Exhibit A

## CITY OF JOSHUA GENERAL PAY STRUCTURE

Effective 11/20/2025

					Pay Ra	nge		
Grade	Pay Frequency	FLSA Status	Minimum		_	Maximum	Position Title	
Craue	1 ay i requeitey	. LOA Status		141			···wamiuiii	1 OSIGION TIGE
100	Annual	Non-exempt	Α	\$	27,000.00	\$	32,000.00	Kennel Technician
	Hourly (2080)		Н	\$	12.98	\$	15.38	Election Worker (seasonal)
101	Annual	Non-exempt	Α	\$	28,000.00	\$	38,000.00	
	Hourly (2080)		Н	\$	13.46	\$	18.27	
102	Annual	Non-exempt	Α	\$	29,500.00	\$	39,500.00	
	Hourly (2080)		Н	\$	14.18	\$	18.99	
103	Annual	Non-exempt	Α	\$	32,500.00		45,000.00	Parks Maintenance Worker
	Hourly (2080)		Н	\$	15.63	\$	21.63	
101				_	25.000.00	_	47.500.00	
104	Annual	Non-exempt	Α	\$	35,000.00		47,500.00	Public Works Crew Member
	Hourly (2080)		Н	\$	16.83	\$	22.84	
105	Annual	Non-exempt	Α	\$	37,500.00	\$	50,000.00	Animal Control Officer
105	Hourly (2080)	•	Н	۶ \$	18.03	۶ \$	24.04	Code Enforcement Officer
	Hourry (2080)	Non-exempt Non-exempt	П	Ş	16.03	Ş	24.04	Parks Crew Leader
		Non-exempt						Permit Clerk
		Non-exempt						Permit Cierk
106	Annual	Non-exempt	Α	\$	40,000.00	\$	55,000.00	Administrative Assistant II
	Hourly (2080)	Non-exempt	Н	\$	19.23	\$	26.44	Finance Coordinator
	(2000)	Tron exempt		Ť				
107	Annual	Non-exempt	Α	\$	42,500.00	\$	57,500.00	Public Works Crew Leader
	Hourly (2080)	·	Н	\$	20.43	\$	27.64	
108	Annual	Non-exempt	Α	\$	45,500.00	\$	60,500.00	
	Hourly (2080)	Non-exempt	Н	\$	21.88	\$	29.09	
109	Annual	Non-exempt	Α	\$	48,500.00	\$	63,500.00	Court Administrator/Clerk
	Hourly (2080)		Н	\$	23.32	\$	30.53	
				_	50.500.55		67.500.00	
110	Annual	Non-exempt	Α	\$	52,500.00	\$	67,500.00	Animal Services Manager
	Hourly (2080)	Non-exempt	Н	\$	25.24	\$	32.45	Assistant to the City Manager -Communications
								Parks Manager
								Building Inspector
111	Annual	Non exempt	٨	Ļ	E8 E00 00	Ċ	72 500 00	
111	Hourly (2080)	Non-exempt Non-exempt	A H	\$ \$	58,500.00 28.13	\$ \$	73,500.00 35.34	
	1100119 (2000)	Non-exempt	11	ڔ	20.13	ڔ	33.34	
112	Annual	Non-exempt	Α	\$	64,500.00	\$	84,500.00	
112	Hourly (2080)	on exempt	Н	\$	31.01	\$	40.63	
				7	31.01	٧	40.03	
113	Annual	Non-exempt	Α	\$	70,500.00	\$	90,500.00	<u> </u>
	Hourly (2080)	2 2	Н	\$	33.89	\$	43.51	
	, (====)		- •	T	23.00	7		

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114	Annual	Exempt	Α	\$	76,500.00	\$	,	Public Works Director
	Hourly (2080)	Exempt	Н	\$	36.78	\$	46.39	
115	Annual	Exempt	Α	\$	86,500.00	\$	106,500.00	
	Hourly (2080)		Н	\$	41.59	\$	51.20	
116	Annual	Exempt	Α	\$	96,500.00	\$	116,500.00	Human Resources Director
	Hourly (2080)	Exempt	Н	\$	46.39	\$	56.01	Economic Development Director
	• • •	·						
117	Annual	Exempt	Α	\$ :	106,500.00	Ś	126,500.00	Police Chief
	Hourly (2080)	Exempt	Н	;	51.20	\$	60.82	
	(2000)			<u> </u>		<u> </u>		
118	Annual	Exempt	Α	ς.	116,500.00	\$	136,500.00	Finance Director
110	Hourly (2080)	Exempt	Н	\$	56.01	\$	65.63	Thance birector
	1100119 (2000)			Ÿ	30.01	Ų.	05.05	
119	Annual	Exempt	Α	ς.	126,500.00	¢	146,500.00	Assistant City Manager
119	Hourly (2080)	Lxempt	Н	\$	60.82	ب \$	70.43	Assistant City Manager
	Hourry (2080)		П	Ş	00.82	Ş	70.43	
120	Ammund	Everent	Δ	٠ ,	126 500 00	۲.	156 500 00	
120	Annual	Exempt	Α		136,500.00		156,500.00	
	Hourly (2080)		Н	\$	65.63	\$	75.24	
121	Annual	Exempt	Α		146,500.00		166,500.00	
	Hourly (2080)		Н	\$	70.43	\$	80.05	
122	Annual	Exempt	Α	\$ :	156,500.00	\$	176,500.00	
	Hourly (2080)		Н	\$	75.24	\$	84.86	

	CITY OF JOSHUA
	PUBLIC SAFETY PAY STRUCTURE
Police Department	

Police Officer Police Sergeant Police Captain	Non-exempt Non-exempt Exempt	\$ 76,000.00	\$ 75,000.00 \$ 88,000.00 \$ 101,000.00
Fire Marshal	Non-exempt	\$ 60,000.00	\$ 75,000.00