

Exhibit A
Minimum/Maximum Wage Rates

<u>Job Category -- as defined by the EEOC</u>	2011-12 Minimum Hourly Rate	2011-12 Maximum Hourly Rate	2011-12 Annualized Salary Maximum
<u>Officials/Administrators</u> Includes Department/Division Heads	\$23.00	\$56.00	\$116,480.00
<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	\$13.74	\$33.00	\$68,640.00
<u>Protective Service</u> Includes Police Officers and Firefighters	\$14.61	\$35.00	\$72,800.00
<u>Para-Professionals</u> Includes Paid On-Call Firefighters	\$8.00	\$10.00	\$20,800.00
<u>Administrative Support</u> Includes support staff of Department Heads and City Officials	\$13.50	\$28.00	\$58,240.00
<u>Skilled Craft</u> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$17.02	\$39.50	\$82,160.00
<u>Service/Maintenance</u> Includes Custodial Support	\$10.00	\$18.00	\$37,440.00