

## Summary of Executive Pay Plan Changes for 2016

### Exhibit "A" Schedule of Position Salary Grades (Page 38 )

- New Positions:

|  |                 |
|--|-----------------|
| Sr. Plan Examiner                      | salary grade 13 |
| Manager of Emergency Communication 911 | salary grade 15 |
| Deputy Chief of Police                 | salary grade 16 |
  
- Position Grade Changes: (reflected in the HayGroup 2014 salary survey)

|                           |                       |
|---------------------------|-----------------------|
| Management Analyst        | salary grade 12 to 13 |
| Chief Management Officer  | salary grade 15 to 17 |
| Supt. of Water and Sewer  | salary grade 15 to 17 |
| Supt. of Water Production | salary grade 15 to 17 |
  
- Position Status Changes

|                                |                     |
|--------------------------------|---------------------|
| Computer Network Administrator | Exec. to Non-Exempt |
| Police Systems Analyst         | Exec. to Non-Exempt |

### Exhibit B-Schedule of Salary Grades

- Proposed 2.25% COLA.