

**EXHIBIT A**  
**SCHEDULE OF ANNUAL PAY RATES**  
**EFFECTIVE NOVEMBER 1, 2009**

CLASS TITLE	GRADE	SALARY MINIMUM	SALARY MAXIMUM
Chief of Fire	52	\$80,542.60	\$93,445.40
Chief of Police	52	\$80,542.60	\$93,445.40
City Planner	50	\$74,756.45	\$86,709.82
Deputy Police Chief	47S		\$82,890.07
Director of Finance	54	\$86,696.42	\$100,896.49
Director of Human Resources	50	\$74,756.45	\$86,709.82
Director of Information Technology	54	\$86,696.42	\$100,896.49
Director of Library Systems	47	\$66,533.54	\$77,601.76
Director of Public Welfare/Affirmative Action Officer	45	\$61,559.64	\$71,913.61
Director of Public Works	54	\$86,696.42	\$100,896.49
Director of Parks & Recreation	49	\$70,883.61	\$83,576.58

**SCHEDULE OF ANNUAL PAY RATES**  
**EFFECTIVE NOVEMBER 1, 2010**

CLASS TITLE	GRADE	SALARY MINIMUM	SALARY MAXIMUM
Chief of Fire	52	\$82,958.88	\$96,248.76
Chief of Police	52	\$82,958.88	\$96,248.76
City Planner	50	\$76,999.15	\$89,311.11
Deputy Police Chief	47S		\$85,376.78
Director of Finance	54	\$89,297.31	\$103,923.39
Director of Human Resources	50	\$76,999.15	\$89,311.11
Director of Information Technology	54	\$89,297.31	\$103,923.39
Director of Library Systems	47	\$68,529.55	\$79,929.81
Director of Public Welfare/Affirmative Action Officer	45	\$63,406.43	\$74,071.02
Director of Public Works	54	\$89,297.31	\$103,923.39
Director of Parks & Recreation	49	\$73,010.12	\$86,083.88