

**Exhibit 'A'**  
**Miscellaneous Employees**  
**July 2017 - June 2018**

<b>Finance - Administration</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>* G (2.5%)</b>
Senior Accountant**	\$ 4,302	\$ 4,517	\$ 4,743	\$ 4,980	\$ 5,229	\$ 5,490	\$ 5,628
Junior Accountant	\$ 3,438	\$ 3,610	\$ 3,790	\$ 3,980	\$ 4,179	\$ 4,388	\$ 4,497
Account Clerk	\$ 2,646	\$ 2,778	\$ 2,917	\$ 3,063	\$ 3,216	\$ 3,376	\$ 3,461
Account Receptionist	\$ 2,126	\$ 2,232	\$ 2,344	\$ 2,461	\$ 2,584	\$ 2,713	\$ 2,781
Human Resource Specialist	\$ 3,731	\$ 3,918	\$ 4,113	\$ 4,319	\$ 4,535	\$ 4,762	\$ 4,881
Human Resource Officer**	\$ 4,681	\$ 4,915	\$ 5,161	\$ 5,419	\$ 5,690	\$ 5,974	\$ 6,124

\* "G" Step is 2.5%

\*\* FLSA Exempt

**Miscellaneous Employees  
July 2017 - June 2018**

<b>Community Service/Recreation</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>* G (2.5%)</b>
<b>Buildings &amp; Facilities Supervisor**</b>	\$ 3,998	\$ 4,197	\$ 4,407	\$ 4,628	\$ 4,859	\$ 5,102	\$ 5,229
<b>Recreation Coordinator</b>	\$ 3,229	\$ 3,390	\$ 3,560	\$ 3,738	\$ 3,925	\$ 4,121	\$ 4,224
<b>Senior Services Coordinator</b>	\$ 3,229	\$ 3,390	\$ 3,560	\$ 3,738	\$ 3,925	\$ 4,121	\$ 4,224
<b>Parks Maintenance Specialist</b>	\$ 3,063	\$ 3,216	\$ 3,377	\$ 3,545	\$ 3,723	\$ 3,909	\$ 4,007
<b>Parks Maintenance Technician</b>	\$ 2,811	\$ 2,951	\$ 3,099	\$ 3,254	\$ 3,416	\$ 3,587	\$ 3,677
<b>Van Driver</b>	\$ 2,435	\$ 2,557	\$ 2,685	\$ 2,819	\$ 2,960	\$ 3,108	\$ 3,186
<b>Community Services Secretary</b>	\$ 3,133	\$ 3,290	\$ 3,455	\$ 3,627	\$ 3,809	\$ 3,999	\$ 4,099

\* "G" Step is 2.5%

\*\* FLSA Exempt

**Miscellaneous Employees  
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Planning/Building Department	Step A	Step B	Step C	Step D	Step E	Step F	* G (2.5%)
Assistant Planner**	\$ 4,467	\$ 4,690	\$ 4,925	\$ 5,171	\$ 5,430	\$ 5,701	\$ 5,844
Building Inspector/Code Enforcer <sup>(a)</sup>	\$ 3,730	\$ 3,916	\$ 4,112	\$ 4,318	\$ 4,534	\$ 4,760	\$ 4,880

\* "G" Step is 2.5%

\*\* FLSA Exempt

<sup>(a)</sup> Does not include 10% working out of class Pay

**Miscellaneous Employees  
July 2017 - June 2018**

<b>Public Works</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>* G (2.5%)</b>
PW Operations Coordinator **	\$ 4,250	\$ 4,462	\$ 4,685	\$ 4,920	\$ 5,165	\$ 5,424	\$ 5,559
Automotive Mechanic <sup>(a)</sup>	\$ 3,219	\$ 3,379	\$ 3,548	\$ 3,726	\$ 3,912	\$ 4,108	\$ 4,210
PW Lead Supervisor	\$ 3,208	\$ 3,369	\$ 3,537	\$ 3,714	\$ 3,900	\$ 4,095	\$ 4,197
PW Maintenance Specialist <sup>[3] (b)</sup>	\$ 3,063	\$ 3,216	\$ 3,377	\$ 3,545	\$ 3,723	\$ 3,909	\$ 4,007
PW General Maintenance Tech	\$ 2,811	\$ 2,951	\$ 3,099	\$ 3,254	\$ 3,416	\$ 3,587	\$ 3,677
General Maintenance Worker	\$ 2,512	\$ 2,638	\$ 2,770	\$ 2,908	\$ 3,054	\$ 3,206	\$ 3,287
Water Conservation Specialist <sup>(c)</sup>	\$ 3,063	\$ 3,216	\$ 3,377	\$ 3,545	\$ 3,723	\$ 3,909	\$ 4,007
WWTP & Water Operator Grade III (Lead)	\$ 4,060	\$ 4,263	\$ 4,476	\$ 4,700	\$ 4,935	\$ 5,182	\$ 5,311
WWTP & Water Operator Grade II (Lead)	\$ 4,060	\$ 4,263	\$ 4,476	\$ 4,700	\$ 4,935	\$ 5,182	\$ 5,311
WWTP & Water Operator Grade II <sup>(d)</sup> (Non-lead w/grade III cert.)	\$ 4,060	\$ 4,263	\$ 4,476	\$ 4,700	\$ 4,935	\$ 5,182	\$ 5,311
WWTP & Water Operator Grade II	\$ 3,592	\$ 3,771	\$ 3,960	\$ 4,158	\$ 4,366	\$ 4,584	\$ 4,698
WWTP & Water Operator Grade I	\$ 3,118	\$ 3,274	\$ 3,438	\$ 3,610	\$ 3,790	\$ 3,980	\$ 4,079
PW Administrative Secretary	\$ 3,133	\$ 3,290	\$ 3,455	\$ 3,627	\$ 3,809	\$ 3,999	\$ 4,099

\* "G" Step is 2.5%

\*\* FLSA Exempt

[ ] Denotes number of positions in that class

<sup>(a)</sup> Does not include 2.5% Animal Control Pay

<sup>(b)</sup> Does not include 5.0% Special Pay for one Public Works Maintenance Specialist who performs Public Works project inspections

<sup>(c)</sup> Does not include 10% Additional Duty Pay

<sup>(d)</sup> Does not include 7.5% certificate pay and 5% additional duties

<u>Additional Pay</u>	<u>Employees Receiving Incentive</u>
Bilingual Pay	14
Longevity Pay	10