

**Exhibit 3.20
MANAGEMENT/NON-REPRESENTED – PROFESSIONAL**

Control Rates Effective April 14, 2008 ¹

| <u>Classification</u> | <u>Control Rate</u> |
|--------------------------------------------------------------|----------------------------|
| Administrative 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) | 61,785 |
| Executive Secretary (Shorthand/Confidential) | 63,563 |
| Management Analyst I (Confidential) | 66,170 |
| Management Analyst II (Confidential) | 73,034 |
| Management Analyst III (Confidential) | 85,040 |
| Management Analyst IV (Confidential) | 97,653 |
| Safety Officer | 102,045 |
| Public Services Supervisor (Unclassified) | 132, 579 |
| Public Services Supervisor (Unclassified) - Sworn | 132, 579 |

¹ Control Rates Management Non-Represented – Professional are effective April 14, 2008 with no scheduled increases.

Adopted: March 14, 2011

M-PROFNR