

Exhibit A: Non-Represented Salary Schedule with 2.0% Cost-of-Living Adjustment (COLA)

CMC Section	Division	Grade	Title	Existing Minimum	Existing Maximum	New Minimum	New Maximum
				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
307-001	D0	001	Administrative Specialist	24.82652358	37.74414528	25.32305405	38.49902819
307-008	D0	008	Administrative Technician	18.80342970	28.58714424	19.17949829	29.15888712
307-009	D0	009	Investigator	29.56421040	44.77538574	30.15549461	45.67089345
307-013	D0	013	Senior Administrative Spclst	29.45094348	44.77538574	30.03996235	45.67089345
307-042	D0	042	Computer Programmer/Analyst	19.53973710	26.90622096	19.93053184	27.44434538
307-043	D0	043	Senior Comptr Programmer/Anlys	29.45094348	44.77538574	30.03996235	45.67089345
307-058	D0	058	Community Dvlpmnt & Plan Anal-EXM	24.82652358	37.74414528	25.32305405	38.49902819
307-066	D0	066	Development Officer	24.82652358	34.18611396	25.32305405	34.86983624
307-080	D0	080	Graphic Designer	24.82652358	37.74414528	25.32305405	38.49902819
307-089	D0	089	Human Resources Analyst	24.82652358	37.74414528	25.32305405	38.49902819
307-092	D0	092	Internal Auditor	24.82652358	37.74414528	25.32305405	38.49902819
307-094	D0	094	Management Analyst	24.82652358	37.74414528	25.32305405	38.49902819
307-146	D0	146	Comm Econ Development Analyst	19.47559338	37.74414528	19.86510525	38.49902819
307-148	D0	148	Comm Econ Develop Sr Analyst	24.10202166	44.77538574	24.58406209	45.67089345
307-149	D0	149	Senior Human Resources Analyst	29.45137698	44.77538574	30.04040452	45.67089345
307-150	D0	150	Senior Internal Auditor	29.45137698	44.77538574	30.04040452	45.67089345
307-151	D0	151	Supvr of Prk/Rec Maint & Const	29.45137698	44.77538574	30.04040452	45.67089345
307-152	D0	152	Senior City Planner	29.45137698	44.77538574	30.04040452	45.67089345
307-154	D0	154	Senior CommDev & Plan Anl-EXM	29.45137698	44.77538574	30.04040452	45.67089345
307-156	D0	156	Senior Development Officer	29.45137698	44.77538574	30.04040452	45.67089345
307-162	D0	162	Human Resources Info Sys Anal	29.44740000	44.77800000	30.03634800	45.67356000
307-177	D0	177	Senior Management Analyst	29.45137698	44.77538574	30.04040452	45.67089345
307-190	D0	190	Zoning Hearing Examiner	43.70540880	59.00230800	44.57951698	60.18235416
307-200	D0	200	Dietitian	22.11305940	30.44968158	22.55532059	31.05867521
307-219	D0	219	PEAP Coordinator	42.61334400	59.29482700	43.46561088	60.48072354
307-220	D0	220	Psychologist	29.83731744	41.08598862	30.43406379	41.90770839
307-228	D0	228	Assistant Dental Director	29.45137698	40.55454006	30.04040452	41.36563086
307-248	D0	248	Physician Assistant	31.17421818	41.89553202	31.79770254	42.73344266
307-258	D0	258	Accountant	24.82652358	37.74414528	25.32305405	38.49902819
307-265	D0	265	City Planner	24.82652358	37.74414528	25.32305405	38.49902819
307-271	D0	271	Physical Therapist	23.27519640	32.04995040	23.74070033	32.69094941
307-299	D0	299	Asst Health Laboratory Mgr	29.45137698	40.55454006	30.04040452	41.36563086
307-322	D0	322	Recycling Operations Tech	17.72000000	23.63000000	18.07440000	24.10260000
307-323	D0	323	Training Coordinator	29.45137698	44.77538574	30.04040452	45.67089345
307-336	D0	336	Housing Services Coordinator	20.40769200	21.12019200	20.81584584	21.54259584
307-438	D0	438	Supervisor of Building Permits	24.43841970	33.65170128	24.92718809	34.32473531
307-443	D0	443	Zoning Supervisor	27.90975102	38.43172932	28.46794604	39.20036391
307-575	D0	575	Development Officer 4	31.76057130	44.77538574	32.39578273	45.67089345
307-763	D0	763	Security Supervisor	18.80342970	25.89232362	19.17949829	26.41017009
307-824	D0	824	Information Technology Coor	19.53973710	26.90622096	19.93053184	27.44434538
307-826	D0	826	Emergency Comm Asst Mgr	29.45094246	44.77538574	30.03996131	45.67089345
307-864	D0	864	Landscape Architect	25.21354014	34.71904458	25.71781094	35.41342547
307-963	D0	963	Park Planner	31.76057130	43.73429928	32.39578273	44.60898527
307-004	D5	004	ETS Director	53.33104680	80.43141660	54.39766774	82.04004493
307-012	D5	012	Director of Communications	44.46170514	63.28103562	45.35093924	64.54665633
307-014	D5	014	Executive Mgr of Police Relatns	44.17742298	59.63964582	45.06097144	60.83243874
307-016	D5	016	Assistant to the City Manger	40.97436900	59.29482666	41.79385638	60.48072319
307-019	D5	019	Assistant Safety Director	44.17743420	59.63953260	45.06098288	60.83232325
307-020	D5	020	City Manager	121.39693200	154.30826628	123.82487064	157.39443161
307-022	D5	022	CommDev & Planning Director	53.33104680	71.99691726	54.39766774	73.43685561
307-032	D5	032	Deputy City Manager	62.31258948	84.12199692	63.55884127	85.80443686
307-033	D5	033	Environmental Programs Manager	46.52324142	63.28103562	47.45370625	64.54665633
307-040	D5	040	Budget Director	53.33104884	74.15680194	54.39766982	75.63993798
307-059	D5	059	Dir of Perform & Data Analytic	53.33104680	80.43141660	54.39766774	82.04004493
307-074	D5	074	CCA Director	53.33104680	74.15680194	54.39766774	75.63993798
307-075	D5	075	Cntrct Cmp & Adm Hrng Off	40.97436900	55.31539254	41.79385638	56.42170039
307-108	D5	108	Assistant Finance Director	48.96959310	67.76551764	49.94898496	69.12082799
307-114	D5	114	Director of Economic Inclusion	58.93357020	74.15680194	60.11224160	75.63993798
307-115	D5	115	Finance Director	53.33104680	80.43141660	54.39766774	82.04004493

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CMC Section	Division	Grade	Title	Existing Minimum	Existing Maximum	New Minimum	New Maximum
				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
307-120	D5	120	Retirement Director	53.33104680	74.15680194	54.39766774	75.63993798
307-153	D5	153	Dep Dir Perf & Data Analytics	46.06253190	62.65448940	46.98378254	63.90757919
307-155	D5	155	Human Resources Director	53.33104680	74.15680194	54.39766774	75.63993798
307-158	D5	158	Asst Human Resources Director	44.17743420	59.63953260	45.06098288	60.83232325
307-170	D5	170	City Solicitor	62.31258948	96.35417862	63.55884127	98.28126219
307-204	D5	204	Assistant Health Commissioner	46.52324142	62.80637148	47.45370625	64.06249891
307-205	D5	205	Health Commissioner	62.31267720	96.35417862	63.55893074	98.28126219
307-365	D5	365	Fire Chief	62.31259152	85.03252440	63.55884335	86.73317489
307-389	D5	389	Police Chief	62.31259152	85.03252440	63.55884335	86.73317489
307-446	D5	446	Buildings & Inspections Dir	63.95579622	80.43141660	65.23491214	82.04004493
307-450	D5	450	Asst Building & Insp Director	38.46789036	51.93165270	39.23724817	52.97028575
307-490	D5	490	City Planning Director	53.33104680	74.15680194	54.39766774	75.63993798
307-525	D5	525	Deputy Public Works Director	46.52324142	67.76551764	47.45370625	69.12082799
307-527	D5	527	Deputy Sewers Director	46.52324142	62.80637046	47.45370625	64.06249787
307-530	D5	530	Sewers Director	53.33104680	80.43141660	54.39766774	82.04004493
307-534	D5	534	Dep Dir of Economic Inclusion	46.52315676	63.28103562	47.45361990	64.54665633
307-535	D5	535	Deputy Director	46.52305272	67.76551764	47.45351377	69.12082799
307-554	D5	554	Asst Neighborhood Svcs Directr	38.46789036	51.93165270	39.23724817	52.97028575
307-556	D5	556	Deputy CommDev & Planning Dir	46.52324142	62.80637250	47.45370625	64.06249995
307-559	D5	559	Assistant Recreation Director	42.89205672	63.28103562	43.74989785	64.54665633
307-560	D5	560	Recreation Director	53.33104680	80.43141660	54.39766774	82.04004493
307-735	D5	735	Water Works Director	64.91513274	80.43141660	66.21343539	82.04004493
307-828	D5	828	Emergency Comm Center Director	53.33104782	80.43141864	54.39766878	82.04004701
307-865	D5	865	Parks Director	56.93230980	80.43141660	58.07095600	82.04004493
307-888	D5	888	Public Services Director	53.33104680	80.43141660	54.39766774	82.04004493
307-891	D5	891	Assistant City Manager	62.31259050	96.35417862	63.55884231	98.28126219
307-970	D5	970	Transportation & Eng Director	53.33104680	80.43141660	54.39766774	82.04004493
307-981	D5	981	Employment & Training Manager	46.52324142	62.80637046	47.45370625	64.06249787
307-982	D5	982	Director of Water and Sewers	67.72511850	101.83561374	69.07962087	103.87232601
307-984	D5	984	Director Community & Econ Dev	58.93357020	74.15680194	60.11224160	75.63993798
307-985	D5	985	Deputy Dir Community & Econ De	46.52324142	67.76545236	47.45370625	69.12076141
307-989	D5	989	Deputy Director Water & Sewers	50.98667370	67.76551764	52.00640717	69.12082799
307-991	D5	991	Executive Project Director	55.04683164	98.43428808	56.14776827	100.40297384
307-997	D5	997	Economic Development Director	53.33104680	71.99691726	54.39766774	73.43685561
307-157	LAW	157	Chief Counsel	43.13155680	77.23275780	43.99418794	78.77741296
307-166	LAW	166	Assistant City Solicitor	24.82652460	44.84482632	25.32305509	45.74172285
307-167	LAW	167	Senior Asst City Solicitor	29.26125000	70.02692292	29.84647500	71.42746138
307-169	LAW	169	Deputy City Solicitor	53.85098058	84.70689654	54.92800019	86.40103447
307-186	LAW	186	Support Services Manager	29.45094144	40.55453700	30.03996027	41.36562774
307-187	LAW	187	Law Chief of Staff	53.85098058	84.70689654	54.92800019	86.40103447
307-188	LAW	188	Real Estate Manager	40.00660320	59.29482666	40.80673526	60.48072319
307-191	LAW	191	Asst to the City Solicitor	28.87347252	44.84482632	29.45094197	45.74172285
307-193	LAW	193	Support Services Specialist	18.43473234	37.74414732	18.80342699	38.49903027
307-217	LAW	217	Legal Assistant	18.43473234	37.74414732	18.80342699	38.49903027
307-223	LAW	223	Chief Appraiser	35.29335150	51.32241384	35.99921853	52.34886212
307-224	LAW	224	Real Estate Specialist	24.82652460	34.18611090	25.32305509	34.86983312
307-225	LAW	225	Senior Real Estate Specialist	31.76057232	44.84482632	32.39578377	45.74172285
307-930	LAW	930	Law Clerk	11.25950154	18.83580450	11.48469157	19.21252059
307-931	LAW	931	Administrative Hearing Officer	29.90454564	70.02692292	30.50263655	71.42746138
307-998	LAW	998	Spvg Real Estate Specialist	35.29335048	47.64601764	35.99921749	48.59893799
307-015	D8	015	Regional Computer Center Mgr	53.85097854	72.69882618	54.92799811	74.15280270
307-041	D8	041	Supervising Management Analyst	35.29334946	51.32241384	35.99921645	52.34886212
307-045	D8	045	Info Technology Asst Manager	37.81923156	55.30862076	38.57561619	56.41479318
307-046	D8	046	Information Technology Manager	42.72653622	59.29482666	43.58106694	60.48072319
307-078	D8	078	Chief Investigator	35.29334946	51.32241384	35.99921645	52.34886212
307-109	D8	109	Airport Manager	37.81923156	55.30862076	38.57561619	56.41479318
307-110	D8	110	Division Manager	42.72616086	59.29482666	43.58068408	60.48072319
307-113	D8	113	Risk Manager	37.81923156	51.05596536	38.57561619	52.07708467
307-131	D8	131	Supvg Environ/Safety Spec	35.29334946	51.32241384	35.99921645	52.34886212

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CMC Section	Division	Grade	Title	Existing Minimum	Existing Maximum	New Minimum	New Maximum
				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
307-134	D8	134	Asst Commercial Svcs Supt	33.40029066	45.09039132	34.06829647	45.99219915
307-135	D8	135	Commercial Services Supt	42.72653622	59.29482666	43.58106694	60.48072319
307-141	D8	141	Supervising Buyer	35.29334946	51.32241384	35.99921645	52.34886212
307-145	D8	145	City Purchasing Agent	37.81923156	51.05596536	38.57561619	52.07708467
307-159	D8	159	Supvg Human Resources Analyst	35.29334946	51.32241384	35.99921645	52.34886212
307-160	D8	160	Police Academy Manager	40.00640226	54.00891738	40.80653031	55.08909573
307-168	D8	168	Asst Treatment Superintendent	37.81923156	55.30862076	38.57561619	56.41479318
307-178	D8	178	Medical Director	74.63762178	105.53639202	76.13037422	107.64711986
307-185	D8	185	Supvg Comm Dev & Plang Anl-EXM	35.29334946	51.32241384	35.99921645	52.34886212
307-201	D8	201	Occupational/Safety Hlth Coord	42.61334274	59.29482666	43.46560959	60.48072319
307-202	D8	202	Public Wks Opr Asst Supt	37.81923156	51.05596536	38.57561619	52.07708467
307-208	D8	208	City Architect	43.70540982	63.28103562	44.57951802	64.54665633
307-216	D8	216	Principal Engineer	40.18017048	55.30862076	40.98377389	56.41479318
307-218	D8	218	Envrnmntl/Solid Wst Prgrams Crd	40.00660626	55.30862076	40.80673839	56.41479318
307-227	D8	227	Dental Director	83.12395956	99.65517198	84.78643875	101.64827542
307-231	D8	231	Parks/Rec Superintendent	41.48246670	59.29482666	42.31211603	60.48072319
307-233	D8	233	Pharmacy Director	56.94493230	68.22115470	58.08383095	69.58557779
307-236	D8	236	Supervising Real Property Spec	35.29334946	51.32241384	35.99921645	52.34886212
307-237	D8	237	Public Information Officer	31.45310862	48.75509322	32.08217079	49.73019508
307-242	D8	242	Health Programs Manager	35.29334946	51.32241384	35.99921645	52.34886212
307-249	D8	249	Public Health Practitioner	66.68953698	90.03087528	68.02332772	91.83149279
307-252	D8	252	Dentist	69.20410626	88.69310244	70.58818839	90.46696449
307-253	D8	253	Public Wks Opr Superintendent	42.72653622	59.29482666	43.58106694	60.48072319
307-254	D8	254	Supervising Accountant	35.29334946	51.32241384	35.99921645	52.34886212
307-255	D8	255	Supervising Architect	35.29334946	51.32241384	35.99921645	52.34886212
307-256	D8	256	Treatment Superintendent	42.72653622	59.29482666	43.58106694	60.48072319
307-257	D8	257	Public Wrks/Utilities Supt	42.72653622	59.29482666	43.58106694	60.48072319
307-259	D8	259	Environmental Services Directr	33.40029066	47.83448202	34.06829647	48.79117166
307-260	D8	260	Regional Comp Ctr Asst Mgr	45.94452912	62.02511166	46.86341970	63.26561389
307-261	D8	261	Public Health Internist	66.68953698	90.03087528	68.02332772	91.83149279
307-262	D8	262	Public Health Pediatrician	66.68953698	90.03087528	68.02332772	91.83149279
307-263	D8	263	Public Health Physician	66.68953698	90.03087528	68.02332772	91.83149279
307-282	D8	282	Nursing Director	42.72653622	59.29482666	43.58106694	60.48072319
307-286	D8	286	Supervising Chemist	35.29334946	51.32241384	35.99921645	52.34886212
307-300	D8	300	Health Laboratory Director	33.40029066	45.09039132	34.06829647	45.99219915
307-304	D8	304	Treatment Supervisor	35.29334946	51.32241384	35.99921645	52.34886212
307-307	D8	307	Supervising Epidemiologist	35.42909412	51.32241384	36.13767600	52.34886212
307-308	D8	308	Pension Fund Manager	51.12436350	69.01818372	52.14685077	70.39854739
307-321	D8	321	Finance Manager	45.94452912	63.28103562	46.86341970	64.54665633
307-435	D8	435	Supervising Inspector	34.78825974	47.83448202	35.48402493	48.79117166
307-486	D8	486	Supervising City Planner	35.29334946	51.32241384	35.99921645	52.34886212
307-487	D8	487	Urban Conservator	35.29334946	51.32241384	35.99921645	52.34886212
307-509	D8	509	Geotechnical Engineer	35.29334946	51.32241384	35.99921645	52.34886212
307-515	D8	515	Supervising Engineer	35.29334946	51.32241384	35.99921645	52.34886212
307-518	D8	518	Principal Architect	40.18017048	55.30862076	40.98377389	56.41479318
307-519	D8	519	City Engineer	47.65755996	63.28103562	48.61071116	64.54665633
307-529	D8	529	Supvg Bldg Plans Exam Code Anl	35.29334946	51.32241384	35.99921645	52.34886212
307-531	D8	531	City Traffic Engineer	43.70540982	63.28103562	44.57951802	64.54665633
307-539	D8	539	Water Works Chief Engineer	43.70540982	59.29482666	44.57951802	60.48072319
307-540	D8	540	Facilities Maintenance Manager	37.81923156	51.05596536	38.57561619	52.07708467
307-541	D8	541	Asst Facilities Mntnce Manager	33.40029066	47.83448202	34.06829647	48.79117166
307-542	D8	542	Facilities Manager	42.72653622	59.29482666	43.58106694	60.48072319
307-544	D8	544	Sewers Chief Engineer	43.70540982	59.29482666	44.57951802	60.48072319
307-551	D8	551	Supvg Parks/Recreation Cordntr	35.29334946	51.32241384	35.99921645	52.34886212
307-558	D8	558	Supervisor of Golf	35.29334946	51.32241384	35.99921645	52.34886212
307-576	D8	576	Development Manager	35.29334946	51.32241384	35.99921645	52.34886212
307-646	D8	646	Traffic Services Manager	35.29334946	47.64602070	35.99921645	48.59894111
307-683	D8	683	City Stormwater Management Eng	43.70540982	59.29482666	44.57951802	60.48072319
307-685	D8	685	Asst Fleet Services Manager	33.40029066	47.83448202	34.06829647	48.79117166

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				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
307-686	D8	686	Fleet Services Manager	40.00660626	54.00891738	40.80673839	55.08909573
307-692	D8	692	Parking Superintendent	40.00660626	55.30862076	40.80673839	56.41479318
307-710	D8	710	Wastewater Collection Supt	42.72653622	57.68082354	43.58106694	58.83444001
307-729	D8	729	Industrial Waste Superintendnt	42.72653622	57.68082354	43.58106694	58.83444001
307-764	D8	764	Asst Water Distribution Supt	33.40029066	45.09039132	34.06829647	45.99219915
307-765	D8	765	Water Distribution Supt	42.72653622	57.68082354	43.58106694	58.83444001
307-822	D8	822	Emergency Response Coordinator	35.29334946	47.64602070	35.99921645	48.59894111
307-827	D8	827	Emergency Communications Mgr	40.80652698	55.08909534	41.62265752	56.19087725
307-880	D8	880	Printing Services & Stores Mgr	33.40029066	47.83448202	34.06829647	48.79117166
307-948	D8	948	Asst Convention Center Manager	33.40029066	45.09039132	34.06829647	45.99219915
307-950	D8	950	Convention Center Manager	40.00660626	54.00891738	40.80673839	55.08909573
307-983	D8	983	Employment & Training Supv.	35.29334946	51.32241384	35.99921645	52.34886212
307-986	D8	986	Optometrist	59.20019922	76.11445224	60.38420320	77.63674128
307-999	D8	999	Internal Audit Manager	37.81923258	55.30862076	38.57561723	56.41479318
307-023	D9	023	Council Assistant	11.25950154	54.92084940	11.48469157	56.01926639
307-024	D9	024	Chief Deputy Clerk of Council	31.82465688	47.63514138	32.46115002	48.58784421
307-025	D9	025	Clerk of Council	40.66896060	53.91089028	41.48233981	54.98910809
307-035	D9	035	Deputy Clerk	16.72203300	28.99090614	17.05647366	29.57072426
307-036	D9	036	Assistant Chief Deputy Clerk	25.37298756	35.07837528	25.88044731	35.77994279