Exhibit A

Administrative SpecialistsBand AS1Deputy Court ClerkPolice Records ClerkService Representative IBand AS2Administrative AssistantAirport Service AttendantBond ClerkCash Receipts ClerkEvidence & Property Tech.Parking Control OfficerPolice Services OfficerProcurement Officer IRecords Management ClerkShelter AttendantWarrant ClerkBand AS3Accounting ClerkBusiness Services Rep - Dev CtrCustomer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistUtility Billing SpecialistUtility Billing SpecialistStantPayroll SpecialistUtility Billing SpecialistData Analyst\$21.0772	Pay and Classification Plan			
Band AS1\$15.3475Deputy Court Clerk\$15.3475Police Records Clerk\$15.3475Service Representative IBand AS2Administrative Assistant\$16.6821Airport Service Attendant\$16.6821Bond Clerk\$16.6821Cash Receipts Clerk\$16.6821Evidence & Property Tech.Parking Control OfficerPolice Services OfficerProcurement Officer IRecords Management Clerk\$18.1327Business Services Rep - Dev Ctr\$18.1327Business Services Rep - Dev Ctr\$18.1327Customer Service Rep.\$18.1327EMS Billing Specialist\$18.1327Human Resources CoordinatorOffice CoordinatorOffice Coordinator\$19.5159Deputy City Clerk\$19.5159Inventory And Records Specialist\$19.5159Legal Assistant\$19.5159Utility Billing Specialist\$19.5159Data Analyst\$21.0772	Hourly Rate Minimum Midpoint Maxir			
Deputy Court Clerk\$15.3475Police Records Clerk\$15.3475Service Representative I Band AS2 Administrative Assistant\$16.6821Airport Service Attendant\$16.6821Bond ClerkCash Receipts ClerkEvidence & Property Tech.Parking Control OfficerPolice Services OfficerProcurement Officer IRecords Management Clerk\$18.1327Shelter AttendantWarrant ClerkWarrant Clerk\$18.1327Business Services Rep - Dev Ctr\$18.1327Customer Service Rep.\$18.1327EMS Billing Specialist\$18.1327Human Resources CoordinatorOfficerOffice CoordinatorFilePurchasing and Supply Officer\$19.5159Deputy City Clerk\$19.5159Inventory And Records Specialist\$19.5159Legal Assistant\$19.5159Payroll Specialist\$19.5159Utility Billing Specialist\$19.5159Data Analyst\$21.0772				
Police Records Clerk Service Representative IBand AS2Administrative Assistant Airport Service Attendant Bond Clerk 				
Service Representative IBand AS2Administrative Assistant\$16.6821Airport Service Attendant\$16.6821Bond ClerkCash Receipts ClerkEvidence & Property Tech.Parking Control OfficerPolice Services OfficerProcurement Officer IRecords Management ClerkShelter AttendantWarrant ClerkBand AS3Accounting ClerkBusiness Services Rep - Dev CtrCustomer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistUtility Billing SpecialistUtility Billing SpecialistStant AS5Data Analyst\$21.0772	\$19.1844	\$23.0213		
Band AS2Administrative Assistant\$16.6821Airport Service AttendantSold ClerkBond ClerkCash Receipts ClerkEvidence & Property Tech.Parking Control OfficerPolice Services OfficerProcurement Officer IRecords Management ClerkShelter AttendantWarrant ClerkBand AS3Accounting ClerkBusiness Services Rep - Dev CtrCustomer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistUtility Billing SpecialistUtility Billing SpecialistStantPayroll SpecialistUtility Billing SpecialistData Analyst\$21.0772				
Administrative Assistant\$16.6821Airport Service AttendantBond ClerkCash Receipts ClerkEvidence & Property Tech.Parking Control OfficerPolice Services OfficerProcurement Officer IRecords Management ClerkShelter AttendantWarrant ClerkBand AS3Accounting ClerkAccounting Clerk\$18.1327Business Services Rep - Dev Ctr\$18.1327Customer Service Rep.\$18.1327EMS Billing Specialist\$18.1327Human Resources CoordinatorOfficerOffice Coordinator\$19.5155Deputy City Clerk\$19.5155Inventory And Records Specialist\$19.5155Legal Assistant\$19.5155Payroll Specialist\$19.5155Utility Billing Specialist\$19.5155Data Analyst\$21.0772				
Airport Service Attendant Bond Clerk Cash Receipts Clerk Evidence & Property Tech. Parking Control Officer Police Services Officer Procurement Officer I Records Management Clerk Shelter Attendant Warrant Clerk\$18.1327Band AS3 Accounting Clerk Business Services Rep - Dev Ctr Customer Service Rep. EMS Billing Specialist Human Resources Coordinator Office Coordinator Office Coordinator Purchasing and Supply Officer Treasury Cashier\$19.5159Band AS4 Contract/Records Specialist Legal Assistant Payroll Specialist Utility Billing Specialist\$19.5159Band AS5 Data Analyst\$21.0772	*	* • • • • • •		
Bond ClerkCash Receipts ClerkEvidence & Property Tech.Parking Control OfficerPolice Services OfficerProcurement Officer IRecords Management ClerkShelter AttendantWarrant ClerkBand AS3Accounting ClerkBusiness Services Rep - Dev CtrCustomer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistUtility Billing SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistBand AS5Data Analyst\$21.0772	\$20.8526	\$25.0231		
Cash Receipts ClerkEvidence & Property Tech.Parking Control OfficerPolice Services OfficerProcurement Officer IRecords Management ClerkShelter AttendantWarrant ClerkBand AS3Accounting ClerkBusiness Services Rep - Dev CtrCustomer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistUtility Billing SpecialistStantPayroll SpecialistUtility Billing SpecialistStantPayroll SpecialistUtility Billing SpecialistStantPayroll SpecialistUtility Billing SpecialistData Analyst\$21.0772				
Evidence & Property Tech.Parking Control OfficerPolice Services OfficerProcurement Officer IRecords Management ClerkShelter AttendantWarrant ClerkBand AS3Accounting ClerkBusiness Services Rep - Dev CtrCustomer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistUtility Billing SpecialistStant AS5Data Analyst\$21.0772				
Parking Control OfficerPolice Services OfficerProcurement Officer IRecords Management ClerkShelter AttendantWarrant ClerkBand AS3Accounting ClerkBusiness Services Rep - Dev CtrCustomer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorOffice CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistUtility Billing SpecialistStata Analyst\$21.0772				
Police Services OfficerProcurement Officer IRecords Management ClerkShelter AttendantWarrant ClerkBand AS3Accounting ClerkBusiness Services Rep - Dev CtrCustomer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistDeputy City ClerkInventory And Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistBand AS5Data Analyst\$21.0772				
Procurement Officer I Records Management Clerk Shelter Attendant Warrant Clerk\$18.1327Band AS3 Accounting Clerk Business Services Rep - Dev Ctr Customer Service Rep. EMS Billing Specialist Human Resources Coordinator Office Coordinator Purchasing and Supply Officer Treasury Cashier\$18.1327Band AS4 Contract/Records Specialist Legal Assistant Payroll Specialist Utility Billing Specialist\$19.5159Band AS5 Data Analyst\$21.0772				
Records Management Clerk Shelter Attendant Warrant Clerk*********************************				
Shelter Attendant Warrant Clerk*********************************				
Warrant ClerkBand AS3Accounting Clerk\$18.1327Business Services Rep - Dev Ctr\$18.1327Customer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury Cashier\$19.5159Band AS4\$19.5159Deputy City Clerk\$19.5159Inventory And Records Specialist\$19.5159Legal Assistant\$19.5159Payroll Specialist\$21.0772Data Analyst\$21.0772				
Band AS3\$18.1327Accounting Clerk\$18.1327Business Services Rep - Dev Ctr\$18.1327Customer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury Cashier\$19.5159Band AS4\$19.5159Deputy City Clerk\$19.5159Inventory And Records Specialist\$19.5159Legal AssistantPayroll SpecialistPayroll Specialist\$21.0772Data Analyst\$21.0772				
Accounting Clerk\$18.1327Business Services Rep - Dev CtrCustomer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records Specialist\$19.5159Deputy City ClerkInventory And Records Specialist\$19.5159Legal AssistantPayroll SpecialistUtility Billing Specialist\$21.0772Data Analyst\$21.0772	<u> </u>			
Business Services Rep - Dev CtrCustomer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistDeputy City ClerkInventory And Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistBand AS5Data Analyst\$21.0772	\$22.6659	\$27.1990		
Customer Service Rep.EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistDeputy City ClerkInventory And Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistBand AS5Data Analyst\$21.0772	Ψ22.0000	φ27.1000		
EMS Billing SpecialistHuman Resources CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistDeputy City ClerkInventory And Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistBand AS5Data Analyst\$21.0772				
Human Resources CoordinatorOffice CoordinatorPurchasing and Supply OfficerTreasury CashierBand AS4Contract/Records SpecialistDeputy City ClerkInventory And Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistBand AS5Data Analyst\$21.0772				
Office CoordinatorImage: Second state sta				
Purchasing and Supply Officer Treasury CashierImage: State St				
Treasury CashierBand AS4Contract/Records SpecialistDeputy City ClerkInventory And Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistBand AS5Data Analyst\$21.0772				
Band AS4\$19.5159Contract/Records Specialist\$19.5159Deputy City ClerkInventory And Records SpecialistLegal AssistantPayroll SpecialistUtility Billing SpecialistBand AS5Data Analyst\$21.0772				
Deputy City Clerk Inventory And Records Specialist Legal Assistant Payroll Specialist Utility Billing Specialist Band AS5 Data Analyst \$21.0772				
Deputy City Clerk Inventory And Records Specialist Legal Assistant Payroll Specialist Utility Billing Specialist Band AS5 Data Analyst \$21.0772	\$24.3949	\$29.2738		
Legal Assistant Payroll Specialist Utility Billing Specialist Band AS5 Data Analyst \$21.0772				
Payroll SpecialistUtility Billing SpecialistBand AS5Data Analyst\$21.0772				
Utility Billing Specialist Band AS5 Data Analyst \$21.0772				
Band AS5Data Analyst\$21.0772				
Data Analyst \$21.0772				
	\$26.3465	\$31.6158		
Executive Assistant				

Seasonal/Part-time			
Band SP1			
	\$9.4500	\$11.8000	\$14.2000
Band SP2			
Seasonal Laborer	\$10.0000	\$12.5000	\$15.0000
Band SP3			
Recycling Center Attendant - PTR	\$11.4000	\$14.2500	\$17.1000

Pay and Classification Plan			
	Minimum	Hourly Rate Midpoint	Maximum
Technical			
Band T1			
Audiovisual Technician	\$16.0986	\$20.1232	\$24.1478
Facilities Maintenance Worker I			
Band T2			
Airport Attendant	\$18.1405	\$22.6756	\$27.2107
Facilities Maintenance Worker II			
Inventory Maintenance Technician			
Traffic Operations Technician			
Band T3		• • • • • • •	
Community Standards Officer	\$19.0096	\$23.7621	\$28.5145
Development Technician			
Engineering Technician			
Facilities Technician			
Neighborhood Services Officer			
Utility Technician			
Skilled Technical			
Band ST1 red text indicates posiitons were T4 grade, both	<mark>b</mark> ands had ident	ical pay ranges	
Building Inspector	\$20.6739	\$25.8424	\$31.0109
Crime Scene Technician			
Equipment Technician			
Field Engineering Inspector			
GIS Technician			
Help Desk Support Specialist			
Operations Technician			
PW Ops Contract Specialist			
Right of Way Inspector			
System Support Analyst			
Web Specialist			
Band ST2			
CIP Resident Inspector	\$22.3279	\$27.9098	\$33.4918
Senior GIS Technician			
Utility Management Analyst			
Band ST3			
Construction Project Manager	\$24.2374	\$30.2968	\$36.3561
Project Manger			
Right-of-Way Agent			
System Support Specialist			
Technical Services Specialist (ITS)			
Advanced Technical			
Band AT1	\$00.0710	\$22.0400	0040440
Senior Engineering Technician	\$23.0742	\$28.8428	\$34.6113
Senior Traffic Operations Tech			
Band AT2	#05 0000	¢04 7007	¢00.0700
Instrumentation & Controls Tech	\$25.3862	\$31.7327	\$38.0792
Plans Examiner			
Band AT3	¢07 5000	\$34.4240	¢11 2000
Applications Analyst Systems Administrator	\$27.5392	Φ 34.4∠40	\$41.3088
Web Administrator			
Band AT4	1		
	\$20 EVED	\$25 7565	¢10 0070
Applications Administrator Database Administrator	\$28.6052	\$35.7565	\$42.9078
Database Auministrator			
CIS Coordinator			
GIS Coordinator			
GIS Coordinator Band AT5 Network Administrator	\$32.1996	\$40.2495	\$48.2994

Pay and Classification Plan			
	Hourly Rate Minimum Midpoint Maxim		
Professional Nonmangement			
Band PN1			
Contract Compliance Coor/Para	\$20.5896	\$25.7370	\$30.8844
Probation/Compliance Officer			
Band PN2			
Accountant	\$22.2525	\$27.8156	\$33.3788
Benefits Specialist			
CDBG Administrator			
Marketing Specialist			
Procurement Officer II			
Recruitment Specialist			
Band PN3	#040074	\$ 00,0000	#00.0504
Community Relations Specialist	\$24.2374	\$30.2968	\$36.3561
Compensation & Classification Specialist			
Office Manager/Paralegal			
Planner			
Senior Procurement Officer			
Water Utilities Analyst			
Band PN4	• •••	*	• ••••
Environmental Specialist	\$26.1764	\$32.7205	\$39.2646
Financial Analyst			
Safety & Wellness Specialist			
Staff Engineer			
Workforce Development Analyst			
Band PN5	#07.0000	\$040054	\$44.000F
Cultural Arts Manager	\$27.8923	\$34.8654	\$41.8385
ITS Project Manager			
Management Analyst III			
Project Manager - Dev. Ctr. Public Communications Coordinator			
Senior Planner Band PN7			
Asst. Prosecuting Attorney PTR	\$33.9215	\$42.4019	\$50.8823
Senior Staff Engineer	ψ00.9210	φ42.4019	ψ50.0025
Solid Waste Superintendent			
Band PN9			
Chief Counsel of Infrastructure and Planning	\$41.0396	\$51.2995	\$61.5594
Chief Counsel of Management and Operations	ψ-1.0000	ψ01.2000	ψυ 1.000-
Chief Counsel of Public Safety - Civil Rights Specialist			
Chief Counsel of Economic Development & Planning			
Chief of Litigation			

Pay and Classification Plan			
		Hourly Rate	
	Minimum	Midpoint	Maximum
Operational Supervision			
Band OS3			
Accounts Payable Supervisor	\$22.8013	\$28.5016	\$34.2019
Administrative Supervisor			
Court Clerk Supervisor			
Customer Service Supervisor			
Maintenance Shop Supervisor			
Metered Services Supervisor			
Band OS4			
Lead Traffic Operations Technician	\$25.2430	\$31.5538	\$37.8645
Streets Operations Supervisor			
Band OS5			
Cash Management Officer	\$27.4381	\$34.2976	\$41.1571
Central Building Services Supv			
City Clerk			
Lead Engineering Technician			
Media Services Supervisor			
PW Operations Supervisor			
Utility System Supervisor			
Band OS7			
Account Services Manager	\$32.0038	\$40.0047	\$48.0057
Control System Supervisor	<i>vo</i>		<i><i><i>ϕ</i>ϕϕ</i></i>
Systems Analyst			
eysterne / helyst			
Band MS1	\$28,3871	\$35 4838	\$42 5806
Band MS1 Administration Manager-Dev.	\$28.3871	\$35.4838	\$42.5806
Band MS1 Administration Manager-Dev. Administration Manager-PW	\$28.3871	\$35.4838	\$42.5806
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager	\$28.3871	\$35.4838	\$42.5806
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager	\$28.3871	\$35.4838	\$42.5806
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager	\$28.3871	\$35.4838	\$42.5806
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt	\$28.3871	\$35.4838	\$42.5806
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr.	\$28.3871	\$35.4838	\$42.5806
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2			
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager	\$28.3871 \$30.8555	\$35.4838 \$38.5694	\$42.5806 \$46.2833
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Building Inspections Manager Codes Administration Manager			
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager Codes Administration Manager IT Support Services Manager			
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager IT Support Services Manager Planning Manager			
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager IT Support Services Manager Planning Manager Public Works Operations Mgr.			
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager Codes Administration Manager IT Support Services Manager Planning Manager Public Works Operations Mgr.	\$30.8555	\$38.5694	\$46.2833
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager IT Support Services Manager Planning Manager Public Works Operations Mgr. Band MS3 Construction Manager			
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager Codes Administration Manager IT Support Services Manager Planning Manager Public Works Operations Mgr. Band MS3 Construction Manager IT Operations Manager	\$30.8555	\$38.5694	\$46.2833
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager Codes Administration Manager IT Support Services Manager Planning Manager Public Works Operations Mgr. Band MS3 Construction Manager IT Operations Manager IT Operations Manager Operations Manager IT Operations Manager	\$30.8555	\$38.5694	\$46.2833
Band MS1Administration Manager-Dev.Administration Manager-PWAssistant Airport ManagerAssistant Utility ManagerEngineering Inspections ManagerMgr., Accreditation/Info MgmtProcurement & Contract Svc Mgr.Band MS2Building Inspections ManagerCodes Administration ManagerIT Support Services ManagerPlanning ManagerPublic Works Operations Mgr.Band MS3Construction ManagerIT Operations ManagerOperations and Maintenance ManagerSupervisory Engineer	\$30.8555	\$38.5694	\$46.2833
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager Codes Administration Manager IT Support Services Manager Planning Manager Public Works Operations Mgr. Band MS3 Construction Manager IT Operations Manager Operations and Maintenance Manager Supervisory Engineer Utility System Manager	\$30.8555	\$38.5694	\$46.2833
Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager Codes Administration Manager IT Support Services Manager Planning Manager Public Works Operations Mgr. Band MS3 Construction Manager IT Operations Manager Operations Manager Operations and Maintenance Manager Supervisory Engineer Utility System Manager	\$30.8555	\$38.5694	\$46.2833
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager Codes Administration Manager IT Support Services Manager Planning Manager Public Works Operations Mgr. Band MS3 Construction Manager IT Operations Manager Operations and Maintenance Manager Supervisory Engineer Utility System Manager Band MS4 City Traffic Engineer	\$30.8555	\$38.5694	\$46.2833
Band MS1 Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. Band MS2 Building Inspections Manager Codes Administration Manager IT Support Services Manager Planning Manager Public Works Operations Mgr. Band MS3 Construction Manager IT Operations Manager Operations and Maintenance Manager Supervisory Engineer Utility System Manager Band MS4	\$30.8555	\$38.5694	\$46.2833

Day and Classification Dian			
Pay and Classification Plan			
	Hourly Rate		
	Minimum	Midpoint	Maximum
Asst Director/Division Head			
Band AD2			
Airport Manager	\$34.1117	\$42.6397	\$51.1676
Court Administrator			
Creative Services Manager			
Facilities Manager			
Fleet Manager			
Band AD3			
Asst. Dir. of Field Services	\$38.3454	\$47.9317	\$57.5181
Asst. Dir. of Finance-Cash and Debt			
Asst. Dir. of Finance-Controller			
Asst. Dir. of Plan Services			
Asst. Director of P. Wks. Oper			
Band AD4			
Asst. Dir. of Business Services	\$41.2331	\$51.5413	\$61.8496
Asst. Dir. of Engineering Svcs			
Asst. Director of App Mgmt Svcs			
Asst. Director of Operations			
Band AD5			
Deputy Dir. of P.Wks./City Eng	\$42.6146	\$53.2683	\$63.9219
Deputy Dir. of P.Wrks./Admin.			
Executive			
Band E1	• • • • • • • •	•	•
Chief Technology Officer	\$49.7468	\$62.1835	\$74.6202
Director of Development Svcs.			
Director of Human Resources			
Director of Public Works			
Director of Water Utilities			
Finance Director			
Fire Chief			
Police Chief			
Band E2			
Asst. City Mgr., Dev Svcs/Comm	\$52.1100	\$65.1375	\$78.1650
Asst. City Mgr., Operations			

Hourly Rate Minimum Midpoint Maximum Protective Services Image: Service	Pay and Classification Plan			
Protective ServicesImage: star in the service				
Band R1Same and Part of the probability of th		Minimum	Midpoint	Maximum
Police Recruit \$19.2308 \$19.2308 \$19.2308 Band PS2	Protective Services			
Band PS2 \$17.0938 \$21.3673 \$25.6407 Band PS3 \$19.6579 \$24.5724 \$29.4868 Communications Specialist-Pol Court Security Officer \$19.6579 \$24.5724 \$29.4868 Detention Officer \$19.6579 \$24.5724 \$29.4868 Animal Control Field Supvr. \$22.6066 \$28.2582 \$33.9098 Lead Comm Specialist-Police \$26.0066 \$28.2582 \$33.9098 Lead Comm Specialist-Police \$25.9976 \$32.4969 \$38.9963 Band PS5 \$29.6331 \$37.0414 \$44.4497 Band PS6 \$36.7819 \$45.9774 \$55.1729 Band PS7 \$36.7819 \$45.9774 \$55.1729 Band PS8 \$37.7573 \$47.1966 \$56.6360 Band PS9 \$37.7573 \$47.1966 \$56.6360 Band PS9 \$40.9285 \$50.5596 \$60.6715 Police Major I \$40.9285 \$50.5596 \$60.6715 Police Major I \$45.9774 \$53.0279 \$63.6335	Band R1			
Animal Control Officer\$17.0938\$21.3673\$25.6407Band PS3\$24.5724\$29.4868Cormunications Specialist-Pol\$19.6579\$24.5724\$29.4868Court Security Officer\$26.066\$28.2582\$33.9098Detention Officer\$22.6066\$28.2582\$33.9098Lead Comm Specialist-Police\$22.6066\$28.2582\$33.9098Lead Detention Officer\$22.6066\$28.24969\$38.9963Band PS5\$25.9976\$32.4969\$38.9963Communications Supvr-Police\$25.9976\$32.4969\$38.9963Band PS6\$29.6331\$37.0414\$44.4497Animal Control Manager\$29.6331\$37.0414\$44.4497Band PS7\$45.9774\$55.1729\$45.9774Police Captain\$36.7819\$45.9774\$55.1729Battalion Chief\$37.7573\$47.1966\$56.6360Battalion Chief Paramedic\$37.7573\$47.1966\$56.6360Band PS9\$40.9285\$50.5596\$60.6715Police Major I\$40.9285\$50.5596\$60.6715Police Major I\$40.9285\$50.5596\$60.6715<	Police Recruit	\$19.2308		\$19.2308
Band PS3\$19.6579\$24.5724\$29.4868Communications Specialist-Pol Court Security Officer Detention Officer\$19.6579\$24.5724\$29.4868Band PS4\$22.6066\$28.2582\$33.9098Lead Comm Specialist-Police Lead Detention Officer\$22.6066\$28.2582\$33.9098Band PS5\$25.9976\$32.4969\$38.9963Communications Supvr-Police\$25.9976\$32.4969\$38.9963Band PS6\$29.6331\$37.0414\$44.4497Animal Control Manager\$29.6331\$37.0414\$44.4497Band PS6\$36.7819\$45.9774\$55.1729Police Captain\$36.7819\$45.9774\$55.1729Band PS7\$36.7819\$45.9774\$55.1729Police Captain\$37.7573\$47.1966\$56.6360Band PS8\$37.7573\$47.1966\$56.6360Band PS9\$40.9285\$50.5596\$60.6715Police Major I 	Band PS2			
Communications Specialist-Pol\$19.6579\$24.5724\$29.4868Court Security Officer222		\$17.0938	\$21.3673	\$25.6407
Court Security OfficerIndexIndexIndexIndexDetention OfficerBand PS4\$22.6066\$28.2582\$33.9098Animal Control Field Supvr.\$22.6066\$28.2582\$33.9098Lead Comm Specialist-Police*********************************	Band PS3			
Detention OfficerIndextorIndextorIndextorBand PS4\$22.6066\$28.2582\$33.9098Lead Comm Specialist-Police\$22.6066\$28.2582\$33.9098Lead Detention Officer*********************************	Communications Specialist-Pol	\$19.6579	\$24.5724	\$29.4868
Band PS4Animal Control Field Supvr.\$22.6066\$28.2582\$33.9098Lead Comm Specialist-Police\$22.6066\$28.2582\$33.9098Lead Detention Officer\$25.9976\$32.4969\$38.9963Band PS5\$25.9976\$32.4969\$38.9963Communications Supvr-Police\$29.6331\$37.0414\$44.4497Band PS6\$29.6331\$37.0414\$44.4497Animal Control Manager\$29.6331\$37.0414\$44.4497Band PS7\$36.7819\$45.9774\$55.1729Band PS8\$37.7573\$47.1966\$56.6360Battalion Chief\$37.7573\$47.1966\$56.6360Band PS9\$40.9285\$50.5596\$60.6715Police Major I\$40.9285\$50.5596\$60.6715Police Major I\$40.9285\$50.5596\$60.6715Police Major I\$40.9285\$50.5596\$60.6715Police Major I\$42.4223\$53.0279\$63.6335				
Animal Control Field Supvr.\$22.6066\$28.2582\$33.9098Lead Comm Specialist-Police*********************************				
Lead Comm Specialist-Police Lead Detention OfficerIndextifyIndextifyBand PS5×25.9976\$32.4969\$38.9963Communications Supvr-Police\$25.9976\$32.4969\$38.9963Band PS6×××Animal Control Manager\$29.6331\$37.0414\$44.4497Band PS7×××Police Captain\$36.7819\$45.9774\$55.1729Band PS8×××Battalion Chief Battalion Chief Paramedic×××Police Major I××××Police Major I××××Police Major II××××Band PS10 (PSX in Lawson - 3 character limit on grade)××××Asst. Fire Chief\$42.4223\$53.0279\$63.6335				
Lead Detention OfficerIndexIndexBand PS5\$32.4969\$38.9963Communications Supvr-Police\$25.9976\$32.4969\$38.9963Band PS6\$29.6331\$37.0414\$44.4497Animal Control Manager\$29.6331\$37.0414\$44.4497Band PS7\$36.7819\$45.9774\$55.1729Band PS8\$36.7819\$45.9774\$55.1729Band PS8\$37.7573\$47.1966\$56.6360Battalion Chief\$37.7573\$47.1966\$56.6360Band PS9\$40.9285\$50.5596\$60.6715Police Major I\$40.9285\$50.5596\$60.6715Police Major II\$47.1966\$60.6715\$60.6715Band PS10 (PSX in Lawson - 3 character limit on grade)\$42.4223\$53.0279\$63.6335	-	\$22.6066	\$28.2582	\$33.9098
Band PS5 Same Same Communications Supvr-Police \$25.9976 \$32.4969 \$38.9963 Band PS6 \$29.6331 \$37.0414 \$44.4497 Band PS7 \$29.6331 \$37.0414 \$44.4497 Police Captain \$36.7819 \$45.9774 \$55.1729 Band PS8 \$38.963 \$36.7819 \$45.9774 \$55.1729 Battalion Chief \$36.7819 \$45.9774 \$55.1729 Battalion Chief Paramedic \$37.7573 \$47.1966 \$56.6360 Band PS9 \$40.9285 \$50.5596 \$60.6715 Police Major I \$40.9285 \$50.5596 \$60.6715 Police Major II \$44.4223 \$53.0279 \$63.6335				
Communications Supvr-Police \$25.9976 \$32.4969 \$38.9963 Band PS6 - - - Animal Control Manager \$29.6331 \$37.0414 \$44.4497 Band PS7 \$36.7819 \$45.9774 \$55.1729 Band PS8 - - - Band PS8 - - - Battalion Chief - - - Battalion Chief Paramedic \$37.7573 \$47.1966 \$56.6360 Band PS9 - - - - Police Major I \$40.9285 \$50.5596 \$60.6715 Police Major II - - - - Band PS10 (PSX in Lawson - 3 character limit on grade) \$42.4223 \$53.0279 \$63.6335				
Band PS6 S29.6331 \$37.0414 \$44.4497 Animal Control Manager \$29.6331 \$37.0414 \$44.4497 Band PS7 \$36.7819 \$45.9774 \$55.1729 Band PS8 \$36.7819 \$45.9774 \$55.1729 Battalion Chief \$37.7573 \$47.1966 \$56.6360 Band PS9 \$40.9285 \$50.5596 \$60.6715 Police Major I \$40.9285 \$50.5596 \$60.6715 Police Major II \$42.4223 \$53.0279 \$63.6335		•	•	
Animal Control Manager \$29.6331 \$37.0414 \$44.4497 Band PS7 Police Captain \$36.7819 \$45.9774 \$55.1729 Band PS8 Battalion Chief Battalion Chief Paramedic \$37.7573 \$47.1966 \$56.6360 Band PS9 \$60.6715 Police Major I \$40.9285 \$50.5596 \$60.6715 Police Major I \$60.6715 Asst. Fire Chief \$42.4223 \$53.0279 \$63.6335		\$25.9976	\$32.4969	\$38.9963
Band PS7 Sand PS7 Sand PS7 Police Captain \$36.7819 \$45.9774 \$55.1729 Band PS8 Sand PS8 Sand PS8 Sand PS8 Sand PS8 Sand PS8 Sand PS9 Sand PS9 Sand PS9 Sand PS9 Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PSX in Lawson - 3 character limit on grade) Sand PS10 (PS1 (PS1 (PS1 (PS1 (PS1 (PS1 (PS1 (PS1		* *****	* ~ - ~	* • • • • • • •
Police Captain \$36.7819 \$45.9774 \$55.1729 Band PS8		\$29.6331	\$37.0414	\$44.4497
Band PS8Battalion ChiefBattalion Chief Paramedic\$37.7573\$47.1966\$56.6360Band PS9Police Major IPolice Major IIBand PS10 (PSX in Lawson - 3 character limit on grade)Asst. Fire Chief\$42.4223\$53.0279\$63.6335		\$66 , 7 ,640		
Battalion ChiefKarlKarlBattalion Chief Paramedic\$37.7573\$47.1966\$56.6360Band PS9Karl\$40.9285\$50.5596\$60.6715Police Major I\$40.9285\$50.5596\$60.6715Band PS10 (PSX in Lawson - 3 character limit on grade)KarlKarlKarlAsst. Fire Chief\$42.4223\$53.0279\$63.6335		\$36.7819	\$45.9774	\$55.1729
Battalion Chief Paramedic \$37.7573 \$47.1966 \$56.6360 Band PS9				
Band PS9 \$40.9285 \$50.5596 \$60.6715 Police Major I \$40.9285 \$50.5596 \$60.6715 Band PS10 (PSX in Lawson - 3 character limit on grade) \$42.4223 \$53.0279 \$63.6335		()7777777777777	¢ 47 4000	\$50,0000
Police Major I \$40.9285 \$50.5596 \$60.6715 Police Major II 2 2 2 Band PS10 (PSX in Lawson - 3 character limit on grade) 5 5 5 Asst. Fire Chief \$42.4223 \$53.0279 \$63.6335		\$37.7573	\$47.1966	\$56.6360
Police Major II		\$40,0005	¢50 5506	¢60 6715
Band PS10 (PSX in Lawson - 3 character limit on grade)\$42.4223\$53.0279\$63.6335Asst. Fire Chief\$42.4223\$53.0279\$63.6335		φ 4 0.9200	\$00.0090	φυυ.07 TO
Asst. Fire Chief \$42.4223 \$53.0279 \$63.6335				
		\$42 4223	\$53 0279	\$63 6335
Deputy Police Chief	Deputy Police Chief	ψτζ.τζζυ	ψ00.0213	φ00.0000

See separate schedules for union progression rates	Hourly Rate		
	Minimum	Maximum	
Police - Union			
Police Officer	\$21.5385	\$35.6798	
Sergeant	\$32.8067	\$42.8548	
Fire - Union			
Fire Fighter	\$14.0797	\$22.1587	
Fire Fighter - Paramedic	\$16.1401	\$24.2191	
Fire Engineer	\$18.0632	\$24.0388	
Fire Engineer - Paramedic	\$20.1236	\$26.0993	
Fire Captain	\$24.7600	\$29.8942	
Fire Captain - Paramedic	\$26.8204	\$31.9547	
Communication Specialist	\$18.3118	\$30.1904	
Lead Communication Specialist	\$19.2274	\$31.6999	
IAM - Union			
Custodian	\$14.5000	\$19.5629	
Meter Tech	\$14.7500	\$21.0000	
Meter Specialist	\$17.0000	\$22.5000	
Mechanic	\$19.0000	\$27.0000	
Utility Worker Trainee	\$16.0000	\$16.0000	
Utility Worker	\$18.0000	\$25.2500	
Utility Specialist I	\$22.0000	\$28.5000	
Utility Specialist II	\$24.0000	\$31.2500	
Apprentice Operator	\$16.0000	\$16.0000	
Operator	\$18.0000	\$25.2500	
Skilled Operator	\$22.0000	\$28.5000	
Senior Operator	\$24.0000	\$31.2500	