

Exhibit A - Red Text indicates a new position added to the plan

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Administrative Specialists						
Band AS1						
Court Clerk	\$16.58	\$20.76	\$24.89	\$ 34,486.40	\$ 43,180.80	\$ 51,771.20
Police Records Clerk						
Service Representative I						
Band AS2						
Administrative Assistant	\$18.05	\$22.54	\$27.03	\$ 37,544.00	\$ 46,883.20	\$ 56,222.40
Airport Service Attendant						
Cash Receipts Clerk						
Evidence & Property Tech. I						
Parking Control Officer						
Police Services Officer						
Procurement Officer I						
Senior Court Clerk						
Shelter Attendant						
Band AS3						
Accounting Clerk	\$19.64	\$24.53	\$29.43	\$ 40,851.20	\$ 51,022.40	\$ 61,214.40
Business Services Rep - Dev Ctr						
Customer Service Rep.						
EMS Billing Specialist						
Evidence & Property Tech. II						
Human Resources Coordinator						
Office Coordinator						
Purchasing and Supply Officer						
Senior Police Records Clerk						
Treasury Cashier						
Band AS4						
Contract/Records Specialist	\$21.11	\$26.37	\$31.67	\$ 43,908.80	\$ 54,849.60	\$ 65,873.60
Crime Analyst						
Deputy City Clerk						
Inventory And Records Specialist						
Lead Customer Service Rep.						
Lead Treasury Cashier						
Legal Assistant						
Payroll Specialist						
Utility Billing Specialist						
Band AS5						
Executive Assistant	\$22.80	\$28.51	\$34.17	\$ 47,424.00	\$ 59,300.80	\$ 71,073.60
Graduate Fellow						

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Technical						
Band T1						
AV Production Specialist Facilities Maintenance Worker I	\$17.39	\$21.78	\$26.11	\$ 36,171.20	\$ 45,302.40	\$ 54,308.80
Band T2						
Airport Attendant Facilities Maintenance Worker II	\$19.64	\$24.53	\$29.43	\$ 40,851.20	\$ 51,022.40	\$ 61,214.40
Band T3						
Airport Maintenance Worker Development Technician Engineering Technician Facilities Technician Inventory Maintenance Technician Neighborhood Services Officer Utility Technician	\$20.55	\$25.70	\$30.86	\$ 42,744.00	\$ 53,456.00	\$ 64,188.80
Skilled Technical						
Band ST1						
GIS Technician Help Desk Support Specialist Right of Way Inspector System Support Analyst Traffic Operations Technician	\$22.34	\$27.95	\$33.51	\$ 46,467.20	\$ 58,136.00	\$ 69,700.80
Band ST2						
Building Inspector CIP Resident Inspector Field Engineering Inspector Senior GIS Technician Utility Management Analyst	\$24.12	\$30.19	\$36.21	\$ 50,169.60	\$ 62,795.20	\$ 75,316.80
Band ST3						
Audiovisual Support Specialist PW Ops Contract Specialist Right-of-Way Agent System Support Specialist	\$26.21	\$32.74	\$39.32	\$ 54,516.80	\$ 68,099.20	\$ 81,785.60
Advanced Technical						
Band AT1						
Senior Engineering Technician Senior Traffic Operations Tech	\$26.21	\$32.74	\$39.32	\$ 54,516.80	\$ 68,099.20	\$ 81,785.60
Band AT2						
Construction Project Manager Equipment Technician Instrumentation & Controls Tech Operations Technician Plans Examiner Project Manger - Public Works	\$28.00	\$35.00	\$41.99	\$ 58,240.00	\$ 72,800.00	\$ 87,339.20
Band AT3						
Applications Analyst Network Administrator Senior Right-of-Way Agent Systems Administrator Web Administrator	\$29.7760	\$37.2202	\$44.6644	\$61,934.00	\$77,418.00	\$92,902.00
Band AT4						
Applications Administrator Database Administrator GIS Coordinator	\$30.9284	\$38.6596	\$46.3928	\$64,331.00	\$80,412.00	\$96,497.00
Band AT5						
Senior Network Administrator Systems Analyst	\$34.8149	\$43.5168	\$52.2212	\$72,415.00	\$90,515.00	\$108,620.00

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Professional Nonmanagement						
Band PN1						
Contract Compliance Coord/Para Cultural Arts Specialist Probation/Compliance Officer Senior Crime Analyst	\$22.34	\$27.95	\$33.51	\$ 46,467.20	\$ 58,136.00	\$ 69,700.80
Band PN2						
Accountant CDBG Administrator Data Analyst Human Resources Generalist Marketing Specialist Procurement Officer II Recruitment Specialist	\$24.0582	\$30.0755	\$36.0899	\$50,041.00	\$62,557.00	\$75,067.00
Band PN3						
Benefits Specialist Community Relations Specialist Office Manager/Paralegal Planner Research Assistant/Paralegal Senior Procurement Officer Water Utilities Analyst	\$26.2063	\$32.7577	\$39.3091	\$54,509.00	\$68,136.00	\$81,763.00
Band PN4						
Compensation & Classification Specialist Environmental Specialist Financial Analyst Grants Manager Safety & Wellness Specialist Senior Accountant Staff Engineer Workforce Development Analyst	\$28.3024	\$35.3764	\$42.4524	\$58,869.00	\$73,583.00	\$88,301.00
Band PN5						
Communications Strategist ITS Project Manager Performance Management Analyst Project Manager - CBS Project Manager - Dev. Services Senior Compensation & Classification Analyst Senior Planner	\$30.1563	\$37.6957	\$45.2356	\$62,725.00	\$78,407.00	\$94,090.00
Band PN7						
Asst. Prosecuting Attorney PTR Budget Manager Senior Staff Engineer Solid Waste Superintendent Staff Attorney	\$36.6760	\$45.8462	\$55.0139	\$76,286.00	\$95,360.00	\$114,429.00
Band PN9						
Chief Counsel of Economic Development & Planning Chief Counsel of Infrastructure and Recreation Chief Counsel of Management and Operations Chief Counsel of Public Safety-Civil Rights Specialist Chief Counsel of Special Projects Chief of Litigation	\$44.5808	\$55.7293	\$66.8712	\$92,728.00	\$115,917.00	\$139,092.00

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Operational Supervision						
Band OS3						
Accounts Payable Supervisor	\$24.63	\$30.80	\$36.98	\$ 51,230.40	\$ 64,064.00	\$ 76,918.40
Administrative Supervisor						
Airfield Operations Supervisor						
Court Clerk Supervisor						
Customer Service Supervisor						
Lead Airport Attendant						
Payroll Supervisor						
Police Records Supervisor						
Band OS4	\$27.29	\$34.12	\$40.95	\$ 56,763.20	\$ 70,969.60	\$ 85,176.00
Band OS5						
Cash Management Officer	\$29.6659	\$37.0827	\$44.5000	\$61,705.00	\$77,132.00	\$92,560.00
City Clerk						
Maintenance Shop Supervisor						
Media Services Supervisor						
Police Administration Supervisor						
Right of Way Supervisor						
Band OS6	\$32.1298	\$40.1673	\$48.1952	\$66,830.00	\$83,548.00	\$ 100,246.00
Facilities Maintenance Superintendent						
Lead Engineering Technician						
Lead Traffic Operations Technician						
Maintenance & Asset Mgmt Supervisor						
Metered Services Supervisor						
PW Operations Supervisor						
Utility System Supervisor						
Band OS7	\$34.6014	\$43.2519	\$51.9048	\$71,971.00	\$89,964.00	\$107,962.00
Control System Supervisor						

Management and Supervision						
Band MS1						
Administration Manager	\$30.6933	\$38.3654	\$46.0375	\$63,842.00	\$79,800.00	\$95,758.00
Assistant Airport Manager						
Cultural Arts Manager						
Communications & Marketing Manager						
Mgr., Accreditation/Info Mgmt						
Procurement & Contract Svc Mgr.						
Band MS2	\$33.3611	\$41.7024	\$50.0413	\$69,391.00	\$86,741.00	\$104,086.00
Assistant Utility Manager						
Building Inspections Manager						
CIP Inspections Manager						
Codes Administration Manager						
Engineering Inspections Manager						
Financial Services Manager (Water)						
IT Support Services Manager						
Neighborhood Services Manager						
Planning Manager						
Band MS3	\$36.2615	\$45.3264	\$54.3933	\$75,424.00	\$94,279.00	\$113,138.00
IT Operations Manager						
Operations and Maintenance Manager						
Public Works Operations Mgr.						
Utility System Manager						
Band MS4	\$39.4149	\$49.2688	\$59.1231	\$81,983.00	\$102,479.00	\$122,976.00
City Traffic Engineer						
Construction Manager						
Engineering Manager						
Manager, Entprs. Tech. Svcs.						

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Asst Director/Division Head						
Band AD2						
Airport Manager	\$36.8817	\$46.1010	\$55.3226	\$76,714.00	\$95,890.00	\$115,071.00
Asst. Dir. of Grants & Administration						
Court Administrator						
Facilities Manager						
Fleet Manager						
Band AD3						
Asst. Dir. of Customer Care (Water)	\$41.4596	\$51.8240	\$62.1880	\$86,236.00	\$107,794.00	\$129,351.00
Asst. Dir. of Field Services						
Asst. Dir. of Finance-Cash and Debt						
Asst. Dir. of Finance-Controller						
Asst. Dir. of Human Resources						
Asst. Dir. of Plan Services						
Asst. Dir. of Public Works Administration						
Band AD4						
Asst. Dir. of Business Services	\$44.5808	\$55.7274	\$66.8712	\$92,728.00	\$115,913.00	\$139,092.00
Asst. Dir. of App Mgmt Services						
Asst. Dir. of Engineering Services						
Asst. Dir. of Public Works Operation						
Asst. Dir. of Water Operations						
Band AD5						
Deputy Dir. of Development Services	\$46.0740	\$57.5933	\$69.1125	\$95,834.00	\$119,794.00	\$143,754.00
Deputy Dir. of Finance						
Deputy Dir. of Public Works/City Engineer						
Deputy Dir. of Public Works/Operations						
Deputy Dir. of Water Utilities						

Executive						
Band E1						
Director of Creative Services	\$53.7856	\$67.2317	\$80.6808	\$111,874.00	\$139,842.00	\$167,816.00
Director of Development Svcs.						
Director of Human Resources						
Director of ITS						
Director of Public Works						
Director of Water Utilities						
Finance Director						
Band E2						
Assistant City Manager	\$56.3404	\$70.4264	\$84.5130	\$117,188.00	\$146,487.00	\$175,787.00
Fire Chief						
Police Chief						

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Protective Services						
Band R1						
Police Recruit	\$23.2962		\$25.1971	\$48,456.10		\$52,409.97
Band PS2						
Animal Control Officer Communications Call Taker - Police	\$18.46	\$23.10	\$27.74	\$ 38,396.80	\$ 48,048.00	\$ 57,699.20
Band PS3						
Communication Specialist - Police Court Security Officer Detention Officer	\$21.30	\$26.93	\$32.56	\$ 44,304.00	\$ 56,014.40	\$ 67,724.80
Band PS4						
Animal Control Field Supervisor Animal Shelter Supervisor Lead Comm Specialist-Police Lead Detention Officer	\$24.63	\$30.80	\$36.98	\$ 51,230.40	\$ 64,064.00	\$ 76,918.40
Band PS5						
Communications Supvr-Fire Communications Supvr-Police Radio Systems Specialist	\$28.10	\$35.14	\$42.18	\$ 58,448.00	\$ 73,091.20	\$ 87,734.40
Band PS6						
Animal Control Manager	\$32.1298	\$40.1673	\$48.1952	\$66,830.00	\$83,548.00	\$100,246.00
Band PS7						
Battalion Chief Police Captain	\$52.9904	\$60.1899	\$67.3894	\$110,220.00	\$125,195.00	\$140,170.00
Band PS8						
Asst. Fire Chief Police Major	\$58.1731	\$66.2264	\$74.2798	\$121,000.00	\$137,751.00	\$154,502.00
Band PS9						
Deputy Fire Chief Deputy Police Chief	\$64.1106	\$72.8260	\$81.5413	\$133,350.00	\$151,478.00	\$169,606.00

Pay and Classification Plan				
See contracts for union progression rates	Hourly Rate		Est. Annualized Rate	
	Minimum	Maximum	Minimum	Maximum
Police - Union			Based on 2080 hours per year	
Police Officer	\$24.2279	\$40.1346	\$50,394.00	\$83,480.00
Sergeant	\$40.1346	\$47.8962	\$83,480.00	\$99,624.00
Fire - Union	Based on 2912 hours per year		Based on 2912 hours per year	
Fire Fighter	\$17.18	\$22.50	\$50,028.16	\$65,520.00
Fire Fighter - Paramedic	\$19.75	\$25.07	\$57,512.00	\$73,003.84
Fire Engineer	\$22.15	\$27.82	\$64,500.80	\$81,011.84
Fire Engineer - Paramedic	\$24.73	\$30.40	\$72,013.76	\$88,524.80
Fire Captain	\$28.68	\$32.97	\$83,516.16	\$96,008.64
Fire Captain - Paramedic	\$31.25	\$35.55	\$91,000.00	\$103,521.60
	Based on 2080 hours per year		Based on 2080 hours per year	
Communication Specialist	\$21.79	\$32.56	\$45,323.20	\$67,724.80
Lead Communication Specialist	\$22.88	\$34.19	\$47,590.40	\$71,115.20
IAM - Union			Based on 2080 hours per year	
Custodian	\$15.50	\$20.23	\$32,240.00	\$42,078.40
Meter Tech I	\$18.00	\$20.26	\$37,440.00	\$42,140.80
Meter Tech II	\$18.90	\$21.27	\$39,312.00	\$44,241.60
Meter Specialist	\$21.12	\$23.76	\$43,929.60	\$49,420.80
Fleet Inventory Tech	\$20.42	\$29.06	\$42,473.60	\$60,444.80
Mechanic Technician I	\$20.67	\$29.42	\$42,993.60	\$61,193.60
Mechanic Technician II	\$21.70	\$30.89	\$45,136.00	\$64,251.20
Mechanic Technician III	\$22.79	\$32.44	\$47,403.20	\$67,475.20
Apprentice Utility Worker	\$21.00	\$21.00	\$43,680.00	\$43,680.00
Utility Worker	\$25.00	\$28.14	\$52,000.00	\$58,531.20
Utility Specialist I	\$28.00	\$31.52	\$58,240.00	\$65,561.60
Utility Specialist II	\$29.90	\$33.65	\$62,192.00	\$69,992.00
Utility Foreman	\$31.50	\$35.45	\$65,520.00	\$73,736.00
Apprentice Operator	\$19.00	\$20.00	\$39,520.00	\$41,600.00
Operator	\$21.00	\$27.40	\$43,680.00	\$56,992.00
Skilled Operator	\$23.25	\$30.34	\$48,360.00	\$63,107.20
Senior Operator	\$25.50	\$33.28	\$53,040.00	\$69,222.40