# EXHIBIT A

## 2027 Amended Positions and Monthly Salary Schedule

*Monthly salary amounts shown are based on a 1.0 full time equivalent (FTE) - except the Municipal Court Judge and Mayor*

| | FTE | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---|---|---|---|---|---|---|---|
| **Legislative** | | | | | | | |
| Councilmembers | 7.00 | | | | | | $ 800.00 |
| **Executive** | | | | | | | |
| Mayor | 0.50 | | | | | | $ 3,000.00 |
| City Administrator (Contract) | 1.00 | | | | | | $ 20,104.77 |
| Program Executive (LTE) | 1.00 | $ 13,765.85 | $ 14,177.96 | $ 15,065.27 | $ 15,950.86 | $ 16,836.27 | $ 17,723.75 |
| Human Resources Director | 1.00 | $ 12,173.94 | $ 12,985.51 | $ 13,797.03 | $ 14,608.69 | $ 15,420.32 | $ 16,231.91 |
| Human Resources Specialist | 0.80 | $ 6,818.04 | $ 7,270.03 | $ 7,726.51 | $ 8,179.25 | $ 8,634.97 | $ 9,087.71 |
| | **4.30** | | | | | | |
| **Judicial** | | | | | | | |
| Municipal Court Judge (Contract) | 0.75 | | | | | | $ 14,557.75 |
| Court Administrator | 1.00 | $ 9,678.73 | $ 10,324.10 | $ 10,969.46 | $ 11,614.82 | $ 12,260.17 | $ 12,905.58 |
| Senior Judicial Specialist | 2.00 | $ 5,938.49 | $ 6,335.23 | $ 6,729.44 | $ 7,126.18 | $ 7,520.38 | $ 7,917.14 |
| Judicial Specialist | 3.40 | $ 5,302.22 | $ 5,656.46 | $ 6,008.43 | $ 6,362.66 | $ 6,714.63 | $ 7,068.87 |
| Probation Officer | 0.30 | $ 7,039.57 | $ 7,509.81 | $ 7,980.07 | $ 8,447.96 | $ 8,918.20 | $ 9,386.20 |
| Pro-tem Judge | | $75 per hour | | | | | |
| | **7.05** | | | | | | |
| **Municipal Services Department** | | | | | | | |
| City Clerk | 1.00 | $ 9,116.29 | $ 9,722.86 | $ 10,331.03 | $ 10,939.44 | $ 11,547.39 | $ 12,153.97 |
| Deputy City Clerk | 1.00 | $ 6,522.94 | $ 6,957.66 | $ 7,394.54 | $ 7,829.26 | $ 8,263.98 | $ 8,698.70 |
| Public Records Specialist | 0.85 | $ 6,818.04 | $ 7,270.03 | $ 7,726.51 | $ 8,179.25 | $ 8,634.97 | $ 9,087.71 |
| Administrative Specialist | 1.00 | $ 5,717.11 | $ 6,101.20 | $ 6,482.69 | $ 6,861.58 | $ 7,243.06 | $ 7,624.56 |
| Passport Acceptance Agent | 1.60 | $ 4,802.20 | $ 5,121.04 | $ 5,439.89 | $ 5,761.18 | $ 6,082.45 | $ 6,400.90 |
| | **5.45** | | | | | | |
| **Finance/Info. Systems Department** | | | | | | | |
| Finance Director | 1.00 | $ 12,863.40 | $ 13,720.84 | $ 14,578.45 | $ 15,436.06 | $ 16,293.64 | $ 17,149.86 |
| Information Systems Manager | 1.00 | $ 10,168.30 | $ 10,846.14 | $ 11,524.09 | $ 12,202.01 | $ 12,879.84 | $ 13,557.78 |
| Finance Manager | 1.00 | $ 8,921.38 | $ 9,516.19 | $ 10,110.96 | $ 10,705.72 | $ 11,300.49 | $ 11,895.25 |
| Finance Specialist | 2.00 | $ 6,031.30 | $ 6,430.39 | $ 6,830.82 | $ 7,233.39 | $ 7,635.95 | $ 8,038.51 |
| Accounting Clerk | 0.60 | $ 5,418.80 | $ 5,779.91 | $ 6,141.01 | $ 6,502.12 | $ 6,863.23 | $ 7,224.33 |
| | **5.60** | | | | | | |
| **Community Development: Planning & Building Department** | | | | | | | |
| Community Development Director | 1.00 | $ 12,673.54 | $ 13,518.10 | $ 14,362.66 | $ 15,208.94 | $ 16,053.49 | $ 16,898.05 |
| Senior Planner | 1.00 | $ 8,417.49 | $ 8,978.96 | $ 9,538.09 | $ 10,101.93 | $ 10,661.05 | $ 11,222.53 |
| Associate Planner | 1.00 | $ 7,366.83 | $ 7,858.34 | $ 8,349.84 | $ 8,840.50 | $ 9,331.33 | $ 9,822.45 |
| Assistant Planner | 0.00 | $ 6,285.23 | $ 6,703.94 | $ 7,122.65 | $ 7,541.36 | $ 7,960.05 | $ 8,378.76 |
| Community Programs Planner | 1.00 | $ 7,049.60 | $ 7,519.94 | $ 7,990.28 | $ 8,459.81 | $ 8,929.50 | $ 9,399.47 |
| Climate Coordinator | 1.00 | $ 7,288.70 | $ 7,744.97 | $ 8,199.99 | $ 8,650.18 | $ 9,106.03 | $ 9,561.34 |
| Urban Forest Planner | 0.75 | $ 7,979.73 | $ 8,512.01 | $ 9,042.06 | $ 9,576.57 | $ 10,106.62 | $ 10,638.90 |
| Building Inspector (New) | 1.00 | $ 7,049.60 | $ 7,519.94 | $ 7,990.28 | $ 8,459.81 | $ 8,929.50 | $ 9,399.47 |
| Building Official | 0.00 | $ 9,278.53 | $ 9,897.07 | $ 10,515.65 | $ 11,134.21 | $ 11,752.78 | $ 12,371.35 |
| Permit Coordinator | 0.80 | $ 6,167.41 | $ 6,578.28 | $ 6,989.39 | $ 7,400.39 | $ 7,811.38 | $ 8,222.37 |
| Permit Technician | 0.00 | $ 5,418.80 | $ 5,779.91 | $ 6,141.01 | $ 6,502.12 | $ 6,863.23 | $ 7,224.33 |
| | **7.55** | | | | | | |
| **Emergency Management** | | | | | | | |
| Emergency Manager | 1.00 | $ 9,090.45 | $ 9,338.37 | $ 9,586.29 | $ 9,834.22 | $ 10,082.13 | $ 11,433.29 |
| | **1.00** | | | | | | |

| | FTE | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---|---|---|---|---|---|---|---|
| **Police Department** | | | | | | | |
| Police Chief (Contract) | 1.00 | | | | | $ 18,605.17 | $ 19,163.33 |
| Commander | 2.00 | $ 10,769.64 | $ 11,489.07 | $ 12,205.57 | $ 12,923.48 | $ 13,641.50 | $ 15,408.32 |
| Sergeant 2 | 4.00 | | | | | | $ 11,575.20 |
| Sergeant 1 | 0.00 | | | | | | $ 10,998.00 |
| Police Officer | 10.00 | $ 7,830.16 | $ 8,450.00 | $ 9,121.84 | $ 9,785.36 | | |
| Detective | 2.00 | $ 8,613.18 | $ 9,295.00 | $ 10,034.02 | $ 10,763.90 | | |
| Traffic Officer | 2.00 | $ 8,221.67 | $ 8,872.50 | $ 9,577.93 | $ 10,274.63 | | |
| Support Services Officer | 1.00 | $ 6,222.32 | $ 6,667.44 | $ 7,109.44 | $ 7,564.96 | | |
| Transport Officer | 0.40 | $ 6,222.32 | $ 6,667.44 | $ 7,109.44 | $ 7,564.96 | | |
| Property & Evidence Tech | 0.60 | $ 6,222.32 | $ 6,667.44 | $ 7,109.44 | $ 7,564.96 | | |
| Records Specialist | 2.00 | $ 6,002.88 | $ 6,218.16 | $ 6,431.36 | $ 6,642.48 | $ 6,852.56 | $ 7,065.76 |
| Domestic Violence Advocate | 0.35 | $ 6,514.47 | $ 6,949.94 | $ 7,382.89 | $ 7,818.36 | $ 8,251.31 | $ 8,686.80 |
| | **25.35** | | | | | | |
| **Public Works Department** | | | | | | | |
| Public Works Director | 1.00 | $ 13,765.85 | $ 14,177.96 | $ 15,065.27 | $ 15,950.86 | $ 16,836.27 | $ 17,723.75 |
| Senior Project Manager | 1.00 | $ 9,752.14 | $ 10,287.82 | $ 10,930.64 | $ 11,574.00 | $ 12,217.24 | $ 12,860.45 |
| Project Manager | 2.00 | $ 8,170.94 | $ 8,713.77 | $ 9,258.97 | $ 9,804.17 | $ 10,349.38 | $ 10,892.22 |
| Public Works Superintendent | 1.00 | $ 8,310.76 | $ 8,865.82 | $ 9,419.20 | $ 9,972.59 | $ 10,527.64 | $ 11,967.50 |
| Stormwater Program Coordinator | 1.00 | $ 7,288.70 | $ 7,744.97 | $ 8,199.99 | $ 8,650.18 | $ 9,106.03 | $ 9,561.34 |
| PW Admin. Assistant | 1.00 | $ 5,418.80 | $ 5,779.91 | $ 6,141.01 | $ 6,502.12 | $ 6,863.23 | $ 7,224.33 |
| Lead Maintenance Worker | 1.00 | $ 7,570.01 | $ 7,837.17 | $ 8,104.36 | $ 8,371.50 | $ 8,638.69 | $ 8,905.89 |
| Maintenance Worker | 5.00 | $ 6,881.82 | $ 7,124.71 | $ 7,367.60 | $ 7,610.46 | $ 7,853.36 | $ 8,096.27 |
| Seasonal Maintenance Worker (Hourly) | 2.00 | $ 24.89 | $ 26.45 | $ 27.99 | $ 29.56 | $ 31.11 | $ 33.18 |
| | **15.00** | | | | | | |
| **Total Adjusted 2027 Positions** | **71.30** | | | | | | |

## 2028 Amended Positions and Monthly Salary Schedule

*Monthly salary amounts shown are based on a 1.0 full time equivalent (FTE) - except the Municipal Court Judge and Mayor*

| | FTE | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---|---|---|---|---|---|---|---|
| **Legislative** | | | | | | | |
| Councilmembers | 7.00 | | | | | | $ 800.00 |
| **Executive** | | | | | | | |
| Mayor | 0.50 | | | | | | $ 3,000.00 |
| City Administrator (Contract) | 1.00 | | | | | | $ 20,707.92 |
| Program Executive (LTE) | 1.00 | $ 14,178.82 | $ 14,603.30 | $ 15,517.23 | $ 16,429.38 | $ 17,341.36 | $ 18,255.47 |
| Human Resources Director | 1.00 | $ 12,539.15 | $ 13,375.07 | $ 14,210.95 | $ 15,046.95 | $ 15,882.92 | $ 16,718.87 |
| Human Resources Specialist | 0.80 | $ 7,022.58 | $ 7,488.13 | $ 7,958.30 | $ 8,424.62 | $ 8,894.02 | $ 9,360.34 |
| | **4.30** | | | | | | |
| **Judicial** | | | | | | | |
| Municipal Court Judge (Contract) | 0.75 | | | | | $ - | $ 14,994.48 |
| Court Administrator | 1.00 | $ 9,969.09 | $ 10,633.82 | $ 11,298.55 | $ 11,963.26 | $ 12,627.97 | $ 13,292.74 |
| Senior Judicial Specialist | 2.00 | $ 6,116.65 | $ 6,525.28 | $ 6,931.32 | $ 7,339.97 | $ 7,745.99 | $ 8,154.65 |
| Judicial Specialist | 3.40 | $ 5,461.29 | $ 5,826.15 | $ 6,188.68 | $ 6,553.54 | $ 6,916.07 | $ 7,280.93 |
| Probation Officer | 0.30 | $ 7,250.76 | $ 7,735.11 | $ 8,219.47 | $ 8,701.40 | $ 9,185.75 | $ 9,667.79 |
| Pro-tem Judge | | $75 per hour | | | | | |
| | **7.05** | | | | | | |
| **Municipal Services Department** | | | | | | | |
| City Clerk | 1.00 | $ 9,389.77 | $ 10,014.55 | $ 10,640.96 | $ 11,267.62 | $ 11,893.81 | $ 12,518.59 |
| Deputy City Clerk | 1.00 | $ 6,718.63 | $ 7,166.39 | $ 7,616.37 | $ 8,064.13 | $ 8,511.89 | $ 8,959.66 |
| Public Records Specialist | 0.85 | $ 7,022.58 | $ 7,488.13 | $ 7,958.30 | $ 8,424.62 | $ 8,894.02 | $ 9,360.34 |
| Administrative Specialist | 1.00 | $ 5,888.63 | $ 6,284.23 | $ 6,677.17 | $ 7,067.43 | $ 7,460.36 | $ 7,853.29 |
| Passport Acceptance Agent | 1.60 | $ 4,946.26 | $ 5,274.67 | $ 5,603.08 | $ 5,934.01 | $ 6,264.93 | $ 6,592.93 |
| | **5.45** | | | | | | |
| **Finance/Info. Systems Department** | | | | | | | |
| Finance Director | 1.00 | $ 13,249.30 | $ 14,132.47 | $ 15,015.80 | $ 15,899.14 | $ 16,782.45 | $ 17,664.36 |
| Information Systems Manager | 1.00 | $ 10,473.35 | $ 11,171.52 | $ 11,869.81 | $ 12,568.07 | $ 13,266.24 | $ 13,964.51 |
| Finance Manager | 1.00 | $ 9,189.02 | $ 9,801.68 | $ 10,414.29 | $ 11,026.89 | $ 11,639.50 | $ 12,252.10 |
| Finance Specialist | 2.00 | $ 6,212.24 | $ 6,623.30 | $ 7,035.75 | $ 7,450.39 | $ 7,865.03 | $ 8,279.67 |
| Accounting Clerk | 0.60 | $ 5,581.37 | $ 5,953.31 | $ 6,325.24 | $ 6,697.18 | $ 7,069.13 | $ 7,441.06 |
| | **5.60** | | | | | | |
| **Community Development: Planning & Building Department** | | | | | | | |
| Community Development Director | 1.00 | $ 13,053.74 | $ 13,923.64 | $ 14,793.54 | $ 15,665.21 | $ 16,535.09 | $ 17,404.99 |
| Senior Planner | 1.00 | $ 8,670.02 | $ 9,248.33 | $ 9,824.24 | $ 10,404.99 | $ 10,980.88 | $ 11,559.21 |
| Associate Planner | 1.00 | $ 7,587.83 | $ 8,094.09 | $ 8,600.34 | $ 9,105.71 | $ 9,611.27 | $ 10,117.12 |
| Assistant Planner | 0.00 | $ 6,473.79 | $ 6,905.06 | $ 7,336.33 | $ 7,767.60 | $ 8,198.85 | $ 8,630.12 |
| Community Programs Planner | 1.00 | $ 7,261.09 | $ 7,745.54 | $ 8,229.99 | $ 8,713.60 | $ 9,197.39 | $ 9,681.46 |
| Climate Coordinator | 1.00 | $ 7,507.36 | $ 7,977.32 | $ 8,445.99 | $ 8,909.68 | $ 9,379.21 | $ 9,848.18 |
| Urban Forest Planner | 0.75 | $ 8,219.12 | $ 8,767.37 | $ 9,313.32 | $ 9,863.87 | $ 10,409.82 | $ 10,958.07 |
| Building Inspector (New) | 1.00 | $ 7,261.09 | $ 7,745.54 | $ 8,229.99 | $ 8,713.60 | $ 9,197.39 | $ 9,681.46 |
| Building Official | 0.00 | $ 9,556.89 | $ 10,193.98 | $ 10,831.12 | $ 11,468.24 | $ 12,105.37 | $ 12,742.49 |
| Permit Coordinator | 0.80 | $ 6,352.44 | $ 6,775.63 | $ 7,199.07 | $ 7,622.40 | $ 8,045.72 | $ 8,469.04 |
| Permit Technician | 0.00 | $ 5,581.37 | $ 5,953.31 | $ 6,325.24 | $ 6,697.18 | $ 7,069.13 | $ 7,441.06 |
| | **7.55** | | | | | | |
| **Emergency Management** | | | | | | | |
| Emergency Manager | 1.00 | $ 9,363.16 | $ 9,618.52 | $ 9,873.87 | $ 10,129.24 | $ 10,384.60 | $ 11,776.29 |
| | **1.00** | | | | | | |

| | FTE | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---|---|---|---|---|---|---|---|
| **Police Department** | | | | | | | |
| Police Chief (Contract) | 1.00 | | | | | | $ 19,738.23 |
| Commander | 2.00 | $ 11,092.73 | $ 11,833.74 | $ 12,571.74 | $ 13,311.18 | $ 14,050.74 | $ 15,870.57 |
| Sergeant 2 | 4.00 | | | | | | $ 11,922.46 |
| Sergeant 1 | 0.00 | | | | | | $ 11,327.94 |
| Police Officer | 10.00 | $ 8,065.06 | $ 8,703.50 | $ 9,395.50 | $ 10,078.92 | | |
| Detective | 2.00 | $ 8,871.57 | $ 9,573.85 | $ 10,335.04 | $ 11,086.81 | | |
| Traffic Officer | 2.00 | $ 8,468.32 | $ 9,138.68 | $ 9,865.27 | $ 10,582.87 | | |
| Support Services Officer | 1.00 | $ 6,408.99 | $ 6,867.46 | $ 7,322.72 | $ 7,791.91 | | |
| Transport Officer | 0.40 | $ 6,408.99 | $ 6,867.46 | $ 7,322.72 | $ 7,791.91 | | |
| Property & Evidence Tech | 0.60 | $ 6,408.99 | $ 6,867.46 | $ 7,322.72 | $ 7,791.91 | | |
| Records Specialist | 2.00 | $ 6,182.97 | $ 6,404.70 | $ 6,624.30 | $ 6,841.75 | $ 7,058.14 | $ 7,277.73 |
| Domestic Violence Advocate | 0.35 | $ 6,709.90 | $ 7,158.44 | $ 7,604.38 | $ 8,052.91 | $ 8,498.85 | $ 8,947.40 |
| | **25.35** | | | | | | |
| **Public Works Department** | | | | | | | |
| Public Works Director | 1.00 | $ 14,178.82 | $ 14,603.30 | $ 15,517.23 | $ 16,429.38 | $ 17,341.36 | $ 18,255.47 |
| Senior Project Manager | 1.00 | $ 10,044.70 | $ 10,596.45 | $ 11,258.56 | $ 11,921.22 | $ 12,583.76 | $ 13,246.26 |
| Project Manager | 2.00 | $ 8,416.06 | $ 8,975.18 | $ 9,536.74 | $ 10,098.30 | $ 10,659.86 | $ 11,218.99 |
| Public Works Superintendent | 1.00 | $ 8,560.09 | $ 9,131.80 | $ 9,701.78 | $ 10,271.76 | $ 10,843.47 | $ 12,326.53 |
| Stormwater Program Coordinator | 1.00 | $ 7,507.36 | $ 7,977.32 | $ 8,445.99 | $ 8,909.68 | $ 9,379.21 | $ 9,848.18 |
| PW Admin. Assistant | 1.00 | $ 5,581.37 | $ 5,953.31 | $ 6,325.24 | $ 6,697.18 | $ 7,069.13 | $ 7,441.06 |
| Lead Maintenance Worker | 1.00 | $ 7,797.11 | $ 8,072.29 | $ 8,347.49 | $ 8,622.64 | $ 8,897.85 | $ 9,173.06 |
| Maintenance Worker | 5.00 | $ 7,088.28 | $ 7,338.45 | $ 7,588.63 | $ 7,838.77 | $ 8,088.96 | $ 8,339.15 |
| Seasonal Maintenance Worker (Hourly) | 2.00 | $ 25.64 | $ 27.24 | $ 28.83 | $ 30.45 | $ 32.04 | $ 34.18 |
| | **15.00** | | | | | | |
| **Total Adjusted 2028 Positions** | **71.30** | | | | | | |