

EXHIBIT A

LIBRARY GROUP	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly		
15.6001 - Deputy Librarian	\$ 35.9700	\$ 6,234.8000	\$ 37.7640	\$ 6,545.7600	\$ 39.6600	\$ 6,874.4000	\$ 41.6400	\$ 7,217.6000	\$ 43.7220	\$ 7,578.4800	\$ 45.9060	\$ 7,957.0400		
15.6006 - Technical Services Mgr	\$ 32.7780	\$ 5,681.5200	\$ 34.4220	\$ 5,966.4800	\$ 36.1441	\$ 6,264.9773	\$ 37.9500	\$ 6,578.0000	\$ 39.8521	\$ 6,907.6973	\$ 41.8440	\$ 7,252.9600		
15.6007 - Community Education Mgr	\$ 32.7780	\$ 5,681.5200	\$ 34.4220	\$ 5,966.4800	\$ 36.1441	\$ 6,264.9773	\$ 37.9500	\$ 6,578.0000	\$ 39.8521	\$ 6,907.6973	\$ 41.8440	\$ 7,252.9600		
15.6017 – Marketing & Development Coord	\$ 32.6220	\$ 5,654.4800	\$ 34.2540	\$ 5,937.3600	\$ 35.9700	\$ 6,234.8000	\$ 37.7640	\$ 6,545.7600	\$ 39.6600	\$ 6,874.4000	\$ 41.6400	\$ 7,217.6000		
BUILDING MAINTENANCE GROUP	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly		
25.5376 - Airport Operations Supv	\$ 31.2180	\$ 5,411.1200	\$ 32.7780	\$ 5,681.5200	\$ 34.4220	\$ 5,966.4800	\$ 36.1441	\$ 6,264.9773	\$ 37.9500	\$ 6,578.0000	\$ 39.8521	\$ 6,907.6973		
23.5382 - Facilities Maintenance Manager	\$ 39.0721	\$ 6,772.4973	\$ 41.0280	\$ 7,111.5200	\$ 43.0800	\$ 7,467.2000	\$ 45.2341	\$ 7,840.5773	\$ 47.9000	\$ 8,302.6667	\$ 49.8660	\$ 8,643.4400		
23.5383 - Maintenance Manager	\$ 39.0721	\$ 6,772.4973	\$ 41.0280	\$ 7,111.5200	\$ 43.0800	\$ 7,467.2000	\$ 45.2341	\$ 7,840.5773	\$ 47.9000	\$ 8,302.6667	\$ 49.8660	\$ 8,643.4400		
ENGINEERING GROUP-PROF	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly		
15.5000 - Asst P. W. Director/City Engineer	\$ 53.1289	\$ 9,209.0093	\$ 55.7885	\$ 9,670.0067	\$ 58.5808	\$ 10,154.0053	\$ 61.5115	\$ 10,661.99	\$ 64.5865	\$ 11,194.993	\$ 67.8115	\$ 11,753.9933		
15.5001 - Asst Public Works Director	\$ 47.7301	\$ 8,273.2173	\$ 50.1180	\$ 8,687.1200	\$ 52.6260	\$ 9,121.8400	\$ 55.2541	\$ 9,577.3773	\$ 58.0200	\$ 10,056.8000	\$ 60.9240	\$ 10,560.1600		
15.5006 - Transportation Manager	\$ 44.7900	\$ 7,763.6000	\$ 47.0340	\$ 8,152.5600	\$ 49.3800	\$ 8,559.2000	\$ 51.8521	\$ 8,987.6973	\$ 54.4500	\$ 9,438.0000	\$ 57.1681	\$ 9,909.1373		
15.5008 - Traffic Enginner	\$ 44.5800	\$ 7,727.2000	\$ 46.8060	\$ 8,113.0400	\$ 49.1460	\$ 8,518.6400	\$ 51.6059	\$ 8,945.0227	\$ 54.1860	\$ 9,392.2400	\$ 56.8980	\$ 9,862.3200		
15.5011 - Senior Civil Engineer	\$ 44.5800	\$ 7,727.2000	\$ 46.8060	\$ 8,113.0400	\$ 49.1460	\$ 8,518.6400	\$ 51.6059	\$ 8,945.0227	\$ 54.1860	\$ 9,392.2400	\$ 56.8980	\$ 9,862.3200		
PUBLIC SAFETY-POLICE-OTHER	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly	Step 7 Hourly	Step 7 Monthly
21.4016 - Criminalist	\$ 44.7900	\$ 7,763.60	\$ 47.0340	\$ 8,152.56	\$ 49.3800	\$ 8,559.20	\$ 51.8521	\$ 8,987.70	\$ 54.4500	\$ 9,438.000	\$ 57.1681	\$ 9,909.14		
21.4021 - Police Officer	\$ 38.8800	\$ 6,739.20	\$ 40.8241	\$ 7,076.18	\$ 42.8640	\$ 7,429.76	\$ 45.0060	\$ 7,801.04	\$ 47.2560	\$ 8,191.040	\$ 49.6200	\$ 8,600.80		
21.4026 - Police Officer-New Hire	\$ 37.0260	\$ 6,417.84	\$ 38.8800	\$ 6,739.20	\$ 40.8241	\$ 7,076.18	\$ 42.8640	\$ 7,429.76	\$ 45.0060	\$ 7,801.040	\$ 47.2560	\$ 8,191.04	\$ 51.6048	\$ 8,944.83
22.4036 - Police Recruit	\$ 27.6240	\$ 4,788.16												
COMMUNITY DEVELOPMENT GROUP	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly		
15.3031 - Community Dev Analyst	\$ 32.4600	\$ 5,626.4000	\$ 34.0860	\$ 5,908.2400	\$ 35.7900	\$ 6,203.6000	\$ 37.5840	\$ 6,514.56	\$ 39.4621	\$ 6,840.097	\$ 41.4360	\$ 7,182.24		
26.3037 - Project Coordinator	\$ 32.1420	\$ 5,571.2800	\$ 33.7500	\$ 5,850.0000	\$ 35.4360	\$ 6,142.2400	\$ 37.2120	\$ 6,450.08	\$ 39.0721	\$ 6,772.497	\$ 41.0280	\$ 7,111.52		
26.3041 - Assistant Planner	\$ 30.0180	\$ 5,203.1200	\$ 31.5240	\$ 5,464.1600	\$ 33.1021	\$ 5,737.6973	\$ 34.7579	\$ 6,024.70	\$ 36.4981	\$ 6,326.337	\$ 38.3220	\$ 6,642.48		