6441 | 22.84 | 6481 | 27.88 | 6491 | 29.31 |
| Assistant Pool Manager | 6305 | 11.60 | 6345 | 14.16 | 6355 | 14.87 |
| Box Office Assistant | 6290 | 10.76 | 6330 | 13.13 | 6340 | 13.81 |
| Box Office Specialist | 6311 | 11.95 | 6351 | 14.58 | 6361 | 15.33 |
| Business License Clerk | 6378 | 16.69 | 6418 | 20.38 | 6428 | 21.42 |
| Environmental Resources Intern | 6280 | 10.23 | 6320 | 12.48 | 6330 | 13.13 |
| Instructor/Guard I | 6240 | 8.38 | 6280 | 10.23 | 6290 | 10.76 |
| Instructor/Guard II | 6280 | 10.23 | 6320 | 12.48 | 6330 | 13.13 |
| Library Aide | 6237 | 8.25 | 6277 | 10.09 | 6287 | 10.59 |
| Librarian I | 6433 | 21.95 | 6473 | 26.79 | 6483 | 28.16 |
| Library Assistant I | 6362 | 15.41 | 6402 | 18.81 | 6412 | 19.77 |
| Library Assistant II | 6404 | 18.99 | 6444 | 23.20 | 6454 | 24.37 |
| Library Clerk | 6346 | 14.22 | 6386 | 17.37 | 6396 | 18.25 |
| Library Page | 6237 | 8.25 | 6277 | 10.09 | 6287 | 10.59 |
| Library Page II | 6280 | 10.23 | 6320 | 12.48 | 6330 | 13.13 |
| Maintenance Technician ² | 6280 | 10.23 | 6320 | 12.48 | 6330 | 13.13 |
| Office Specialist I | 6332 | 13.25 | 6372 | 16.19 | 6382 | 17.02 |
| Office Specialist II | 6352 | 14.65 | 6392 | 17.89 | 6402 | 18.80 |
| Outreach Technician | 6311 | 11.95 | 6351 | 14.58 | 6361 | 15.33 |
| Planning Aide | 6320 | 12.48 | 6360 | 15.24 | 6370 | 16.03 |
| Pool Manager | 6329 | 13.07 | 6369 | 15.95 | 6379 | 16.76 |
| Program Specialist | 6311 | 11.95 | 6351 | 14.58 | 6361 | 15.33 |
| Purchasing Clerk | 6368 | 15.87 | 6408 | 19.37 | 6418 | 20.37 |
| Receptionist | 6342 | 13.94 | 6382 | 17.02 | 6392 | 17.89 |
| Records Clerk | 6344 | 14.08 | 6384 | 17.19 | 6394 | 18.08 |
| Records Coordinator | 6372 | 16.19 | 6412 | 19.77 | 6422 | 20.78 |
| Recreation Attendant | 6237 | 8.25 | 6277 | 10.09 | 6287 | 10.59 |
| Recreation Assistant | 6266 | 9.54 | 6306 | 11.65 | 6316 | 12.26 |
| Recreation Leader | 6290 | 10.76 | 6330 | 13.13 | 6340 | 13.81 |
| Senior Civil Engineer | 6543 | 37.99 | 6583 | 46.37 | 6593 | 48.75 |
| Theatre Technician I | 6311 | 11.95 | 6351 | 14.58 | 6361 | 15.33 |
| Theatre Technician II | 6372 | 16.19 | 6412 | 19.77 | 6422 | 20.78 |
| Veterinary Assistant | 6404 | 19.00 | 6444 | 23.20 | 6454 | 24.39 |
| Veterinary Technician | 6434 | 22.06 | 6474 | 26.93 | 6484 | 28.31 |

1. When acting as Clerk to Commissions \$50 paid per night or weekend day meeting. Compensatory time off can be substituted in lieu of \$50 at the option of the employee.

2. Up to \$200 provided annually toward purchase of approved safety footwear from a city designated vendor.

\$ Denotes \$50.00 paid per night or weekend day meeting; discontinues when this position is vacated as long as this position is classified "Supervisory/Professional."

Denotes Supervisory/Professional Class

* Denotes Management Class