

Exhibit A

Pay Scale by Position: Exempt (3 Steps Each)

Suggested hiring placement is shown as a range based on equivalent applicable experience at hire. Directly applicable experience counts 1.00-for-1.00; somewhat applicable experience may be credited at 0.75-for-1.00, subject to HR/management review.

| Grade | Band ID | Position Band | Departments Covered | Step | Hourly Rate | Annual Salary | Starting Placement Guidance |
|-------|---------|---------------------|--------------------------|------|-------------|---------------|--|
| 1 | 12 | Deputy C/T | City Hall/Misc Positions | 1 | \$30.00 | \$62,400.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of being bondable, applicable experience and have limited additional equivalent applicable experience at placement. |
| 2 | 12 | Deputy C/T | City Hall/Misc Positions | 2 | \$31.25 | \$65,000.00 | Suggested hiring range: Step 2 for candidates who are bondable, applicable experience and bring about 3.0 to 4.99 equivalent years of applicable experience and can perform core duties with limited supervision. |
| 3 | 12 | Deputy C/T | City Hall/Misc Positions | 3 | \$32.50 | \$67,600.00 | Suggested hiring range: Step 3 for candidates who meet are bondable, applicable experience, bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery. |
| 4 | 13 | Shop Superintendent | Misc Positions | 1 | \$30.00 | \$62,400.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 3-years of applicable experience at placement. |
| 5 | 13 | Shop Superintendent | Misc Positions | 2 | \$31.25 | \$65,000.00 | Suggested hiring range: Step 2 for candidates who bring about 5.0 equivalent years of applicable experience and can perform core duties with limited supervision. |
| 6 | 13 | Shop Superintendent | Misc Positions | 3 | \$32.50 | \$67,600.00 | Suggested hiring range: Step 3 for candidates who bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery. |
| 7 | 14 | Inspector/Marshal | City Hall/Misc Positions | 1 | \$30.00 | \$62,400.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of Certified for both Building Insp and Fire Marshal or have 3-years of applicable experience. |
| 8 | 14 | Inspector/Marshal | City Hall/Misc Positions | 2 | \$31.25 | \$65,000.00 | Suggested hiring range: Step 2 for candidates who meet Certified for both Building Insp and Fire Marshal and bring about 1.0-4.0 equivalent years of applicable experience and can perform core duties with limited supervision. |

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| 9 | 14 | Inspector/Marshal | City Hall/Misc Positions | 3 | \$32.50 | \$67,600.00 | Suggested hiring range: Step 3 for candidates who meet Certified for both Building Insp and Fire Marshal, bring about 6.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery. |
| 10 | 15 | Superintendent | Parks, Streets/Snow, Solid Waste | 1 | \$30.00 | \$62,400.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 3-years applicable experience, CDL Certified and have limited additional equivalent applicable experience at placement. |
| 11 | 15 | Superintendent | Parks, Streets/Snow, Solid Waste | 2 | \$31.25 | \$65,000.00 | Suggested hiring range: Step 2 for candidates who are CDL Certified and bring about 5.0 equivalent years of applicable experience and can perform core duties with limited supervision. |
| 12 | 15 | Superintendent | Parks, Streets/Snow, Solid Waste | 3 | \$32.50 | \$67,600.00 | Suggested hiring range: Step 3 for candidates who are CDL Certified, bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery. |
| 13 | 16 | Commissioner | Water, Sewer | 1 | \$32.00 | \$66,560.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 3-years applicable experience and all certifications at placement. |
| 14 | 16 | Commissioner | Water, Sewer | 2 | \$33.50 | \$69,680.00 | Suggested hiring range: Step 2 for candidates who have all certifications and bring about 5.0 equivalent years of applicable experience and can perform core duties with limited supervision. |
| 15 | 16 | Commissioner | Water, Sewer | 3 | \$35.00 | \$72,800.00 | Suggested hiring range: Step 3 for candidates who have all certifications, bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery. |
| 16 | 17 | Assistant PW Director | City Hall/Misc Positions | 1 | \$41.00 | \$85,280.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 5-years of applicable experience and have limited additional equivalent applicable experience at placement. |
| 17 | 17 | Assistant PW Director | City Hall/Misc Positions | 2 | \$42.75 | \$88,920.00 | Suggested hiring range: Step 2 for candidates who bring about 7.0 equivalent years of applicable experience and can perform core duties with limited supervision. |
| 18 | 17 | Assistant PW Director | City Hall/Misc Positions | 3 | \$44.50 | \$92,560.00 | Suggested hiring range: Step 3 for candidates who bring about 9.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery. |

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| 19 | 18 | Captain | Police Administration Positions | 1 | \$41.00 | \$85,280.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 5-years of applicable experience at placement. |
| 20 | 18 | Captain | Police Administration Positions | 2 | \$42.75 | \$88,920.00 | Suggested hiring range: Step 2 for candidates who bring about 7.0 equivalent years of applicable experience and can perform core duties with limited supervision. |
| 21 | 18 | Captain | Police Administration Positions | 3 | \$44.50 | \$92,560.00 | Suggested hiring range: Step 3 for candidates who bring about 9.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery. |
| 22 | 19 | Clerk/Treasurer | City Hall/Misc Positions | 1 | \$41.50 | \$86,320.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of 5-years of applicable experience and have limited additional equivalent applicable experience at placement and must be bondable. |
| 23 | 19 | Clerk/Treasurer | City Hall/Misc Positions | 2 | \$44.25 | \$92,040.00 | Suggested hiring range: Step 2 for candidates who bring about 7.0 equivalent years of applicable experience, are bondable, and can perform core duties with limited supervision. |
| 24 | 19 | Clerk/Treasurer | City Hall/Misc Positions | 3 | \$47.00 | \$97,760.00 | Suggested hiring range: Step 3 for candidates who bring about 9.0 or more equivalent years of applicable experience, are bondable, and demonstrate the highest relevant accreditation and independent mastery. |
| 25 | 20 | Public Works Director | City Hall/Misc Positions | 1 | \$43.50 | \$90,480.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of College Degree or 7-years applicable experience and have limited additional equivalent applicable experience at placement. |
| 26 | 20 | Public Works Director | City Hall/Misc Positions | 2 | \$46.25 | \$96,200.00 | Suggested hiring range: Step 2 for candidates who meet College Degree or applicable experience and bring about 3.0 to 4.99 equivalent years of applicable experience and can perform core duties with limited supervision. |
| 27 | 20 | Public Works Director | City Hall/Misc Positions | 3 | \$49.00 | \$101,920.00 | Suggested hiring range: Step 3 for candidates who meet College Degree or applicable experience, bring about 7.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery. |
| 28 | 21 | Chief of Police | Police Administration Positions | 1 | \$44.50 | \$92,560.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of College Degree or 7-years applicable experience. |

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| 29 | 21 | Chief of Police | Police Administration Positions | 2 | \$47.25 | \$98,280.00 | Suggested hiring range: Step 2 for candidates who meet College Degree or applicable experience and bring about 9.0 equivalent years of applicable experience and can perform core duties with limited supervision. |
| 30 | 21 | Chief of Police | Police Administration Positions | 3 | \$50.00 | \$104,000.00 | Suggested hiring range: Step 3 for candidates who meet College Degree or applicable experience, bring about 11.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery. |
| 31 | 22 | Chief Administrative Officer | City Hall/Misc Positions | 1 | \$51.50 | \$107,120.00 | Suggested hiring range: Step 1 for candidates who meet the minimum requirement of College Degree or 9-years applicable experience at placement. |
| 32 | 22 | Chief Administrative Officer | City Hall/Misc Positions | 2 | \$53.25 | \$110,760.00 | Suggested hiring range: Step 2 for candidates who meet College Degree or applicable experience and bring about 11.0 equivalent years of applicable experience and can perform core duties with limited supervision. |
| 33 | 22 | Chief Administrative Officer | City Hall/Misc Positions | 3 | \$55.00 | \$114,400.00 | Suggested hiring range: Step 3 for candidates who meet College Degree or applicable experience, bring about 13.0 or more equivalent years of applicable experience, and demonstrate the highest relevant accreditation and independent mastery. |