

Exhibit A

NON-REPRESENTED CLASSIFICATION STRUCTURE, EFFECTIVE DECEMBER 13, 2018

Classification	Grade
Accounting Supervisor	57
Administrative Specialist I	54
Administrative Specialist II	55
Administrative Specialist III	56
Administrative Specialist IV	57
Analyst I	56
Analyst II	57
Analyst III	58
Analyst IV	59
Business Systems Analyst I	56
Business Systems Analyst II	57
Business Systems Analyst III	58
Capital Project Manager II	57
Capital Project Manager III	58
Capital Project Manager IV	59
*Chief Administrative Officer	64
* City Attorney	64
* City Attorney, Assistant Deputy	58
* City Attorney, Chief Deputy	63
* City Attorney, Deputy	60
* City Attorney, Senior Deputy	62
City Forester	59
* City Treasurer	61
Communications Engineer II	58
Communications System Administrator	59
* Controller	61
Coordinator I	55
Coordinator II	56
Coordinator III	57
Coordinator IV	58
* Debt Manager	59
* Deputy Chief Administrative Officer	62
* Deputy Chief of Police	63
* Deputy Director I	59
* Deputy Director II	61
* Deputy Director III	62
* Director I	62
* Director II	63
* Director III	64
Economist	59
* Emergency Communications Ops Mgr	60
Emergency Communications Ops Sup I	57
Emergency Communications Ops Sup II	58
Emergency Communications Systems Admin	58
Emergency Medical Services Coordinator	58

Classification	Grade
Engineer II	58
Engineer III	59
* Engineer, Chief	62
* Engineer, City Traffic	61
Engineering Manager	61
Engineering Supervisor	60
Environmental Supervisor	58
Facilities Project Specialist	56
Financial Analyst I	56
Financial Analyst II	57
Financial Analyst III	58
* Fire Chief	63
* Fire Chief, Deputy	61
* Fire Division Chief	62
* Fire Marshal	62
* Government Relations Lobbyist I	58
* Government Relations Lobbyist II	59
Human Resources Analyst I	56
Human Resources Analyst II	57
Human Resources Analyst III	58
Human Resources Generalist	58
Human Resources Systems Specialist	56
* Information Security Manager	61
Information Systems Manager I	59
Information Systems Manager II	60
* Information Systems Manager III	61
Information Systems Supervisor	58
Investment Officer	59
Laboratory Manager	59
Legal Assistant I	55
Legal Assistant II	56
Legal Assistant III	57
Maintenance Supervisor I	57
Maintenance Supervisor II	58
Manager I	59
Manager II	61
* Manager III	62
Mapping & GIS Supervisor	58
Multimedia Specialist	56
Occupational Health Specialist	58
Paralegal	57
Paralegal Supervisor	58
Planner, Principal	60
Planner, Supervising	59
Police Captain	61

Classification	Grade
* Police Chief	64
* Police Chief, Assistant	62
* Police Commander	62
Police Internal Affairs Investigator	57
Public Information Manager	59
Public Information Officer	57
* Risk Manager	60
Risk Specialist I	56
Risk Specialist II	57
Risk Specialist III	58
Statistician	58
Supervisor I	57
Supervisor II	58
Surveying Manager	59
Surveying Supervisor	58
Technology Business Representative	59
Technology Capital Project Manager	60

\* Employees hired into this classification shall be excluded from the classified service.

Exhibit B

NON-REPRESENTED COMPENSATION PLAN, EFFECTIVE DECEMBER 13, 2018

GRADE		MINIMUM	MIDPOINT	MAXIMUM	NOTES:
53	/HR.	\$ 15.54	\$ 19.43	\$ 23.31	
	/BW.	\$ 1,243.20	\$ 1,554.00	\$ 1,864.80	*The biweekly rate is computed by multiplying the hourly rate by 80. There are 26 biweekly periods in a year.
	/YR.	\$ 32,323	\$ 40,404	\$ 48,485	
54	/HR.	\$ 21.19	\$ 26.49	\$ 31.78	
	/BW.	\$ 1,695.20	\$ 2,118.80	\$ 2,542.40	
	/YR.	\$ 44,075	\$ 55,089	\$ 66,102	**The approximate annual rate is computed by multiplying the hourly rate by 2080 and rounding to the nearest dollar.
55	/HR.	\$ 23.21	\$ 33.13	\$ 43.04	
	/BW.	\$ 1,856.80	\$ 2,650.00	\$ 3,443.20	
	/YR.	\$ 48,277	\$ 68,900	\$ 89,523	
56	/HR.	\$ 25.62	\$ 36.56	\$ 47.50	
	/BW.	\$ 2,049.60	\$ 2,924.80	\$ 3,800.00	
	/YR.	\$ 53,290	\$ 76,045	\$ 98,800	
57	/HR.	\$ 30.45	\$ 40.56	\$ 50.66	
	/BW.	\$ 2,436.00	\$ 3,244.40	\$ 4,052.80	
	/YR.	\$ 63,336	\$ 84,355	\$ 105,373	
58	/HR.	\$ 33.56	\$ 47.15	\$ 60.73	
	/BW.	\$ 2,684.80	\$ 3,771.60	\$ 4,858.40	
	/YR.	\$ 69,805	\$ 98,062	\$ 126,318	**To calculate approximate monthly rates, divide the annual rate by 12.
59	/HR.	\$ 38.56	\$ 53.02	\$ 67.47	
	/BW.	\$ 3,084.80	\$ 4,241.20	\$ 5,397.60	
	/YR.	\$ 80,205	\$ 110,272	\$ 140,338	
60	/HR.	\$ 44.10	\$ 58.66	\$ 73.21	
	/BW.	\$ 3,528.00	\$ 4,692.40	\$ 5,856.80	
	/YR.	\$ 91,728	\$ 122,003	\$ 152,277	***The approximate annual rate shown in this table will not always match annual rates shown in the City Budget since the Budget must account for the exact number of work hours in the fiscal period.
61	/HR.	\$ 44.64	\$ 61.38	\$ 78.12	
	/BW.	\$ 3,571.20	\$ 4,910.40	\$ 6,249.60	
	/YR.	\$ 92,851	\$ 127,671	\$ 162,490	
62	/HR.	\$ 53.70	\$ 72.49	\$ 91.27	
	/BW.	\$ 4,296.00	\$ 5,798.80	\$ 7,301.60	
	/YR.	\$ 111,696	\$ 150,769	\$ 189,842	
63	/HR.	\$ 62.73	\$ 81.55	\$ 100.37	
	/BW.	\$ 5,018.40	\$ 6,524.00	\$ 8,029.60	
	/YR.	\$ 130,478	\$ 169,624	\$ 208,770	
64	/HR.	\$ 70.69	\$ 91.89	\$ 113.09	
	/BW.	\$ 5,655.20	\$ 7,351.20	\$ 9,047.20	
	/YR.	\$ 147,035	\$ 191,131	\$ 235,227	