

Exhibit A

**SALARY SCHEDULE FOR PROFESSIONAL EMPLOYEES**

Effective December 18, 2018

| Classification Title                    | Range | Low Hourly Salary | Midpoint Hourly Salary | High Hourly Salary |
|---|-------|-------------------|------------------------|--------------------|
| ACCOUNTANT                              | 486   | \$33.1466         | \$41.4331              | \$49.7198          |
| ASSISTANT ANALYST                       | 485   | \$32.9817         | \$41.2271              | \$49.4726          |
| ASSISTANT HR ANALYST                    | 485   | \$32.9817         | \$41.2271              | \$49.4726          |
| ASSISTANT PLANNER                       | 490   | \$33.8146         | \$42.2682              | \$50.7218          |
| ASSISTANT TRANSIT ANALYST               | 485   | \$32.9817         | \$41.2271              | \$49.4726          |
| ASSOCIATE ANALYST                       | 505   | \$36.4412         | \$45.5515              | \$54.6618          |
| ASSOCIATE ENGINEER                      | 535   | \$42.3226         | \$52.9032              | \$63.4838          |
| ASSOCIATE PLANNER                       | 525   | \$40.2635         | \$50.3295              | \$60.3954          |
| COMMUNICATIONS & MARKETING ANALYST      | 485   | \$32.9817         | \$41.2271              | \$49.4726          |
| COMMUNICATIONS & MARKETING ASSOCIATE    | 505   | \$36.4412         | \$45.5515              | \$54.6618          |
| COMMUNITY DEVELOPMENT ANALYST           | 505   | \$36.4412         | \$45.5515              | \$54.6618          |
| CONSTRUCTION PROJECT COORD              | 545   | \$44.4869         | \$55.6084              | \$66.7302          |
| DEBT & INVESTMENT ANALYST               | 532   | \$41.6941         | \$52.1175              | \$62.5411          |
| ENGINEERING ASSISTANT                   | 495   | \$34.6684         | \$43.3354              | \$52.0026          |
| ENGINEERING ASSOCIATE                   | 515   | \$38.3048         | \$47.8811              | \$57.4573          |
| ENVIRONMENTAL PROG COORD                | 520   | \$39.2720         | \$49.0899              | \$58.9078          |
| FINANCIAL ANALYST                       | 510   | \$37.3615         | \$46.7018              | \$56.0422          |
| GEOGRAPHIC INFORM SYST (GIS) SPECIALIST | 485   | \$32.9817         | \$41.2271              | \$49.4726          |
| GEOGRAPHIC INFORM SYST (GIS) ANALYST    | 504   | \$36.2600         | \$45.3249              | \$54.3899          |
| HEALTH & SAFETY SPECIALIST              | 505   | \$36.4412         | \$45.5515              | \$54.6618          |
| HOUSING COORDINATOR                     | 485   | \$32.9817         | \$41.2271              | \$49.4726          |
| INFO TECHNOLOGY ANALYST I               | 504   | \$36.2600         | \$45.3249              | \$54.3899          |
| INFO TECHNOLOGY ANALYST II              | 524   | \$40.0633         | \$50.0791              | \$60.0950          |
| INFO TECHNOLOGY ANALYST III             | 548   | \$45.1576         | \$56.4469              | \$67.7362          |
| INTERNAL AUDITOR                        | 532   | \$41.6941         | \$52.1175              | \$62.5411          |
| LAND SURVEYOR ASSISTANT                 | 495   | \$34.6684         | \$43.3354              | \$52.0026          |
| LIBRARIAN                               | 457   | \$28.6825         | \$35.8532              | \$43.0239          |
| NEIGHBORHOOD & SOCIAL SERVICES LIAISON  | 520   | \$39.2720         | \$49.0899              | \$58.9078          |
| PLAN CHECK ASSISTANT                    | 495   | \$34.6684         | \$43.3354              | \$52.0026          |
| PLAN CHECK ASSOCIATE                    | 525   | \$40.2635         | \$50.3295              | \$60.3954          |
| PUBLIC WORKS SYSTEMS ANALYST            | 504   | \$36.2600         | \$45.3249              | \$54.3899          |
| SR ACCOUNTANT                           | 522   | \$39.6657         | \$49.5821              | \$59.4984          |
| SR ANALYST                              | 520   | \$39.2720         | \$49.0899              | \$58.9078          |
| SR ENGINEER                             | 554   | \$46.5291         | \$58.1615              | \$69.7938          |
| SR FINANCIAL ANALYST                    | 525   | \$40.2635         | \$50.3295              | \$60.3954          |
| SR INFO TECHNOLOGY ANALYST              | 558   | \$46.7654         | \$58.4566              | \$70.1480          |
| SR PLANNER                              | 545   | \$44.4869         | \$55.6084              | \$66.7302          |
| SR TRANSIT ANALYST                      | 520   | \$39.2720         | \$49.0899              | \$58.9078          |
| SURVEYOR                                | 535   | \$42.3226         | \$52.9032              | \$63.4838          |
| SUSTAINABILITY ANALYST                  | 505   | \$36.4412         | \$45.5515              | \$54.6618          |
| TRANSPORTATION PLANNER                  | 525   | \$40.2635         | \$50.3295              | \$60.3954          |
| TREASURY ASSISTANT                      | 486   | \$33.1466         | \$41.4331              | \$49.7198          |

**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.