

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

<u><b>Job Category -- as defined by the EEOC</b></u>	<b>2018 Anticipated Minimum Hourly Rate</b>	<b>2018 Anticipated Maximum Hourly Rate</b>	<b>2018 Anticipated Annualized Salary Maximum</b>
<b><u>Officials/Administrators</u></b> Includes Department/Division Heads	\$29.79	\$64.90	\$135,000.00
<b><u>Professionals</u></b> Includes I/T Administrators and Firefighter Shift Supervisors	\$31.88	\$46.37	\$96,459.92
<b><u>Technicians</u></b> Includes Information Technology, Police Dispatch, and Engineering Tech	\$19.72	\$39.03	\$81,179.28
<b><u>Protective Service</u></b> Includes Police Officers and Firefighters	\$23.36	\$41.77	\$86,891.80
<b><u>Para-Professionals</u></b> Includes Paid On-Call Firefighters	\$10.00	\$15.00	\$31,200.00
<b><u>Administrative Support</u></b> Includes support staff of Department Heads and City Officials	\$15.49	\$41.44	\$86,185.34
<b><u>Skilled Craft</u></b> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$13.80	\$50.21	\$104,437.70
<b><u>Service/Maintenance</u></b> Includes Custodial Support	\$17.09	\$19.86	\$41,308.80