## Exhibit 3.20 MANAGEMENT/NON-REPRESENTED – PROFESSIONAL

## Control Rates Effective April 14, 2008 <sup>1</sup>

Classification	Control Rate
Executive Assistant to the City Manager (Confidential)	80,000
Administrative Assistant to the Mayor/Council (Confidential)	71,045
Deputy City Attorney (Confidential)	122,755
Executive Secretary (Confidential)	61,786
Executive Secretary (Shorthand/Confidential)	63,564
Management Analyst I (Confidential)	66,170
Management Analyst II (Confidential)	73,034
Management Analyst III (Confidential)	85,040
Management Analyst IV (Confidential)	97,654
Safety Officer	102,045

1 Control rates for classifications in the Management Non-Represented – Professional will be increased as follows:

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