

EXHIBIT A

Position Name*	TOTAL WAGES	TOTAL BENEFITS	TOTAL WAGES & BENEFITS	Fiscal Year 2027 3% C.O.L.A Impact
LEGISLATIVE ASSISTANT AIDE	\$ 74,000	\$ 19,645	\$ 93,645	\$ 2,390
INTERIM CITY MANAGER	233,929	45,211	279,139	7,821
EXECUTIVE ASST TO CM	75,321	19,080	94,400	2,432
INTERIM ASSISTANT CITY MANAGER	185,771	39,697	225,468	6,211
DEPUTY CITY CLERK	95,500	21,581	117,081	3,353
ADMINISTRATIVE ASSISTANT - CITY CLERK	48,817	12,366	61,183	1,544
CITY CLERK	140,555	31,411	171,966	4,922
EXECUTIVE ASSISTANT - CITY CLERK	68,879	17,448	86,327	2,199
INTERNAL AUDITOR	137,570	30,994	168,565	4,855
DIRECTOR OF FINANCE	181,954	38,591	220,544	5,980
ASSISTANT FINANCE DIRECTOR - PURCHASING	144,117	30,132	174,249	5,058
ASSISTANT FINANCE DIRECTOR - BUDGET	124,913	26,823	151,736	4,409
CONTROLLER	119,903	30,373	150,276	3,853
BUDGET MANAGER	93,713	23,738	117,451	3,026
SENIOR BUDGET ANALYST	110,152	27,903	138,055	3,451
SENIOR ACCOUNTANT	114,068	28,895	142,963	3,584
ACCOUNTANT III	101,763	25,778	127,541	3,267
ACCOUNTANT III	96,581	24,465	121,046	3,103
GRANTS ANALYST (TEMP NTE 6M) PT	38,385	2,936	41,321	1,240
HUMAN RESOURCES MANAGER	26,923	6,595	33,518	865
SENIOR HR GENERALIST	18,434	4,670	23,104	595
HUMAN RESOURCE MANAGER BENEFITS	25,343	6,420	31,762	800
ASSISTANT DIRECTOR OF HR	30,952	6,352	37,304	1,064
DIRECTOR OF HUMAN RESOURCES	36,842	8,153	44,995	1,291
HUMAN RESOURCE MANAGER RISK	28,028	7,100	35,128	884
HR GENERALIST/ ADMIN	11,958	3,029	14,986	386
DIRECTOR OF COMM SUSTAIN	46,658	9,546	56,204	1,636
ASSISTANT DIRECTOR COMM SUS - ADMINISTRATION	75,684	16,887	92,572	2,653
PRINCIPAL PLANNER	97,811	24,780	122,591	3,159
EXECUTIVE SECRETARY COMM SUST	70,181	17,781	87,962	2,231
ASSISTANT DIRECTOR OF \PLANNING & PERSERVATION	123,207	35,990	159,197	3,963
ASSISTANT DIRECTOR OF CODE COMPLIANCE	141,232	29,703	170,934	4,932
CODE COMPLIANCE SUPERVISOR	89,470	22,664	112,134	2,860
CODE COMPLIANCE SUPERVISOR	78,225	19,815	98,040	2,507
COMPLIANCE ADMIN MANAGER	88,947	22,531	111,479	2,839
INTERN - PT	30,893	2,363	33,256	998
DIRECTOR OF COMM SUSTAIN	34,994	7,183	42,177	1,227
ASSISTANT DIRECTOR OF PUBLIC SERVICES	68,903	14,549	83,452	2,432
DIRECTOR OF PUBLIC SERVICES	40,478	11,596	52,074	1,297
BUDGET MANAGER - PUBLIC WORKS	61,880	15,675	77,555	1,974
STREETS MANAGER	36,284	9,191	45,475	1,162
GROUND MAINT MANAGER	71,524	18,118	89,642	2,281
PROJECT MANAGER	25,459	6,449	31,908	822
ASSISTANT DIRECTOR OF PUBLIC SERVICES	20,671	4,365	25,035	730
DIRECTOR OF PUBLIC SERVICES	30,359	8,697	39,056	973
STREETS MANAGER	36,284	9,191	45,475	1,162
GROUND MAINT MANAGER	7,947	2,013	9,960	253
FACILITIES MANAGER	10,777	2,730	13,507	342
TRADES CREW CHIEF	80,381	20,361	100,743	2,531
PUBLIC INFORMATION OFFICER	104,738	27,506	132,244	3,382
ASSISTANT DIRECTOR OF LEISURE SERVICES	5,053	1,086	6,139	178
DIRECTOR OF LEISURE SERVICES	23,205	5,237	28,442	819
LIBRARY MANAGER	96,000	25,218	121,218	3,100
MANAGER OF PARKING OPERATIONS	21,605	5,473	27,077	698

EXHIBIT A

Position Name*	TOTAL WAGES	TOTAL BENEFITS	TOTAL WAGES & BENEFITS	Fiscal Year 2027 3% C.O.L.A Impact
PARKING DIVISION SUPERVISOR	15,244	3,861	19,105	482
ASSISTANT DIRECTOR OF LEISURE SERVICES	15,160	3,257	18,417	535
DIRECTOR OF LEISURE SERVICES	20,475	4,621	25,096	723
PARKS OPERATION SUPERINTENDENT	44,361	11,237	55,598	1,423
RECREATION CENTER ATTENDANT - PT	26,791	2,050	28,841	865
RECREATION CENTER ATTENDANT - PT	26,791	2,050	28,841	865
RECREATION MANAGER	78,171	19,801	97,972	2,395
ASSISTANT DIRECTOR OF LEISURE SERVICES	10,107	2,171	12,278	357
DIRECTOR OF LEISURE SERVICES	13,650	3,081	16,731	482
PARKS OPERATION SUPERINTENDENT	44,361	11,237	55,599	1,423
DIRECTOR OF LEISURE SERVICES	20,475	4,621	25,096	723
ASSISTANT DIRECTOR OF LEISURE SERVICES	15,160	3,257	18,417	535
SPECIAL EVENTS MANAGER	42,791	10,839	53,630	1,382
Total General Fund				\$ 143,911
ASSISTANT BUILDING OFFICIAL	\$ 88,623	\$ 22,449	\$ 111,072	\$ 2,839
*BUILDING OFFICIAL	126,415	26,188	152,603	4,462
COMPLIANCE ADMIN MANAGER	4,681	1,186	5,867	149
INTERN - BUILDING PERMIT	26,791	2,050	28,841	865
DIRECTOR OF COMM SUSTAIN	58,323	11,932	70,255	2,044
ASSISTANT DIRECTOR COMM SUS - ADMINISTRATION	25,228	5,401	30,629	877
Total Building Fund				\$ 11,238
MANAGER OF PARKING OPERATIONS	\$ 86,418	\$ 21,891	\$ 108,309	\$ 2,791
PARKING DIVISION SUPERVISOR	60,975	15,446	76,420	1,928
DIRECTOR OF LEISURE SERVICES	13,650	3,081	16,731	482
ASSISTANT DIRECTOR OF LEISURE SERVICES	10,107	2,171	12,278	357
BUDGET OFFICE MANAGER - LEISURE SERVICES	19,781	5,011	24,792	627
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
FACILITIES MANAGER	48,497	12,285	60,782	1,537
DIRECTOR OF LEISURE SERVICES	6,825	1,540	8,365	241
ASSISTANT DIRECTOR OF LEISURE SERVICES	5,053	1,086	6,139	178
BUDGET OFFICE MANAGER - LEISURE SERVICES	19,781	5,011	24,792	627
DIRECTOR OF LEISURE SERVICES	6,825	1,540	8,365	241
ASSISTANT DIRECTOR OF LEISURE SERVICES	5,053	1,086	6,139	178
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
DIRECTOR OF LEISURE SERVICES	6,825	1,540	8,365	241
ASSISTANT DIRECTOR OF LEISURE SERVICES	5,053	1,086	6,139	178
CHIEF LIFEGUARD	82,639	20,933	103,572	2,620
BUDGET OFFICE MANAGER - LEISURE SERVICES	19,781	5,011	24,792	627
DIRECTOR OF LEISURE SERVICES	6,825	1,540	8,365	241
ASSISTANT DIRECTOR OF LEISURE SERVICES	10,107	2,171	12,278	357
AQUATICS MANAGER	112,868	28,591	141,458	3,603
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
LIFEGUARD BEACH - PT	31,201	2,387	33,588	1007
BUDGET OFFICE MANAGER - LEISURE SERVICES	19,781	5,011	24,792	627
FACILITIES MANAGER	48,497	12,285	60,782	1,537
DIRECTOR OF LEISURE SERVICES	6,825	1,540	8,365	241
ASSISTANT DIRECTOR OF LEISURE SERVICES	10,107	2,171	12,278	357

EXHIBIT A

Position Name*	TOTAL WAGES	TOTAL BENEFITS	TOTAL WAGES & BENEFITS	Fiscal Year 2027 3% C.O.L.A Impact
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
BEACH MAINTENANCE WORKER - PT	6,837	523	7,360	67
SPECIAL EVENTS MANAGER	42,791	10,839	53,630	1,382
Total Beach Fund				\$ 23,007
CUSTOMER SERVICE SUPERVISOR	\$ 64,435	\$ 16,322	\$ 80,757	\$ 2,081
CUSTOMER SERVICE SUPERVISOR	65,035	16,474	81,509	2,081
CUSTOMER SERVICE SUPERVISOR	61,048	15,464	76,512	1,972
SENIOR UTILITIES ACCOUNTANT	74,938	18,983	93,921	2,356
SENIOR UTILITIES ACCOUNTANT	61,065	15,468	76,533	1,972
ASSISTANT DIRECTOR of UTILITY CUSTOMER SERVICE	119,602	25,835	145,437	4,204
UTILITY BUSINESS SERVICE MANAGER	109,874	27,832	137,706	3,497
DIRECTOR OF COMM SUSTAIN	23,329	4,773	28,102	818
EXECUTIVE ASSISTANT - ELECTRIC	73,492	18,616	92,108	2,247
BUDGET MANAGER - ELECTRIC	118,308	29,969	148,276	3,740
GIS COORDINATOR (PT TEMP)	23,620	5,983	29,603	763
DIRECTOR OF ELECTRIC UTILITIES	210,864	40,961	251,825	7,017
ASSISTANT UTILITIES DIRECTOR	159,462	32,841	192,303	5,600
ENGINEERING MANAGER	133,998	33,943	167,941	4,327
TRANSMISSION & SUB ENG MGR	146,703	37,161	183,865	4,718
INTERN - ELECTRIC UTILITY	36,627	2,802	39,429	1,183
DISTRIBUTION ENGINEERING SUPERVISOR	129,364	30,333	159,698	4,113
MATERIALS MANAGEMENT MANAGER	90,700	22,975	113,676	2,848
ASSISTANT DIRECTOR - POWER GEN/T&D OPERATIONS	152,633	31,615	184,248	4,897
ASST DIR - SYSTEM OPERATIONS	167,457	47,194	214,652	5,343
PROJECT ADMINISTRATION / COMPLIANCE MANAGER - GRANT	75,888	19,223	95,112	2,410
ENERGY DELIVERY MANAGER	123,936	31,394	155,331	3,967
UTILITY SERVICES ANALYST PT	51,340	3,928	55,268	1,658
REVENUE PROTECTION MANAGER	86,702	21,963	108,665	2,781
Total Electric Fund				\$ 76,593
EXECUTIVE ASSISTANT WATER	\$ 31,633	\$ 8,013	\$ 39,646	\$ 1,009
DIRECTOR OF COMM SUSTAIN	23,329	4,773	28,102	818
DIRECTOR OF WATER/SEWER UTIL	127,752	26,908	154,660	4,509
GIS COORDINATOR (PT TEMP)	23,620	5,983	29,603	763
BUDGET MANAGER - WATER	49,109	12,440	61,549	1,533
TREATMENT OPERATOR C	68,720	17,407	86,127	1,728
WATER TREATMENT SPEC/CHIEF OP	104,436	26,455	130,891	3,373
WATER TREATMENT PLANT MANAGER	122,987	31,154	154,141	3,907
WATER SEWER FIELD MANAGER	58,574	4,481	63,055	1,859
Total Water Fund				\$ 19,498
EXECUTIVE ASSISTANT WATER	\$ 31,633	\$ 8,013	\$ 39,646	\$ 1,009
DIRECTOR OF WATER/SEWER UTIL	42,584	8,969	51,553	1,503
GIS COORDINATOR (PT TEMP)	23,620	5,983	29,603	763
BUDGET MANAGER - WATER	49,109	12,440	61,549	1,533
DIRECTOR OF COMM SUSTAIN	23,329	4,773	28,102	818
WATER SEWER FIELD MANAGER	58,574	4,481	63,055	1,859
Total Local Sewer Fund				\$ 7,956
ASSISTANT DIRECTOR OF LEISURE SERVICES	\$ 10,107	\$ 2,171	\$ 12,278	\$ 357
CASHIER - PT	27,347	2,092	27,347	248
CASHIER - PT	27,347	2,092	29,439	267

Position Name*	TOTAL WAGES	TOTAL BENEFITS	TOTAL WAGES & BENEFITS	Fiscal Year 2027 3% C.O.L.A Impact
CASHIER - PT	27,347	2,092	29,439	267
CASHIER - PT	27,347	2,092	29,439	267
CASUAL LABOR GOLF - PT	27,347	2,092	29,439	267
CASUAL LABOR GOLF - PT	27,347	2,092	29,439	267
CASUAL LABOR GOLF - PT	27,347	2,092	29,439	267
CASUAL LABOR GOLF - PT	27,347	2,092	29,439	267
DIRECTOR OF LEISURE SERVICES	10,920	2,464	13,384	385
GOLF COURSE MANAGER	82,688	20,946	103,633	2,670
GOLF COURSE ASSISTANT MANAGER	64,118	16,242	80,360	2,071
Total Golf Fund				\$ 7,600
EQUIPMENT OPERATOR (STORMWATER)	\$ 52,854	\$ 13,388	\$ 66,242	\$ 1,707
PROJECT MANAGER	25,459	6,449	31,908	822
DIRECTOR OF COMM SUSTAIN	11,665	2,386	14,051	409
PROJECT MANAGER	50,918	12,898	63,816	1,644
BUDGET MANAGER - PUBLIC WORKS	8,251	2,090	10,341	263
ASSISTANT DIRECTOR OF PUBLIC SERVICES	13,781	2,910	16,690	486
DIRECTOR OF PUBLIC SERVICES	20,239	5,798	26,037	648
STREETS MANAGER	8,063	2,042	10,106	258
Total Stormwater Fund				\$ 6,239
SOLID WASTE OFFICE SUPERVISOR	\$ 14,382	\$ 3,643	\$ 18,025	\$ 459
DIRECTOR OF PUBLIC SERVICES	40,478	13,946	54,424	1,297
DIRECTOR OF COMM SUSTAIN	4,666	955	5,620	164
SOLID WASTE MANAGER	32,522	8,238	40,760	1,050
DIRECTOR OF PUBLIC SERVICES	40,478	13,946	54,424	1,297
ASSISTANT DIRECTOR OF PUBLIC SERVICES	34,451	7,275	41,726	1,216
DIRECTOR OF COMM SUSTAIN	6,999	1,432	8,431	245
SOLID WASTE OFFICE SUPERVISOR	43,147	10,930	54,076	1,378
SOLID WASTE MANAGER	32,522	8,238	40,760	1,050
DIRECTOR OF PUBLIC SERVICES	30,359	11,382	41,741	973
SOLID WASTE OFFICE SUPERVISOR	14,382	3,643	18,025	459
SOLID WASTE MANAGER	18,584	4,707	23,291	600
BUDGET MANAGER - PUBLIC WORKS	8,251	2,090	10,341	263
BUDGET MANAGER - PUBLIC WORKS	4,125	1,045	5,170	132
SOLID WASTE MANAGER	9,292	2,354	11,646	300
Total Refuse Fund				\$ 10,884
DIRECTOR OF INFORMATION TECHNOLOGY	\$ 186,645	\$ 52,624	\$ 239,269	\$ 5,620
IT MANAGER	163,553	46,205	209,758	4,526
GIS COORDINATOR (PT TEMP)	23,620	5,983	29,603	763
PC TECHNICIAN - NTE 6 MONTHS	38,048	2,911	40,959	876
Total Information Technology Fund				\$ 11,784
HUMAN RESOURCES MANAGER	\$ 26,923	\$ 6,595	\$ 33,518	\$ 865
ASSISTANT DIRECTOR OF HR	30,302	6,302	36,605	1,064
HUMAN RESOURCE MANAGER BENEFITS	25,343	6,420	31,762	800
SENIOR HR GENERALIST	18,434	4,670	23,104	595
DIRECTOR OF HUMAN RESOURCES	36,842	8,153	44,995	1,291
HUMAN RESOURCE MANAGER RISK	28,028	7,100	35,128	884
HR GENERALIST/ ADMIN	11,958	3,029	14,986	386
HUMAN RESOURCES MANAGER	26,923	6,595	33,518	865
ASSISTANT DIRECTOR OF HR	30,302	6,302	36,605	1,064

EXHIBIT A

Position Name*	TOTAL WAGES	TOTAL BENEFITS	TOTAL WAGES & BENEFITS	Fiscal Year 2027 3% C.O.L.A Impact
HUMAN RESOURCE MANAGER BENEFITS	25,343	6,420	31,762	800
SENIOR HR GENERALIST	18,434	4,670	23,104	595
DIRECTOR OF HUMAN RESOURCES	36,842	8,153	44,995	1,291
HUMAN RESOURCE MANAGER RISK	28,028	7,100	35,128	884
HR GENERALIST/ ADMIN	11,958	3,029	14,986	386
Total Self-Insurance Fund				\$ 11,770
GARAGE MANAGER	\$ 88,203	\$ 22,343	\$ 110,546	\$ 2,803
Total Garage Fund				\$ 2,803
HUMAN RESOURCES MANAGER	\$ 26,923	\$ 6,595	\$ 33,518	\$ 865
ASSISTANT DIRECTOR OF HR	30,302	6,302	36,605	1,064
HUMAN RESOURCE MANAGER BENEFITS	25,343	6,420	31,762	800
SENIOR HR GENERALIST	18,434	4,670	23,104	595
DIRECTOR OF HUMAN RESOURCES	37,267	8,186	45,452	1,291
HUMAN RESOURCE MANAGER RISK	28,028	7,100	35,128	884
HR GENERALIST/ ADMIN	11,958	3,029	14,986	386
Total Benefit Fund				\$ 5,885
Total 2027 Fiscal Impact for Non-Bargaining				\$ 339,168