

Exhibit A			
Minimum/Maximum Anticipated Wage Rates			
<u>Job Category -- as defined by the EEOC</u>	2014-15 Anticipated Minimum Hourly Rate	2014-15 Anticipated Maximum Hourly Rate	2014-15 Anticipated Annualized Salary Maximum
<u>Officials/Administrators</u> Includes Department/Division Heads	\$19.00	\$60.00	\$124,800.00
<u>Professionals</u> Includes I/T Administrators and Firefighter Shift Supervisors	\$24.80	\$37.50	\$78,000.00
<u>Technicians</u> Includes Information Technology, Police Dispatch, and Engineering Tech	\$10.00	\$34.62	\$72,000.00
<u>Protective Service</u> Includes Police Officers and Firefighters	\$15.81	\$37.50	\$78,000.00
<u>Para-Professionals</u> Includes Paid On-Call Firefighters	\$8.25	\$12.00	\$24,960.00
<u>Administrative Support</u> Includes support staff of Department Heads and City Officials	\$10.00	\$27.40	\$57,000.00
<u>Skilled Craft</u> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$12.20	\$44.00	\$91,520.00
<u>Service/Maintenance</u> Includes Custodial Support	\$10.00	\$20.00	\$41,600.00

*** Does not include City Manager, whose salary is set by City Council*