

Exhibit A

SALARY SCHEDULE FOR PROFESSIONAL EMPLOYEES

Effective July 8, 2023

Classification Title	Range	Low Hourly Salary	Midpoint Hourly Salary	High Hourly Salary
ACCOUNTANT	496	\$38.2549	\$47.8185	\$57.3823
ASSISTANT ANALYST	487	\$36.5757	\$45.7196	\$54.8635
ASSISTANT HR ANALYST	487	\$36.5757	\$45.7196	\$54.8635
ASSISTANT PLANNER	490	\$37.1271	\$46.4088	\$55.6907
ASSISTANT TRANSIT PLANNER	487	\$36.5757	\$45.7196	\$54.8635
ASSOCIATE ANALYST	507	\$40.4121	\$50.5151	\$60.6182
ASSOCIATE ENGINEER	553	\$50.8333	\$63.5415	\$76.2499
ASSOCIATE PLANNER	525	\$44.2078	\$55.2599	\$66.3119
ASSOCIATE TRANSIT PLANNER	507	\$40.4121	\$50.5151	\$60.6182
COMMUNICATIONS & MARKETING ANALYST	487	\$36.5757	\$45.7196	\$54.8635
COMMUNICATIONS & MARKETING ASSOCIATE	507	\$40.4121	\$50.5151	\$60.6182
COMMUNITY DEVELOPMENT ANALYST	507	\$40.4121	\$50.5151	\$60.6182
COMMUNITY SERVICES ANALYST	507	\$40.4121	\$50.5151	\$60.6182
CONSTRUCTION PROJECT COORD	563	\$53.4328	\$66.7909	\$80.1491
DEBT & INVESTMENT ANALYST	542	\$48.1195	\$60.1493	\$72.1793
DIGITAL SERVICES LIBRARIAN	487	\$36.5757	\$45.7196	\$54.8635
ECONOMIC DEVELOPMENT ANALYST	507	\$40.4121	\$50.5151	\$60.6182
ENGINEERING ASSISTANT	513	\$41.6398	\$52.0497	\$62.4597
ENGINEERING ASSOCIATE	533	\$46.0074	\$57.5092	\$69.0111
ENVIRONMENTAL PROG COORD	522	\$43.5514	\$54.4392	\$65.3270
FINANCIAL ANALYST	520	\$43.1191	\$53.8988	\$64.6786
GEOGRAPHIC INFORM SYST (GIS) ANALYST	518	\$42.6912	\$53.3640	\$64.0368
GEOGRAPHIC INFORM SYST (GIS) SPECIALIST	499	\$38.8316	\$48.5393	\$58.2472
HEALTH & SAFETY ANALYST	507	\$40.4121	\$50.5151	\$60.6182
HOUSING COORDINATOR	485	\$36.2127	\$45.2658	\$54.3190
INFO TECHNOLOGY ANALYST I	518	\$42.6912	\$53.3640	\$64.0368
INFO TECHNOLOGY ANALYST II	538	\$47.1692	\$58.9614	\$70.7537
INFO TECHNOLOGY ANALYST III	562	\$53.1670	\$66.4587	\$79.7504
INTERNAL AUDITOR	542	\$48.1195	\$60.1493	\$72.1793
LAND SURVEYOR ASSISTANT	497	\$38.4462	\$48.0577	\$57.6693
LIBRARIAN	467	\$33.1025	\$41.3781	\$49.6538
LIBRARIAN II	487	\$36.5757	\$45.7196	\$54.8635
NEIGHBORHOOD & SOCIAL SERVICES LIAISON	522	\$43.5514	\$54.4392	\$65.3270
PLAN CHECK ASSISTANT	495	\$38.0646	\$47.5807	\$57.0969
PLAN CHECK ASSOCIATE	525	\$44.2078	\$55.2599	\$66.3119
SR ACCOUNTANT	532	\$45.7786	\$57.2230	\$68.6678
SR ANALYST	522	\$43.5514	\$54.4392	\$65.3270
SR ENGINEER	573	\$56.1654	\$70.2067	\$84.2481
SR FINANCIAL ANALYST	535	\$46.4686	\$58.0857	\$69.7028
SR INFO TECHNOLOGY ANALYST	572	\$55.8861	\$69.8575	\$83.8291
SR PLANNER	545	\$48.8449	\$61.0559	\$73.2672
SR TRANSIT PLANNER	522	\$43.5514	\$54.4392	\$65.3270
SURVEYOR	553	\$50.8333	\$63.5415	\$76.2499
SUSTAINABILITY ANALYST	507	\$40.4121	\$50.5151	\$60.6182
TRANSPORTATION PLANNER	525	\$44.2078	\$55.2599	\$66.3119
TREASURY ASSISTANT	496	\$38.2549	\$47.8185	\$57.3823

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.

¹⁾ Upon recommendation of the Department Head, and with prior approval of the Human Resources Director, persons hired in an hourly capacity, when assigned lead duties, may earn another \$1.00 - \$2.00/hour for hours worked.