

Exhibit A

	Position							
		1	2	3	4	5	6	7
Non-Represented	Accounting Manager	7279	7519	7759	7999	8239	8479	8719
	Administrative Assistant/Deputy City Clerk	4513	4662	4811	4960	5109	5257	5406
	Administrative Services Director	8813	9104	9394	9685	9975	10266	10557
	Building Division Manager/Building Official	6940	7168	7397	7626	7855	8084	8312
	City Administrator	10670	11022	11374	11726	12077	12429	12781
	Community Development Director	8813	9104	9394	9685	9975	10266	10557
	Division Chief/Emergency Medical Svcs.	8402	8679	8956	9233	9510	9787	10064
	Division Chief/Fire Marshal	8402	8679	8956	9233	9510	9787	10064
	Engineering Manager	7636	7888	8139	8391	8643	8895	9146
	Finance Director	8813	9104	9394	9685	9975	10266	10557
	Fire Chief	9697	10017	10337	10657	10976	11296	11616
	Human Resources Assistant	4513	4662	4811	4960	5109	5257	5406
	Information Technology Director	7636	7888	8139	8391	8643	8895	9146
	Library Director	7636	7888	8139	8391	8643	8895	9146
	Operations Supervisor - W/S	6307	6515	6723	6931	7139	7347	7554
	Operations Supervisor - Wastewater	6307	6515	6723	6931	7139	7347	7554
	Parks and Recreation Manager	6940	7168	7397	7626	7855	8084	8312
	Planning Manager	6940	7168	7397	7626	7855	8084	8312
	Police Captain	7636	7888	8139	8391	8643	8895	9146
	Police Chief	9245	9550	9854	10159	10464	10769	11073
	Public Works Director	8813	9104	9394	9685	9975	10266	10557
	Public Works Operations Supervisor	6940	7168	7397	7626	7855	8084	8312
	Technology and Collections Manager	5732	5921	6110	6299	6488	6677	6866
	Utilities Manager	7636	7888	8139	8391	8643	8895	9146