

<b>Exhibit A</b>			
<b>Minimum/Maximum Anticipated Wage Rates</b>			
<b><u>Job Category -- as defined by the EEOC</u></b>	<b>2013-14 Anticipated Minimum Hourly Rate</b>	<b>2013-14 Anticipated Maximum Hourly Rate</b>	<b>2013-14 Anticipated Annualized Salary Maximum</b>
<b><u>Officials/Administrators</u></b> Includes Department/Division Heads	\$19.00	\$60.00	\$124,800.00
<b><u>Professionals</u></b> Includes I/T Administrators and Firefighter Shift Supervisors	\$24.80	\$37.50	\$78,000.00
<b><u>Technicians</u></b> Includes Information Technology, Police Dispatch, and Engineering Tech	\$10.00	\$34.62	\$72,000.00
<b><u>Protective Service</u></b> Includes Police Officers and Firefighters	\$15.81	\$37.50	\$78,000.00
<b><u>Para-Professionals</u></b> Includes Paid On-Call Firefighters	\$8.25	\$10.00	\$20,800.00
<b><u>Administrative Support</u></b> Includes support staff of Department Heads and City Officials	\$10.00	\$27.40	\$57,000.00
<b><u>Skilled Craft</u></b> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$12.20	\$42.00	\$87,360.00
<b><u>Service/Maintenance</u></b> Includes Custodial Support	\$10.00	\$19.00	\$39,520.00

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