

| | Position | Other Positions Held | City | Department | Total Wages |
|-----|----------------------------------|----------------------|--------|---|-------------|
| 1. | Chief Of Police | | Novato | Police | \$209,636 |
| 2. | City Manager | | Novato | Central Administration | \$204,384 |
| 3. | Captain | | Novato | Police | \$180,985 |
| 4. | Captain | | Novato | Police | \$172,416 |
| 5. | Lieutenant | | Novato | Police | \$162,286 |
| 6. | Community Development Director | | Novato | Community Development | \$161,740 |
| 7. | Lieutenant | | Novato | Police | \$157,036 |
| 8. | Assistant City Manager | | Novato | Administrative Services | \$154,532 |
| 9. | PRCS Director | | Novato | Parks, Recreation and Community Services | \$153,559 |
| 10. | Lieutenant | | Novato | Police | \$151,657 |
| 11. | Sergeant | | Novato | Police | \$148,238 |
| 12. | Sergeant | | Novato | Police | \$144,624 |
| 13. | Lieutenant | | Novato | Police | \$140,123 |
| 14. | Human Resources Manager | | Novato | Administrative Services | \$139,413 |
| 15. | Redevelopment Administrator | | Novato | Redevelopment Agency | \$138,966 |
| 16. | Officer | | Novato | Police | \$133,551 |
| 17. | Public Works Director | | Novato | Public Works | \$128,364 |
| 18. | Sergeant | | Novato | Police | \$127,197 |
| 19. | Finance Manager | | Novato | Administrative Services | \$124,640 |
| 20. | Recreation & Operations Manager | | Novato | Parks, Recreation and Community Services | \$124,443 |
| 21. | Planning & Environmental Manager | | Novato | Community Development | \$124,096 |
| 22. | Sergeant | | Novato | Police | \$123,028 |
| 23. | Technology Manager | | Novato | Administrative Services | \$118,528 |
| 24. | Sergeant | | Novato | Police | \$117,928 |
| 25. | Officer | | Novato | Police | \$117,641 |
| 26. | Sergeant | | Novato | Police | \$117,396 |
| 27. | Maintenance Superintendent | | Novato | Public Works | \$116,670 |
| 28. | Sergeant | | Novato | Police | \$116,413 |
| 29. | Sergeant | | Novato | Police | \$113,586 |

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| 30. | Sergeant | | Novato | Police | \$112,423 |
| 31. | Chief Building Official | | Novato | Community Development | \$111,228 |
| 32. | Officer | | Novato | Police | \$110,934 |
| 33. | Principal Civil Engineer | | Novato | Public Works | \$110,144 |
| 34. | Officer | | Novato | Police | \$104,788 |
| 35. | Sergeant | | Novato | Police | \$103,135 |
| 36. | Officer | | Novato | Police | \$103,025 |
| 37. | Corporal | | Novato | Police | \$102,492 |
| 38. | Assistant To City Manager | | Novato | Central Administration | \$102,317 |
| 39. | Officer | | Novato | Police | \$102,139 |
| 40. | Dispatch Supervisor | | Novato | Police | \$102,137 |
| 41. | Corporal | | Novato | Police | \$102,118 |
| 42. | Sergeant | | Novato | Police | \$100,784 |
| 43. | Officer | | Novato | Police | \$100,273 |
| 44. | Officer | | Novato | Police | \$99,194 |
| 45. | Officer | | Novato | Police | \$98,652 |
| 46. | Officer | | Novato | Police | \$98,542 |
| 47. | Sr Engineer | | Novato | Public Works | \$97,848 |
| 48. | Officer | | Novato | Police | \$97,333 |
| 49. | Officer | | Novato | Police | \$96,947 |
| 50. | Officer | | Novato | Police | \$96,560 |
| 51. | Division Manager | | Novato | Parks, Recreation and Community Services | \$96,554 |
| 52. | Planner II | | Novato | Community Development | \$94,093 |
| 53. | Officer | | Novato | Police | \$93,993 |
| 54. | Sr Planner | | Novato | Community Development | \$93,093 |
| 55. | Officer | | Novato | Police | \$92,712 |
| 56. | Housing Coodinator | | Novato | Redevelopment Agency | \$92,384 |
| 57. | Officer | | Novato | Police | \$92,356 |
| 58. | Officer | | Novato | Police | \$92,004 |
| 59. | Officer | | Novato | Police | \$91,784 |
| 60. | Principal Civil Engineer | | Novato | Public Works | \$91,656 |

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| 61. | Principal Engineering Tech | | Novato | Public Works | \$90,811 |
| 62. | Sr Planner | | Novato | Community Development | \$90,737 |
| 63. | Officer | | Novato | Police | \$90,601 |
| 64. | Officer | | Novato | Police | \$90,531 |
| 65. | Officer | | Novato | Police | \$90,507 |
| 66. | Officer | | Novato | Police | \$90,330 |
| 67. | Officer | | Novato | Police | \$89,872 |
| 68. | Officer | | Novato | Police | \$89,531 |
| 69. | Officer | | Novato | Police | \$89,283 |
| 70. | Maintenance Supervisor | | Novato | Public Works | \$89,226 |
| 71. | Principal Planner | | Novato | Community Development | \$89,206 |
| 72. | Officer | | Novato | Police | \$88,771 |
| 73. | Officer | | Novato | Police | \$88,561 |
| 74. | Records Supervisor | | Novato | Police | \$88,503 |
| 75. | Engineer II | | Novato | Public Works | \$87,915 |
| 76. | Officer | | Novato | Police | \$87,152 |
| 77. | Sr Bldg Inspector | | Novato | Community Development | \$86,669 |
| 78. | Officer | | Novato | Police | \$85,148 |
| 79. | Recreation Supervisor | | Novato | Parks, Recreation and Community Services | \$84,999 |
| 80. | Sr Engineer | | Novato | Public Works | \$84,649 |
| 81. | Sr Management Analyst | | Novato | Central Administration | \$84,351 |
| 82. | Sr Dispatcher | | Novato | Police | \$84,105 |
| 83. | Sr Management Analyst | | Novato | Redevelopment Agency | \$82,372 |
| 84. | Recreation Supervisor | | Novato | Parks, Recreation and Community Services | \$81,532 |
| 85. | Recreation Supervisor | | Novato | Parks, Recreation and Community Services | \$81,436 |
| 86. | Dispatcher | | Novato | Police | \$81,016 |
| 87. | Recreation Supervisor | | Novato | Parks, Recreation and Community Services | \$80,546 |
| 88. | Sr Equipment Technician | | Novato | Public Works | \$80,419 |
| 89. | Sr Dispatcher | | Novato | Police | \$80,161 |

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| 90. | Recreation Supervisor | | Novato | Parks, Recreation and Community Services | \$79,962 |
| 91. | Principal Engineering Tech | | Novato | Public Works | \$79,933 |
| 92. | Equipment Tech Supervisor | | Novato | Public Works | \$79,106 |
| 93. | Accountant/Analyst | | Novato | Administrative Services | \$78,509 |
| 94. | Sup Code Compliance Officer | | Novato | Community Development | \$78,367 |
| 95. | Officer | | Novato | Police | \$76,755 |
| 96. | Custodian Supervisor | | Novato | Public Works | \$76,283 |
| 97. | Human Resources Analyst | | Novato | Administrative Services | \$76,253 |
| 98. | Officer | | Novato | Police | \$75,603 |
| 99. | Sr Public Works Inspector | | Novato | Public Works | \$75,177 |
| 100. | Recreation Supervisor | | Novato | Parks, Recreation and Community Services | \$74,911 |