Exhibit 3.15 MANAGEMENT/NON-REPRESENTED – MIDDLE

Control Rates Effective April 14, 2008 ¹

Classification	Control Rate
Administrative Legal Secretary (Confidential)	72,686
Applications Development & Services Supervisor	119,188
Forensic Services Supervisor	92,474
Information Technology Operations Manager	127,448
Management Analyst V (Confidential)	107,792
Network Systems Supervisor	119,188
Nurse Practitioner	99,297
Payroll Services Manager (Confidential)	114,659
Police Administrator	104,706
Police Captain ²	145,305
Police Lieutenant ²	134,701
Police Supervisor	73,813
Public Information Officer	107,793
Senior Capital Projects Manager	134,352

Classification	Control Rate
Supervising Fire Plans Examiner	110,532
Telecommunications Manager	119,188

Effective April 13, 2009 4% Effective April 12, 2010 4% Effective April 11, 2011 4%

¹ With the exception of the classifications of Police Lieutenant and Police Captain, the control rates for classifications in the Management Non-Represented – Middle will be increased as follows:

² The Control Rates for Police Lieutenant and Police Captain are effective July 9, 2007.