

Exhibit A
Minimum/Maximum Anticipated Wage Rates

| <u>Job Category -- as defined by the EEOC</u> | 2012-13 Anticipated Minimum Hourly Rate | 2012-13 Anticipated Maximum Hourly Rate |
|---|--|--|
| <u>Officials/Administrators</u> Includes Department/Division Heads | \$23.00 | \$60.00 |
| <u>Professionals</u> Includes I/T Administrators and Firefighter Shift Supervisors | \$24.80 | \$37.50 |
| <u>Technicians</u> Includes Information Technology, Police Dispatch, and Engineering Tech | \$13.74 | \$33.00 |
| <u>Protective Service</u> Includes Police Officers and Firefighters | \$14.61 | \$36.50 |
| <u>Para-Professionals</u> Includes Paid On-Call Firefighters | \$8.25 | \$10.00 |
| <u>Administrative Support</u> Includes support staff of Department Heads and City Officials | \$13.50 | \$33.00 |
| <u>Skilled Craft</u> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation | \$17.02 | \$40.00 |
| <u>Service/Maintenance</u> Includes Custodial Support | \$10.00 | \$18.00 |

| |
|--|
| |
| 2012-13 Anticipated Annualized Salary Maximum |
| \$124,800.00 |
| |
| \$78,000.00 |
| |
| \$68,640.00 |
| |
| \$75,920.00 |
| |
| \$20,800.00 |
| |
| \$68,640.00 |
| |
| \$83,200.00 |
| |
| \$37,440.00 |