

EXHIBIT A
SCHEDULE OF ANNUAL PAY RATES
EFFECTIVE NOVEMBER 1, 2008

CLASS TITLE	GRADE	SALARY MINIMUM	SALARY MAXIMUM
Chief of Fire	52	\$78,196.70	\$90,723.69
Chief of Police	52	\$78,196.70	\$90,723.69
City Planner	50	\$72,579.08	\$84,184.29
Deputy Police Chief	47S		\$80,475.80
Director of Finance	54	\$84,171.28	\$97,957.76
Director of Human Resources	50	\$72,579.08	\$84,184.29
Director of Information Technology	54	\$84,171.28	\$97,957.76
Director of Library Systems	47	\$64,595.67	\$75,341.51
Director of Public Welfare/Affirmative Action Officer	45	\$59,766.64	\$69,819.04
Director of Public Works	54	\$84,171.28	\$97,957.76
Director of Parks & Recreation	49	\$68,819.04	\$81,142.31