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CITY OF SANTA FE, NEW MEXICO

RESOLUTION NO. 2020-17

INTRODUCED BY:

Mayor Alan Webber

A RESOLUTION

APPROVING FURLOUGHS OF UP TO FOUR AND SIXTEEN HOURS FOR CERTAIN CITY EMPLOYEES, DUE TO THE FISCAL IMPACTS OF THE COVID-19 PUBLIC HEALTH EMERGENCY.

WHEREAS, the COVID-19 Emergency has resulted in dramatic changes to permitted travel and spending around the world, resulting in an equally dramatic reduction in purchases of taxable goods and services; and

WHEREAS, the City is utilizing a three-part framework of responding, rebalancing, and rebuilding as the components of its recovery strategy; and

WHEREAS, the City estimates revenue shortfalls for Fiscal Year 2020 at \$46 million dollars overall and approximately \$14 million in its General Fund; and

WHEREAS, a majority of the City of Santa Fe's (City's) General Fund budgeted revenues are generated from the local Gross Receipts Tax on goods and services; and

WHEREAS, a majority of the City's budgeted General Fund expenditures are for its employees' salaries and benefits; and

1 **WHEREAS**, Fiscal Year 2020 (FY20) ends on June 30, 2020, leaving fewer than eight
2 weeks to address the FY20 shortfalls; and

3 **WHEREAS**, the revenue shortfalls are expected to continue into Fiscal Year 2021 and
4 will be greatly impacted by the cancellations of numerous annual events, such as the International
5 Folk Art Market, Spanish Market, and Indian Market; and

6 **WHEREAS**, to reduce the shortfalls, the City has already taken the following measures:

- 7 1. Introduced a resolution seeking additional federal funds, being eligible to receive
8 limited federal funds for its airport and transit divisions; and
- 9 2. Implemented a spending freeze for non-essential expenditures, including travel,
10 food, etc.;
- 11 3. Implemented a hiring freeze, with the exception of public-safety related and
12 emergency hires;
- 13 4. Ended employment for all non-essential temporary employees; and
- 14 7. Met with AFSCME, POA and IAFF, and received suggestions for achieving
15 savings.

16 **WHEREAS**, the City is also seeking to liquidate assets, identify opportunities to
17 repurpose otherwise restricted funds, identify and reduce redundancies, amend personnel policies
18 to reduce overtime and comp time use, terminate non-essential contracts, evaluate medical and
19 life insurance plans, and review other personnel policies for efficiencies; and

20 **WHEREAS**, the cost savings measures identified and implemented thus far will save the
21 City an estimated \$28 million and other measures underway will not generate sufficient
22 immediate savings or revenue during FY20;

23 **WHEREAS**, the next options available to the City for cost savings during FY20 are
24 furloughs, salary cuts, or reductions in force (layoffs); and

25 **WHEREAS**, furloughs represent the least drastic measure, because employees retain

1 their jobs and health insurance coverage, they provide the same savings as a salary decrease, and
2 they allow employees to use the reduction in hours for their own purposes; and

3 **WHEREAS**, under City Personnel Rule 7.41 (Furlough Rule), “furlough” means a
4 temporary placement of an employee in a reduced work hour schedule, which can either be partial
5 or full time, for lack of work or funds; and

6 **WHEREAS**, the Furlough Rule provides that, in the event of the need for a furlough, the
7 Departments affected shall submit to the Governing Body a plan identifying the organizational
8 units to be affected by the furlough; and

9 **WHEREAS**, the City’s Personnel Rule on Furloughs also requires that impacted
10 employees receive 14 days’ notice before they are placed on a furlough; and

11 **WHEREAS**, Article 19 of the AFSCME Collective Bargaining Agreement requires the
12 following:

- 13 1. Upon determination that a furlough is necessary, provision by the employer of a
14 detailed plan, justifying the need, including all pertinent documents, including budgets,
15 reports and any other materials for its determination;
- 16 2. No fewer than-twenty four (24) hours per week for full-time bargaining-unit
17 employees;
- 18 3. Furloughs of no longer than six (6) months;
- 19 4. Management positions to be considered in devising a furlough plan;
- 20 5. A meeting between the City Manager and the union to review and consider cost-
21 cutting measures that may reduce the need for or the extent of, the furlough or layoff;
- 22 6. The opportunity for the Union to provide, within 7 days of receipt of notice of the
23 furlough, a list of employees who wish to voluntarily participate in the furlough; and
- 24 7. Twenty-eight (28) day-notice of the furlough, to affected bargaining-unity employees.

25 **WHEREAS**, Article 6, Part 13, of the AFSCME Collective Bargaining Agreement

1 allows the City, in cases of emergency or declared disaster, take such actions as may be necessary
2 to carry out the missions of the City that might not implicitly follow the articles in the
3 Agreement;

4 **WHEREAS**, City Management complied with Article 19 of the AFSCME CBA to the
5 extent possible, given the rapid and dramatic decline in City revenues, complying with all
6 requirements other than providing the full twenty-eight (28) days' notice to affected bargaining-
7 unit employees;

8 **WHEREAS**, City management provided employees listed in Exhibit A, notice of a four
9 (4) hour furlough or sixteen (16) hour furlough on Tuesday, April 21, 2020, to begin on May 6,
10 subject to approval by the Governing Body.

11 **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**
12 **CITY OF SANTA FE**, that furloughs of up to four (4) hours and up to sixteen (16) hours are
13 approved as identified in Exhibit A.

14 **BE IT FURTHER RESOLVED**, that furloughs of less than the identified lengths may
15 be necessary due to operational and emergency needs of the City, but they shall not exceed the
16 number of hours identified in Exhibit A; and

17 **BE IT FURTHER RESOLVED**, that the Governing Body recognizes that the
18 employees and residents of the City of Santa Fe have made extraordinary sacrifices and exhibited
19 courage and compassion in grappling with the unprecedented medical, economic, and social
20 conditions in which our community finds itself.

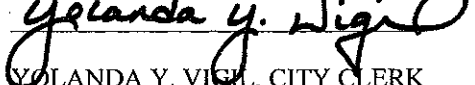
21 PASSED, APPROVED, and ADOPTED this 29th day of April, 2020.

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25 ALAN WEBBER, MAYOR

1 ATTEST:

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4 YOLANDA Y. VIGIL, CITY CLERK

5 APPROVED AS TO FORM:

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8 ERIN K. McSHERRY, CITY ATTORNEY

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25 *Legislation/2020/Resolutions/2020-17 Furlough Approval*

exhibit A

Title	Hourly Rate	Hours	Union	Dept	Div	4 hr			16 hr		
						k	hrly x 8hr/pp	savings per pp	hrly x 32hr/pp	savings per pp	
CONTRACTS ADMINISTRATOR	23,566	2080	AFSME	AH	EDD	x	188,528	\$	942.64		
AFFORDABLE HOUSING DIRECTOR	51,499	2080	NONE	AH	AHD	x	411,992	\$	2,059.96		
ADMINISTRATIVE MANAGER	30.5	2080	NONE	AH	EDD	x	244.8	\$	1,224.00		
ECONOMIC DEVELOPMENT ASSOCIATE	41,008	2080	NONE	AH	EDD	x	328,064	\$	1,640.32		
PROJECT ADMINISTRATOR	26,186	2080	AFSME	CS	SSD	x	209,488	\$	1,047.44		
OFFICE ASSISTANT	12,848	1040	AFSME	CS	SSD	x	102.76	\$	513.92		
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	SSD	x	124,935	\$	624.68		
LIBRARY TECHNICIAN	14,165	1040	AFSME	CS	LIB	x	113.32	\$	566.60		
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	SSD	x	124,935	\$	624.68		
LIBRARIAN	26,186	2080	AFSME	CS	LIB				x	\$ 837.95	\$ 4,189.76
LIBRARY TECHNICIAN	14,165	2080	AFSME	CS	LIB				x	\$ 453.28	\$ 2,266.40
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	SSD	x	124,935	\$	624.68		
LIBRARIAN	21,975	2080	AFSME	CS	LIB				x	\$ 703.20	\$ 3,516.00
LIBRARY SECTION MANAGER	26,711	2080	NONE	CS	LIB				x	\$ 854.72	\$ 4,273.60
YOUTH SPECIALIST	14,165	1040	AFSME	CS	YFS	x	113.32	\$	566.60		
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	SSD	x	124,935	\$	624.68		
PROJECT ADMINISTRATOR	26,186	2080	AFSME	CS	YFS				x	\$ 837.95	\$ 4,189.76
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	SSD	x	124,935	\$	624.68		
PROJECT ADMINISTRATOR	26,186	2080	AFSME	CS	CSA	x	209,488	\$	1,047.44		
SENIOR SERVICES PROGRAM COORD	18,078	2080	AFSME	CS	SSD	x	144,624	\$	723.12		
LIBRARY TECHNICIAN	14,165	2080	AFSME	CS	LIB				x	\$ 453.28	\$ 2,266.40
LIBRARY TECHNICIAN	16,568	2080	AFSME	CS	LIB				x	\$ 531.14	\$ 2,655.68
TRANSIT DRIVER III	17,181	2080	AFSME	CS	SSD	x	137,448	\$	687.24		
SENIOR SERVICES PROGRAM COORD	18,078	2080	AFSME	CS	SSD	x	144,624	\$	723.12		
LIBRARY TECHNICIAN	14,165	2080	AFSME	CS	LIB				x	\$ 453.28	\$ 2,266.40
LIBRARIAN	21,975	2080	AFSME	CS	LIB				x	\$ 703.20	\$ 3,516.00
ADMINISTRATIVE ASSISTANT	16,418	2080	AFSME	CS	SSD	x	131,344	\$	656.72		
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	SSD	x	124,935	\$	624.68		
SUPPLY INVENTORY SUPERVISOR	20,928	2080	AFSME	CS	SSD	x	167,424	\$	837.12		
LIBRARY TECHNICIAN	14,165	2080	AFSME	CS	LIB				x	\$ 453.28	\$ 2,266.40
ADMINISTRATIVE MANAGER	35,628	2080	NONE	CS	CSA	x	285,024	\$	1,425.12		
COOK	13,491	2080	AFSME	CS	SSD	x	107,928	\$	539.64		
LIBRARY TECHNICIAN	14,165	2080	AFSME	CS	LIB				x	\$ 453.28	\$ 2,266.40
LIBRARIAN	21,975	2080	AFSME	CS	LIB	x	\$ 175.80	\$	879.00		
TRANSIT DRIVER I	13,491	1040	AFSME	CS	SSD	x	107.85	\$	539.64		
LIBRARY TECHNICIAN	14,165	1040	AFSME	CS	LIB	x	\$ 113.32	\$	566.60		
LIBRARIAN	21,975	2080	AFSME	CS	LIB				x	\$ 703.20	\$ 3,516.00
YOUTH SPECIALIST	13,887	1040	AFSME	CS	YFS	x	\$ 111.10	\$	555.48		
TRANSIT DRIVER III	16,398	2080	AFSME	CS	SSD	x	131,184	\$	655.92		
YOUTH SPECIALIST	19,541	2080	AFSME	CS	YFS	x	156,328	\$	781.64		
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	SSD	x	124,935	\$	624.68		
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	CSA	x	124,935	\$	624.68		
PROJECT MANAGER	29,449	2080	NONE	CS	SSD	x	235,584	\$	1,177.92		
LIBRARY TECHNICIAN	14,165	2080	AFSME	CS	LIB				x	\$ 453.28	\$ 2,266.40
LIBRARY TECHNICIAN	13,887	1040	AFSME	CS	LIB	x	\$ 111.10	\$	555.48		
LIBRARIAN	21,975	2080	AFSME	CS	LIB				x	\$ 703.20	\$ 3,516.00
PROJECT SPECIALIST	21,409	2080	AFSME	CS	CSA	x	171,272	\$	856.36		
LIBRARY TECHNICIAN	14,165	2080	AFSME	CS	LIB				x	\$ 453.28	\$ 2,266.40
LIBRARIAN	21,975	1040	AFSME	CS	LIB	x	\$ 175.80	\$	879.00		
TRANSIT DRIVER III	16,398	2080	AFSME	CS	SSD	x	131,184	\$	655.92		
YOUTH SPECIALIST	14,165	1040	AFSME	CS	YFS	x	\$ 113.32	\$	566.60		
PUBLIC COMM RELATIONS OFFICER	24,227	2080	AFSME	CS	SSD	x	193,816	\$	969.08		
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	SSD	x	124,935	\$	624.68		
TRANSIT DRIVER III	16,398	2080	AFSME	CS	SSD	x	131,184	\$	655.92		
LIBRARY TECHNICIAN	16,285	2080	AFSME	CS	LIB				x	\$ 521.12	\$ 2,605.60
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	SSD	x	124,935	\$	624.68		
LIBRARY TECHNICIAN	14,165	1040	AFSME	CS	LIB	x	\$ 113.32	\$	566.60		
LIBRARIAN	21,975	2080	AFSME	CS	LIB				x	\$ 703.20	\$ 3,516.00
LIBRARY TECHNICIAN	16,287	2080	AFSME	CS	LIB				x	\$ 521.12	\$ 2,605.60
TRANSIT DRIVER III	16,398	2080	AFSME	CS	SSD	x	131,184	\$	655.92		
LIBRARY TECHNICIAN	14,165	1040	AFSME	CS	LIB	x	\$ 113.32	\$	566.60		
LIBRARY TECHNICIAN	14,165	2080	AFSME	CS	LIB				x	\$ 453.28	\$ 2,266.40
TRANSIT DRIVER III	16,398	2080	AFSME	CS	SSD	x	131,184	\$	655.92		
LIBRARIAN	21,975	1040	AFSME	CS	LIB	x	\$ 175.80	\$	879.00		
YOUTH SPECIALIST	14,165	1040	AFSME	CS	YFS	x	\$ 113.32	\$	566.60		
ADMINISTRATIVE ASSISTANT	15,519	2080	AFSME	CS	SSD	x	124,152	\$	620.76		
SENIOR SERVICES PROGRAM MANAGER	28,046	2080	NONE	CS	SSD	x	224,358	\$	1,121.84		
COMMUNITY SERVICES DIRECTOR	52,961	2080	NONE	CS	CSA	x	423,688	\$	2,118.44		
LIBRARY TECHNICIAN	14,165	1040	AFSME	CS	LIB	x	\$ 113.32	\$	566.60		
RESPIRE CARE PROVIDER	15,617	2080	AFSME	CS	SSD	x	124,935	\$	624.68		
ACCOUNT TECHNICIAN	19,243	2080	AFSME	CS	SSD	x	153,944	\$	769.72		
COOK	13,226	2080	AFSME	CS	SSD	x	105,808	\$	529.04		
LIBRARY TECHNICIAN	13,887	1040	AFSME	CS	LIB	x	\$ 111.10	\$	555.48		
LIBRARY TECHNICIAN	13,887	1040	AFSME	CS	LIB	x	\$ 111.10	\$	555.48		
LIBRARIAN	21,975	2080	AFSME	CS	LIB				x	\$ 703.20	\$ 3,516.00
PROJECT SPECIALIST	22,653	2080	AFSME	CS	SSD	x	181,224	\$	906.12		
LIBRARIAN	21,975	2080	AFSME	CS	LIB				x	\$ 703.20	\$ 3,516.00

exhibit A

CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
CASE MANAGER	23	2080 NONE	FD	FDA	x	184 \$	920,00
FORESTRY TECHNICIAN CREW BOSS	20,353	2080 NONE	FD	FPR	x	162,824 \$	814,12
WLDLAND URBAN INTERFACE SPEC	30,255	2080 AFSME	FD	FDA	y	242,04 \$	1,210,20
ASSISTANT FIRE CHIEF	50,978	2080 NONE	FD	FES	x	407,824 \$	2,039,12
ADMINISTRATIVE ASSISTANT	24,184	2080 AFSME	FD	FDA	y	193,472 \$	967,36
FIRE INSPECTOR II	33,51	2080 FIRE	FD	FPR	x	268,09 \$	1,340,40
FIRE INSPECTOR II	33,513	2080 FIRE	FD	FPR	x	268,104 \$	1,346,52
FIRE TRAINING OFFICER	44,301	2080 NONE	FD	FES	x	354,408 \$	1,772,04
WLDLAND SUPERINTENDENT	37,151	2080 NONE	FD	FDA	x	297,208 \$	1,486,04
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
AUTOMOTIVE MECHANIC-FIRE	18,078	2080 AFSME	FD	FES	x	144,624 \$	723,12
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
FLEET SECTION MANAGER	33,364	2080 NONE	FD	FDA	x	266,912 \$	1,334,56
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
FIRE INSPECTOR II	30,393	2080 FIRE	FD	FPR	x	243,144 \$	1,215,72
EMS CAPTAIN	32,625	2080 NONE	FD	FES	x	261 \$	1,305,00
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
FORESTRY TECH LEAD WORKER	18,315	2080 NONE	FD	FPR	x	146,52 \$	732,60
FORESTRY TECH ENGINE OPERATOR	16,431	2080 NONE	FD	FPR	x	131,148 \$	667,24
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
CASE MANAGER	23	2080 NONE	FD	FDA	x	184 \$	920,00
ASSISTANT FIRE CHIEF	50,978	2080 NONE	FD	FDA	x	407,824 \$	2,039,12
BATTALION CHIEF - MHO	44,301	2080 NONE	FD	FES	x	354,408 \$	1,772,04
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
BATT CHIEF - HEALTH & SFTY OFC	44,301	2080 NONE	FD	FDA	x	354,408 \$	1,772,04
ADMINISTRATIVE ASSISTANT	20,778	2080 AFSME	FD	FDA	x	166,224 \$	831,12
ASSISTANT FIRE CHIEF	50,978	2080 NONE	FD	FDA	x	407,824 \$	2,039,12
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
CADET FIREFIGHTER	18,625	2080 NONE	FD	FES	x	149 \$	745,00
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
FORESTRY TECHNICIAN	13	2080 NONE	FD	FPR	x	104 \$	520,00
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
ADMINISTRATIVE MANAGER	32,988	2080 NONE	FD	FDA	x	263,984 \$	1,319,92
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
FORESTRY TECH ENGINE OPERATOR	16,431	2080 NONE	FD	FPR	x	131,148 \$	657,24
FORESTRY TECHNICIAN	13	2080 NONE	FD	FPR	x	104 \$	520,00
BATTALION CHIEF MED OFFICER	44,301	2080 NONE	FD	FES	y	354,408 \$	1,772,04
FIRE INSPECTOR II	28,347	2080 FIRE	FD	FPR	x	226,776 \$	1,133,88
MOBILE INTGRD HLTH PARAMED II	31,874	2080 NONE	FD	FDA	x	254,092 \$	1,274,08
FORESTRY TECHNICIAN	13	2080 NONE	FD	FPR	x	104 \$	520,00
AUTOMOTIVE MECHANIC-FIRE	18,078	2080 AFSME	FD	FLT	x	144,624 \$	723,12
ADMINISTRATIVE ASSISTANT	15,966	2080 AFSME	FD	FDA	x	127,728 \$	638,64
ADMINISTRATIVE ASSISTANT	19,726	2080 AFSME	FD	FDA	x	157,808 \$	789,04
CADET FIREFIGHTER	17,126	2080 NONE	FD	FES	x	137,009 \$	685,04
ACCOUNTING FINANCIAL ANALYST	30	2080 AFSME	FN	ACC	x	240 \$	1,200,00
SUPPLY INVENTORY SUPERVISOR	20,928	2080 AFSME	FN	FLT	x	167,424 \$	837,12
CONTRACTS SUPERVISOR	34,719	2080 NONE	FN	PUR	x	277,752 \$	1,388,76
ACCOUNTING MANAGER	39	2080 NONE	FN	ACC	x	288 \$	1,440,00
PURCHASING OFFICER	41	2080 NONE	FN	PUR	x	328 \$	1,640,00
ACCOUNTING FINANCIAL ANALYST	27,768	2080 AFSME	FN	ACC	x	222,144 \$	1,110,72
PAYROLL OFFICER	43	2080 NONE	FN	TRS	x	344 \$	1,720,00
AUTO MECHANIC	18,078	2080 AFSME	FN	FLT	y	144,624 \$	723,12
PLANNING AND INVESTMENT OFFICE	46	2080 NONE	FN	ACC	x	368 \$	1,840,00
FLEET SECTION MANAGER	34,292	2080 AFSME	FN	FLT	x	274,336 \$	1,371,68
PAYROLL SPECIALIST	31	2080 NONE	FN	TRS	x	248 \$	1,240,00
PAYROLL SPECIALIST	24,1	2080 NONE	FN	TRS	x	192,3 \$	964,00
ACCOUNTING OFFICER	46	2080 NONE	FN	ACC	x	368 \$	1,840,00
PRINCIPLE BUDGET ANALYST	38,09	2080 NONE	FN	BDG	x	304,72 \$	1,523,60
HEAVY EQUIPMENT MECHANIC	19,932	2080 AFSME	FN	FLT	x	159,456 \$	797,28
ACCOUNTING SUPERVISOR	31	2080 NONE	FN	ACC	x	248 \$	1,240,00
BUDGET OFFICER	45	2080 NONE	FN	BDG	x	360 \$	1,800,00
SENIOR BUDGET ANALYST	35	2080 NONE	FN	BDG	x	280 \$	1,400,00
ACCOUNT SPECIALIST	18,91	2080 AFSME	FN	TRS	x	151,28 \$	756,40
RISK ANALYST	28,5	2080 NONE	FN	ACC	x	239 \$	1,180,00
FINANCE PROJECT MANAGER	45,9	2080 NONE	FN	ACC	x	367,2 \$	1,836,00
ACCOUNTANT	26	2080 AFSME	FN	TRS	x	203 \$	1,040,00
FINANCE DIRECTOR	60,348	2080 NONE	FN	ACC	x	482,784 \$	2,413,92
SUPPLY INVENTORY TECHNICIAN	16,388	2080 AFSME	FN	FLT	x	131,184 \$	656,92
HEAVY EQUIPMENT MECHANIC	19,931	2080 AFSME	FN	FLT	x	159,448 \$	797,24
CONTROLLER	49,5	2080 NONE	FN	ACC	x	396 \$	1,980,00
ACCOUNT TECHNICIAN	15,966	2080 AFSME	FN	ACC	x	127,728 \$	638,64
AUTO MECHANIC	18,113	2080 AFSME	FN	FLT	y	152,904 \$	764,52
PURCHASING OFFICER	40,8	2080 NONE	FN	PUR	x	328,4 \$	1,632,00
ADMINISTRATIVE MANAGER	32,64	2080 NONE	FN	ACC	x	261,12 \$	1,305,60
ADMINISTRATIVE MANAGER	25,535	2080 NONE	FN	FLT	x	204,28 \$	1,021,40

exhibit A

ACCOUNTING SUPERVISOR	34,788	2099 NONE	FN	TRS	x	278,304	\$	1,391.52					
IT BUSINESS ANALYST	34,906	2090 NONE	FN	ACC	x	279,248	\$	1,396.24					
AUTOMOTIVE MECHANIC	18.05	2090 AFSME	FN	FLT	x	144.4	\$	722.00					
PROJECT SPECIALIST	21,406	2090 AFSME	FN	ACC	x	171,248	\$	856.24					
ACCOUNTING FINANCIAL ANALYST	31,178	2090 AFSME	FN	TRS	x	249,424	\$	1,247.12					
SUPPLY INVENTORY TECHNICIAN	16,398	2090 PAFSME	FN	FLT	x	131,184	\$	655.02					
MECHANIC SUPERVISOR I	28,046	2090 NONE	FN	FLT	x	224,368	\$	1,121.84					
MULTIMEDIA PRODUCTION MANAGER	36,48	2090 AFSME	GG	CMO	x	291,84	\$	1,459.20					
COURT CLERK	13,226	2090 NONE	GG	MCD	x	105,808	\$	529.04					
DIGITAL DUPLICATING TECHNICIAN	14,708	2090 AFSME	GG	CCL	x	117,664	\$	588.32					
FISCAL ADMINISTRATOR	42,448	2090 NONE	GG	MCO	x	339,584	\$	1,697.92					
ECONOMIC DEV DIRECTOR	51	2090 NONE	GG	EDD	x	403	\$	2,040.00					
ECON DEV & COMM ADMIN	41,82	2090 NONE	GG	EDD	x	334,56	\$	1,672.80					
ASSISTANT CITY CLERK	33	2090 NONE	GG	CCL	x	264	\$	1,320.00					
COMMUNICATIONS DIRECTOR	35,63	2090 NONE	GG	CMO	x	285,04	\$	1,425.20					
COURT CLERK	22,536	2090 NONE	GG	MCD	x	180,288	\$	901.44					
STAFF ATTORNEY	40	2090 NONE	GG	MCD	x	320	\$	1,600.00					
ACCOUNT TECHNICIAN	24,888	2090 AFSME	GG	EDD	x	199,604	\$	998.02					
COUNCIL LIAISON	25	2090 NONE	GG	CMO	x	200	\$	1,000.00					
EXECUTIVE ASSISTANT	21,848	2090 NONE	GG	MYR	x	174,784	\$	873.92					
COURT CLERK	13,491	2090 NONE	GG	MCD	x	107,928	\$	539.64					
LEGISLATIVE LIAISON	32,527	2090 NONE	GG	CAO	x	260,216	\$	1,301.08					
COURT CLERK	15,363	2090 NONE	GG	MCD	x	122,904	\$	614.52					
CUSTODIAN	13,491	2090 AFSME	GG	MCD					x	\$	431.71	\$	2,158.56
DIGITAL DUPLICATING TECHNICIAN	13,491	2090 AFSME	GG	CCL	x	107,928	\$	539.64					
ASSISTANT CITY ATTORNEY	37,02	2090 NONE	GG	CAO	x	296,16	\$	1,480.80					
PARALEGAL	21,266	2090 NONE	GG	CAO	x	170,128	\$	850.64					
PROBATION OFFICER/DWI COORDINATOR	23,49	2090 NONE	GG	MCD					x	\$	751.68	\$	3,758.40
COURT CLERK	13,226	2090 NONE	GG	MCD	x	105,808	\$	529.04					
ARTS COMMISSION DIRECTOR	45,674	2090 NONE	GG	ART	x	365,392	\$	1,826.96					
PARALEGAL	26,877	2090 NONE	GG	CAO	x	215,016	\$	1,075.08					
ECONOMIC DEV SPECIALIST	26.5	2090 PAFSME	GG	EDD	x	212	\$	1,060.00					
CITY MANAGER	81,731	2090 NONE	GG	CMO	x	653,848	\$	3,269.24					
ASSET DEVELOPMENT ASSOCIATE	26.5	2090 NONE	GG	EDD	x	212	\$	1,060.00					
GRAPHIC ARTIST	23,368	2090 AFSME	GG	CCL	x	186,944	\$	934.72					
SENIOR ASSISTANT CITY ATTORNEY	45,608	2090 NONE	GG	CAO	x	364,864	\$	1,824.32					
EMERGENCY MANAGEMENT DIRECTOR	37,885	2090 NONE	GG	CMO	x	303,08	\$	1,515.40					
CITY ATTORNEY	60,096	2090 NONE	GG	CAO	x	480,768	\$	2,403.84					
CONSTITUENT/COUNCIL DIRECTOR	46,586	2090 NONE	GG	CMO	x	372,688	\$	1,863.44					
EXECUTIVE ASSISTANT	40,438	2090 NONE	GG	CMO					x	\$	1,294.02	\$	6,470.08
LEGISLATIVE LIAISON ASSISTANT	27,915	2090 NONE	GG	CAO	x	223,32	\$	1,116.60					
ASSISTANT CITY ATTORNEY	41,662	2090 NONE	GG	CAO	x	333,456	\$	1,667.28					
COURT CLERK	25,689	1040 NONE	GG	MCD	x	205.51	\$	1,027.56					
ASSISTANT CITY ATTORNEY	38,25	2090 NONE	GG	CAO	x	306	\$	1,530.00					
BAILIFF	15	2090 NONE	GG	MCD	x	120	\$	600.00					
ADMINISTRATIVE MANAGER	31,18	2090 NONE	GG	CAO	x	249,44	\$	1,247.20					
ADMINISTRATIVE ASSISTANT	21,108	2090 NONE	GG	MCD	x	168,864	\$	844.32					
SENIOR ASSISTANT CITY ATTORNEY	52,88	2090 NONE	GG	CAO	x	423,04	\$	2,115.20					
ASSISTANT CITY ATTORNEY	38,461	2090 NONE	GG	CCL	x	307,688	\$	1,538.44					
COURT CLERK	13,226	2090 NONE	GG	MCD	x	105,808	\$	529.04					
CONSTITUENT SERVICES SPEC SR	26,03	2090 NONE	GG	CMO	x	208,24	\$	1,041.20					
COURT ADMINISTRATIVE ASSISTANT	25,689	2090 NONE	GG	MCD					x	\$	854.05	\$	4,270.24
RECORDS TECHNICIAN	15,588	2090 NONE	GG	MCD	x	124,704	\$	623.52					
DIGITAL DUPLICATING SUPERVISOR	21,648	2090 NONE	GG	CCL	x	173,184	\$	865.92					
PROJECT SPECIALIST	26,02	2090 AFSME	GG	ART	x	208,16	\$	1,040.80					
CONSTITUENT SERVICES SPEC	18,952	2090 NONE	GG	MYR	x	151,656	\$	758.28					
PARALEGAL	24	2090 NONE	GG	CAO	x	192	\$	960.00					
OFFICE ASSISTANT CONFIDENTIAL	16,32	2090 NONE	GG	CCL	x	130,56	\$	652.80					
CITY CLERK	48,317	2090 NONE	GG	CCL	x	386,536	\$	1,932.68					
PARALEGAL	25,034	2090 NONE	GG	CAO	x	200,272	\$	1,001.36					
HUMAN RESOURCES ADMIN SR	37,74	2090 NONE	HR	HRD	x	301,92	\$	1,509.60					
HUMAN RESOURCES ANALYST	29.5	2090 NONE	HR	HRD	x	236	\$	1,180.00					
ASST HUMAN RESOURCES DIRECTOR	44,88	2090 NONE	HR	HRD	x	359.04	\$	1,795.20					
HUMAN RESOURCES PROJECT MGR	47	2090 NONE	HR	HRD	x	376	\$	1,880.00					
HUMAN RESOURCES ANALYST	31	2090 NONE	HR	HRD	x	248	\$	1,240.00					
HR ORGANIZATIONAL DEV SPEC	29,651	2090 NONE	HR	HRD	x	237,208	\$	1,186.04					
HUMAN RESOURCES ANALYST	29.5	2090 NONE	HR	HRD	x	236	\$	1,180.00					
BENEFITS ADMINISTRATOR	32,899	2090 NONE	HR	HRD	x	263,192	\$	1,315.96					
HEALTH SAFETY AND COMPLIANCE	41	2090 NONE	HR	HRD	x	328	\$	1,640.00					
HUMAN RESOURCES ANALYST	29.5	2090 NONE	HR	HRD	x	236	\$	1,180.00					
ADMINISTRATIVE MANAGER	25,996	2090 NONE	HR	HRD	x	207,168	\$	1,035.84					
HUMAN RESOURCES DIRECTOR	59,827	2090 NONE	HR	HRD	x	478,616	\$	2,393.08					
IT BUSINESS ANALYST	29,448	2090 AFSME	HR	HRD	x	235,584	\$	1,177.92					
ADMIN ASSISTANT CONFIDENTIAL	22,44	2090 NONE	HR	HRD	x	179,52	\$	897.60					
BENEFITS AND WELLNESS COORDINATOR	29.5	2090 NONE	HR	HRD	x	236	\$	1,180.00					
SAFETY SPECIALIST SENIOR	29.5	2090 NONE	HR	HRD	x	236	\$	1,180.00					
SYSTEMS ANALYST	28,871	2090 PAFSME	IT	ITT	x	230,968	\$	1,154.84					
IT END USER SUPPORT TECH	26,998	2090 AFSME	IT	ITT	x	239,984	\$	1,199.92					
RADIO MAINTENANCE TECHNICIAN	24,918	2090 AFSME	IT	ITT	x	198,344	\$	991.72					
PROJECT MANAGER	45,462	2090 NONE	IT	ITT	x	363,696	\$	1,818.48					

exhibit A

WEBMASTER	28,054	2090 AFSME	IT	ITT	x	224,432 \$	1,122.16		
NETWORK ENGINEER	37,516	2030 AFSME	IT	ITT	x	300,128 \$	1,500.64		
SERVER ENGINEER	31,024	2090 AFSME	IT	ITT	x	248,192 \$	1,240.96		
ITT END USER SERVICES MANAGER	38,764	2090 NONE	IT	ITT	x	310,112 \$	1,550.56		
ITT DIRECTOR	53,06	2090 NONE	IT	ITT	x	424.48 \$	2,122.40		
ITT END USER SUPPORT TECH	29,999	2090 AFSME	IT	ITT	x	230,992 \$	1,199.96		
RADIO MAINTENANCE TECHNICIAN	27,387	2090 AFSME	IT	ITT	x	219,099 \$	1,095.48		
ITT PROGRAM MANAGER	45	2090 NONE	IT	ITT	x	369 \$	1,840.00		
SYSTEM ADMINISTRATOR	37,832	2090 AFSME	IT	ITT	x	302,656 \$	1,513.28		
ITT END USER SUPPORT TECH	32,029	2090 AFSME	IT	ITT	x	256,232 \$	1,281.16		
ITT END USER SUPPORT TECH	25,25	2090 AFSME	IT	ITT	x	202 \$	1,010.00		
SERVER ENGINEER	34,809	2090 AFSME	IT	ITT	x	278,472 \$	1,392.36		
SYSTEMS ANALYST	31,985	2090 AFSME	IT	ITT	x	255,88 \$	1,279.40		
GIS COORDINATOR	31	2090 AFSME	IT	ITT	x	248 \$	1,240.00		
GIS COORDINATOR	32,505	2090 AFSME	IT	ITT	x	260,04 \$	1,300.20		
ITT SECURITY OFFICER	46	2090 NONE	IT	ITT	x	368 \$	1,840.00		
NETWORK ENGINEER	37,528	2090 AFSME	IT	ITT	x	300,224 \$	1,501.12		
ENTERPRISE APP SRVC MNGR	39,709	2090 NONE	IT	ITT	x	309,672 \$	1,548.36		
IT ARCHITECT	40,777	2090 AFSME	IT	ITT	x	326,216 \$	1,631.08		
CONTRACTS ADMINISTRATOR	28,472	2090 AFSME	IT	ITT	x	227,776 \$	1,138.88		
SYSTEMS ANALYST	31,996	2090 AFSME	IT	ITT	x	255,968 \$	1,279.84		
IT INFRASTRUCTURE SVCS MANAGER	41,835	2090 NONE	IT	ITT	x	334,68 \$	1,673.40		
BUSINESS ANALYST	41,13	2090 NONE	LU	LUA	x	329,04 \$	1,645.20		
MPO OFFICER	41,078	2090 NONE	LU	MPO	x	328,624 \$	1,643.12		
GREEN BUILDING CODE SPECIALIST	28,111	2090 AFSME	LU	PDR	x	224,888 \$	1,124.44		
ENGINEER SUPERVISOR	48,08	2090 NONE	LU	EDR	x	384,64 \$	1,923.20		
CONSTRUCTION INSPECTOR SUP	30,396	2090 NONE	LU	INS	x	243,168 \$	1,215.84		
PLANNER MANAGER	38,709	2090 NONE	LU	CPD	x	309,672 \$	1,548.36		
PLANNER SENIOR	28,05	2090 PAFSME	LU	HIR	x	224.4 \$	1,122.00		
PLANNER TECHNICIAN	25	2090 AFSME	LU	MPO	x	209 \$	1,090.00		
CONSTRUCTION INSPECTOR	23,023	2090 AFSME	LU	INS	x	184,184 \$	920.92		
ADMINISTRATIVE MANAGER	27,271	2090 NONE	LU	LUA	x	218,169 \$	1,090.84		
PLANNER SENIOR	30,219	2090 AFSME	LU	CPD	x	241,744 \$	1,208.72		
LAND USE COMPLIANCE OFFICER	23,473	2090 AFSME	LU	EDR	x	187,784 \$	938.92		
ORDINANCE ENFORCEMENT SPEC	19,574	2090 AFSME	LU	INS	x	156,592 \$	782.96		
PLANNER SENIOR	28,048	2090 AFSME	LU	CPD	x	224,388 \$	1,121.84		
ORDINANCE ENFORCEMENT SPEC	19,187	2090 AFSME	LU	INS	x	153,496 \$	767.48		
PROJECT ADMINISTRATOR	26,71	2090 AFSME	LU	LUA	x	213,68 \$	1,068.40		
CONSTRUCTION INSPECTOR	23,106	2090 AFSME	LU	INS	x	184,848 \$	924.24		
ASSISTANT LAND USE DIRECTOR	56,858	2090 NONE	LU	PDR	x	448,464 \$	2,242.32		
ASSISTANT LAND USE DIRECTOR	50	2090 NONE	LU	LUA	x	400 \$	2,000.00		
CONSTRUCTION INSPECTOR	23,596	2090 AFSME	LU	INS	x	188,528 \$	942.64		
PLANNER SENIOR	28,048	2090 AFSME	LU	CPD	x	224,388 \$	1,121.84		
CONSTRUCTION PLANS EXAMINER II	26,384	2090 AFSME	LU	PDR	x	211,072 \$	1,055.36		
PLANNER TECHNICIAN	24,817	2090 AFSME	LU	CPD	x			x	\$ 794.14 \$ 3,970.72
CONSTRUCTION INSPECTOR SUPRV.	31,751	2090 NONE	LU	INS	x	254,008 \$	1,270.04		
CONSTRUCTION INSPECTOR SUP	40,317	2090 NONE	LU	INS	x	322,536 \$	1,612.68		
PLANNER	24,752	2090 AFSME	LU	CPD	x	190,016 \$	950.08		
PERMIT TECHNICIAN	17,36	2090 PAFSME	LU	LUA	x	138.88 \$	694.40		
ENGINEERING TECHNICIAN SENIOR	23,073	2090 AFSME	LU	EDR	x	184,584 \$	922.92		
CONSTRUCTION INSPECTOR	28,455	2090 AFSME	LU	HIR	x	227.64 \$	1,138.20		
PLANNER SENIOR	28,04	2090 PAFSME	LU	CPD	x	224.32 \$	1,121.60		
BUILDING PERMIT SPECIALIST	20,45	2090 AFSME	LU	PDR	x	163.6 \$	818.00		
ORDINANCE ENFORCEMENT SPEC	16,88	2090 AFSME	LU	INS	x	135.04 \$	675.20		
INSPECTS & ENFORCEMENT DIV DIR	40,627	2090 NONE	LU	INS	x	325,016 \$	1,625.08		
PERMIT TECHNICIAN	20,254	2090 AFSME	LU	INS	x	162,032 \$	810.16		
LAND USE COMPLIANCE OFFICER	23,46	2090 PAFSME	LU	EDR	x	187.68 \$	938.40		
CONSTRUCTION INSPECTOR	23,566	2090 AFSME	LU	INS	x	188,528 \$	942.64		
PLANNER MANAGER	39,05	2090 NONE	LU	HIR	x	312.4 \$	1,562.00		
PERMIT TECHNICIAN	18,116	2090 AFSME	LU	INS	x	144,928 \$	724.64		
PLANNER	23,752	2090 AFSME	LU	HIR	x	190,016 \$	950.08		
ORDINANCE ENFORCEMENT SPEC	19,187	2090 AFSME	LU	INS	x	153,496 \$	767.48		
PLANNER TECHNICIAN	21,648	2090 AFSME	LU	EDR	x			x	\$ 692.74 \$ 3,463.68
PLANNER SENIOR	28	2090 PAFSME	LU	LUA	x	224 \$	1,120.00		
ORDINANCE ENFORCEMENT SPEC	21,532	2090 AFSME	LU	INS	x	172,256 \$	861.28		
CURRENT PLANNING DIV DIR	41,047	2090 NONE	LU	CPD	x	328,376 \$	1,641.88		
BUILDING PERMIT SPECIALIST	20,053	2090 AFSME	LU	PDR	x	160,424 \$	802.12		
BUILDING DIVISION MANAGER	38	2090 NONE	LU	PDR	x	304 \$	1,520.00		
BUILDING PLAN REVIEWER	27,34	2090 AFSME	LU	PDR	x	218.72 \$	1,093.60		
PROPERTY MANAGER	30,949	2090 AFSME	LU	LUA	x	247,592 \$	1,237.96		
PLANNER SENIOR	28,654	2090 AFSME	LU	CPD	x	229,232 \$	1,146.16		
MPO TRANSPORTATION PLANNER	30	2090 AFSME	LU	MPO	x	240 \$	1,200.00		
RECORDS TECHNICIAN LEAD	21,378	2090 AFSME	PD	PSS	x	171,024 \$	855.12		
POLICE LIEUTENANT	41,815	2090 NONE	PD	PTL	x	334.52 \$	1,672.60		
FISCAL ADMINISTRATOR	36,632	2090 NONE	PD	PSS	x	293,056 \$	1,465.28		
POLICE CAPTAIN	45,993	2090 NONE	PD	PTL	x	367,944 \$	1,839.72		
ADMINISTRATIVE ASSISTANT	15,311	2090 AFSME	PD	PSS	x	122,488 \$	612.44		
ADMINISTRATIVE ASSISTANT	20,779	2090 AFSME	PD	PDA	x	166,224 \$	831.12		
POLICE LIEUTENANT	41,815	2090 NONE	PD	PDA	x	334.52 \$	1,672.60		
POLICE LIEUTENANT	41,815	2090 NONE	PD	PSS	x	334.52 \$	1,672.60		

exhibit A

POLICE PUBLIC INFORMATION OFC	27,591	2080 NONE	PD	PDA	x	220,728	\$	1,103.64					
RECORDS TECHNICIAN	13,604	2080 PAFSME	PD	PSS	x	108,832	\$	544.16					
DEPUTY POLICE CHIEF	50,503	2080 NONE	PD	FDA	x	404,024	\$	2,020.12					
ADMINISTRATIVE ASSISTANT	15,966	2080 AFSME	PD	PSS	x	127,728	\$	638.64					
PARALEGAL	20,5	2080 NONE	PD	FSS	x	164	\$	820.00					
POLICE TRAINING ADMINISTRATOR	27,841	2080 POLICE	PD	PTL	x	222,728	\$	1,113.64					
ADMINISTRATIVE MANAGER	27,067	2080 NONE	PD	PSS	x	216,596	\$	1,082.68					
POLICE LIEUTENANT	41,815	2080 NONE	PD	PDA	x	334.52	\$	1,672.60					
POLICE LIAISON	22,755	2080 POLICE	PD	PDA	x	182.04	\$	910.20					
POLICE LIEUTENANT	41,815	2080 NONE	PD	PTL	x	334.52	\$	1,672.60					
RECORDS TECHNICIAN	19,462	2080 AFSME	PD	PSS	x	155,696	\$	778.48					
POLICE CHIEF	54,121	2080 NONE	PD	FDA	x	432,068	\$	2,160.34					
ADMINISTRATIVE MANAGER	28	2080 NONE	PD	FDA	x	208	\$	1,040.00					
RECORDS TECHNICIAN	13,604	2080 PAFSME	PD	PSS	x	108,832	\$	544.16					
POLICE LIEUTENANT	41,815	2080 NONE	PD	PDA	x	334.52	\$	1,672.60					
PROPERTY/FLEET MANAGER	23,752	2080 POLICE	PD	PSS	x	190,016	\$	950.08					
RECORDS TECHNICIAN	15,712	2080 AFSME	PD	PSS	x	125,696	\$	628.48					
ANIMAL CONTROL SUPERVISOR	25.5	2080 NONE	PD	PTL	x	204	\$	1,020.00					
POLICE LIEUTENANT	41,815	2080 NONE	PD	PTL	x	334.52	\$	1,672.60					
POLICE CAPTAIN	45,993	2080 NONE	PD	FDA	x	367,944	\$	1,839.72					
DEPUTY POLICE CHIEF	50,503	2080 NONE	PD	PSS	x	404,024	\$	2,020.12					
ADMINISTRATIVE ASSISTANT	15,966	2080 AFSME	PD	PDA	x	127,728	\$	638.64					
ACCOUNTING SUPERVISOR	34,788	2080 NONE	PD	PDA	x	278,304	\$	1,391.52					
POLICE LIEUTENANT	41,815	2080 NONE	PD	PTL	x	334.52	\$	1,672.60					
RECORDS TECHNICIAN	13,905	2080 AFSME	PD	PSS	x	111,24	\$	556.20					
POLICE LIEUTENANT	41,815	2080 NONE	PD	PSS	x	334.52	\$	1,672.60					
ADMINISTRATIVE ASSISTANT	19,893	2080 AFSME	PD	PTL	x	159,064	\$	795.32					
PARKS MAINTENANCE WORKER SR	14,874	2080 AFSME	PR	PRK	x	118,992	\$	594.96					
GOLF COURSE MECHANIC	23,52	2080 AFSME	PR	PRK					x	\$	752.64	\$	3,763.20
MECHANICAL STRUCTURAL SPEC	29,238	2080 AFSME	PR	PRK					x	\$	935.30	\$	4,676.48
PARKS SUPERINTENDENT	28,046	2080 NONE	PR	PRK	x	224,368	\$	1,121.84					
PARKS EQUIPMENT OPERATOR	17,218	2080 AFSME	PR	PRK	x	137,744	\$	688.72					
PARKS MAINTENANCE WORKER	13,491	2080 AFSME	PR	PRK	x	107,928	\$	539.64					
RECREATION TECHNICIAN	12,596	2080 AFSME	PR	REC					x	\$	403.07	\$	2,015.36
SWIM POOL LIFE GUARD	13,887	1040 AFSME	PR	REC	x	\$ 111.10	\$	555.48					
SWIM INSTRUCTOR	15,617	2080 AFSME	PR	REC					x	\$	499.74	\$	2,498.72
RECREATION COORDINATOR	15,88	2080 AFSME	PR	REC					x	\$	540.16	\$	2,700.80
PARKS SUPERINTENDENT	35	2080 NONE	PR	REC	x	280	\$	1,400.00					
YOUTH PROGRAM COORDINATOR	28,871	2080 AFSME	PR	REC					x	\$	923.87	\$	4,619.36
RECREATION TECHNICIAN	12,848	1040 NONE	PR	REC	x	\$ 102.76	\$	513.92					
SWIM INSTRUCTOR	15,617	2080 AFSME	PR	REC					x	\$	499.74	\$	2,498.72
YOUTH SPECIALIST	13,887	1040 AFSME	PR	REC	x	\$ 111.10	\$	555.48					
ADMINISTRATIVE MANAGER	24,227	2080 NONE	PR	REC					x	\$	775.26	\$	3,876.32
RECREATION COORDINATOR	17,218	2080 AFSME	PR	REC					x	\$	550.88	\$	2,754.88
ACCOUNT TECHNICIAN	14,433	2080 AFSME	PR	REC					x	\$	461.96	\$	2,309.28
ADMINISTRATIVE MANAGER	24,227	2080 NONE	PR	REC					x	\$	775.26	\$	3,876.32
PARKS MAINTENANCE WORKER SR	14,982	2080 AFSME	PR	PRK	x	119,856	\$	599.28					
PARKS MAINTENANCE WORKER	13,491	2080 AFSME	PR	PRK	x	107,928	\$	539.64					
NATATORIUM MANAGER	29,448	2080 NONE	PR	REC					x	\$	942.34	\$	4,711.68
RECREATION SUPERVISOR	19,932	2080 NONE	PR	REC					x	\$	637.82	\$	3,189.12
RECREATION SUPERVISOR	24,002	2080 NONE	PR	REC					x	\$	769.06	\$	3,840.32
REGISTRATION RECORDS SPEC	16,398	2080 AFSME	PR	REC					x	\$	524.74	\$	2,623.68
ACCOUNT TECHNICIAN	13,226	2080 AFSME	PR	REC					x	\$	423.23	\$	2,116.16
PARKS MAINTENANCE WORKER	13,491	2080 AFSME	PR	PRK	x	107,928	\$	539.64					
PROJECT SPECIALIST	21,407	2080 AFSME	PR	PRK					x	\$	685.02	\$	3,425.12
PARKS SUPERINTENDENT	28,046	2080 NONE	PR	PRK	x	224,368	\$	1,121.84					
RECREATION MANAGER	29,448	2080 NONE	PR	REC					x	\$	942.34	\$	4,711.68
PARKS MAINTENANCE WORKER	13,491	2080 AFSME	PR	PRK	x	107,928	\$	539.64					
RECREATION COORDINATOR	17,218	2080 AFSME	PR	REC					x	\$	550.88	\$	2,754.88
ACCOUNT TECHNICIAN	13,62	2080 AFSME	PR	REC					x	\$	435.84	\$	2,178.20
PARKS EQUIPMENT OPERATOR	17,218	2080 AFSME	PR	PRK	x	137,744	\$	688.72					
PARKS MAINTENANCE WORKER	13,491	2080 AFSME	PR	PRK	x	107,928	\$	539.64					
PARKS HORTICULTURIST	19,932	2080 NONE	PR	PRK	x	158,456	\$	797.28					
SWIM INSTRUCTOR	15,617	2080 AFSME	PR	REC					x	\$	499.74	\$	2,498.72
PARKS MAINTENANCE WORKER	13,491	2080 AFSME	PR	PRK	x	107,928	\$	539.64					
SWIM INSTRUCTOR	15,617	2080 AFSME	PR	REC					x	\$	499.74	\$	2,498.72
PARKS MAINTENANCE WORKER	13,592	2080 AFSME	PR	PRK	x	108,736	\$	543.68					
SWIM INSTRUCTOR	15,617	2080 AFSME	PR	REC					x	\$	499.74	\$	2,498.72
ACCOUNT TECHNICIAN	13,226	2080 AFSME	PR	REC					x	\$	423.23	\$	2,116.16
RECREATION TECHNICIAN	23,687	2080 AFSME	PR	REC					x	\$	757.99	\$	3,769.92
RECREATION COORDINATOR	21,637	2080 AFSME	PR	REC					x	\$	692.39	\$	3,461.92
SWIM POOL LIFE GUARD	13,887	1040 AFSME	PR	REC	x	\$ 111.10	\$	555.48					
SWIM INSTRUCTOR	15,617	2080 AFSME	PR	REC					x	\$	499.74	\$	2,498.72
PARKS MAINTENANCE WORKER SR	14,874	2080 AFSME	PR	PRK	x	118,992	\$	594.96					
PARKS EQUIPMENT OPERATOR	15,88	2080 AFSME	PR	PRK	x	135.04	\$	675.20					
CUSTODIAN	13,491	2080 AFSME	PR	REC					x	\$	431.71	\$	2,158.56
PARKS MAINTENANCE WORKER	13,491	2080 AFSME	PR	PRK	x	107,928	\$	539.64					
MARKETING & SPEC EVENTS COORD	27,889	2080 AFSME	PR	PRK					x	\$	892.45	\$	4,462.24
REGISTRATION RECORDS SPEC	16,398	2080 AFSME	PR	REC					x	\$	524.74	\$	2,623.68
MECHANICAL STRUCTURAL SPEC	17,859	2080 AFSME	PR	PRK					y	\$	571.49	\$	2,857.44

exhibit A

RECREATION TECHNICIAN	13,784	2090 AFSME	PR	REC			x	\$	441.09	\$	2,205.44
PARKS MAINTENANCE WORKER SR	16,045	2090 AFSME	PR	PRK	x	126,359	\$	641.84			
ACCOUNT TECHNICIAN	13,226	2090 AFSME	PR	REC			x	\$	423.23	\$	2,116.16
PARKS MAINTENANCE WORKER	13,226	2090 AFSME	PR	PRK	x	105,809	\$	529.04			
PARKS SUPERINTENDENT	28,046	2090 NONE	PR	PRK	x	224,369	\$	1,121.84			
PARKS MAINTENANCE WORKER	13,491	2090 AFSME	PR	PRK	x	107,929	\$	539.64			
MECHANICAL STRUCTURAL SPEC SR	24,705	2090 AFSME	PR	PRK			x	\$	790.56	\$	3,952.80
PARKS MAINTENANCE WORKER	13,226	2090 AFSME	PR	PRK	x	105,809	\$	529.04			
MARKETING & SPEC EVENTS COORD	22,308	2090 AFSME	PR	REC			x	\$	713.86	\$	3,569.28
RECREATION COORDINATOR	17,218	2090 AFSME	PR	REC			x	\$	550.98	\$	2,754.88
RECREATION SUPERVISOR	19,932	2090 NONE	PR	REC			x	\$	637.82	\$	3,189.12
SWIM POOL LIFEGUARD	14,165	1040 AFSME	PR	REC	x	\$	113.32	\$	566.60		
IPM MANAGER	30,33	2090 AFSME	PR	PRK			x	\$	970.56	\$	4,852.80
RECREATION TECHNICIAN	12,596	2090 AFSME	PR	REC			x	\$	403.07	\$	2,015.36
RECREATION SUPERVISOR	19,932	2090 NONE	PR	REG			x	\$	637.82	\$	3,180.12
SWIM POOL LIFEGUARD	13,887	1040 AFSME	PR	REC	x	\$	111.10	\$	555.48		
ACCOUNT TECHNICIAN	14,981	2090 AFSME	PR	REC			x	\$	479.39	\$	2,398.95
RECREATION SUPERVISOR	19,932	1040 NONE	PR	REC	x	\$	159.46	\$	797.28		
SWIM POOL LIFEGUARD	13,887	1040 AFSME	PR	REC	x	\$	111.10	\$	555.48		
RECREATION TECHNICIAN	12,596	2090 AFSME	PR	REC			x	\$	403.07	\$	2,015.36
CUSTODIAN LEAD WORKER	16,399	2090 AFSME	PR	REC			x	\$	524.74	\$	2,623.68
CUSTODIAN	13,491	2090 AFSME	PR	PRK			x	\$	431.71	\$	2,158.56
ADMINISTRATIVE ASSISTANT	16,293	2090 AFSME	PR	REC			x	\$	521.38	\$	2,606.88
PARKS MAINTENANCE WORKER SR	14,874	2090 AFSME	PR	PRK	x	118,992	\$	594.96			
ICE ARENA MANAGER	26,046	2090 NONE	PR	REC			x	\$	897.47	\$	4,487.35
RECREATION COORDINATOR	17,218	1040 AFSME	PR	REC	x	\$	137.74	\$	688.72		
PARKS MAINTENANCE WORKER	13,226	2090 AFSME	PR	PRK	x	105,809	\$	529.04			
RECREATION COORDINATOR	17,218	2090 AFSME	PR	REC			x	\$	550.98	\$	2,754.88
PARKS MAINTENANCE WORKER	13,226	2090 AFSME	PR	PRK	x	105,809	\$	529.04			
RECREATION SUPERVISOR	19,932	2090 NONE	PR	REC			x	\$	637.82	\$	3,189.12
CUSTODIAN	13,226	2090 AFSME	PR	REC			x	\$	423.23	\$	2,116.16
YOUTH SPECIALIST	13,887	1040 AFSME	PR	REC	x	\$	111.10	\$	555.48		
PARKS & RECREATION DIRECTOR	56,394	2090 NONE	PR	PRK	x	451,152	\$	2,255.76			
CUSTODIAN LEAD WORKER	19,681	2090 AFSME	PR	REC			x	\$	623.79	\$	3,148.96
PARKS MAINTENANCE WORKER SR	14,874	2090 AFSME	PR	PRK	x	118,992	\$	594.96			
CUSTODIAN LEAD WORKER	18,75	2090 AFSME	PR	REC			x	\$	600.00	\$	3,000.00
SWIM POOL LIFEGUARD	13,887	1040 NONE	PR	REC	x	\$	111.10	\$	555.48		
PARKS MAINTENANCE WORKER SR	14,874	2090 AFSME	PR	PRK	x	118,992	\$	594.96			
PARKS SUPERINTENDENT	32,473	2090 NONE	PR	PRK	x	259,784	\$	1,298.92			
PARKS MAINTENANCE WORKER SR	14,874	2090 AFSME	PR	PRK	x	118,992	\$	594.96			
PARKS MAINTENANCE WORKER SR	14,874	2090 AFSME	PR	PRK	x	118,992	\$	594.96			
EQUIPMENT MANAGER	20,528	2090 AFSME	PR	PRK			x	\$	669.70	\$	3,348.48
ADMINISTRATIVE ASSISTANT	15,669	1040 AFSME	PR	REC	x	\$	125.35	\$	626.76		
PARKS MAINTENANCE WORKER	13,491	2090 AFSME	PR	PRK	x	107,929	\$	539.64			
PARKS RANGER	15	2090 NONE	PR	PRK	x	120	\$	600.00			
SWIM INSTRUCTOR	15,617	2090 AFSME	PR	REC			x	\$	499.74	\$	2,498.72
SWIM POOL LIFEGUARD	13,887	1040 AFSME	PR	REC	x	\$	111.10	\$	555.48		
RECREATION SUPERVISOR	19,932	2090 NONE	PR	REC			x	\$	637.82	\$	3,189.12
CUSTODIAN	13,226	2090 AFSME	PR	PRK			x	\$	423.23	\$	2,116.16
PARKS EQUIPMENT OPERATOR	16,88	2090 AFSME	PR	PRK	x	135.04	\$	675.20			
GOLF COURSE MANAGER	34,288	2090 NONE	PR	PRK			x	\$	1,097.22	\$	5,486.08
SWIM INSTRUCTOR	16,677	2090 AFSME	PR	REC			x	\$	533.66	\$	2,668.32
PARKS MAINTENANCE WORKER SR	14,874	2090 AFSME	PR	PRK	x	118,992	\$	594.96			
ACCOUNT TECHNICIAN	13,636	1040 AFSME	PR	REC	x	\$	109.06	\$	545.44		
PARKS MAINTENANCE WORKER	13,491	2090 AFSME	PR	PRK	x	107,929	\$	539.64			
RECREATION COORDINATOR	17,218	2090 AFSME	PR	REC			x	\$	550.98	\$	2,754.88
RECREATION COMPLEX MANAGER	40,55	2090 NONE	PR	REC			x	\$	1,287.60	\$	6,488.00
RECREATION TECHNICIAN	13,91	2090 AFSME	PR	REC			x	\$	445.12	\$	2,225.60
PARKS MAINTENANCE WORKER SR	15,628	2090 AFSME	PR	PRK	x	125,024	\$	625.12			
SWIM POOL LIFEGUARD	14,165	2090 AFSME	PR	REC			x	\$	453.28	\$	2,266.40
PARKS SUPERINTENDENT	28,046	2090 NONE	PR	PRK	x	224,369	\$	1,121.84			
PARKS SUPERINTENDENT	28,046	2090 NONE	PR	PRK	x	224,369	\$	1,121.84			
MARKETING & SPEC EVENTS COORD	18,078	2090 AFSME	PR	REC			x	\$	578.50	\$	2,892.48
PARKS MAINTENANCE WORKER	13,491	2090 AFSME	PR	PRK	x	107,929	\$	539.64			
CUSTODIAN	13,491	2090 AFSME	PR	REC			x	\$	431.71	\$	2,158.56
SWIM POOL LIFEGUARD	14,165	1040 AFSME	PR	REC	x	\$	113.32	\$	566.60		
RECREATION MANAGER	29,448	2090 NONE	PR	REC			x	\$	942.34	\$	4,711.68
RECREATION SUPERVISOR	23,471	2090 NONE	PR	REC			x	\$	751.07	\$	3,755.35
YOUTH SPECIALIST	14,165	2090 AFSME	PR	REC			x	\$	453.28	\$	2,266.40
SWIM INSTRUCTOR	16,961	2090 AFSME	PR	REC			x	\$	542.75	\$	2,713.76
PARKS DIVISION DIRECTOR	46,003	2090 NONE	PR	PRK			x	\$	1,472.10	\$	7,360.48
SWIM POOL LIFEGUARD	14,165	1040 AFSME	PR	REC	x	\$	113.32	\$	566.60		
ADMINISTRATIVE MANAGER	34,53	2090 NONE	PR	REC			x	\$	1,104.96	\$	5,524.80
SWIM INSTRUCTOR	15,617	2090 AFSME	PR	REC			x	\$	499.74	\$	2,498.72
PARKS SUPERINTENDENT	28,046	2090 NONE	PR	PRK	x	224,369	\$	1,121.84			
PARKS SUPERINTENDENT	28,046	2090 NONE	PR	PRK	x	224,369	\$	1,121.84			
PARKS MAINTENANCE WORKER	13,491	2090 AFSME	PR	REC	x	107,929	\$	539.64			
PARKS SUPERINTENDENT	32,473	2090 NONE	PR	PRK	x	259,784	\$	1,298.92			
PARKS MAINTENANCE WORKER	13,226	2090 AFSME	PR	PRK	x	105,809	\$	529.04			
SWIM INSTRUCTOR	15,617	2090 AFSME	PR	REC			x	\$	499.74	\$	2,498.72

exhibit A

PARKS MAINTENANCE WORKER	13,226	2080 AFSME	PR	PRK	x	105,808 \$	528.04			
AQUATIC FACILITIES TECHNICIAN	19,573	2080 AFSME	PR	REC				x	\$	526.34 \$
WATER OPERATOR LEAD	33,19	2080 AFSME	PU	WTR	x	265.52 \$	1,327.60			3,131.68
PARKS SUPERINTENDENT	28,046	2080 NONE	PU	SWM	y	224,369 \$	1,121.84			
WATER OPERATOR ENTRY	17,06	2080 AFSME	PU	WTR	x	136.49 \$	682.40			
WATER OPERATOR BASIC	20,46	2080 AFSME	PU	BDD	x	163.69 \$	818.40			
FIELD OPERATOR LEAD	21,003	2080 AFSME	PU	WWM	x	168.024 \$	840.12			
SWM EQUIPMENT OPERATOR	23,174	2080 AFSME	PU	SWM	x	185.392 \$	926.96			
BDD JOURNEYMAN INDUSTRIAL ELEC CHEMIST	37,729	2080 AFSME	PU	BDD	x	301.832 \$	1,509.16			
ADMINISTRATIVE ASSISTANT	29,398	2080 AFSME	PU	WWM	x	235,184 \$	1,175.92			
PROJECT SPECIALIST	15,085	2080 AFSME	PU	WWM	x	128.52 \$	642.60			
HEAVY EQUIPMENT MECHANIC	22,866	2080 AFSME	PU	UBD	x	182,928 \$	914.64			
WWM FIELD OPERATOR APPRENTICE	19,932	2080 AFSME	PU	SWM	x	159,459 \$	797.28			
WATER MAINTENANCE SUPER	14,873	2080 AFSME	PU	WWM	x	118,994 \$	594.92			
AUTO AND SECURITY SYS ADMIN	41,244	2080 NONE	PU	BDD	x	329,952 \$	1,649.76			
WWM SHIFT SUPERVISOR	38,656	2080 AFSME	PU	BDD	x	309,248 \$	1,546.24			
SUPPLY INVENTORY TECHNICIAN	30,752	2080 NONE	PU	WWM	x	246,016 \$	1,230.08			
CUSTOMER SERVICE REP	16,398	2080 AFSME	PU	WWM	x	131,184 \$	655.02			
EQUIPMENT REPAIRMAN LEAD	16,287	2080 AFSME	PU	UBD	x	130,296 \$	651.48			
MARKETING & SPEC EVENTS COORD	26,301	2080 AFSME	PU	WTR	x	226,408 \$	1,132.04			
CUSTOMER SERVICE REP	25,408	2080 AFSME	PU	SWM	x	203,264 \$	1,016.32			
WASTE OPERATOR ADVANCED	15,966	2080 AFSME	PU	UBD	x	127,728 \$	638.64			
PIPEFITTER LEAD	21,56	2080 AFSME	PU	WWM	x	172.48 \$	862.40			
WWM INSPECTION SENIOR	30,683	2080 AFSME	PU	WTR	x	245,464 \$	1,227.32			
BDD REGULATORY COMP OFFICER	22,359	2080 AFSME	PU	WWM	x	178,872 \$	894.36			
ENVIRONMENTAL SRVCS PROG MNGR	33,98	2080 AFSME	PU	BDD	x	271.84 \$	1,359.20			
WATER OPERATOR LEAD	30,59	2080 NONE	PU	SWM	x	244.72 \$	1,223.60			
WASTE OPERATOR LEAD	32	2080 AFSME	PU	WWM	x	256 \$	1,280.00			
BDD FACILITIES MANAGER	26,243	2080 AFSME	PU	WWM	x	209,944 \$	1,049.72			
CHEMIST	49,039	2080 NONE	PU	BDD	x	392,312 \$	1,961.56			
WASTE OPERATOR LEAD	29,438	2080 AFSME	PU	BDD	x	235,504 \$	1,177.52			
WATER CONSERVATION MANAGER	25,962	2080 AFSME	PU	WWM	x	207,696 \$	1,038.48			
PIPEFITTER INTERMEDIATE	38,303	2080 NONE	PU	WTR	x	305,624 \$	1,528.12			
SWM EQUIPMENT OPERATOR	22,309	2080 AFSME	PU	WTR	x	178,472 \$	892.36			
ASSISTANT PROCUREMENT OFFICER	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72			
WATER OPERATOR LEAD	27,54	2080 NONE	PU	WTR	x	220.32 \$	1,101.60			
PROJECT SPECIALIST	32,18	2080 AFSME	PU	WTR	x	257.44 \$	1,287.20			
SWM EQUIPMENT OPERATOR	10,510	2080 AFSME	PU	SWM	x	156,152 \$	780.76			
WATER OPERATOR LEAD	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72			
UTILITY BILLING MANAGER	33,17	2080 AFSME	PU	WTR	x	265.36 \$	1,326.80			
SWM EQUIPMENT OPERATOR	40,005	2080 NONE	PU	UBD	x	320.04 \$	1,600.20			
ENGINEER	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72			
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72			
PLANNER SENIOR	37,7	2080 PAFSME	PU	WTR	x	301.6 \$	1,508.00			
EQUIPMENT REPAIRMAN LEAD	17,539	2080 AFSME	PU	SWM	y	140,312 \$	701.56			
ADMINISTRATIVE MANAGER	34,885	2080 AFSME	PU	SWM	x	279.08 \$	1,395.40			
WATER OPERATOR ENTRY	30,21	2080 AFSME	PU	WTR	x	241.68 \$	1,208.40			
ARCHAEOLOGICAL TECHNICIAN	29,079	2080 NONE	PU	WTR	x	232,632 \$	1,163.16			
SWM DIVISION DIRECTOR	17	2080 AFSME	PU	BDD	x	136 \$	680.00			
UTILITY COLLECTIONS SPECIALIST	51,01	2080 NONE	PU	WWM	x	408,08 \$	2,040.40			
WATER OPERATOR BASIC	24,99	2080 AFSME	PU	WTR	x	199.92 \$	999.60			
EQUIPMENT REPAIRMAN INTERMED	19,438	2080 AFSME	PU	SWM	x	155,504 \$	777.52			
ENGINEERING TECHNICIAN SENIOR	20	2080 AFSME	PU	WTR	x	160 \$	800.00			
WATER OPERATOR INTERMEDIATE	33,067	2080 AFSME	PU	BDD	x	264,536 \$	1,322.68			
WATER OPERATOR ENTRY	31,029	2080 AFSME	PU	WTR	x	248,232 \$	1,241.16			
WATER OPERATOR ENTRY	24,934	2080 AFSME	PU	WWM	x	199,472 \$	997.36			
ENGINEER ASSOCIATE	24	2080 PAFSME	PU	WTR	x	192 \$	960.00			
EQUIPMENT REPAIRMAN ENTRY	17	2080 PAFSME	PU	WTR	x	136 \$	680.00			
AUTOMATED METER READER TECH	32,961	2080 AFSME	PU	WTR	x	263,696 \$	1,318.44			
AUTO AND SECURITY SYS ADMIN	25,556	2080 AFSME	PU	BDD	x	204,448 \$	1,022.24			
UTILITY COLLECTIONS SPECIALIST	19,572	2080 AFSME	PU	UBD	x	156,576 \$	782.88			
BDD SAFETY OFC & TRAINING ADM	36,973	2080 AFSME	PU	WTR	x	295,784 \$	1,478.92			
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	UBD	x	137,744 \$	688.72			
FLEET SECTION MANAGER	28,674	2080 AFSME	PU	BDD	x	229,392 \$	1,146.96			
BDD ADV WATER TREATMENT OP	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72			
WATER OPERATOR INTERMEDIATE	40,331	2080 NONE	PU	SWM	x	322,648 \$	1,613.24			
EQUIPMENT REPAIRMAN ENTRY	34,302	2080 AFSME	PU	BDD	x	274,424 \$	1,372.12			
PIPEFITTER ENTRY	23	2080 PAFSME	PU	BDD	x	184 \$	920.00			
WWM SHIFT SUPERVISOR	21,407	2080 AFSME	PU	BDD	x	171,256 \$	856.28			
EQUIPMENT REPAIRMAN ENTRY	14,809	2080 AFSME	PU	WTR	x	118,192 \$	595.96			
WASTE OPERATOR ENTRY	30,114	2080 NONE	PU	WWM	x	240,912 \$	1,204.56			
ENGINEER	26,599	2080 AFSME	PU	BDD	x	212,712 \$	1,063.56			
WATER RESOURCES COORD ASST	15,460	2080 AFSME	PU	WWM	x	123,752 \$	618.76			
ENGINEER	17,817	2080 AFSME	PU	WWM	x	142,536 \$	712.68			
ENGINEER	25,439	2080 NONE	PU	SWM	x	203,512 \$	1,017.56			
ENGINEER	15,433	2080 AFSME	PU	WWM	x	123,464 \$	617.32			
ENGINEER	40,681	2080 AFSME	PU	WWM	x	325,448 \$	1,627.24			
ENGINEER	32,382	2080 AFSME	PU	WTR	x	258,056 \$	1,290.28			
ENGINEER	38,603	2080 AFSME	PU	WTR	x	308,824 \$	1,544.12			
UTILITY BILLING & DIV DIR	50,019	2080 NONE	PU	UBD	x	400,152 \$	2,000.76			

exhibit A

PIPEFITTER ENTRY	15,494	2030 AFSME	PU	WTR	x	123,952 \$	619.76
ENGINEER	37,81	2030 AFSME	PU	WTR	x	302,48 \$	1,512.40
PUBLIC UTILITIES DIRECTOR	66,287	2030 NONE	PU	WTR	x	450,295 \$	2,251.48
ENGINEER	42,01	2030 AFSME	PU	WTR	x	336,03 \$	1,680.40
SWM EQUIPMENT OPERATOR	16,88	2030 AFSME	PU	WWM	x	135,04 \$	675.20
FIELD OPERATOR INTERMEDIATE	20,55	2030 AFSME	PU	WWM	x	164,4 \$	822.00
EQUIPMENT OPERATOR LEAD WORKER	18,982	2030 AFSME	PU	WWM	x	151,855 \$	759.28
ENGINEERING TECHNICIAN SENIOR	28,301	2030 AFSME	PU	WTR	x	226,403 \$	1,132.04
WASTE OPERATOR BASIC	18,776	2030 AFSME	PU	WWM	x	150,2 \$	751.00
CUSTOMER SERVICE REP	19,06	2030 AFSME	PU	UBD	x	152,43 \$	762.40
SWM EQUIPMENT OPERATOR	17,218	2030 AFSME	PU	WWM	x	137,744 \$	688.72
CUSTOMER SERVICE REP	16,287	2030 AFSME	PU	UBD	x	130,295 \$	651.48
WATER OPERATOR ENTRY	17	2030 AFSME	PU	WTR	x	139 \$	680.00
SWM EQUIPMENT OPERATOR	17,218	2030 AFSME	PU	WWM	x	137,744 \$	688.72
TRANS & DISTRIBUTION OPS SUP	32,897	2030 NONE	PU	WTR	x	263,176 \$	1,315.88
EQUIPMENT REPAIRMAN LEAD	22,621	2030 AFSME	PU	WTR	x	180,988 \$	904.94
FIELD OPERATOR ENTRY	14,898	2030 AFSME	PU	WWM	x	118,184 \$	595.92
SWM EQUIPMENT OPERATOR	16,88	2030 AFSME	PU	WWM	x	135,04 \$	675.20
SWM OPERATIONS MANAGER	31,456	2030 NONE	PU	WWM	x	251,728 \$	1,258.64
PIPEFITTER BASIC	17,791	2030 AFSME	PU	WTR	x	142,328 \$	711.64
ACCOUNT SPECIALIST	18,078	2030 AFSME	PU	UBD	x	144,624 \$	723.12
SWM EQUIPMENT OPERATOR	16,88	2030 AFSME	PU	WWM	x	135,04 \$	675.20
WATER PROGRAM TECHNICIAN	31,081	2030 AFSME	PU	WTR	x	248,649 \$	1,243.24
EQUIPMENT OPERATOR LEAD WORKER	18,982	2030 AFSME	PU	WWM	x	151,856 \$	759.28
UTILITY BILLING INVESTIGATOR	21,721	2030 AFSME	PU	UBD	x	173,768 \$	868.84
WWM SHIFT SUPERVISOR	30,093	2030 NONE	PU	WWM	x	240,744 \$	1,203.72
ENGINEER SUPERVISOR	46,298	2030 NONE	PU	WWM	x	370,384 \$	1,851.92
CONTRACTS ADMINISTRATOR	23,568	2030 AFSME	PU	BDD	x	188,544 \$	942.72
SWM EQUIPMENT OPERATOR	16,88	2030 AFSME	PU	WWM	x	135,04 \$	675.20
PUBLIC COMM RELATIONS OFFICER	26,994	2030 AFSME	PU	WWM	x	215,872 \$	1,079.36
FIELD OPERATOR BASIC	21,585	2030 AFSME	PU	WWM	x	172,68 \$	863.40
PROJECT SPECIALIST	31,187	2030 AFSME	PU	WTR	x	248,495 \$	1,242.48
ACCOUNT SPECIALIST	20,022	2030 AFSME	PU	UBD	x	160,176 \$	800.88
PUBLIC UTILITIES INSPECTOR	29,386	2030 AFSME	PU	WTR	x	235,083 \$	1,175.44
ENGINEER	37,71	2030 AFSME	PU	WWM	x	301,68 \$	1,508.40
SWM MAINTENANCE WORKER	16,288	2030 AFSME	PU	WWM	x	130,304 \$	651.52
HEAVY EQUIPMENT MECHANIC	23,481	2030 AFSME	PU	WWM	x	187,848 \$	939.24
WASTE OPERATOR ENTRY	15,449	2030 AFSME	PU	WWM	x	123,592 \$	617.96
METER READER	17,458	2030 AFSME	PU	UBD	x	139,664 \$	698.32
ADMINISTRATIVE MANAGER	30,607	2030 NONE	PU	WWM	x	244,856 \$	1,224.28
FIELD OPERATOR BASIC	20,356	2030 AFSME	PU	WWM	x	162,848 \$	814.24
FISCAL ADMINISTRATOR	40,074	2030 NONE	PU	PUA	x	320,592 \$	1,602.96
EQUIPMENT REPAIRMAN LEAD	30,427	2030 AFSME	PU	PUA	x	243,416 \$	1,217.08
ENGINEERING TECHNICIAN SENIOR	24,713	2030 AFSME	PU	WWM	x	197,704 \$	988.52
WASTE OPERATOR ENTRY	15,44	2030 AFSME	PU	WWM	x	123,44 \$	617.20
CITY LAND DOCUMENTS TECHNICIAN	24,326	2030 AFSME	PU	WTR	x	194,608 \$	973.04
WATER OPERATOR LEAD	33,12	2030 AFSME	PU	WTR	x	264,96 \$	1,324.80
AUTOMATION & SECURITY ADMIN	38,963	2030 AFSME	PU	WWM	x	295,704 \$	1,478.52
WATER OPERATOR ENTRY	17	2030 AFSME	PU	BDD	x	136 \$	680.00
EQUIPMENT REPAIRMAN LEAD	31,043	2030 AFSME	PU	WTR	x	248,344 \$	1,241.72
FIELD OPERATOR ENTRY	14,582	2030 AFSME	PU	WWM	x	118,656 \$	593.28
SWM EQUIPMENT OPERATOR	16,88	2030 AFSME	PU	WWM	x	135,04 \$	675.20
PARKS MAINTENANCE WORKER	13,701	2030 AFSME	PU	WWM	x	109,608 \$	548.04
EQUIPMENT REPAIRMAN LEAD	30,71	2030 AFSME	PU	WTR	x	241,68 \$	1,208.40
EQUIPMENT REPAIRMAN LEAD	28,301	2030 AFSME	PU	WTR	x	226,403 \$	1,132.04
SOURCE OF SUPPLY OPS MNGR	44,88	2030 NONE	PU	WTR	x	359,04 \$	1,795.20
TRANS & DISTRIBUTION OPS SUP	32,94	2030 NONE	PU	WTR	x	263,52 \$	1,317.60
UTILITY BILLING INVESTIGATOR	19,52	2030 AFSME	PU	UBD	x	156,16 \$	780.80
WWM PLANT SUPERINTENDENT	39,75	2030 NONE	PU	WWM	x	318 \$	1,590.00
ACCOUNT TECHNICIAN	15,67	2030 AFSME	PU	PUA	x	123,36 \$	626.80
SENIOR FINANCIAL ANALYST	37,23	2030 NONE	PU	PUA	x	297,84 \$	1,489.20
LAND USE PLANNING SUPERVISOR	35,993	2030 NONE	PU	WWM	x	287,864 \$	1,439.32
TRANS & DISTRIBUTION MNGR	37,716	2030 NONE	PU	WTR	x	301,728 \$	1,508.64
SWM MAINTENANCE WORKER	16,627	2030 AFSME	PU	WWM	x	133,016 \$	665.08
CUSTODIAN	13,226	2030 AFSME	PU	WTR	x	105,808 \$	529.04
WATER OPERATOR ENTRY	17	2030 AFSME	PU	BDD	x	136 \$	680.00
CUSTODIAN	14,165	2030 AFSME	PU	WTR	x	113,32 \$	566.60
WATER MAINT SUPERINTENDENT	38,96	2030 NONE	PU	WTR	x	295,68 \$	1,478.40
ACCOUNT TECHNICIAN	17,874	2030 AFSME	PU	PUA	x	142,892 \$	714.96
WATER LINE LOCATOR	18,702	2030 AFSME	PU	WTR	x	157,616 \$	788.08
WWM FIELD OPERATOR II	20,569	2030 AFSME	PU	WWM	x	164,552 \$	822.76
WATER RESOURCES ANALYST	24,745	2030 AFSME	PU	WTR	x	197,96 \$	989.80
SWM EQUIPMENT OPERATOR	17,218	2030 AFSME	PU	WWM	x	137,744 \$	688.72
PUBLIC COMM RELATIONS OFFICER	24,227	2030 AFSME	PU	BDD	x	193,816 \$	969.08
WATER OPERATOR ADVANCED	27,3	2030 AFSME	PU	WTR	x	218,4 \$	1,092.00
CUSTOMER SERVICE REP	16,284	2030 AFSME	PU	UBD	x	130,272 \$	651.36
FINANCIAL ANALYST	27,887	2030 AFSME	PU	UBD	x	223,096 \$	1,115.48
BDD CHARGE OPERATOR	37,73	2030 AFSME	PU	BDD	x	301,84 \$	1,509.20
BDD ADV WATER TREATMENT OP	34,278	2030 AFSME	PU	BDD	x	274,224 \$	1,371.12
ENVIRONMENTAL COMPLIANCE SPEC	44,615	2030 AFSME	PU	WTR	x	356,92 \$	1,784.60

exhibit A

WELDER	20,796	2080 AFSME	PU	SWM	x	166,369 \$	831.84
ENVIRONMENTAL SERVICES SUPVR	25,439	2080 NONE	PU	SWM	x	203,512 \$	1,017.56
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72
WATER SYSTEMS PLANT OP SUP	38,76	2080 NONE	PU	WTR	y	310,08 \$	1,550.40
SWM EQUIPMENT OPERATOR	16,88	2080 AFSME	PU	SWM	x	135,04 \$	675.20
ASSESSMENT TECHNICIAN	16,364	2080 AFSME	PU	SWM	y	130,912 \$	654.56
WATER DIVISION DIRECTOR	51,426	2080 NONE	PU	WTR	x	411,403 \$	2,057.04
WASTE OPERATOR ADVANCED	21,404	2080 AFSME	PU	WWM	x	171,232 \$	856.16
WWM MAINTENANCE SUPERINTENDENT	28,046	2080 NONE	PU	WWM	x	224,368 \$	1,121.84
CUSTOMER SERVICE REP	16,285	2080 AFSME	PU	UBD	x	130,28 \$	651.40
BDD ADV WATER TREATMENT OP	34,303	2080 AFSME	PU	BDD	x	274,424 \$	1,372.12
WWM MAINTENANCE SUPERINTENDENT	28,046	2080 NONE	PU	WWM	x	224,368 \$	1,121.84
GIS ANALYST	21,852	2080 AFSME	PU	WWM	x	175,056 \$	875.28
SWM EQUIPMENT OPERATOR	17,34	2080 AFSME	PU	SWM	x	138,72 \$	693.60
ACCOUNT SPECIALIST	18,078	2080 AFSME	PU	PUA	x	144,624 \$	723.12
SWM EQUIPMENT OPERATOR	19,273	2080 AFSME	PU	SWM	x	154,164 \$	770.92
PARKS MAINTENANCE WORKER SR	14,982	2080 AFSME	PU	SWM	x	119,856 \$	599.28
BDD CHARGE OPERATOR	36,766	2080 AFSME	PU	BDD	x	294,128 \$	1,470.64
ENVIRONMENTAL SERVICES SUPVR	25,439	2080 NONE	PU	SWM	x	203,512 \$	1,017.56
FISCAL ADMINISTRATOR	37,624	2080 AFSME	PU	BDD	x	300,892 \$	1,504.96
EQUIPMENT REPAIRMAN LEAD	26,561	2080 AFSME	PU	WTR	x	204,488 \$	1,022.44
ENVIRONMENTAL PROGRAMS COORD	27,342	2080 AFSME	PU	SWM	x	218,736 \$	1,093.68
BDD ADV WATER TREATMENT OP	34,301	2080 AFSME	PU	BDD	x	274,408 \$	1,372.04
WWM LAB MANAGER	33,871	2080 NONE	PU	WWM	x	270,968 \$	1,354.84
UTILITT COLLECTIONS SPECIALIST	16,88	2080 AFSME	PU	UBD	x	135,04 \$	675.20
SWM EQUIPMENT OPERATOR	16,701	2080 AFSME	PU	SWM	x	149,608 \$	748.04
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72
CHEMIST	27,677	2080 AFSME	PU	WWM	x	221,416 \$	1,107.08
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72
PIPEFITTER LEAD	25,427	2080 AFSME	PU	WTR	x	203,416 \$	1,017.08
WATER OPERATOR INTERMEDIATE	23,272	2080 AFSME	PU	WTR	x	186,176 \$	930.88
BDD ADV WATER TREATMENT OP	31,011	2080 AFSME	PU	BDD	x	246,088 \$	1,240.44
SWM EQUIPMENT OPERATOR	16,88	2080 AFSME	PU	SWM	x	135,04 \$	675.20
WASTE OPERATOR ADVANCED	20,962	2080 AFSME	PU	WWM	x	167,696 \$	838.48
ACCOUNT SPECIALIST	18,078	2080 AFSME	PU	SWM	x	144,624 \$	723.12
EQUIPMENT OPERATOR LEAD WORKER	18,982	2080 AFSME	PU	SWM	x	151,856 \$	759.28
ADMINISTRATIVE MANAGER	33,609	2080 NONE	PU	SWM	x	268,872 \$	1,344.36
EQUIPMENT REPAIRMAN ENTRY	26,59	2080 AFSME	PU	BDD	x	212,72 \$	1,063.60
SWM MAINTENANCE WORKER	15,617	2080 AFSME	PU	SWM	x	124,936 \$	624.68
BDD CHARGE OPERATOR	38,329	2080 AFSME	PU	BDD	x	306,632 \$	1,533.16
ACCOUNT SPECIALIST	18,919	2080 AFSME	PU	UBD	x	151,352 \$	756.76
SWM MAINTENANCE WORKER	15,617	2080 AFSME	PU	SWM	x	124,936 \$	624.68
WATER RESOURCES COORDINATOR	38,88	2080 NONE	PU	PUA	x	311,04 \$	1,555.20
SWM EQUIPMENT OPERATOR	16,88	2080 AFSME	PU	SWM	x	135,04 \$	675.20
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72
ENVIRONMENTAL SERVICES DIV DIR	51,012	2080 NONE	PU	SWM	x	408,096 \$	2,040.48
ENGINEER SUPERVISOR	47,818	2080 NONE	PU	WTR	x	382,544 \$	1,912.72
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72
PROJECT ADMINISTRATOR	26,71	2080 AFSME	PU	UBD	x	213,68 \$	1,068.40
CUSTOMER SERVICE REP	16,285	2080 AFSME	PU	UBD	x	130,28 \$	651.40
BDD OPERATIONS SUPERINTENDENT	45,9	2080 NONE	PU	BDD	x	367,2 \$	1,836.00
ACCOUNT SPECIALIST	18,078	2080 AFSME	PU	UBD	x	144,624 \$	723.12
WWM COLLECTIONS MANAGER	34,487	2080 NONE	PU	WWM	x	275,896 \$	1,379.48
ACCOUNT TECHNICIAN	15,311	2080 AFSME	PU	PUA	x	122,488 \$	612.44
WATER CONSERVATION ENF OFFICER	14,574	2080 AFSME	PU	WTR	x	118,992 \$	594.96
ADMINISTRATIVE ASSISTANT	16,398	2080 AFSME	PU	PUA	x	131,184 \$	655.92
WATER LINE LOCATOR	18,118	2080 AFSME	PU	WTR	x	144,944 \$	724.72
ACCOUNT SPECIALIST	18,078	2080 AFSME	PU	UBD	x	144,624 \$	723.12
PIPEFITTER LEAD	25,37	2080 AFSME	PU	WTR	x	202,96 \$	1,014.80
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72
UTILITY BILLING MANAGER	32,247	2080 NONE	PU	UBD	x	257,976 \$	1,289.88
MECHANIC SUPERVISOR II	29,448	2080 NONE	PU	SWM	x	235,584 \$	1,177.92
ADMINISTRATIVE ASSISTANT	14,58	2080 PAFSME	PU	PUA	x	116,64 \$	583.20
WWM MAINTENANCE SUPERINTENDENT	28,046	2080 NONE	PU	WWM	x	224,368 \$	1,121.84
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72
EQUIPMENT REPAIRMAN INTERMED	33,132	2080 AFSME	PU	BDD	x	265,056 \$	1,325.28
WELDER	27,133	2080 AFSME	PU	SWM	x	217,064 \$	1,085.32
EQUIPMENT REPAIRMAN LEAD	23,073	2080 AFSME	PU	WTR	x	184,584 \$	922.92
PIPEFITTER LEAD	31,081	2080 AFSME	PU	WTR	x	248,648 \$	1,243.24
WASTE OPERATOR LEAD	26,061	2080 AFSME	PU	WWM	x	208,488 \$	1,042.44
SWM EQUIPMENT OPERATOR	17,218	2080 AFSME	PU	SWM	x	137,744 \$	688.72
SUPPLY INVENTORY SUPERVISOR	20,928	2080 AFSME	PU	WWM	x	167,424 \$	837.12
SWM EQUIPMENT OPERATOR	20,759	2080 AFSME	PU	SWM	x	166,072 \$	830.36
AUTOMATED METER READER TECH	16,392	2080 AFSME	PU	UBD	x	131,136 \$	655.68
SUPPLY INVENTORY TECHNICIAN	19,06	2080 AFSME	PU	WTR	x	152,48 \$	762.40
PIPEFITTER LEAD	25,409	2080 AFSME	PU	WTR	x	203,272 \$	1,016.36
WWM SHIFT SUPERVISOR	30,1	2080 NONE	PU	WWM	x	240,8 \$	1,204.00
FIELD OPERATOR ENTRY	14,874	2080 AFSME	PU	WWM	x	118,992 \$	594.96
SWM EQUIPMENT OPERATOR	18,392	2080 AFSME	PU	SWM	x	147,136 \$	735.68

exhibit A

WMM EQUIPMENT SPECIALIST SR	21,035	2090 AFSME	PU	WMM	x	168,28	\$	841,40			
CUSTOMER SERVICE REP	16,284	2090 AFSME	PU	UBD	x	130,272	\$	651,36			
EQUIPMENT REPAIRMAN LEAD	23,073	2090 AFSME	PU	WTR	x	184,584	\$	922,02			
AUTOCAD DRAFTER	26,286	2090 AFSME	PU	WTR	x	210,289	\$	1,051,44			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
TRANSIT DISPATCH SUPERVISOR	22,072	2090 NONE	PW	TRN	x	176,575	\$	862,88			
TRANSIT DRIVER III	16,398	2080 AFSME	PW	TRN	x	131,184	\$	655,92			
CUSTODIAN	14,671	2080 AFSME	PW	FAC	x	117,388	\$	586,84			
TRANSIT DRIVER II	14,674	2080 AFSME	PW	TRN	x	118,992	\$	594,96			
MECHANICAL STRUCTURAL SPEC SR	24,694	2090 AFSME	PW	FAC	x	197,552	\$	987,76			
ENGINEER SUPERVISOR	42,656	2090 NONE	PW	ENG	x	341,248	\$	1,706,24			
SIGN TECHNICIAN SENIOR	20,649	2090 AFSME	PW	ENG	x	165,192	\$	825,96			
CUSTODIAN	13,228	2090 AFSME	PW	FAC	x	105,808	\$	529,04			
CONTRACTS ADMINISTRATOR	20,639	2090 AFSME	PW	ENG	x	165,112	\$	825,56			
MECHANICAL STRUCTURAL SPEC	17,503	2090 AFSME	PW	FAC	x	140,024	\$	700,12			
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
STREETS EQUIPMENT OPERATOR	17,218	2090 AFSME	PW	ENG	x	137,744	\$	688,72			
TRANSIT DRIVER III	16,076	2080 AFSME	PW	TRN	x	128,608	\$	643,04			
AIRPORT MANAGER	49,9	2090 NONE	PW	AIR	x	367,2	\$	1,836,00			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
HEAVY EQUIPMENT MECHANIC	19,932	2090 AFSME	PW	TRN	x	159,458	\$	797,28			
SIGN TECHNICIAN SENIOR	25,354	2090 AFSME	PW	ENG	x	202,632	\$	1,014,16			
PARKING SUPERVISOR	18,078	2090 NONE	PW	PKG			\$		x	578,50	2,892,48
STREETS EQUIPMENT OPERATOR	17,218	2090 AFSME	PW	ENG	x	137,744	\$	688,72			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
MECHANICAL STRUCTURAL SUP	29,446	2090 NONE	PW	FAC	x	235,584	\$	1,177,92			
ADMINISTRATIVE ASSISTANT	15,674	2090 AFSME	PW	TRN	x	125,392	\$	626,96			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
PROJECT ADMINISTRATOR	30,589	2090 AFSME	PW	ENG	x	244,712	\$	1,223,56			
PROPERTY MAINTENANCE MANAGER	37,5	2090 NONE	PW	FAC	x	300	\$	1,500,00			
CUSTODIAN	13,226	2090 PAFSME	PW	FAC	x	105,808	\$	529,04			
CONTRACTS ADMINISTRATOR	28,5	2090 PAFSME	PW	FAC	x	228	\$	1,140,00			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
PROJECT SPECIALIST	19,142	2090 AFSME	PW	PKG			\$		x	612,54	3,062,72
TRANSIT DRIVER III	16,076	2090 PAFSME	PW	TRN	x	128,608	\$	643,04			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
EQUIPMENT SERVICE WORKER	15,617	2090 AFSME	PW	TRN	x	124,936	\$	624,68			
MECHANICAL STRUCTURAL SPEC SR	24,455	2090 AFSME	PW	FAC	x	195,64	\$	978,20			
GRANTS ADMINISTRATOR	37,82	2090 NONE	PW	ENG	x	302,56	\$	1,512,80			
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
PARKING SUPERVISOR	19,862	2090 NONE	PW	PKG			\$		x	635,58	3,177,92
PARKING ATTENDANT SHIFT SUPVR	18,239	2090 AFSME	PW	PKG			\$		x	583,65	2,918,24
SUPPLY INVENTORY TECHNICIAN	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
PARKING ENFORCEMENT OFFICER	13,62	2090 AFSME	PW	PKG			\$		x	435,84	2,179,20
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
ADMINISTRATIVE ASSISTANT	16,288	2090 AFSME	PW	FAC	x	130,304	\$	651,52			
ELECTRONIC REPAIR SHOP TECH	19,569	2090 AFSME	PW	TRN	x	156,552	\$	782,76			
HEAVY EQUIPMENT MECHANIC	10,541	2090 PAFSME	PW	TRN	x	156,328	\$	781,64			
PARKING ATTENDANT	13,89	2090 AFSME	PW	PKG			\$		x	444,48	2,222,40
CUSTODIAN	13,491	2090 AFSME	PW	FAC	x	107,928	\$	539,64			
STREETS MAINTENANCE WORKER SR	14,721	2090 AFSME	PW	PWA	x	117,768	\$	588,84			
MECHANICAL STRUCTURAL SPEC	17,503	2090 AFSME	PW	FAC	x	140,024	\$	700,12			
TRANSIT DISPATCH SUPERVISOR	18,078	2090 NONE	PW	TRN	x	144,624	\$	723,12			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
ADMINISTRATIVE ASSISTANT	16,287	2090 AFSME	PW	ENG	x	130,296	\$	651,48			
AIRPORT OPERATIONS MANAGER	29	2090 NONE	PW	AIR	x	232	\$	1,160,00			
PROJECT ADMINISTRATOR	33,238	2090 AFSME	PW	FAC	x	265,904	\$	1,329,52			
TRANSIT DRIVER III	16,076	2090 PAFSME	PW	TRN	x	128,608	\$	643,04			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
STREETS MAINTENANCE WORKER	13,491	2090 AFSME	PW	ENG	x	107,928	\$	539,64			
TRANSIT DISPATCH SUPERVISOR	19,269	2090 NONE	PW	TRN	x	154,152	\$	770,76			
TRANSIT TRAINING ADMINISTRATOR	28,201	2090 NONE	PW	TRN	x	233,608	\$	1,168,04			
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
STREETS SUPERVISOR	20,928	2090 AFSME	PW	ENG	x	167,424	\$	837,12			
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
TRANSIT DRIVER III	16,076	2090 PAFSME	PW	TRN	x	128,608	\$	643,04			
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
TRANSIT DRIVER II	14,874	2090 AFSME	PW	TRN	x	118,992	\$	594,96			
CUSTODIAN	13,226	2090 PAFSME	PW	FAC	x	105,808	\$	529,04			
PAINT TECHNICIAN	17,218	2090 AFSME	PW	ENG	x	137,744	\$	688,72			
STREETS SUPERVISOR	20,928	2090 AFSME	PW	ENG	x	167,424	\$	837,12			
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184	\$	655,92			
PARKING ENFORCEMENT OFFICER	16,497	2090 AFSME	PW	PKG			\$		x	527,90	2,639,52
CUSTOMER SERVICE REP	13,491	2090 AFSME	PW	TRN	x	107,928	\$	539,64			
CUSTODIAN LEAD WORKER	16,388	2090 AFSME	PW	FAC	x	131,184	\$	655,92			

exhibit A

TRANSIT DRIVER III	16,076	2090 AFSME	PW TRN	x	128,609 \$	643,04			
TRANSIT DISPATCH SUPERVISOR	21,648	2080 NONE	PW TRN	x	173,184 \$	855,92			
ACCOUNTANT	26,95	2080 AFSME	PW PKG				x	\$ 862.40	\$ 4,312.00
LABORER	13,62	2080 AFSME	PW FAC	x	108,96 \$	544,80			
MECHANICAL STRUCTURAL SPEC SEN	21,426	2080 AFSME	PW FAC	x	171,403 \$	857,04			
TRANSIT DRIVER II	14,874	2080 AFSME	PW TRN	x	118,992 \$	594,96			
STREETS EQUIPMENT OPERATOR	17,218	2090 AFSME	PW ENG	x	137,744 \$	688,72			
TRANSIT DRIVER II	14,874	2090 AFSME	PW TRN	x	118,992 \$	594,96			
TRANSIT DRIVER III	17,994	2090 AFSME	PW TRN	x	143,952 \$	719,76			
TRANSIT DRIVER III	16,076	2090 AFSME	PW TRN	x	128,609 \$	643,04			
SIGNAL TECHNICIAN	19,541	2090 AFSME	PW ENG	x	156,329 \$	781,64			
PARKING ENFORCEMENT OFFICER	13,9	2080 AFSME	PW PKG				x	\$ 444.80	\$ 2,224.00
INSPECTION TECHNICIAN	21,5	2080 PAFSME	PW ENG	x	172 \$	860,00			
HEAVY EQUIPMENT MECHANIC	19,932	2080 AFSME	PW TRN	x	159,456 \$	797,28			
CUSTODIAN	13,226	2080 AFSME	PW FAC	x	105,808 \$	529,04			
TRANSIT DISPATCH SUPERVISOR	21,648	2080 NONE	PW TRN	x	173,184 \$	855,92			
PROJECT ADMINISTRATOR	38,278	2080 AFSME	PW ENG	x	306,224 \$	1,531,12			
CONSTRUCTION LEAD WORKER	16,886	2080 AFSME	PW FAC	x	135,088 \$	675,44			
PARKING DIVISION DIRECTOR	48,709	2080 NONE	PW PKG				x	\$ 1,558.69	\$ 7,793.44
FISCAL ADMINISTRATOR	34,68	2080 NONE	PW PWA	x	277,44 \$	1,387,20			
TRANSIT DRIVER III	16,076	2080 AFSME	PW TRN	x	128,609 \$	643,04			
TRANSIT DRIVER III	16,398	2090 AFSME	PW TRN	x	131,184 \$	655,92			
STREETS SUPERVISOR	24,477	2090 AFSME	PW ENG	x	195,816 \$	979,08			
PW PROJECT ADMINISTRATOR	33,787	2090 AFSME	PW FAC	x	270,295 \$	1,351,48			
ACCOUNTANT	22,328	2090 AFSME	PW PKG				x	\$ 714.50	\$ 3,572.48
CUSTODIAN	13,491	2090 AFSME	PW FAC	x	107,928 \$	539,64			
TRANSIT DRIVER II	14,874	2090 AFSME	PW TRN	x	118,992 \$	594,96			
PARKING ATTENDANT	13,491	2090 AFSME	PW PKG				x	\$ 431.71	\$ 2,158.56
FACILITIES DIVISION DIRECTOR	44,933	2090 NONE	PW PUA	x	359,464 \$	1,797,32			
DISPATCHER	17,083	2090 AFSME	PW TRN	x	136,664 \$	683,32			
CUSTODIAN	13,491	2090 AFSME	PW FAC	x	107,928 \$	539,64			
ADMINISTRATIVE ASSISTANT	15,966	2090 PAFSME	PW PKG				x	\$ 510.91	\$ 2,554.56
TRANSIT DRIVER III	16,398	2090 AFSME	PW TRN	x	131,184 \$	655,92			
PARKING ENFORCEMENT OFFICER	13,95	2090 AFSME	PW PKG				x	\$ 448.40	\$ 2,232.00
EQUIPMENT SERVICE WORKER	15,311	2090 PAFSME	PW TRN	x	122,488 \$	612,44			
OFFICE ASSISTANT	13,596	2090 PAFSME	PW TRN	x	108,768 \$	543,84			
ENGINEERING DIVISION DIRECTOR	59,134	2080 NONE	PW PWA	x	473,072 \$	2,365,36			
PARKING SUPERVISOR	10,874	2080 NONE	PW PKG				x	\$ 635.97	\$ 3,179.84
MECHANICAL STRUCTURAL SPEC	18,706	2080 AFSME	PW FAC	x	149,648 \$	748,24			
TRANSIT DRIVER III	16,398	2080 AFSME	PW TRN	x	131,184 \$	655,92			
TRANSIT DRIVER II	14,874	2080 AFSME	PW TRN	x	118,992 \$	594,96			
TRANSIT DRIVER III	16,076	1040 AFSME	PW TRN	x	128,61 \$	643,04			
TRANSIT DISPATCH SUPERVISOR	19,289	2080 NONE	PW TRN	x	154,152 \$	770,76			
CUSTODIAN	17,724	2080 AFSME	PW FAC	x	141,792 \$	708,96			
CUSTODIAN	14,716	2080 AFSME	PW FAC	x	117,728 \$	588,64			
TRANSIT DISPATCH SUPERVISOR	18,078	2080 NONE	PW TRN	x	144,624 \$	723,12			
STREETS & DRAINAGE SUPERINT	31,532	2080 NONE	PW ENG	x	255,456 \$	1,277,28			
ADMINISTRATIVE ASSISTANT	14,919	2090 AFSME	PW AIR				x	477,408	2,387,04
PARKING SUPERVISOR	21,693	2080 NONE	PW PKG				x	\$ 694.18	\$ 3,476.88
TRANSIT DRIVER III	16,398	2090 AFSME	PW TRN	x	131,184 \$	655,92			
PARKING ATTENDANT SHIFT SUPVR	17,883	2090 AFSME	PW PKG				x	\$ 572.26	\$ 2,861,28
MECHANICAL STRUCTURAL SPEC SR	21,798	2090 AFSME	PW FAC	x	174,384 \$	871,92			
CUSTODIAN	13,491	2090 AFSME	PW FAC	x	107,928 \$	539,64			
CUSTOMER SERVICE REP	13,91	2090 AFSME	PW TRN	x	111,28 \$	556,40			
TRANSIT DRIVER III	16,398	2090 AFSME	PW TRN	x	131,184 \$	655,92			
TRANSIT DRIVER III	16,076	2080 PAFSME	PW TRN	x	128,608 \$	643,04			
TRANSIT DRIVER III	16,076	2080 PAFSME	PW TRN	x	128,608 \$	643,04			
TRANSIT DRIVER III	16,398	2090 AFSME	PW TRN	x	131,184 \$	655,92			
PROJECT ADMINISTRATOR	40,874	2090 AFSME	PW FAC	x	326,992 \$	1,634,96			
TRANSIT DRIVER III	16,398	2090 AFSME	PW TRN	x	131,184 \$	655,92			
TRANSIT DRIVER III	16,398	2090 AFSME	PW TRN	x	131,184 \$	655,92			
ADMINISTRATIVE ASSISTANT	14,919	2090 AFSME	PW TRN	x	119,352 \$	596,76			
TRANSIT DRIVER III	16,076	2090 AFSME	PW TRN	x	128,609 \$	643,04			
PARKING ATTENDANT SHIFT SUP.	17,5	2090 AFSME	PW PKG				x	\$ 560.00	\$ 2,800.00
PROJECT ADMINISTRATOR	28,984	2090 AFSME	PW AIR	x	238,872 \$	1,199,36			
TRANSIT DRIVER III	16,076	2090 PAFSME	PW TRN	x	128,608 \$	643,04			
CUSTODIAL SUPERVISOR	22,731	2090 NONE	PW FAC	x	181,848 \$	909,24			
TRANSIT DRIVER III	16,076	2090 PAFSME	PW TRN	x	128,608 \$	643,04			
STREETS & DRAINAGE SUPERINT	31,926	2090 NONE	PW ENG	x	255,403 \$	1,277,04			
AIRPORT MAINTENANCE WORKER	18,078	2090 AFSME	PW AIR	x	144,624 \$	723,12			
TRANSIT DRIVER III	18,226	2090 AFSME	PW TRN	x	153,808 \$	769,04			
PARKING ENFORCEMENT OFFICER	14,978	2090 AFSME	PW PKG				x	\$ 479.30	\$ 2,366,48
TRANSIT DRIVER III	16,398	2090 AFSME	PW TRN	x	131,184 \$	655,92			
SIGNAL TECHNICIAN TRAINEE	14,874	2090 AFSME	PW ENG	x	118,992 \$	594,96			
PARKING ATTENDANT	13,491	2090 AFSME	PW PKG				x	\$ 431.71	\$ 2,158,56
STREETS EQUIPMENT OPERATOR	17,218	2080 AFSME	PW ENG	x	137,744 \$	688,72			
TRANSIT DRIVER III	16,398	2090 AFSME	PW TRN	x	131,184 \$	655,92			
CUSTODIAN	13,491	2080 AFSME	PW FAC	x	107,928 \$	539,64			
SIGN TECHNICIAN SENIOR	23,054	2090 AFSME	PW TRN	x	184,432 \$	922,16			
SIGN TECHNICIAN	17,218	2090 AFSME	PW TRN	x	137,744 \$	688,72			

exhibit A

TRANSIT DRIVER III	16,076	2090 AFSME	PW	TRN	x	126,609 \$	643.04					
MECHANICAL STRUCTURAL SPEC	20,819	2090 AFSME	PW	FAC	x	166,552 \$	832.76					
PARKING ENFORCEMENT OFFICER	16,794	2090 AFSME	PW	PKG				x	\$	537.41	\$	2,687.04
CONSTRUCTION SUPERVISOR	23,899	2090 AFSME	PW	FAC	x	191,192 \$	955.96					
STREETS MAINTENANCE WORKER	13,226	2090 AFSME	PW	ENG	x	105,609 \$	528.04					
PARKING ATTENDANT SENIOR	23,321	2090 AFSME	PW	PKG				x	\$	745.27	\$	3,731.36
EQUIPMENT SERVICE WORKER	15,617	2090 AFSME	PW	TRN	x	124,939 \$	624.68					
PUBLIC WORKS DIRECTOR	62,769	2090 NONE	PW	PWA	x	502,152 \$	2,510.76					
TRANSIT GRANT & ADMIN DIV DIR	46,818	2090 NONE	PW	TRN	x	374,544 \$	1,872.72					
PARKING OPERATIONS MANAGER	31,73	2090 NONE	PW	PKG				x	\$	1,015.36	\$	5,076.89
TRANSIT DRIVER III	16,398	2090 AFSME	PW	TRN	x	131,184 \$	655.92					
						\$	848,348.12		\$	584,072.96		