

**Exhibit 3.15
MANAGEMENT/NON-REPRESENTED – MIDDLE**

Control Rates Effective April 14, 2008 ¹

<u>Classification</u>	<u>Control Rate</u>
Administrative Legal Secretary (Confidential)	72,686
Applications Development & Services Supervisor	119,188
Information Technology Operations Manager	127,448
Information Technology Manager – GIS	110,904
Information Technology Manager – Customer Service	110,904
Information Technology Manager – Program Management	119,469
Information Technology Manager – Infrastructure	128,033
Information Technology Manager – Applications	128,033
Information Technology Manager – Enterprise	128,033
Management Analyst V (Confidential)	107,792
Network Systems Supervisor	119,188
Payroll Services Manager (Confidential)	114,659
Police Administrator	104,706
Police Captain ²	149,665
Police Lieutenant ²	138,743

Adopted: September 27, 2010

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<u>Classification</u>	<u>Control Rate</u>
Police Supervisor	73,812
Public Information Officer	107,793
Public Services Manager (Unclassified)	150,649
Public Services Manager (Unclassified) - Sworn	150,649
Senior Capital Projects Manager	134,352
Telecommunications Manager	119,188

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

Effective April 11, 2011 4%

² The Control Rates Police Lieutenant and Police Captain are effective July 7, 2008.

Adopted: September 27, 2010

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