Summary of Non-Exempt Pay Plan Changes for 2016

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

• Position Changes:(reflected in the HayGroup 2014 salary survey)

Office Manager grade 10 to 12

Position Status

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

Exhibit B-Schedule of Salary Grades

• Proposed 2.25% COLA.