

| CITY OF ASHEVILLE | Fiscal Year 2013 | Fiscal Year 2014 | Fiscal Year 2015 |
|--|---------------------|---------------------|---------------------|
| City Manager | \$176,841 | \$182,146 | \$183,968 |
| | \$45,891 | \$44,379 | \$43,863 |
| TOTAL COMP | \$222,732 | \$226,525 | \$227,831 |
| Assistant City Manager | \$157,000 | \$161,710 | \$163,327 |
| *2013 - partial year employment | \$1,822 | \$44,423 | \$31,433 |
| TOTAL COMP | \$158,822 | \$206,133 | \$194,760 |
| Assisitant City Manager 2 | | | \$154,648 |
| *new position in 2015-2016 | | | \$32,805 |
| TOTAL COMP | \$0 | \$0 | \$187,453 |
| Executive Director of Planning & Multi-Modal Transportation | \$140,242 | \$144,450 | 0 |
| | \$30,906 | \$32,614 | 0 |
| TOTAL COMP | \$171,148 | \$177,064 | 0 |
| Transportation Director | \$117,203 | \$120,719 | \$121,926 |
| | \$25,410 | \$25,948 | \$25,886 |
| TOTAL COMP | \$142,613 | \$146,667 | \$147,812 |
| Chief of Police | \$141,249 | \$145,486 | \$155,000 |
| | \$23,604 | \$15,676 | \$37,502 |
| TOTAL COMP | \$164,853 | \$161,162 | \$192,502 |
| Deputy Chief of Police | \$93,215 | \$96,011 | \$96,972 |
| | \$25,610 | \$26,971 | \$26,655 |
| TOTAL COMP | \$118,825 | \$122,982 | \$123,627 |
| Deputy Chief of Police 2 | 0 | 0 | \$110,000 |
| {this was a new position in FY16} | 0 | 0 | \$19,657 |
| *2015 - partial year employment | | | |
| TOTAL COMP | 0 | 0 | \$129,657 |
| Fire Chief | \$111,879 | \$115,235 | \$116,929 |
| | \$29,509 | \$32,049 | \$30,435 |
| TOTAL COMP | \$141,388 | \$147,284 | \$147,364 |
| Deputy Fire Chief | 0 | \$94,391 | \$95,335 |
| (this was a new position in FY14) | 0 | \$26,888 | \$21,488 |
| TOTAL COMP | 0 | \$121,279 | \$116,823 |
| Parks, Recreation & Cultural Arts Director | \$99,807 | \$102,801 | \$106,517 |
| | \$24,950 | \$25,718 | \$25,754 |
| TOTAL COMP | \$124,757 | \$128,519 | \$132,271 |

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| Parks, Recreation & Cultural Arts Assistant Director | \$85,925 | \$88,503 | \$89,388 |
| | \$19,524 | \$20,167 | \$19,980 |
| TOTAL COMP | \$105,449 | \$108,670 | \$109,368 |
| General Services Director | \$117,713 | \$100,000 | \$101,000 |
| *2014 - partial year employment | \$8,929 | \$15,621 | \$21,523 |
| TOTAL COMP | \$126,642 | \$115,621 | \$122,523 |
| Director of Finance | \$108,600 | \$111,858 | \$125,240 |
| *2013 - partial year employment | \$18,401 | \$30,477 | \$31,860 |
| TOTAL COMP | \$127,001 | \$142,335 | \$157,100 |
| Deputy Finance Director | \$92,663 | \$95,443 | 0 |
| *2014 - partial year employment / *Vacant 2015-2016 | \$24,693 | \$7,138 | 0 |
| TOTAL COMP | \$117,356 | \$102,581 | \$0 |
| Information Technology Services Director, CIO | \$118,459 | \$122,012 | \$123,233 |
| | \$30,527 | \$31,618 | \$31,276 |
| TOTAL COMP | \$148,986 | \$153,630 | \$154,509 |
| Human Resources Director | \$109,500 | \$112,785 | \$113,913 |
| | \$28,071 | \$30,433 | \$26,105 |
| TOTAL COMP | \$137,571 | \$143,218 | \$140,018 |
| Assistant Director of Human Resources | \$88,500 | \$91,155 | \$92,067 |
| *2013 partial year employment | \$14,977 | \$16,682 | \$16,740 |
| TOTAL COMP | \$103,477 | \$107,837 | \$108,807 |
| Economic Development Director | \$110,014 | \$113,314 | \$114,447 |
| | \$21,399 | \$22,164 | \$21,941 |
| TOTAL COMP | \$131,413 | \$135,478 | \$136,388 |
| Asst Director of Community & Economic Development | \$77,660 | \$79,990 | \$80,790 |
| *2013 partial year employment | \$14,722 | \$15,508 | \$15,291 |
| TOTAL COMP | \$92,382 | \$95,498 | \$96,081 |
| Water Resources Director | \$120,819 | \$124,444 | \$130,000 |
| | \$25,387 | \$26,124 | \$31,343 |
| TOTAL COMP | \$146,206 | \$150,568 | \$161,343 |
| Assistant Director of Water Resources | 0 | \$86,345 | \$95,000 |

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|--|-----------------------------|-----------------------------|-----------------------------|--------------------|
| *this was a new position in FY14 | 0 | \$24,661 | \$7,414 | |
| TOTAL COMP | 0 | \$111,006 | \$102,414 | |
| Public Works Director | \$104,252 | \$107,380 | \$108,453 | |
| *2013 - employee was promoted from another internal position and city contribution rates may have | \$24,464 | \$26,428 | \$26,127 | |
| TOTAL COMP | \$128,716 | \$133,808 | \$134,580 | |
| Planning & Development Director | \$117,599 | 0 | \$105,000 | |
| *Vacant in 2014-2015 | \$24,520 | 0 | \$29,174 | |
| TOTAL COMP | \$142,119 | 0 | \$134,174 | |
| Assistant Director of Planning | \$84,969 | 0 | \$90,000 | |
| *Vacant in 2014-2015 / *2015 partial year employment | \$24,697 | 0 | \$16,371 | |
| TOTAL COMP | \$109,666 | 0 | \$106,371 | |
| Development Services Director | \$97,850 | \$100,786 | \$105,000 | |
| *2015 - employee was promoted from another internal position and city contribution rates may have | \$24,697 | \$25,468 | \$30,244 | |
| TOTAL COMP | \$122,547 | \$126,254 | \$135,244 | |
| Assistant Director of Development Services | \$90,567 | \$80,000 | \$91,825 | |
| *2014 partial year employment | \$16,430 | \$4,599 | \$30,244 | |
| TOTAL COMP | \$106,997 | \$84,599 | \$122,069 | |
| <p>Note: Benefit amounts are for a 12 month period except where otherwise noted,</p> <p>(a) amount is related to a partial year based on employee start date or end date</p> <p>(b) employee was promoted from another internal position and city contribution rates may have increased during FY due to salary increase</p> | | | | |
| CITY LEGAL DEPARTMENT (Salaries only. Benefits not included) | | | Fiscal Year | Fiscal Year |
| | 2013 | 2014 | 2015 | 2016 |
| City Attorney | \$165,000 | \$169,950 | \$171,649 | \$177,700 |
| City Attorney, Deputy | \$94,970 | \$97,819 | \$99,000 | \$102,490 |