

**Exhibit A**  
**Minimum/Maximum Anticipated Wage Rates**

<b><u>Job Category -- as defined by the EEOC</u></b>	<b>2016-17 Anticipated Minimum Hourly Rate</b>	<b>2016-17 Anticipated Maximum Hourly Rate</b>	<b>2016-17 Anticipated Annualized Salary Maximum</b>
<b><u>Officials/Administrators</u></b> Includes Department/Division Heads	\$18.91	\$60.42	\$125,669.97
<b><u>Professionals</u></b> Includes I/T Administrators and Firefighter Shift Supervisors	\$30.88	\$36.61	\$76,148.80
<b><u>Technicians</u></b> Includes Information Technology, Police Dispatch, and Engineering Tech	\$17.74	\$32.25	\$67,080.00
<b><u>Protective Service</u></b> Includes Police Officers and Firefighters	\$23.01	\$39.18	\$81,494.40
<b><u>Para-Professionals</u></b> Includes Paid On-Call Firefighters	\$12.00	\$15.00	\$31,200.00
<b><u>Administrative Support</u></b> Includes support staff of Department Heads and City Officials	\$10.61	\$33.67	\$70,033.60
<b><u>Skilled Craft</u></b> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$13.32	\$46.01	\$95,700.80
<b><u>Service/Maintenance</u></b> Includes Custodial Support	\$16.06	\$19.23	\$39,998.40