

Exhibit A
Minimum/Maximum Anticipated Wage Rates

<u>Job Category -- as defined by the EEOC</u>	2019 Anticipated Minimum Hourly Rate	2019 Anticipated Maximum Hourly Rate	2019 Anticipated Annualized Salary Maximum
<u>Officials/Administrators</u> Includes Department/Division Heads	\$36.38	\$68.15	\$141,750.00
<u>Professionals</u> Includes I/T Administrators and Firefighter Shift Supervisors	\$31.88	\$46.37	\$96,449.60
<u>Technicians</u> Includes Information Technology, Police Dispatch, and Engineering Tech	\$18.00	\$39.03	\$81,182.40
<u>Protective Service</u> Includes Police Officers and Firefighters	\$19.01	\$43.25	\$89,960.00
<u>Para-Professionals</u> Includes Paid On-Call Firefighters	\$10.00	\$20.00	\$41,600.00
<u>Administrative Support</u> Includes support staff of Department Heads and City Officials	\$14.94	\$45.51	\$94,660.80
<u>Skilled Craft</u> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$14.25	\$51.70	\$107,536.00
<u>Service/Maintenance</u> Includes Custodial Support	\$17.09	\$20.80	\$43,264.00