

Exhibit A

**SALARY SCHEDULE FOR SENIOR MANAGEMENT, CONFIDENTIAL AND  
SUPERVISORY EMPLOYEES**

Effective December 18, 2018

<b>Classification Title</b>	<b>Range</b>	<b>Low Hourly Salary</b>	<b>Midpoint Hourly Salary</b>	<b>High Hourly Salary</b>
ACCOUNTING MANAGER	680	\$47.0309	\$58.7885	\$70.5463
ADMINISTRATIVE SUPPORT SUPERVISOR	636	\$30.3559	\$37.9448	\$45.5339
ASSISTANT CITY ATTORNEY	713	\$65.3114	\$81.6391	\$97.9670
ASSISTANT PUBLIC WORKS SUPT	670	\$42.5765	\$53.2206	\$63.8647
ASSISTANT TO THE CITY MANAGER	675	\$44.7483	\$55.9353	\$67.1224
ASSOCIATE HR ANALYST	658	\$37.7845	\$47.2306	\$56.6767
BLDG OFFICIAL/BLDG DIVISION MANAGER	685	\$49.4301	\$61.7875	\$74.1451
BOX OFFICE SUPERVISOR	641	\$31.9044	\$39.8804	\$47.8565
BUDGET OFFICER	680	\$47.0309	\$58.7885	\$70.5463
BUILDING INSPECTION SUPV	660	\$38.5441	\$48.1800	\$57.8161
CABLE OPERATIONS SUPERVISOR	641	\$31.9044	\$39.8804	\$47.8565
CIRCULATION SERVICES SUPV	626	\$27.4808	\$34.3510	\$41.2212
CITY AUDITOR	675	\$44.7483	\$55.9353	\$67.1224
CODE COMPLIANCE MANAGER	675	\$44.7483	\$55.9353	\$67.1224
COMMUNITY DEVELOPMENT OPERATIONS MGR.	685	\$49.4301	\$61.7875	\$74.1451
CONSTRUCTION INSPECTION SUPV	655	\$36.6733	\$45.8416	\$55.0099
COSCA ADMINISTRATOR	680	\$47.0309	\$58.7885	\$70.5463
DEPUTY CITY ATTORNEY	699	\$56.8185	\$71.0230	\$85.2277
DEPUTY CITY CLERK	665	\$40.5101	\$50.6376	\$60.7652
DEPUTY CULTURAL AFFAIRS DIR	680	\$47.0309	\$58.7885	\$70.5463
DEPUTY DIRECTOR COMMUNITY DEVELOPMENT	700	\$57.3867	\$71.7334	\$86.0801
DEPUTY FINANCE DIRECTOR	705	\$60.3139	\$75.3923	\$90.4708
DEPUTY HR DIRECTOR/RISK MGR	690	\$51.9515	\$64.9393	\$77.9272
DEPUTY LIBRARY SERV DIRECTOR	692	\$52.9957	\$66.2446	\$79.4935
DEPUTY PUBLIC WORKS DIR/CITY ENGINEER	715	\$66.6242	\$83.2801	\$99.9362
DEPUTY PUBLIC WORKS DIR/OPERATIONS	705	\$60.3139	\$75.3923	\$90.4708
DISASTER SERVICES CO-ORDINATOR	670	\$42.5765	\$53.2206	\$63.8647
ECONOMIC DEVELOPMENT MANAGER	695	\$54.6015	\$68.2518	\$81.9022
ENGINEERING DIVISION MANAGER	695	\$54.6015	\$68.2518	\$81.9022
ENGINEERING TECH SUPERVISOR	646	\$33.5318	\$41.9147	\$50.2977
EXECUTIVE ASSISTANT	641	\$31.9044	\$39.8804	\$47.8565
FACILITIES MANAGER	680	\$47.0309	\$58.7885	\$70.5463
FACILITIES MTN SUPERVISOR	646	\$33.5318	\$41.9147	\$50.2977
FLEET SERVICES SUPERVISOR	651	\$35.2423	\$44.0528	\$52.8635
HOUSE SUPERVISOR	641	\$31.9044	\$39.8804	\$47.8565
INFO TECHNOLOGY MANAGER	695	\$54.6015	\$68.2518	\$81.9022
INFO TECHNOLOGY SUPERVISOR	679	\$46.5653	\$58.2065	\$69.8479
LABORATORY SUPERVISOR	666	\$40.9153	\$51.1440	\$61.3729
LANDSCAPE MTN SUPERVISOR	648	\$34.2059	\$42.7573	\$51.3088
LEGAL OFFICE ASSISTANT	641	\$31.9044	\$39.8804	\$47.8565
LEGISLATIVE AFFAIRS/INTERGOVT MANAGER	670	\$42.5765	\$53.2206	\$63.8647

LIBRARY DIVISION MANAGER	672	\$43.4323	\$54.2903	\$65.1484
LIBRARY SERVICES SUPV	641	\$31.9044	\$39.8804	\$47.8565
OFFICE SUPERVISOR	636	\$30.3559	\$37.9448	\$45.5339
PERMIT PROCESS MANAGER	685	\$49.4301	\$61.7875	\$74.1451
PLAN CHECK SUPERVISOR	680	\$47.0309	\$58.7885	\$70.5463
PLANNING DIVISION MANAGER	686	\$49.9244	\$62.4054	\$74.8865
PUBLIC WORKS SUPERINTENDENT	685	\$49.4301	\$61.7875	\$74.1451
PURCHASING SUPERVISOR	646	\$33.5318	\$41.9147	\$50.2977
RECORDS MGMT SUPV	642	\$32.2234	\$40.2791	\$48.3350
RESOURCE DIVISION MANAGER	680	\$47.0309	\$58.7885	\$70.5463
REVENUE OPERATIONS MANAGER	680	\$47.0309	\$58.7885	\$70.5463
REVENUE OPERATIONS SUPERVISOR	636	\$30.3559	\$37.9448	\$45.5339
SR HUMAN RESOURCES ANALYST	668	\$41.7376	\$52.1719	\$62.6063
SR LEGAL ASSISTANT	660	\$38.5441	\$48.1800	\$57.8161
STREET MAINTENANCE SUPERVISOR	648	\$34.2059	\$42.7573	\$51.3088
SUPPORT SERVICES SUPERVISOR	648	\$34.2059	\$42.7573	\$51.3088
SUSTAINABILITY DIVISION MANAGER	680	\$47.0309	\$58.7885	\$70.5463
THEATRES GENERAL MANAGER	670	\$42.5765	\$53.2206	\$63.8647
THEATRES TECHNICAL SUPERVISOR	641	\$31.9044	\$39.8804	\$47.8565
UTILITIES MTN SUPERVISOR	648	\$34.2059	\$42.7573	\$51.3088
UTILITIES SUPERINTENDENT	685	\$49.4301	\$61.7875	\$74.1451
WATER QUALITY SUPERVISOR	666	\$40.9153	\$51.1440	\$61.3729
WWTP MAINTENANCE SUPERVISOR	656	\$37.0400	\$46.2999	\$55.5599
WWTP OPERATIONS & MAINT MANAGER	660	\$38.5441	\$48.1800	\$57.8161
WWTP OPERATIONS SUPERVISOR	656	\$37.0400	\$46.2999	\$55.5599
WWTP SUPERINTENDENT	685	\$49.4301	\$61.7875	\$74.1451

**TRAINEES:** Upon recommendation of the Department Head, and with prior approval of the Human Resources Director, persons may be appointed in a trainee capacity, either on a permanent or temporary basis, to any position classification included in this resolution. Trainees will be compensated in a salary range equivalent to ten (10) to twenty (20) percent lower than authorized herein at the determination of the Human Resources Director.