

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

<u>Job Category -- as defined by the EEOC</u>	2015-16 Anticipated Minimum Hourly Rate	2015-16 Anticipated Maximum Hourly Rate	2015-16 Anticipated Annualized Salary Maximum
<b><u>Officials/Administrators</u></b> Includes Department/Division Heads	\$18.36	\$60.00	\$124,800*
<b><u>Professionals</u></b> Includes I/T Administrators and Firefighter Shift Supervisors	\$29.98	\$35.55	\$73,944.00
<b><u>Technicians</u></b> Includes Information Technology, Police Dispatch, and Engineering Tech	\$17.23	\$31.31	\$65,124.80
<b><u>Protective Service</u></b> Includes Police Officers and Firefighters	\$22.34	\$38.04	\$79,123.20
<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	\$10.30	\$32.69	\$67,995.20
<b><u>Skilled Craft</u></b> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$12.94	\$44.67	\$92,913.60
<b><u>Service/Maintenance</u></b> Includes Custodial Support	\$15.60	\$18.67	\$38,833.60

\*City Manager, whose salary is set by City Council