

EXHIBIT A

**Department of Human Resources
Proposed FY 2019-20 MSF Labor Rates
For Comparative Purposes**

Title	Proposed Hourly Rate	Current Hourly Rate	Change \$	Change %
Account Clerk III-Conf	\$ 68.43	\$ 62.89	\$ 5.53	8.80%
Accountant I - Confidential	\$ 62.18	\$ 56.32	\$ 5.86	10.41%
Accountant II - Confidential	\$ 72.88	\$ 61.21	\$ 11.67	19.07%
Assistant Director of Human Resources	\$ 150.94	\$ 137.86	\$ 13.08	9.49%
Human Resources Analyst I	\$ 66.13	\$ 61.01	\$ 5.12	8.39%
Human Resources Analyst II	\$ 72.35	\$ 67.16	\$ 5.19	7.72%
Human Resources Analyst III	\$ 86.96	\$ 86.54	\$ 0.41	0.48%
Human Resources Manager/ Business Manager	\$ 144.58	\$ 125.70	\$ 18.88	15.02%
Human Resources Technician I - C	\$ 51.34	\$ 45.21	\$ 6.13	13.57%
Human Resources Technician II - C	\$ 68.66	\$ 62.94	\$ 5.72	9.09%
Human Resources Technician III - C	\$ 74.95	\$ 66.83	\$ 8.12	12.15%
Office Assistant I - C	\$ 39.50	\$ 35.72	\$ 3.79	10.60%
Office Assistant II - C	\$ 36.81	\$ 33.62	\$ 3.19	9.48%
Office Assistant III - C	\$ 41.06	\$ 37.52	\$ 3.53	9.42%
Principal Human Resources Analyst	\$ 128.30	\$ 118.39	\$ 9.91	8.37%
Senior Accountant-Conf	\$ 83.16	\$ 79.56	\$ 3.60	4.52%
Sr Human Resources Analyst	\$ 107.55	\$ 106.34	\$ 1.21	1.14%
Supervising Human Resources Tech. - C	\$ 63.23	\$ 54.84	\$ 8.40	15.31%
Average Rate Increase to Existing Positions	\$ 78.83	\$ 72.20	\$ 6.63	9.18%