

Exhibit "A"
MANAGEMENT EMPLOYEES
ANNUAL SALARY

		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>
Effective December 5, 2022	Range										
	161	56,225	57,630	59,071	60,548	62,062	63,613	65,203	66,833	68,504	70,217
	162	56,505	57,918	59,366	60,850	62,371	63,931	65,529	67,167	68,846	70,568
	163	56,788	58,208	59,663	61,155	62,684	64,251	65,857	67,503	69,191	70,921
	164	57,072	58,499	59,961	61,460	62,997	64,572	66,186	67,841	69,537	71,275
	165	57,358	58,792	60,262	61,768	63,312	64,895	66,518	68,181	69,885	71,632
Cmty Outreach Liaison; E&T Program Coordinator	166	57,645	59,086	60,563	62,077	63,629	65,220	66,850	68,521	70,235	71,990
	167	57,933	59,381	60,865	62,387	63,947	65,545	67,184	68,864	70,585	72,350
	168	58,222	59,678	61,170	62,699	64,267	65,873	67,520	69,208	70,938	72,712
	169	58,513	59,976	61,476	63,012	64,588	66,202	67,858	69,554	71,293	73,075
	170	58,806	60,276	61,783	63,328	64,911	66,534	68,197	69,902	71,650	73,441
	171	59,100	60,578	62,092	63,644	65,236	66,866	68,538	70,252	72,008	73,808
	172	59,395	60,880	62,402	63,962	65,561	67,200	68,880	70,602	72,367	74,176
	173	59,692	61,184	62,714	64,282	65,889	67,536	69,224	70,955	72,729	74,547
	174	59,991	61,491	63,028	64,604	66,219	67,874	69,571	71,310	73,093	74,921
	175	60,292	61,799	63,344	64,928	66,551	68,215	69,920	71,668	73,460	75,296
	176	60,593	62,108	63,660	65,252	66,883	68,555	70,269	72,026	73,827	75,672
	177	60,896	62,418	63,979	65,578	67,218	68,898	70,621	72,386	74,196	76,051
	178	61,200	62,730	64,298	65,906	67,553	69,242	70,973	72,747	74,566	76,430
	179	61,506	63,044	64,620	66,235	67,891	69,588	71,328	73,111	74,939	76,813
	180	61,814	63,359	64,943	66,567	68,231	69,937	71,685	73,477	75,314	77,197
Recreation Supervisor	181	62,110	63,663	65,254	66,886	68,558	70,272	72,029	73,829	75,675	77,567
	182	62,420	63,981	65,580	67,220	68,900	70,623	72,388	74,198	76,053	77,954
	183	62,732	64,300	65,908	67,556	69,245	70,976	72,750	74,569	76,433	78,344
	184	63,046	64,622	66,238	67,894	69,591	71,331	73,114	74,942	76,816	78,736
	185	63,361	64,945	66,569	68,233	69,939	71,688	73,480	75,317	77,200	79,130
	186	63,666	65,258	66,889	68,562	70,276	72,033	73,833	75,679	77,571	79,511
	187	63,985	65,584	67,224	68,904	70,627	72,393	74,202	76,057	77,959	79,908
	188	64,305	65,912	67,560	69,249	70,980	72,755	74,574	76,438	78,349	80,308
	189	64,626	66,242	67,898	69,595	71,335	73,118	74,946	76,820	78,740	80,709
	190	64,949	66,573	68,237	69,943	71,692	73,484	75,321	77,204	79,134	81,112
	191	65,260	66,892	68,564	70,278	72,035	73,836	75,682	77,574	79,513	81,501
	192	65,587	67,227	68,908	70,630	72,396	74,206	76,061	77,963	79,912	81,910
	193	65,915	67,562	69,252	70,983	72,757	74,576	76,441	78,352	80,311	82,318
	194	66,245	67,901	69,599	71,339	73,122	74,950	76,824	78,744	80,713	82,731
Accountant I	195	66,575	68,240	69,946	71,694	73,487	75,324	77,207	79,137	81,115	83,143
	196	66,889	68,562	70,276	72,032	73,833	75,679	77,571	79,510	81,498	83,536
	197	67,224	68,904	70,627	72,392	74,202	76,057	77,959	79,908	81,905	83,953
	198	67,560	69,249	70,980	72,755	74,573	76,438	78,349	80,308	82,315	84,373
	199	67,897	69,595	71,335	73,118	74,946	76,820	78,740	80,708	82,726	84,794
Executive Assistant; Deputy City Clerk	200	68,240	69,946	71,694	73,487	75,324	77,207	79,137	81,115	83,143	85,222
	201	68,563	70,277	72,034	73,835	75,681	77,573	79,512	81,500	83,537	85,626
	202	68,906	70,629	72,395	74,204	76,060	77,961	79,910	81,908	83,956	86,054
	203	69,251	70,982	72,756	74,575	76,440	78,351	80,310	82,317	84,375	86,485
	204	69,597	71,337	73,120	74,948	76,822	78,743	80,711	82,729	84,797	86,917
	205	69,946	71,694	73,487	75,324	77,207	79,137	81,115	83,143	85,222	87,352
	206	70,278	72,035	73,836	75,682	77,574	79,513	81,501	83,538	85,627	87,767
	207	70,628	72,394	74,204	76,059	77,960	79,909	81,907	83,955	86,054	88,205
Accountant II; IT Systems Analyst I	208	70,982	72,756	74,575	76,440	78,351	80,309	82,317	84,375	86,484	88,647
	209	71,336	73,120	74,948	76,821	78,742	80,710	82,728	84,796	86,916	89,089
	210	71,694	73,486	75,323	77,206	79,137	81,115	83,143	85,221	87,352	89,536
	211	72,038	73,839	75,685	77,577	79,517	81,505	83,542	85,631	87,772	89,966
	212	72,398	74,208	76,063	77,965	79,914	81,911	83,959	86,058	88,210	90,415
	213	72,760	74,579	76,444	78,355	80,314	82,322	84,380	86,489	88,651	90,868
	214	73,124	74,952	76,826	78,747	80,715	82,733	84,801	86,921	89,094	91,322
Assistant Civil Engineer	215	73,490	75,327	77,210	79,140	81,119	83,147	85,225	87,356	89,540	91,778

Exhibit "A"
MANAGEMENT EMPLOYEES
ANNUAL SALARY

		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	
Effective December 5, 2022	Range											
Children's Mus. Mgr.	216	73,840	75,686	77,578	79,518	81,506	83,543	85,632	87,773	89,967	92,216	
	217	74,209	76,064	77,966	79,915	81,913	83,960	86,059	88,211	90,416	92,677	
	218	74,579	76,444	78,355	80,314	82,322	84,380	86,489	88,651	90,868	93,139	
	219	74,953	76,827	78,748	80,716	82,734	84,803	86,923	89,096	91,323	93,606	
	220	75,328	77,211	79,141	81,120	83,148	85,227	87,357	89,541	91,780	94,074	
	221	75,688	77,581	79,520	81,508	83,546	85,634	87,775	89,970	92,219	94,524	
	222	76,066	77,968	79,917	81,915	83,963	86,062	88,213	90,419	92,679	94,996	
	223	76,447	78,358	80,317	82,325	84,383	86,493	88,655	90,871	93,143	95,472	
	224	76,829	78,749	80,718	82,736	84,804	86,925	89,098	91,325	93,608	95,948	
	225	77,213	79,144	81,122	83,150	85,229	87,360	89,544	91,783	94,077	96,429	
	226	77,581	79,521	81,509	83,546	85,635	87,776	89,970	92,220	94,525	96,888	
	227	77,969	79,918	81,916	83,964	86,063	88,215	90,420	92,681	94,998	97,373	
	Street, Park/Landscape Supvr; Fleet Supvr.; Bldg. Maint. Supvr.; Permit Supvr.; Econ Dev Project Mgr.; Code Enf. Spvrs	228	78,359	80,318	82,326	84,384	86,493	88,656	90,872	93,144	95,473	97,859
		229	78,751	80,719	82,737	84,806	86,926	89,099	91,327	93,610	95,950	98,349
Human Resources/Risk Mgt Analyst; Assistant City Clerk; Mgt Analyst II	230	79,145	81,123	83,151	85,230	87,361	89,545	91,783	94,078	96,430	98,841	
	231	79,522	81,510	83,548	85,637	87,778	89,972	92,222	94,527	96,890	99,313	
Asst Ch Dev Director	232	79,919	81,917	83,965	86,064	88,216	90,421	92,682	94,999	97,374	99,808	
	233	80,319	82,327	84,385	86,495	88,657	90,874	93,146	95,474	97,861	100,308	
	234	80,721	82,739	84,808	86,928	89,101	91,329	93,612	95,952	98,351	100,810	
IT System Analyst II	235	81,124	83,152	85,231	87,362	89,546	91,785	94,079	96,431	98,842	101,313	
Sr. Accountant; Emplmnt & Training Mgr; Utilities Supvr.	236	81,513	83,551	85,640	87,781	89,975	92,225	94,530	96,893	99,316	101,799	
	237	81,920	83,968	86,067	88,219	90,424	92,685	95,002	97,377	99,812	102,307	
	238	82,330	84,388	86,498	88,661	90,877	93,149	95,478	97,865	100,311	102,819	
	239	82,741	84,810	86,930	89,103	91,331	93,614	95,954	98,353	100,812	103,332	
	240	83,155	85,234	87,365	89,549	91,788	94,083	96,435	98,846	101,317	103,850	
	241	83,551	85,640	87,781	89,976	92,225	94,531	96,894	99,316	101,799	104,344	
	242	83,968	86,068	88,219	90,425	92,685	95,003	97,378	99,812	102,307	104,865	
	243	84,389	86,498	88,661	90,877	93,149	95,478	97,865	100,311	102,819	105,390	
	244	84,811	86,931	89,104	91,332	93,615	95,956	98,354	100,813	103,334	105,917	
	245	85,235	87,366	89,550	91,789	94,083	96,435	98,846	101,318	103,850	106,447	
Senior Mgmt Analyst	246	85,642	87,783	89,978	92,227	94,533	96,896	99,318	101,801	104,346	106,955	
	247	86,069	88,221	90,426	92,687	95,004	97,379	99,814	102,309	104,867	107,489	
	248	86,500	88,663	90,880	93,152	95,480	97,867	100,314	102,822	105,392	108,027	
	249	86,933	89,106	91,334	93,617	95,957	98,356	100,815	103,336	105,919	108,567	
	250	87,367	89,551	91,790	94,085	96,437	98,848	101,319	103,852	106,448	109,109	
	251	87,783	89,978	92,227	94,533	96,896	99,319	101,802	104,347	106,955	109,629	
	252	88,220	90,426	92,687	95,004	97,379	99,813	102,309	104,866	107,488	110,175	
Senior HR/Risk Mgmt Analyst	253	88,662	90,878	93,150	95,479	97,866	100,313	102,821	105,391	108,026	110,726	
	254	89,105	91,333	93,616	95,957	98,356	100,814	103,335	105,918	108,566	111,280	
	255	89,551	91,789	94,084	96,436	98,847	101,318	103,851	106,448	109,109	111,836	
Senior Planner	256	89,979	92,228	94,534	96,897	99,320	101,803	104,348	106,957	109,631	112,371	
	257	90,429	92,690	95,007	97,383	99,817	102,312	104,870	107,492	110,179	112,934	
	258	90,881	93,153	95,482	97,869	100,315	102,823	105,394	108,029	110,729	113,498	
Exec Director of Child Dev. Network Administrator	259	91,335	93,619	95,959	98,358	100,817	103,338	105,921	108,569	111,283	114,065	
	260	91,793	94,088	96,440	98,851	101,322	103,855	106,452	109,113	111,841	114,637	
Associate Civil Engineer Accounting Supervisor	261	92,229	94,535	96,898	99,321	101,804	104,349	106,958	109,631	112,372	115,182	
	262	92,686	95,003	97,378	99,812	102,308	104,865	107,487	110,174	112,929	115,752	
	263	93,149	95,478	97,865	100,312	102,819	105,390	108,025	110,725	113,493	116,331	
	264	93,619	95,959	98,358	100,817	103,338	105,921	108,569	111,283	114,066	116,917	
	265	94,084	96,436	98,846	101,318	103,851	106,447	109,108	111,836	114,632	117,497	

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ANNUAL SALARY

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Effective December 5, 2022	Range										
	266	94,534	96,897	99,320	101,803	104,348	106,957	109,630	112,371	115,180	118,060
	267	95,007	97,382	99,816	102,312	104,870	107,491	110,179	112,933	115,756	118,650
	268	95,481	97,868	100,315	102,823	105,394	108,028	110,729	113,497	116,335	119,243
	269	95,959	98,358	100,817	103,337	105,921	108,569	111,283	114,065	116,917	119,840
	270	96,439	98,850	101,321	103,854	106,450	109,112	111,839	114,635	117,501	120,439
	271	96,897	99,320	101,803	104,348	106,957	109,630	112,371	115,181	118,060	121,012
	272	97,382	99,817	102,312	104,870	107,492	110,179	112,933	115,757	118,651	121,617
	273	97,869	100,316	102,824	105,394	108,029	110,730	113,498	116,335	119,244	122,225
	274	98,358	100,817	103,337	105,921	108,569	111,283	114,065	116,917	119,839	122,835
	275	98,850	101,321	103,854	106,450	109,112	111,839	114,635	117,501	120,439	123,450
	276	99,323	101,806	104,352	106,960	109,634	112,375	115,185	118,064	121,016	124,041
	277	99,819	102,315	104,873	107,494	110,182	112,936	115,760	118,654	121,620	124,661
	278	100,319	102,827	105,398	108,033	110,734	113,502	116,340	119,248	122,229	125,285
	279	100,820	103,341	105,924	108,572	111,287	114,069	116,921	119,844	122,840	125,911
	280	101,324	103,857	106,454	109,115	111,843	114,639	117,505	120,443	123,454	126,540
Recreation Mgr; Comm Svcs Mgr	281	101,807	104,352	106,961	109,635	112,376	115,185	118,065	121,017	124,042	127,143
	282	102,315	104,873	107,495	110,182	112,937	115,760	118,654	121,620	124,661	127,777
	283	102,826	105,397	108,032	110,732	113,501	116,338	119,247	122,228	125,284	128,416
	284	103,340	105,924	108,572	111,286	114,068	116,920	119,843	122,839	125,910	129,058
	285	103,857	106,454	109,115	111,843	114,639	117,505	120,443	123,454	126,540	129,704
	286	104,353	106,962	109,636	112,377	115,186	118,066	121,018	124,043	127,144	130,323
	287	104,871	107,493	110,180	112,935	115,758	118,652	121,619	124,659	127,776	130,970
Admin Bureau Manager	288	105,398	108,032	110,733	113,502	116,339	119,248	122,229	125,285	128,417	131,627
	289	105,923	108,571	111,285	114,067	116,919	119,842	122,838	125,909	129,057	132,283
Traffic Engineer	290	106,454	109,115	111,843	114,639	117,505	120,443	123,454	126,540	129,704	132,946
	291	106,964	109,638	112,379	115,189	118,068	121,020	124,046	127,147	130,325	133,583
	292	107,495	110,183	112,937	115,761	118,655	121,621	124,662	127,778	130,973	134,247
Sr. Civil Engineer	293	108,033	110,733	113,502	116,339	119,248	122,229	125,285	128,417	131,627	134,918
	294	108,572	111,286	114,068	116,920	119,843	122,839	125,910	129,058	132,284	135,592
Finance Manager	295	109,115	111,843	114,639	117,505	120,443	123,454	126,540	129,704	132,946	136,270
	296	109,638	112,378	115,188	118,068	121,019	124,045	127,146	130,325	133,583	136,922
	297	110,186	112,941	115,764	118,658	121,625	124,665	127,782	130,976	134,251	137,607
	298	110,736	113,505	116,342	119,251	122,232	125,288	128,420	131,631	134,922	138,295
	299	111,291	114,073	116,925	119,848	122,844	125,915	129,063	132,290	135,597	138,987
IT Systems Support Mgr.	300	111,847	114,644	117,510	120,447	123,459	126,545	129,709	132,951	136,275	139,682
	301	112,379	115,188	118,068	121,020	124,045	127,146	130,325	133,583	136,922	140,346
	302	112,940	115,764	118,658	121,624	124,665	127,781	130,976	134,250	137,607	141,047
Operations Manager	303	113,505	116,342	119,251	122,232	125,288	128,420	131,631	134,922	138,295	141,752
	304	114,072	116,924	119,847	122,844	125,915	129,062	132,289	135,596	138,986	142,461
	305	114,642	117,508	120,446	123,457	126,543	129,707	132,950	136,273	139,680	143,172
	306	115,188	118,068	121,020	124,045	127,147	130,325	133,583	136,923	140,346	143,855
	307	115,764	118,658	121,625	124,665	127,782	130,977	134,251	137,607	141,047	144,574
	308	116,343	119,251	122,233	125,289	128,421	131,631	134,922	138,295	141,753	145,296
Principal Engineer	309	116,925	119,848	122,844	125,915	129,063	132,290	135,597	138,987	142,461	146,023
	310	117,509	120,447	123,458	126,545	129,708	132,951	136,275	139,682	143,174	146,753
Econ Dev & Housing Manager	311	118,071	121,023	124,048	127,150	130,328	133,587	136,926	140,349	143,858	147,455
Human Resources Manager	312	118,661	121,627	124,668	127,785	130,979	134,254	137,610	141,050	144,577	148,191
	313	119,255	122,236	125,292	128,424	131,635	134,926	138,299	141,756	145,300	148,933
Planning Manager; Chief Building Official; Utilities Manager	314	119,851	122,847	125,918	129,066	132,293	135,600	138,990	142,465	146,026	149,677
	315	120,450	123,461	126,547	129,711	132,954	136,278	139,685	143,177	146,756	150,425
	316	121,024	124,050	127,151	130,330	133,588	136,928	140,351	143,860	147,456	151,143
	317	121,629	124,670	127,787	130,981	134,256	137,612	141,053	144,579	148,193	151,898
	318	122,237	125,293	128,426	131,636	134,927	138,300	141,758	145,302	148,934	152,658
	319	122,848	125,920	129,068	132,294	135,602	138,992	142,466	146,028	149,679	153,421
	320	123,462	126,549	129,713	132,956	136,279	139,686	143,179	146,758	150,427	154,188

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Effective December 5, 2022	Range										
	321	124,049	127,150	130,329	133,587	136,927	140,350	143,859	147,456	151,142	154,920
	322	124,669	127,786	130,981	134,255	137,612	141,052	144,578	148,193	151,897	155,695
	323	125,294	128,426	131,637	134,927	138,301	141,758	145,302	148,935	152,658	156,474
	324	125,920	129,068	132,294	135,602	138,992	142,467	146,028	149,679	153,421	157,256
	325	126,549	129,713	132,956	136,279	139,686	143,179	146,758	150,427	154,188	158,042
	326	127,154	130,333	133,591	136,931	140,354	143,863	147,460	151,146	154,925	158,798
	327	127,789	130,984	134,259	137,615	141,055	144,582	148,196	151,901	155,699	159,591
	328	128,429	131,639	134,930	138,304	141,761	145,305	148,938	152,661	156,478	160,390
	329	129,071	132,298	135,605	138,995	142,470	146,032	149,683	153,425	157,260	161,192
	330	129,716	132,959	136,283	139,690	143,183	146,762	150,431	154,192	158,047	161,998
	331	130,336	133,595	136,935	140,358	143,867	147,464	151,150	154,929	158,802	162,772
	332	130,988	134,263	137,619	141,060	144,586	148,201	151,906	155,703	159,596	163,586
	333	131,642	134,933	138,307	141,764	145,309	148,941	152,665	156,481	160,393	164,403
	334	132,301	135,608	138,999	142,474	146,035	149,686	153,428	157,264	161,196	165,226
	335	132,962	136,287	139,694	143,186	146,766	150,435	154,196	158,051	162,002	166,052
	336	133,596	136,936	140,359	143,868	147,465	151,151	154,930	158,803	162,773	166,843
	337	134,258	137,615	141,055	144,581	148,196	151,901	155,698	159,591	163,581	167,670
	338	134,929	138,302	141,760	145,304	148,936	152,660	156,476	160,388	164,398	168,508
	339	135,604	138,994	142,469	146,030	149,681	153,423	157,259	161,190	165,220	169,350
	340	136,282	139,689	143,182	146,761	150,430	154,191	158,046	161,997	166,047	170,198
	341	136,936	140,359	143,868	147,465	151,152	154,930	158,804	162,774	166,843	171,014
	342	137,613	141,053	144,579	148,194	151,898	155,696	159,588	163,578	167,667	171,859
	343	138,300	141,758	145,302	148,934	152,658	156,474	160,386	164,396	168,505	172,718
	344	138,992	142,467	146,029	149,679	153,421	157,257	161,188	165,218	169,348	173,582
	345	139,687	143,179	146,759	150,428	154,188	158,043	161,994	166,044	170,195	174,450
	346	140,360	143,869	147,465	151,152	154,931	158,804	162,774	166,844	171,015	175,290
	347	141,053	144,579	148,193	151,898	155,696	159,588	163,578	167,667	171,859	176,155
	348	141,759	145,303	148,935	152,658	156,475	160,387	164,396	168,506	172,719	177,037
	349	142,467	146,028	149,679	153,421	157,256	161,188	165,218	169,348	173,582	177,921
	350	143,180	146,759	150,428	154,189	158,044	161,995	166,044	170,196	174,450	178,812
	351	143,871	147,468	151,155	154,934	158,807	162,777	166,847	171,018	175,293	179,676
	352	144,583	148,197	151,902	155,700	159,592	163,582	167,671	171,863	176,160	180,564
	353	145,305	148,937	152,661	156,477	160,389	164,399	168,509	172,722	177,040	181,466
	354	146,032	149,683	153,425	157,260	161,192	165,222	169,352	173,586	177,926	182,374
	355	146,762	150,431	154,192	158,047	161,998	166,048	170,199	174,454	178,815	183,286
	356	147,464	151,151	154,929	158,803	162,773	166,842	171,013	175,288	179,671	184,162
	357	148,201	151,906	155,704	159,597	163,587	167,676	171,868	176,165	180,569	185,083
	358	148,943	152,666	156,483	160,395	164,405	168,515	172,728	177,046	181,472	186,009
	359	149,687	153,429	157,265	161,197	165,226	169,357	173,591	177,931	182,379	186,939
	360	150,435	154,196	158,051	162,003	166,053	170,204	174,459	178,820	183,291	187,873
	361	151,152	154,930	158,804	162,774	166,843	171,014	175,289	179,672	184,163	188,768
	362	151,907	155,705	159,597	163,587	167,677	171,869	176,166	180,570	185,084	189,711
	363	152,667	156,483	160,395	164,405	168,515	172,728	177,046	181,473	186,009	190,660
	364	153,430	157,266	161,198	165,227	169,358	173,592	177,932	182,380	186,940	191,613
	365	154,198	158,053	162,004	166,054	170,205	174,461	178,822	183,293	187,875	192,572
Police Captain	366	154,937	158,810	162,781	166,850	171,021	175,297	179,679	184,171	188,776	193,495
	367	155,712	159,604	163,595	167,684	171,877	176,173	180,578	185,092	189,720	194,463
	368	156,490	160,403	164,413	168,523	172,736	177,055	181,481	186,018	190,668	195,435
	369	157,273	161,205	165,235	169,366	173,600	177,940	182,389	186,948	191,622	196,413
	370	158,059	162,010	166,061	170,212	174,467	178,829	183,300	187,882	192,579	197,394