

EXHIBIT A

**Department of Human Resources
Proposed FY 2020-21 MSF Labor Rates
For Comparative Purposes**

Title	Proposed Hourly Rate	Current Hourly Rate	Change \$	Change %
Account Clerk III-Conf	\$ 72.83	\$ 68.43	\$ 4.41	6.44%
Accountant I - Confidential	\$ 59.23	\$ 62.18	\$ (2.96)	-4.75%
Accountant II - Confidential	\$ 67.78	\$ 72.88	\$ (5.10)	-7.00%
Assistant Director of Human Resources	\$ 154.89	\$ 150.94	\$ 3.95	2.61%
Human Resources Analyst I	\$ 68.47	\$ 66.13	\$ 2.34	3.54%
Human Resources Analyst II	\$ 72.54	\$ 72.35	\$ 0.19	0.26%
Human Resources Analyst III	\$ 91.21	\$ 86.96	\$ 4.26	4.89%
Human Resources Manager/ Business Manager	\$ 147.56	\$ 144.58	\$ 2.98	2.06%
Human Resources Technician I - C	\$ 55.20	\$ 51.34	\$ 3.86	7.52%
Human Resources Technician II - C	\$ 63.32	\$ 68.66	\$ (5.34)	-7.78%
Human Resources Technician III - C	\$ 74.53	\$ 74.95	\$ (0.43)	-0.57%
Office Assistant I - C	\$ 36.38	\$ 39.50	\$ (3.12)	-7.90%
Office Assistant II - C	\$ 35.80	\$ 36.81	\$ (1.02)	-2.76%
Office Assistant III - C	\$ 39.90	\$ 41.06	\$ (1.16)	-2.81%
Principal Human Resources Analyst	\$ 133.74	\$ 128.30	\$ 5.44	4.24%
Senior Accountant-Conf	\$ 81.00	\$ 83.16	\$ (2.16)	-2.60%
Sr Human Resources Analyst	\$ 112.21	\$ 107.55	\$ 4.66	4.33%
Supervising Human Resources Tech. - C	\$ 61.12	\$ 63.23	\$ (2.11)	-3.34%
Average Rate Increase to Existing Positions	\$ 79.32	\$ 78.83	\$ 0.48	0.61%