

Exhibit C

Job Titles	FLSA Status	Hourly Rates			Lawson Grade	Workday Grade
		Minimum	Midpoint	Maximum		
Non-exempt						
Court Clerk	NE	\$16.58	\$20.76	\$24.89	AS1	LSNE2
Police Records Clerk	NE					
Service Representative I	NE					
AV Production Specialist	NE	\$17.39	\$21.78	\$26.11	T1	LSNE3
Facilities Maintenance Worker I	NE					
Administrative Assistant	NE	\$18.05	\$22.54	\$27.03	AS2	LSNE4
Airport Service Attendant	NE					
Cash Receipts Clerk	NE					
Evidence & Property Tech. I	NE					
Parking Control Officer	NE					
Police Services Officer	NE					
Procurement Officer I	NE					
Senior Court Clerk	NE					
Shelter Attendant	NE					
Animal Control Officer	NE	\$18.46	\$23.10	\$27.74	PS2	LSNE5
Communications Call Taker - Police	NE					
Accounting Clerk	NE	\$19.64	\$24.53	\$29.43	AS3	LSNE6
Business Services Rep - Dev Ctr	NE					
Customer Service Rep.	NE					
EMS Billing Specialist	NE					
Evidence & Property Tech. II	NE					
Human Resources Coordinator	NE					
Office Coordinator	NE					
Purchasing and Supply Officer	NE					
Senior Police Records Clerk	NE					
Treasury Cashier	NE					
Airport Attendant	NE					
Facilities Maintenance Worker II	NE					
Development Technician	NE	\$21.30	\$26.93	\$32.56	T3	LSNE7
Engineering Technician	NE					
Neighborhood Services Officer	NE					
Airport Maintenance Worker	NE					
Facilities Technician	NE					
Inventory Maintenance Technician	NE					
Utility Technician	NE					
Contract/Records Specialist	NE				AS4	
Crime Analyst	NE					
Deputy City Clerk	NE					
Inventory And Records Specialist	NE					
Lead Customer Service Rep.	NE					
Lead Treasury Cashier	NE					
Legal Assistant	NE					
Payroll Specialist	NE					
Utility Billing Specialist	NE					
Communication Specialist - Police	NE				PS3	
Court Security Officer	NE					
Detention Officer	NE					
GIS Technician	NE	\$22.34	\$27.95	\$33.51	ST1	LSNE8
Help Desk Support Specialist	NE					
Right of Way Inspector	NE					
System Support Analyst	NE					
Traffic Operations Technician	NE					
Contract Compliance Coord/Para	NE				PN1	
Cultural Arts Specialist	NE					
Police Recruitment Specialist	NE					
Probation/Compliance Officer	NE					
Senior Crime Analyst	NE					

Job Titles	FLSA Status	Hourly Rates			Lawson Grade	Workday Grade
		Minimum	Midpoint	Maximum		
Executive Assistant	NE	\$22.80	\$28.51	\$34.17	AS5	LSNE9
Graduate Fellow	NE					
Building Inspector	NE	\$24.12	\$30.19	\$36.21	ST2	LSNE10
CIP Resident Inspector	NE					
Field Engineering Inspector	NE					
Senior GIS Technician	NE					
Utility Management Analyst	NE					
Accounts Payable Supervisor	NE	\$24.63	\$30.80	\$36.98	OS3	LSNE11
Administrative Supervisor	NE					
Court Clerk Supervisor	NE					
Customer Service Supervisor	NE					
Lead Airport Attendant	NE					
Payroll Supervisor	NE					
Animal Control Field Supervisor	NE				PS4	
Animal Shelter Supervisor	NE					
Comm. Training & QA Specialist (Fire)	NE					
Lead Comm Specialist-Police	NE					
Lead Detention Officer	NE					
Audiovisual Support Specialist	NE	\$26.21	\$32.74	\$39.32	ST3	LSNE12
PW Ops Contract Specialist	NE					
Right-of-Way Agent	NE					
System Support Specialist	NE					
Senior Engineering Technician	NE				AT1	
Senior Traffic Operations Tech	NE					
Office Manager/Paralegal	NE					
Research Assistant/Paralegal	NE					
Police Custodian of Records Supervisor	NE	\$27.29	\$34.12	\$40.95	OS4	LSNE13
Construction Project Manager	NE	\$28.10	\$35.14	\$42.18	AT2	LSNE14
Equipment Technician	NE					
Instrumentation & Controls Tech	NE					
Operations Technician	NE					
Plans Examiner	NE					
Project Manger - Public Works	NE				PS5	
Communications Supvr-Fire	NE					
Communications Supvr-Police	NE					
Radio Systems Specialist	NE					
Maintenance Shop Supervisor	NE	\$29.7760	\$37.2202	\$44.6644	OS5	LSNE15
Right of Way Supervisor	NE					
Senior Right-of-Way Agent	NE				AT3	
Lead Traffic Operations Technician	NE	\$32.13	\$40.17	\$48.20	OS6	LSNE16
Maintenance & Asset Mgmt Supervisor	NE					
Metered Services Supervisor	NE					
PW Operations Supervisor	NE					
Utility System Supervisor	NE					
Control System Supervisor	NE	\$34.60	\$43.25	\$51.90	OS7	LSNE17
Police Recruit	NE	\$24.23		\$25.20	R1	Police Recruit

Job Titles	FLSA Status	Est. Annualized Rates			Lawson Grade	Workday Grade
		Minimum	Midpoint	Maximum		
Accountant	EX	\$50,041.00	\$62,557.00	\$75,067.00	PN2	LSE1
CDBG Administrator	EX					
Data Analyst	EX					
Human Resources Generalist	EX					
Marketing Specialist	EX					
Procurement Officer II	EX					
Recruitment Specialist	EX					
Benefits Specialist	EX	\$54,509.00	\$68,136.00	\$81,763.00	PN3	LSE2
Community Relations Specialist	EX					
Planner	EX					
Senior Procurement Officer	EX					
Compensation & Classification Specialist	EX	\$58,869.00	\$73,583.00	\$88,301.00	PN4	LSE3
Environmental Specialist	EX					
Financial Analyst	EX					
Grants Manager	EX					
Safety & Wellness Specialist	EX					
Senior Accountant	EX					
Staff Engineer	EX					
Workforce Development Analyst	EX					
Cash Management Officer	EX	\$61,934.00	\$77,418.00	\$92,902.00	OS5	LSE4
City Clerk	EX					
Media Services Supervisor	EX					
Police Administration Supervisor	EX				AT3	
Applications Analyst	EX					
Network Administrator	EX					
Systems Administrator	EX					
Web Administrator	EX					
Communications Strategist	EX	\$64,331.00	\$80,412.00	\$96,497.00	PN5	LSE5
ITS Project Manager	EX					
Performance Management Analyst	EX					
Project Manager - CBS	EX					
Project Manager - Dev. Services	EX					
Senior Compensation & Classification Analyst	EX					
Senior Planner	EX					
Administration Manager	EX				MS1	
Assistant Airport Manager	EX					
Communications & Marketing Manager	EX					
Cultural Arts Manager	EX					
Procurement & Contract Svc Mgr.	EX					
Applications Administrator	EX				AT4	
Database Administrator	EX					
GIS Coordinator	EX					
Animal Control Manager	EX	\$66,830.00	\$83,548.00	\$100,246.00	PS6	LSE6
Facilities Maintenance Superintendent	EX					
Engineering Technician Supervisor	EX					
Assistant Utility Manager	EX	\$69,391.00	\$86,741.00	\$104,086.00	MS2	LSE7
Building Inspections Manager	EX					
CIP Inspections Manager	EX					
Codes Administration Manager	EX					
Engineering Inspections Manager	EX					
Financial Services Manager (Water)	EX					
IT Support Services Manager	EX					
Neighborhood Services Manager	EX					
Planning Manager	EX					
Senior Network Administrator	EX	\$72,415.00	\$90,515.00	\$108,620.00	AT5	LSE8
Systems Analyst	EX					
IT Operations Manager	EX	\$75,424.00	\$94,279.00	\$113,138.00	MS3	LSE9
Operations and Maintenance Manager	EX					
Public Safety Technology Manager	EX					
Public Works Operations Mgr.	EX					

Job Titles Exempt	FLSA Status	Est. Annualized Rates			Lawson Grade	Workday Grade
		Minimum	Midpoint	Maximum		
Utility System Manager	EX					
IT Cyber Security Manager	EX	\$76,714.00	\$95,890.00	\$115,071.00	AT6	LSE10
Asst. Prosecuting Attorney PTR	EX				PN7	
Budget Manager	EX					
Senior Staff Engineer	EX					
Solid Waste Superintendent	EX					
Staff Attorney	EX					
Airport Manager	EX				AD2	
Asst. Dir. of Grants & Administration	EX					
Court Administrator	EX					
Facilities Manager	EX					
Fleet Manager	EX					
City Traffic Engineer	EX	\$81,983.00	\$102,479.00	\$122,976.00	MS4	LSE11
Construction Manager	EX					
Engineering Manager	EX					
Manager, Entprs. Tech. Svcs.	EX					
Asst. Dir. of Customer Care (Water)	EX	\$86,236.00	\$107,794.00	\$129,351.00	AD3	LSE12
Asst. Dir. of Field Services	EX					
Asst. Dir. of Finance-Cash and Debt	EX					
Asst. Dir. of Finance-Controller	EX					
Asst. Dir. of Human Resources	EX					
Asst. Dir. of Plan Services	EX					
Asst. Dir. of Police Administrative Services	EX					
Asst. Dir. of Public Works Administration	EX					
Chief Counsel of Economic Development & Planning	EX	\$92,728.00	\$115,910.00	\$139,092.00	PN9	LSE13
Chief Counsel of Infrastructure and Recreation	EX					
Chief Counsel of Management and Operations	EX					
Chief Counsel of Public Safety-Civil Rights Specialist	EX					
Chief Counsel of Special Projects	EX					
Chief of Litigation	EX					
Asst. Dir. of Business Services	EX				AD4	
Asst. Dir. of App. Mgmt. Services	EX					
Asst. Dir. of Engineering Services	EX					
Asst. Dir. of Public Works Operation	EX					
Asst. Dir. of Water Operations	EX					
Deputy Dir. of Development Services	EX	\$95,834.00	\$119,794.00	\$143,754.00	AD5	LSE14
Deputy Dir. of Finance	EX					
Deputy Dir. of Public Works/City Engineer	EX					
Deputy Dir. of Public Works/Operations	EX					
Deputy Dir. of Water Utilities	EX					
Director of Creative Services	EX	\$111,874.00	\$139,842.00	\$167,816.00	E1	LSE15
Director of Development Svcs.	EX					
Director of Human Resources	EX					
Director of ITS	EX					
Director of Public Works	EX					
Director of Water Utilities	EX					
Finance Director	EX					
Battalion Chief	EX	\$114,425.00	\$130,115.00	\$145,805.00	PS7	LSE16
Police Captain	EX					
Asst. Fire Chief	EX	\$125,867.00	\$143,290.00	\$160,713.00	PS8	LSE17
Police Major	EX					
Deputy Fire Chief	EX	\$138,454.00	\$157,439.00	\$176,424.00	PS9	LSE18
Deputy Police Chief	EX					
Assistant City Manager	EX	\$ 140,000.00	\$ 165,000.00	\$ 190,000.00	E2	LSE19
Fire Chief	EX					
Police Chief	EX					