

Exhibit A
Minimum/Maximum Anticipated Wage Rates

<u>Job Category -- as defined by the EEOC</u>	2021 Anticipated Minimum Hourly Rate	2021 Anticipated Maximum Hourly Rate	2021 Anticipated Annualized Salary Maximum
<u>Officials/Administrators</u> Includes Department/Division Heads	\$37.60	\$76.20	\$158,500.00
<u>Professionals</u> Includes I/T Administrators and Firefighter Shift Supervisors	\$27.39	\$48.11	\$100,068.80
<u>Technicians</u> Includes Information Technology, Police Dispatch, and Engineering Tech	\$20.13	\$38.15	\$79,352.00
<u>Protective Service</u> Includes Police Officers and Firefighters	\$20.32	\$45.70	\$95,056.00
<u>Para-Professionals</u> Includes Paid On-Call Firefighters	\$11.00	\$20.00	\$41,600.00
<u>Administrative Support</u> Includes support staff of Department Heads and City Officials	\$18.89	\$49.71	\$103,396.80
<u>Skilled Craft</u> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$23.00	\$53.67	\$111,633.60
<u>Service/Maintenance</u> Includes Custodial Support	\$15.00	\$23.23	\$48,318.40