

EXHIBIT A

Department of Human Resources Proposed FY 2017-18 MSF Labor Rates For Comparative Purposes

Title	Proposed Hourly Rate	Current Hourly Rate	Change \$	Change %
Account Clerk III-Conf	\$ 62.89	\$ 55.92	\$ 6.97	12.5%
Accountant I - Confidential	\$ 56.32	\$ 55.29	\$ 1.02	1.9%
Accountant II - Confidential	\$ 61.21	\$ 74.50	\$ (13.29)	-17.8%
Assistant Director of Human Resources	\$ 137.86	\$ 142.62	\$ (4.76)	-3.3%
Human Resources Analyst I	\$ 61.01	\$ 58.38	\$ 2.63	4.5%
Human Resources Analyst II	\$ 67.16	\$ 60.59	\$ 6.57	10.8%
Human Resources Analyst III	\$ 86.54	\$ 90.56	\$ (4.02)	-4.4%
Human Resources Manager/ Business Manager	\$ 125.70	\$ 115.53	\$ 10.17	8.8%
Human Resources Technician I - C	\$ 45.21	\$ 45.60	\$ (0.39)	-0.8%
Human Resources Technician II - C	\$ 62.94	\$ 60.31	\$ 2.63	4.4%
Human Resources Technician III - C	\$ 66.83	\$ 63.30	\$ 3.54	5.6%
Office Assistant I - C	\$ 35.72	\$ 33.01	\$ 2.71	8.2%
Office Assistant II - C	\$ 33.62	\$ 34.06	\$ (0.43)	-1.3%
Office Assistant III - C	\$ 37.52	\$ 41.14	\$ (3.62)	-8.8%
Principal Human Resources Analyst	\$ 118.39	\$ 106.98	\$ 11.41	10.7%
Senior Accountant-Conf	\$ 79.56	\$ 74.71	\$ 4.85	6.5%
Sr Human Resources Analyst	\$ 106.34	\$ 99.84	\$ 6.49	6.5%
Supervising Human Resources Tech. - C	\$ 54.84	\$ 56.82	\$ (1.98)	-3.5%
Average Rate Increase to Existing Positions	\$ 72.20	\$ 70.51	\$ 1.70	2.40%