

Exhibit A
Minimum/Maximum Anticipated Wage Rates

<u>Job Category -- as defined by the EEOC</u>	2017-18 Anticipated Minimum Hourly Rate	2017-18 Anticipated Maximum Hourly Rate	2017-18 Anticipated Annualized Salary Maximum
<u>Officials/Administrators</u> Includes Department/Division Heads	\$27.96	\$62.38	\$129,750.40
<u>Professionals</u> Includes I/T Administrators and Firefighter Shift Supervisors	\$31.88	\$37.80	\$78,624.00
<u>Technicians</u> Includes Information Technology, Police Dispatch, and Engineering Tech	\$18.33	\$40.46	\$84,156.80
<u>Protective Service</u> Includes Police Officers and Firefighters	\$18.42	\$38.03	\$79,102.40
<u>Para-Professionals</u> Includes Paid On-Call Firefighters	\$12.00	\$15.00	\$31,200.00
<u>Administrative Support</u> Includes support staff of Department Heads and City Officials	\$14.16	\$38.22	\$79,497.60
<u>Skilled Craft</u> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$13.80	\$48.63	\$101,150.40
<u>Service/Maintenance</u> Includes Custodial Support	\$17.09	\$19.86	\$41,308.80