

EXHIBIT A

Executive Officer Title	FY 2026-2027 Proposed Merit Increase	FY 2026-2027 Proposed Market Increase	FY 2026-2027 Total Proposed Increase
City Manager	3%	0%	3%
Assistant City Manager	3%	0%	3%
Deputy City Manager/Management Services Director	3%	0%	3%
Chief Financial Officer	3%	0%	3%
Chief of Police	3%	0%	3%
City Attorney	3%	0%	3%
Civic Engagement Executive Director/PIO	3%	0%	3%
Community Development Executive Director	3%	0%	3%
Community Services Executive Director (Library, Parks & Recreation)	3%	0%	3%
Fire Chief	3%	0%	3%
Public Works Executive Director	3%	0%	3%
Deputy Chief of Police	3%	0%	3%
Deputy City Attorney	3%	0%	3%
Assistant Fire Chief (Fire Operations)	3%	0%	3%
Assistant Fire Chief (Medical Operations)	3%	0%	3%
Chief Building Official	3%	0%	3%
City Engineer	3%	0%	3%

City Recorder	3%	0%	3%
Economic Development Director	3%	0%	3%
Facilities Director	3%	0%	3%
Finance Director	3%	0%	3%
Human Resources Director	3%	0%	3%
Information Security Officer	3%	0%	3%
IT Director	3%	0%	3%
Library Director	3%	0%	3%
Parks & Recreation Director	3%	0%	3%
Planning Director	3%	0%	3%
Public Services Director	3%	0%	3%
Public Utilities Director	3%	0%	3%
Strategy & Innovation Director	3%	0%	3%