

Exhibit A
Minimum/Maximum Anticipated Wage Rates

<u>Job Category -- as defined by the EEOC</u>	2020 Anticipated Minimum Hourly Rate	2020 Anticipated Maximum Hourly Rate	2020 Anticipated Annualized Salary Maximum
<u>Officials/Administrators</u> Includes Department/Division Heads	\$34.14	\$72.60	\$151,000.00
<u>Professionals</u> Includes I/T Administrators and Firefighter Shift Supervisors	\$33.02	\$46.71	\$97,156.80
<u>Technicians</u> Includes Information Technology, Police Dispatch, and Engineering Tech	\$19.59	\$35.91	\$74,692.80
<u>Protective Service</u> Includes Police Officers and Firefighters	\$19.78	\$44.51	\$92,580.80
<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	\$19.72	\$48.52	\$100,921.60
<u>Skilled Craft</u> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$19.50	\$52.48	\$109,158.40
<u>Service/Maintenance</u> Includes Custodial Support	\$17.09	\$20.80	\$43,264.00