

Exhibit "A"
City of Delano
Management Employees Group
Monthly Salary Schedule

Effective July 1, 2014

| Classification Title | Salary Grade | A | B | C | D | E | F |
|---|--------------|---------|---------|---------|---------|---------|---------|
| Records and Documents Manager | 118 | \$3,785 | \$3,975 | \$4,174 | \$4,383 | \$4,603 | |
| Police Records/Communications Manager | 135 | \$4,480 | \$4,704 | \$4,940 | \$5,187 | \$5,447 | |
| Management Analyst | 140 | \$4,708 | \$4,944 | \$5,192 | \$5,452 | \$5,725 | |
| CCF Lieutenant | 140 | \$4,708 | \$4,944 | \$5,192 | \$5,452 | \$5,725 | |
| Superintendent, Water Production & Utilities (Grade IV) | 145 | \$4,948 | \$5,196 | \$5,456 | \$5,729 | \$6,016 | |
| WWTP Superintendent (Grade IV Operator) | 145 | \$4,948 | \$5,196 | \$5,456 | \$5,729 | \$6,016 | |
| Superintendent, Streets & Solid Waste | 150 | \$5,201 | \$5,462 | \$5,736 | \$6,023 | \$6,325 | |
| Transportation Manager | 150 | \$5,201 | \$5,462 | \$5,736 | \$6,023 | \$6,325 | |
| Recreation Manager | 150 | \$5,201 | \$5,462 | \$5,736 | \$6,023 | \$6,325 | |
| Corrections Captain - Director of Security | 150 | \$5,201 | \$5,462 | \$5,736 | \$6,023 | \$6,325 | |
| Building Official/Senior Building Inspector | 155 | \$5,466 | \$5,740 | \$6,027 | \$6,329 | \$6,646 | |
| Senior Planner | 155 | \$5,466 | \$5,740 | \$6,027 | \$6,329 | \$6,646 | |
| CCF Facility Manager | 155 | \$5,466 | \$5,740 | \$6,027 | \$6,329 | \$6,646 | |
| WWTP Superintendent (Grade V Operator) | 165 | \$6,038 | \$6,340 | \$6,657 | \$6,990 | \$7,340 | |
| Superintendent, Water Production & Utilities (Grade V) | 165 | \$6,038 | \$6,340 | \$6,657 | \$6,990 | \$7,340 | |
| Assistant Finance Director | 165 | \$6,038 | \$6,340 | \$6,657 | \$6,990 | \$7,340 | |
| Corrections Commander | 171 | \$6,409 | \$6,730 | \$7,067 | \$7,421 | \$7,793 | \$8,183 |
| Police Commander | 171 | \$6,409 | \$6,730 | \$7,067 | \$7,421 | \$7,793 | \$8,183 |
| Assistant Public Works Director/Engineer | 171 | \$6,409 | \$6,730 | \$7,067 | \$7,421 | \$7,793 | |

Effective January 1, 2015

| Classification Title | Salary Grade | A | B | C | D | E | F |
|--|--------------|---------|---------|---------|---------|---------|---------|
| Records and Documents Manager | 118 | \$3,899 | \$4,094 | \$4,299 | \$4,514 | \$4,740 | |
| Police Records/Communications Manager | 135 | \$4,615 | \$4,846 | \$5,089 | \$5,344 | \$5,612 | |
| Management Analyst | 140 | \$4,850 | \$5,093 | \$5,348 | \$5,616 | \$5,897 | |
| CCF Lieutenant | 140 | \$4,850 | \$5,093 | \$5,348 | \$5,616 | \$5,897 | |
| Superintendent, Water Production & Utilities | 145 | \$5,097 | \$5,352 | \$5,620 | \$5,901 | \$6,197 | |
| WWTP Superintendent (Grade IV Operator) | 145 | \$5,097 | \$5,352 | \$5,620 | \$5,901 | \$6,197 | |
| Superintendent, Streets & Solid Waste | 150 | \$5,358 | \$5,626 | \$5,908 | \$6,204 | \$6,515 | |
| Transportation Manager | 150 | \$5,358 | \$5,626 | \$5,908 | \$6,204 | \$6,515 | |
| Recreation Manager | 150 | \$5,358 | \$5,626 | \$5,908 | \$6,204 | \$6,515 | |
| Corrections Captain - Director of Security | 150 | \$5,358 | \$5,626 | \$5,908 | \$6,204 | \$6,515 | |
| Building Official/Senior Building Inspector | 155 | \$5,630 | \$5,912 | \$6,208 | \$6,519 | \$6,845 | |
| Senior Planner | 155 | \$5,630 | \$5,912 | \$6,208 | \$6,519 | \$6,845 | |
| CCF Facility Manager | 155 | \$5,630 | \$5,912 | \$6,208 | \$6,519 | \$6,845 | |
| WWTP Superintendent (Grade V Operator) | 165 | \$6,220 | \$6,531 | \$6,858 | \$7,201 | \$7,562 | |
| Assistant Finance Director | 165 | \$6,220 | \$6,531 | \$6,858 | \$7,201 | \$7,562 | |
| Superintendent, Water Production & Utilities (Grade V) | 165 | \$6,220 | \$6,531 | \$6,858 | \$7,201 | \$7,562 | |
| Corrections Commander | 171 | \$6,602 | \$6,933 | \$7,280 | \$7,644 | \$8,027 | \$8,429 |
| Police Commander | 171 | \$6,602 | \$6,933 | \$7,280 | \$7,644 | \$8,027 | \$8,429 |
| Assistant Public Works Director/Engineer | 171 | \$6,602 | \$6,933 | \$7,280 | \$7,644 | \$8,027 | |