

Exhibit A: Non-Represented Salary Schedule with 3.0% 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         | 25.32305405      | 38.49902819      | 26.08274567  | 39.65399903  |
| 307-008     | D0       | 008   | Administrative Technician         | 19.17949829      | 29.15888712      | 19.75488324  | 30.03365374  |
| 307-009     | D0       | 009   | Investigator                      | 30.15549461      | 45.67089345      | 31.06015945  | 47.04102026  |
| 307-013     | D0       | 013   | Senior Administrative Spclst      | 30.03996235      | 45.67089345      | 30.94116122  | 47.04102026  |
| 307-042     | D0       | 042   | Computer Programmer/Analyst       | 19.93053184      | 27.44434538      | 20.52844780  | 28.26767574  |
| 307-043     | D0       | 043   | Senior Comptr Programmer/Anlys    | 30.03996235      | 45.67089345      | 30.94116122  | 47.04102026  |
| 307-058     | D0       | 058   | Community Dvlpmnt & Plan Anal-EXM | 25.32305405      | 38.49902819      | 26.08274567  | 39.65399903  |
| 307-066     | D0       | 066   | Development Officer               | 25.32305405      | 34.86983624      | 26.08274567  | 35.91593133  |
| 307-080     | D0       | 080   | Graphic Designer                  | 25.32305405      | 38.49902819      | 26.08274567  | 39.65399903  |
| 307-089     | D0       | 089   | Human Resources Analyst           | 25.32305405      | 38.49902819      | 26.08274567  | 39.65399903  |
| 307-092     | D0       | 092   | Internal Auditor                  | 25.32305405      | 38.49902819      | 26.08274567  | 39.65399903  |
| 307-094     | D0       | 094   | Management Analyst                | 25.32305405      | 38.49902819      | 26.08274567  | 39.65399903  |
| 307-146     | D0       | 146   | Comm Econ Development Analyst     | 19.86510525      | 38.49902819      | 20.46105841  | 39.65399903  |
| 307-148     | D0       | 148   | Comm Econ Develop Sr Analyst      | 24.58406209      | 45.67089345      | 25.32158396  | 47.04102026  |
| 307-149     | D0       | 149   | Senior Human Resources Analyst    | 30.04040452      | 45.67089345      | 30.94161666  | 47.04102026  |
| 307-150     | D0       | 150   | Senior Internal Auditor           | 30.04040452      | 45.67089345      | 30.94161666  | 47.04102026  |
| 307-151     | D0       | 151   | Supvr of Prk/Rec Maint & Const    | 30.04040452      | 45.67089345      | 30.94161666  | 47.04102026  |
| 307-152     | D0       | 152   | Senior City Planner               | 30.04040452      | 45.67089345      | 30.94161666  | 47.04102026  |
| 307-154     | D0       | 154   | Senior CommDev & Plan Anl-EXM     | 30.04040452      | 45.67089345      | 30.94161666  | 47.04102026  |
| 307-156     | D0       | 156   | Senior Development Officer        | 30.04040452      | 45.67089345      | 30.94161666  | 47.04102026  |
| 307-162     | D0       | 162   | Human Resources Info Sys Anal     | 30.03634800      | 45.67356000      | 30.93743844  | 47.04376680  |
| 307-177     | D0       | 177   | Senior Management Analyst         | 30.04040452      | 45.67089345      | 30.94161666  | 47.04102026  |
| 307-190     | D0       | 190   | Zoning Hearing Examiner           | 44.57951698      | 60.18235416      | 45.91690249  | 61.98782478  |
| 307-200     | D0       | 200   | Dietitian                         | 22.55532059      | 31.05867521      | 23.23198021  | 31.99043547  |
| 307-219     | D0       | 219   | PEAP Coordinator                  | 43.46561088      | 60.48072354      | 44.76957921  | 62.29514525  |
| 307-220     | D0       | 220   | Psychologist                      | 30.43406379      | 41.90770839      | 31.34708570  | 43.16493964  |
| 307-228     | D0       | 228   | Assistant Dental Director         | 30.04040452      | 41.36563086      | 30.94161666  | 42.60659979  |
| 307-247     | D0       | 247   | PEAP Counselor                    | 27.37000000      | 44.33000000      | 28.19110000  | 45.65990000  |
| 307-248     | D0       | 248   | Physician Assistant               | 31.79770254      | 42.73344266      | 32.75163362  | 44.01544594  |
| 307-258     | D0       | 258   | Accountant                        | 25.32305405      | 38.49902819      | 26.08274567  | 39.65399903  |
| 307-265     | D0       | 265   | City Planner                      | 25.32305405      | 38.49902819      | 26.08274567  | 39.65399903  |
| 307-271     | D0       | 271   | Physical Therapist                | 23.74070033      | 32.69094941      | 24.45292134  | 33.67167789  |
| 307-299     | D0       | 299   | Asst Health Laboratory Mgr        | 30.04040452      | 41.36563086      | 30.94161666  | 42.60659979  |
| 307-322     | D0       | 322   | Recycling Operations Tech         | 18.07440000      | 24.10260000      | 18.61663200  | 24.82567800  |
| 307-323     | D0       | 323   | Training Coordinator              | 30.04040452      | 45.67089345      | 30.94161666  | 47.04102026  |
| 307-336     | D0       | 336   | Housing Services Coordinator      | 20.81584584      | 21.54259584      | 21.44032122  | 22.18887372  |
| 307-438     | D0       | 438   | Supervisor of Building Permits    | 24.92718809      | 34.32473531      | 25.67500374  | 35.35447736  |
| 307-443     | D0       | 443   | Zoning Supervisor                 | 28.46794604      | 39.20036391      | 29.32198442  | 40.37637482  |
| 307-575     | D0       | 575   | Development Officer 4             | 32.39578273      | 45.67089345      | 33.36765621  | 47.04102026  |
| 307-761     | D0       | 761   | Water Security Supervisor         | 27.45437019      | 40.21697596      | 28.27800130  | 41.42348524  |
| 307-763     | D0       | 763   | Security Supervisor               | 19.17949829      | 26.41017009      | 19.75488324  | 27.20247520  |
| 307-824     | D0       | 824   | Information Technology Coor       | 19.93053184      | 27.44434538      | 20.52844780  | 28.26767574  |
| 307-826     | D0       | 826   | Emergency Comm Asst Mgr           | 30.03996131      | 45.67089345      | 30.94116015  | 47.04102026  |
| 307-864     | D0       | 864   | Landscape Architect               | 25.71781094      | 35.41342547      | 26.48934527  | 36.47582824  |
| 307-963     | D0       | 963   | Park Planner                      | 32.39578273      | 44.60898527      | 33.36765621  | 45.94725482  |
| 307-004     | D5       | 004   | ETS Director                      | 54.39766774      | 82.04004493      | 56.02959777  | 84.50124628  |
| 307-012     | D5       | 012   | Director of Communications        | 45.35093924      | 64.54665633      | 46.71146742  | 66.48305602  |
| 307-014     | D5       | 014   | Executive Mgr of Police Relatns   | 45.06097144      | 60.83243874      | 46.41280058  | 62.65741190  |
| 307-016     | D5       | 016   | Assistant to the City Manger      | 41.79385638      | 60.48072319      | 43.04767207  | 62.29514489  |
| 307-019     | D5       | 019   | Assistant Safety Director         | 45.06098288      | 60.83232325      | 46.41281237  | 62.65729295  |
| 307-020     | D5       | 020   | City Manager                      | 123.82487064     | 157.39443161     | 127.53961676 | 162.11626455 |
| 307-022     | D5       | 022   | CommDev & Planning Director       | 54.39766774      | 73.43685561      | 56.02959777  | 75.63996127  |
| 307-032     | D5       | 032   | Deputy City Manager               | 63.55884127      | 85.80443686      | 65.46560651  | 88.37856996  |
| 307-033     | D5       | 033   | Environmental Programs Manager    | 47.45370625      | 64.54665633      | 48.87731744  | 66.48305602  |
| 307-040     | D5       | 040   | Budget Director                   | 54.39766982      | 75.63993798      | 56.02959991  | 77.90913612  |
| 307-059     | D5       | 059   | Dir of Perform & Data Analytic    | 54.39766774      | 82.04004493      | 56.02959777  | 84.50124628  |
| 307-074     | D5       | 074   | CCA Director                      | 54.39766774      | 75.63993798      | 56.02959777  | 77.90913612  |
| 307-075     | D5       | 075   | Cntrct Cmp & Adm Hrng Off         | 41.79385638      | 56.42170039      | 43.04767207  | 58.11435140  |
| 307-108     | D5       | 108   | Assistant Finance Director        | 49.94898496      | 69.12082799      | 51.44745451  | 71.19445283  |

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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  |
| 307-114     | D5       | 114   | Director of Economic Inclusion | 60.11224160      | 75.63993798      | 61.91560885 | 77.90913612  |
| 307-115     | D5       | 115   | Finance Director               | 54.39766774      | 82.04004493      | 56.02959777 | 84.50124628  |
| 307-120     | D5       | 120   | Retirement Director            | 54.39766774      | 75.63993798      | 56.02959777 | 77.90913612  |
| 307-153     | D5       | 153   | Dep Dir Perf & Data Analytics  | 46.98378254      | 63.90757919      | 48.39329601 | 65.82480656  |
| 307-155     | D5       | 155   | Human Resources Director       | 54.39766774      | 75.63993798      | 56.02959777 | 77.90913612  |
| 307-158     | D5       | 158   | Asst Human Resources Director  | 45.06098288      | 60.83232325      | 46.41281237 | 62.65729295  |
| 307-170     | D5       | 170   | City Solicitor                 | 63.55884127      | 98.28126219      | 65.46560651 | 101.22970006 |
| 307-204     | D5       | 204   | Assistant Health Commissioner  | 47.45370625      | 64.06249891      | 48.87731744 | 65.98437388  |
| 307-205     | D5       | 205   | Health Commissioner            | 63.55893074      | 98.28126219      | 65.46569867 | 101.22970006 |
| 307-365     | D5       | 365   | Fire Chief                     | 63.55884335      | 86.73317489      | 65.46560865 | 89.33517013  |
| 307-389     | D5       | 389   | Police Chief                   | 63.55884335      | 86.73317489      | 65.46560865 | 89.33517013  |
| 307-446     | D5       | 446   | Buildings & Inspections Dir    | 65.23491214      | 82.04004493      | 67.19195951 | 84.50124628  |
| 307-450     | D5       | 450   | Asst Building & Insp Director  | 39.23724817      | 52.97028575      | 40.41436561 | 54.55939433  |
| 307-490     | D5       | 490   | City Planning Director         | 54.39766774      | 82.04004327      | 56.02959777 | 84.50124457  |
| 307-525     | D5       | 525   | Deputy Public Works Director   | 47.45370625      | 69.12082799      | 48.87731744 | 71.19445283  |
| 307-527     | D5       | 527   | Deputy Sewers Director         | 47.45370625      | 64.06249787      | 48.87731744 | 65.98437281  |
| 307-530     | D5       | 530   | Sewers Director                | 54.39766774      | 82.04004493      | 56.02959777 | 84.50124628  |
| 307-534     | D5       | 534   | Dep Dir of Economic Inclusion  | 47.45361990      | 64.54665633      | 48.87722849 | 66.48305602  |
| 307-535     | D5       | 535   | Deputy Director                | 47.45351377      | 69.12082799      | 48.87711919 | 71.19445283  |
| 307-554     | D5       | 554   | Asst Neighborhood Svcs Directr | 39.23724817      | 52.97028575      | 40.41436561 | 54.55939433  |
| 307-556     | D5       | 556   | Deputy CommDev & Planning Dir  | 47.45370625      | 64.06249995      | 48.87731744 | 65.98437495  |
| 307-559     | D5       | 559   | Assistant Recreation Director  | 43.74989785      | 64.54665633      | 45.06239479 | 66.48305602  |
| 307-560     | D5       | 560   | Recreation Director            | 54.39766774      | 82.04004493      | 56.02959777 | 84.50124628  |
| 307-735     | D5       | 735   | Water Works Director           | 66.21343539      | 82.04004493      | 68.19983846 | 84.50124628  |
| 307-828     | D5       | 828   | Emergency Comm Center Director | 54.39766878      | 82.04004701      | 56.02959884 | 84.50124842  |
| 307-865     | D5       | 865   | Parks Director                 | 58.07095600      | 82.04004493      | 59.81308468 | 84.50124628  |
| 307-888     | D5       | 888   | Public Services Director       | 54.39766774      | 82.04004493      | 56.02959777 | 84.50124628  |
| 307-891     | D5       | 891   | Assistant City Manager         | 63.55884231      | 98.28126219      | 65.46560758 | 101.22970006 |
| 307-970     | D5       | 970   | Transportation & Eng Director  | 54.39766774      | 82.04004493      | 56.02959777 | 84.50124628  |
| 307-981     | D5       | 981   | Employment & Training Manager  | 47.45370625      | 64.06249787      | 48.87731744 | 65.98437281  |
| 307-982     | D5       | 982   | Director of Water and Sewers   | 69.07962087      | 103.87232601     | 71.15200950 | 106.98849580 |
| 307-984     | D5       | 984   | Director Community & Econ Dev  | 60.11224160      | 75.63993798      | 61.91560885 | 77.90913612  |
| 307-985     | D5       | 985   | Deputy Dir Community & Econ De | 47.45370625      | 69.12076141      | 48.87731744 | 71.19438425  |
| 307-989     | D5       | 989   | Deputy Director Water & Sewers | 52.00640717      | 69.12082799      | 53.56659939 | 71.19445283  |
| 307-991     | D5       | 991   | Executive Project Director     | 56.14776827      | 100.40297384     | 57.83220132 | 103.41506306 |
| 307-993     | D5       | 993   | Director of Procurement        | 54.39766827      | 75.63993750      | 56.02959832 | 77.90913563  |
| 307-997     | D5       | 997   | Economic Development Director  | 54.39766774      | 73.43685561      | 56.02959777 | 75.63996127  |
| 307-157     | LAW      | 157   | Chief Counsel                  | 43.99418794      | 78.77741296      | 45.31401357 | 81.14073534  |
| 307-166     | LAW      | 166   | Assistant City Solicitor       | 25.32305509      | 45.74172285      | 26.08274674 | 47.11397453  |
| 307-167     | LAW      | 167   | Senior Asst City Solicitor     | 29.84647500      | 71.42746138      | 30.74186925 | 73.57028522  |
| 307-169     | LAW      | 169   | Deputy City Solicitor          | 54.92800019      | 86.40103447      | 56.57584020 | 88.99306550  |
| 307-186     | LAW      | 186   | Support Services Manager       | 30.03996027      | 41.36562774      | 30.94115908 | 42.60659657  |
| 307-187     | LAW      | 187   | Law Chief of Staff             | 54.92800019      | 86.40103447      | 56.57584020 | 88.99306550  |
| 307-188     | LAW      | 188   | Real Estate Manager            | 40.80673526      | 60.48072319      | 42.03093732 | 62.29514489  |
| 307-191     | LAW      | 191   | Asst to the City Solicitor     | 29.45094197      | 45.74172285      | 30.33447023 | 47.11397453  |
| 307-193     | LAW      | 193   | Support Services Specialist    | 18.80342699      | 38.49903027      | 19.36752980 | 39.65400117  |
| 307-217     | LAW      | 217   | Legal Assistant                | 18.80342699      | 38.49903027      | 19.36752980 | 39.65400117  |
| 307-223     | LAW      | 223   | Chief Appraiser                | 35.99921853      | 52.34886212      | 37.07919509 | 53.91932798  |
| 307-224     | LAW      | 224   | Real Estate Specialist         | 25.32305509      | 34.86983312      | 26.08274674 | 35.91592811  |
| 307-225     | LAW      | 225   | Senior Real Estate Specialist  | 32.39578377      | 45.74172285      | 33.36765728 | 47.11397453  |
| 307-930     | LAW      | 930   | Law Clerk                      | 11.53000000      | 19.21252059      | 11.87590000 | 19.78889621  |
| 307-931     | LAW      | 931   | Administrative Hearing Officer | 30.50263655      | 71.42746138      | 31.41771565 | 73.57028522  |
| 307-998     | LAW      | 998   | Spvg Real Estate Specialist    | 35.99921749      | 48.59893799      | 37.07919401 | 50.05690613  |
| 307-015     | D8       | 015   | Regional Computer Center Mgr   | 54.92799811      | 74.15280270      | 56.57583805 | 76.37738678  |
| 307-041     | D8       | 041   | Supervising Management Analyst | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-045     | D8       | 045   | Info Technology Asst Manager   | 38.57561619      | 56.41479318      | 39.73288468 | 58.10723697  |
| 307-046     | D8       | 046   | Information Technology Manager | 43.58106694      | 60.48072319      | 44.88849895 | 62.29514489  |
| 307-078     | D8       | 078   | Chief Investigator             | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-109     | D8       | 109   | Airport Manager                | 38.57561619      | 56.41479318      | 39.73288468 | 58.10723697  |

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|             |          |       |                                 | Hourly Rate      | Hourly Rate      | Hourly Rate | Hourly Rate  |
| 307-110     | D8       | 110   | Division Manager                | 43.58068408      | 60.48072319      | 44.88810460 | 62.29514489  |
| 307-113     | D8       | 113   | Risk Manager                    | 38.57561619      | 52.07708467      | 39.73288468 | 53.63939721  |
| 307-131     | D8       | 131   | Supvg Environ/Safety Spec       | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-134     | D8       | 134   | Asst Commercial Svcs Supt       | 34.06829647      | 45.99219915      | 35.09034537 | 47.37196512  |
| 307-135     | D8       | 135   | Commercial Services Supt        | 43.58106694      | 60.48072319      | 44.88849895 | 62.29514489  |
| 307-141     | D8       | 141   | Supervising Buyer               | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-145     | D8       | 145   | City Purchasing Agent           | 38.57561619      | 52.07708467      | 39.73288468 | 53.63939721  |
| 307-159     | D8       | 159   | Supvg Human Resources Analyst   | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-160     | D8       | 160   | Police Academy Manager          | 40.80653031      | 55.08909573      | 42.03072621 | 56.74176860  |
| 307-168     | D8       | 168   | Asst Treatment Superintendent   | 38.57561619      | 56.41479318      | 39.73288468 | 58.10723697  |
| 307-178     | D8       | 178   | Medical Director                | 76.13037422      | 107.64711986     | 78.41428544 | 110.87653346 |
| 307-185     | D8       | 185   | Supvg Comm Dev & Plang Anl-EXM  | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-201     | D8       | 201   | Occupational/Safety Hlth Coord  | 43.46560959      | 60.48072319      | 44.76957788 | 62.29514489  |
| 307-202     | D8       | 202   | Public Wks Opr Asst Supt        | 38.57561619      | 52.07708467      | 39.73288468 | 53.63939721  |
| 307-208     | D8       | 208   | City Architect                  | 44.57951802      | 64.54665633      | 45.91690356 | 66.48305602  |
| 307-216     | D8       | 216   | Principal Engineer              | 40.98377389      | 56.41479318      | 42.21328711 | 58.10723697  |
| 307-218     | D8       | 218   | Envrnmntl/Solid Wst Prgrams Crd | 40.80673839      | 56.41479318      | 42.03094054 | 58.10723697  |
| 307-227     | D8       | 227   | Dental Director                 | 84.78643875      | 101.64827542     | 87.33003191 | 104.69772368 |
| 307-231     | D8       | 231   | Parks/Rec Superintendent        | 42.31211603      | 60.48072319      | 43.58147952 | 62.29514489  |
| 307-233     | D8       | 233   | Pharmacy Director               | 58.08383095      | 69.58557779      | 59.82634587 | 71.67314513  |
| 307-236     | D8       | 236   | Supervising Real Property Spec  | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-237     | D8       | 237   | Public Information Officer      | 32.08217079      | 49.73019508      | 33.04463592 | 51.22210094  |
| 307-242     | D8       | 242   | Health Programs Manager         | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-249     | D8       | 249   | Public Health Practitioner      | 68.02332772      | 91.83149279      | 70.06402755 | 94.58643757  |
| 307-252     | D8       | 252   | Dentist                         | 70.58818839      | 90.46696449      | 72.70583404 | 93.18097342  |
| 307-253     | D8       | 253   | Public Wks Opr Superintendent   | 43.58106694      | 60.48072319      | 44.88849895 | 62.29514489  |
| 307-254     | D8       | 254   | Supervising Accountant          | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-255     | D8       | 255   | Supervising Architect           | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-256     | D8       | 256   | Treatment Superintendent        | 43.58106694      | 60.48072319      | 44.88849895 | 62.29514489  |
| 307-257     | D8       | 257   | Public Wrks/Utilities Supt      | 43.58106694      | 60.48072319      | 44.88849895 | 62.29514489  |
| 307-259     | D8       | 259   | Environmental Services Directr  | 34.06829647      | 48.79117166      | 35.09034537 | 50.25490681  |
| 307-260     | D8       | 260   | Regional Comp Ctr Asst Mgr      | 46.86341970      | 63.26561389      | 48.26932229 | 65.16358231  |
| 307-261     | D8       | 261   | Public Health Internist         | 68.02332772      | 91.83149279      | 70.06402755 | 94.58643757  |
| 307-262     | D8       | 262   | Public Health Pediatrician      | 68.02332772      | 91.83149279      | 70.06402755 | 94.58643757  |
| 307-263     | D8       | 263   | Public Health Physician         | 68.02332772      | 91.83149279      | 70.06402755 | 94.58643757  |
| 307-282     | D8       | 282   | Nursing Director                | 43.58106694      | 60.48072319      | 44.88849895 | 62.29514489  |
| 307-286     | D8       | 286   | Supervising Chemist             | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-300     | D8       | 300   | Health Laboratory Director      | 34.06829647      | 45.99219915      | 35.09034537 | 47.37196512  |
| 307-304     | D8       | 304   | Treatment Supervisor            | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-307     | D8       | 307   | Supervising Epidemiologist      | 36.13767600      | 52.34886212      | 37.22180628 | 53.91932798  |
| 307-308     | D8       | 308   | Pension Fund Manager            | 52.14685077      | 70.39854739      | 53.71125629 | 72.51050382  |
| 307-321     | D8       | 321   | Finance Manager                 | 46.86341970      | 64.54665633      | 48.26932229 | 66.48305602  |
| 307-435     | D8       | 435   | Supervising Inspector           | 35.48402493      | 48.79117166      | 36.54854568 | 50.25490681  |
| 307-486     | D8       | 486   | Supervising City Planner        | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-487     | D8       | 487   | Urban Conservator               | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-509     | D8       | 509   | Geotechnical Engineer           | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-515     | D8       | 515   | Supervising Engineer            | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-518     | D8       | 518   | Principal Architect             | 40.98377389      | 56.41479318      | 42.21328711 | 58.10723697  |
| 307-519     | D8       | 519   | City Engineer                   | 48.61071116      | 64.54665633      | 50.06903249 | 66.48305602  |
| 307-529     | D8       | 529   | Supvg Bldg Plans Exam Code Anl  | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-531     | D8       | 531   | City Traffic Engineer           | 44.57951802      | 64.54665633      | 45.91690356 | 66.48305602  |
| 307-539     | D8       | 539   | Water Works Chief Engineer      | 44.57951802      | 60.48072319      | 45.91690356 | 62.29514489  |
| 307-540     | D8       | 540   | Facilities Maintenance Manager  | 38.57561619      | 52.07708467      | 39.73288468 | 53.63939721  |
| 307-541     | D8       | 541   | Asst Facilities Mntnce Manager  | 34.06829647      | 48.79117166      | 35.09034537 | 50.25490681  |
| 307-542     | D8       | 542   | Facilities Manager              | 43.58106694      | 60.48072319      | 44.88849895 | 62.29514489  |
| 307-544     | D8       | 544   | Sewers Chief Engineer           | 44.57951802      | 60.48072319      | 45.91690356 | 62.29514489  |
| 307-551     | D8       | 551   | Supvg Parks/Recreation Cordntr  | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-558     | D8       | 558   | Supervisor of Golf              | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |
| 307-576     | D8       | 576   | Development Manager             | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798  |

Exhibit A: Non-Represented Salary Schedule with 3.0% 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 |
| 307-646     | D8       | 646   | Traffic Services Manager       | 35.99921645      | 48.59894111      | 37.07919294 | 50.05690935 |
| 307-683     | D8       | 683   | City Stormwater Management Eng | 44.57951802      | 60.48072319      | 45.91690356 | 62.29514489 |
| 307-685     | D8       | 685   | Asst Fleet Services Manager    | 34.06829647      | 48.79117166      | 35.09034537 | 50.25490681 |
| 307-686     | D8       | 686   | Fleet Services Manager         | 40.80673839      | 55.08909573      | 42.03094054 | 56.74176860 |
| 307-692     | D8       | 692   | Parking Superintendent         | 40.80673839      | 56.41479318      | 42.03094054 | 58.10723697 |
| 307-710     | D8       | 710   | Wastewater Collection Supt     | 43.58106694      | 58.83444001      | 44.88849895 | 60.59947321 |
| 307-729     | D8       | 729   | Industrial Waste Superintendnt | 43.58106694      | 58.83444001      | 44.88849895 | 60.59947321 |
| 307-764     | D8       | 764   | Asst Water Distribution Supt   | 34.06829647      | 45.99219915      | 35.09034537 | 47.37196512 |
| 307-765     | D8       | 765   | Water Distribution Supt        | 43.58106694      | 58.83444001      | 44.88849895 | 60.59947321 |
| 307-822     | D8       | 822   | Emergency Response Coordinator | 35.99921645      | 48.59894111      | 37.07919294 | 50.05690935 |
| 307-827     | D8       | 827   | Emergency Communications Mgr   | 41.62265752      | 56.19087725      | 42.87133725 | 57.87660356 |
| 307-880     | D8       | 880   | Printing Services & Stores Mgr | 34.06829647      | 48.79117166      | 35.09034537 | 50.25490681 |
| 307-948     | D8       | 948   | Asst Convention Center Manager | 34.06829647      | 45.99219915      | 35.09034537 | 47.37196512 |
| 307-950     | D8       | 950   | Convention Center Manager      | 40.80673839      | 55.08909573      | 42.03094054 | 56.74176860 |
| 307-983     | D8       | 983   | Employment & Training Supv.    | 35.99921645      | 52.34886212      | 37.07919294 | 53.91932798 |
| 307-986     | D8       | 986   | Optometrist                    | 60.38420320      | 77.63674128      | 62.19572930 | 79.96584352 |
| 307-999     | D8       | 999   | Internal Audit Manager         | 38.57561723      | 56.41479318      | 39.73288575 | 58.10723697 |
| 307-023     | D9       | 023   | Council Assistant              | 11.530000        | 56.01926639      | 11.87590000 | 57.69984438 |
| 307-024     | D9       | 024   | Chief Deputy Clerk of Council  | 32.46115002      | 48.58784421      | 33.43498452 | 50.04547953 |
| 307-025     | D9       | 025   | Clerk of Council               | 41.48233981      | 54.98910809      | 42.72681001 | 56.63878133 |
| 307-035     | D9       | 035   | Deputy Clerk                   | 19.74000000      | 29.57072426      | 20.33220000 | 30.45784599 |
| 307-036     | D9       | 036   | Assistant Chief Deputy Clerk   | 25.88044731      | 35.77994279      | 26.65686073 | 36.85334107 |