## Exhibit 3.15 MANAGEMENT/NON-REPRESENTED – MIDDLE

## Control Rates Effective April 2, 2007

Classification	Control Rate
Administrative Legal Secretary (Confidential)	69,890
Applications Development & Services Supervisor	110,360
City Hall Seismic Retrofit Project Manager	123,533
Forensic Services Supervisor	86,344
Information Technology Operations Manager	118,007
Management Analyst V (Confidential)	98,440
Nurse Practitioner	95,478
Payroll Services Manager (Confidential)	104,710
Police Administrator	97,764
Police Captain <sup>1</sup>	145,305
Police Lieutenant <sup>1</sup>	134,700
Police Supervisor	70,634
Public Information Officer	98,441
Telecommunications Manager	110,360

Adopted March 17, 2008

M-MIDNR

<sup>&</sup>lt;sup>1</sup> The Control Rates for Police Lieutenant and Police Captain are effective July 9, 2007.