

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

<b><u>Job Category -- as defined by the EEOC</u></b>	<b>2024 Anticipated Minimum Hourly Rate</b>	<b>2024 Anticipated Maximum Hourly Rate</b>	<b>2024 Anticipated Annualized Salary Maximum</b>
<b><u>Officials/Administrators</u></b> Includes Department/Division Heads	\$35.16	\$87.61	\$182,229
<b><u>Professionals</u></b> Includes I/T Administrators and Firefighter Shift Supervisors	\$36.07	\$62.54	\$130,083
<b><u>Technicians</u></b> Includes Information Technology, Police Dispatch, and Engineering Tech	\$22.00	\$40.23	\$83,678
<b><u>Protective Service</u></b> Includes Police Officers and Firefighters	\$22.21	\$50.26	\$104,541
<b><u>Para-Professionals</u></b> Includes Paid On-Call Firefighters	\$15.00	\$21.00	\$43,680.00
<b><u>Administrative Support</u></b> Includes support staff of Department Heads and City Officials	\$18.52	\$48.00	\$99,840
<b><u>Skilled Craft</u></b> Includes Street Maintenance, Electric Production/Distribution, and Water/Water Reclamation	\$26.06	\$59.35	\$123,448
<b><u>Service/Maintenance</u></b> Includes Custodial Support	\$14.00	\$25.39	\$52,811