

Exhibit A

Classifications	FY 2024-2025					FY 2025-2026				
	Range	Step 1	Step I	Step II	Step III	Step IV	Step V	Step V	Step V	Step V
Administrative Clerk (set at minimum wage)	0.5	2,773.33	2,860.00	3,003.00	3,153.15	3,310.81	3,476.35	3,650.89	3,833.43	4,025.97
Account Clerk I	1	3,631.91	3,740.36	3,927.91	4,124.30	4,330.52	4,547.04	4,774.20	5,012.44	5,262.23
Operator in Training	2	3,722.90	3,834.59	4,026.32	4,227.63	4,439.01	4,660.96	4,894.20	5,138.44	5,393.68
Maintenance Worker	3	3,816.38	3,930.87	4,127.41	4,333.78	4,550.47	4,777.99	5,016.93	5,266.89	5,528.41
Account Clerk II	4	3,911.09	4,028.43	4,229.85	4,441.34	4,663.41	4,896.58	5,141.40	5,396.88	5,655.20
	5	4,009.57	4,129.85	4,336.35	4,553.16	4,780.82	5,019.86	5,270.82	5,522.63	5,776.89
	6	4,109.28	4,232.56	4,444.19	4,666.40	4,899.71	5,144.70	5,396.88	5,655.20	5,916.29
	7	4,211.47	4,337.81	4,554.70	4,782.43	5,021.56	5,272.63	5,528.41	5,785.49	6,044.20
	8	4,317.42	4,446.94	4,669.29	4,902.75	5,147.89	5,405.28	5,664.20	5,923.16	6,181.12
Senior Account Clerk/Accounting Technician I	9	4,424.61	4,557.35	4,785.22	5,024.48	5,274.99	5,535.49	5,796.56	6,057.71	6,319.44
Sr Maint Worker, Water/Wastewater Operator	10	4,535.53	4,671.59	4,905.17	5,150.43	5,407.95	5,678.35	5,949.20	6,220.11	6,491.51
	11	4,648.95	4,788.42	5,027.84	5,279.23	5,543.19	5,820.35	6,097.20	6,374.46	6,651.31
Police Administrative Assistant	12	4,764.86	4,907.81	5,153.20	5,410.86	5,681.40	5,955.47	6,230.54	6,505.51	6,780.54
	13	4,884.51	5,031.05	5,282.60	5,546.73	5,824.06	6,115.20	6,406.34	6,697.48	6,988.62
Public Works Supervisor	14	5,006.66	5,156.86	5,414.71	5,685.44	5,969.71	6,264.20	6,559.29	6,854.48	7,149.67
Police Officer	14a	5,006.66	5,357.13	5,624.98	5,906.23	6,201.54	6,511.62	6,822.10	7,132.58	7,443.06
	15	5,131.29	5,285.23	5,549.49	5,826.96	6,118.31	6,424.22	6,730.13	7,036.04	7,341.95
	16	5,259.67	5,417.46	5,688.33	5,972.75	6,271.38	6,584.95	6,898.52	7,212.09	7,525.66
	17	5,391.78	5,553.53	5,831.21	6,122.77	6,428.91	6,750.35	7,072.79	7,395.23	7,717.67
Administrative Clerk/City Clerk, Accounting Technician II	17a	5,391.78	5,769.20	6,057.67	6,360.55	6,678.58	7,012.50	7,352.42	7,692.34	8,032.26
Police Corporal	18	5,526.38	5,692.17	5,976.78	6,275.62	6,589.40	6,918.87	7,253.34	7,588.22	7,922.70
	19	5,664.73	5,834.67	6,126.40	6,432.72	6,754.36	7,092.08	7,430.80	7,768.52	8,106.24
	20	5,805.57	5,979.74	6,278.73	6,592.66	6,922.30	7,268.41	7,614.52	7,960.63	8,306.74
Police Sergeant	20a	5,805.57	6,037.79	6,339.68	6,666.67	7,009.50	7,358.33	7,707.16	8,056.00	8,404.83
Building Inspector, PW Superintendent, Senior Accountant	21	5,951.39	6,129.94	6,436.43	6,758.25	7,096.17	7,450.98	7,805.79	8,160.60	8,515.41
	22	6,099.72	6,282.71	6,596.85	6,926.69	7,273.02	7,628.85	7,984.68	8,340.51	8,696.34
	23	6,253.03	6,440.62	6,762.65	7,100.78	7,455.82	7,822.61	8,190.00	8,557.39	8,924.78
	24	6,408.81	6,601.08	6,931.13	7,277.69	7,641.57	8,016.46	8,391.35	8,766.24	9,141.13
	25	6,569.60	6,766.69	7,105.02	7,460.28	7,833.29	8,216.30	8,600.31	8,984.32	9,368.33
	26	6,732.89	6,934.87	7,281.62	7,645.70	8,027.98	8,420.26	8,812.54	9,204.82	9,597.10
	27	6,901.13	7,108.17	7,463.58	7,836.75	8,228.59	8,630.43	9,032.27	9,434.11	9,835.95
	28	7,074.39	7,286.62	7,650.95	8,033.50	8,426.34	8,829.18	9,232.02	9,634.86	10,037.70
	29	7,251.36	7,468.90	7,842.34	8,234.46	8,637.30	9,040.14	9,443.00	9,845.84	10,248.68
	30	7,432.08	7,655.04	8,037.80	8,439.69	8,852.53	9,265.37	9,678.21	10,091.05	10,503.89
	31	7,617.80	7,846.34	8,238.65	8,650.59	9,083.12	9,515.26	9,947.40	10,379.54	10,811.68
	32	7,808.49	8,042.74	8,444.88	8,867.13	9,310.48	9,763.83	10,217.18	10,670.53	11,123.88
Chief Building Official, Public Works Director	33	8,004.17	8,244.30	8,656.51	9,089.34	9,543.80	10,020.00	10,500.00	10,980.00	11,460.00
	34	8,203.58	8,449.69	8,912.17	9,391.51	9,881.85	10,374.19	10,868.53	11,362.87	11,857.21
	35	8,409.23	8,661.51	9,034.59	9,529.32	10,036.66	10,547.55	11,060.99	11,574.93	12,089.37
	36	8,619.87	8,878.46	9,327.79	9,800.00	10,283.89	10,779.33	11,276.33	11,773.33	12,270.33
	37	8,834.24	9,099.27	9,554.23	10,031.94	10,533.54	11,038.14	11,542.74	12,047.34	12,551.94
	38	9,056.11	9,327.79	9,794.18	10,283.89	10,795.00	11,306.11	11,817.22	12,328.33	12,839.44
	39	9,281.70	9,560.15	10,038.16	10,540.06	11,051.96	11,563.86	12,075.76	12,587.66	13,099.56
	40	9,513.50	9,798.91	10,288.85	10,803.30	11,318.30	11,833.30	12,348.30	12,863.30	13,378.30
Community Development Director	41	9,751.57	10,044.12	10,546.32	11,073.64	11,606.96	12,140.28	12,673.60	13,206.92	13,740.24
	42	9,995.86	10,295.74	10,810.53	11,351.05	11,891.57	12,432.09	12,972.61	13,513.13	14,053.65
	43	10,245.14	10,552.50	11,080.12	11,634.13	12,198.14	12,762.15	13,326.16	13,890.17	14,454.18
Police Chief	44	10,501.89	10,816.95	11,357.80	11,925.69	12,500.58	13,075.47	13,650.36	14,225.25	14,800.14

Rates are stated on a monthly basis. Steps are 5% apart. Hourly rates for pay purposes are calculated by multiplying the monthly rates times 12 and dividing by 2,080.

Classifications	FY 2025-2026					FY 2026-2027						
	Range	Step 1	Step I	Hrly	Step II	Hrly	Step III	Hrly	Step IV	Hrly	Step V	Hrly
Administrative Clerk (set at minimum wage)	0.5	2,860.00	2,945.80	17.00	3,093.09	17.84	3,247.74	18.74	3,410.13	19.67	3,580.64	20.66
Account Clerk I	1	3,740.86	3,853.09	22.23	4,045.74	23.34	4,248.03	24.51	4,460.43	25.73	4,683.45	27.02
Operator in Training	2	3,834.59	3,949.62	22.79	4,147.11	23.93	4,354.46	25.12	4,572.18	26.38	4,800.79	27.70
Maintenance Worker	3	3,930.87	4,048.79	23.36	4,251.23	24.53	4,463.79	25.75	4,686.98	27.04	4,921.33	28.39
Account Clerk II	4	4,028.43	4,149.28	23.94	4,356.74	25.14	4,574.58	26.39	4,803.31	27.71	5,043.47	29.10
	5	4,129.85	4,253.75	24.54	4,466.44	25.77	4,689.76	27.06	4,924.25	28.41	5,170.46	29.83
	6	4,232.56	4,359.53	25.15	4,577.51	26.41	4,806.39	27.73	5,046.71	29.12	5,299.04	30.57
	7	4,337.81	4,467.94	25.78	4,691.34	27.07	4,925.91	28.42	5,172.20	29.84	5,430.81	31.33
	8	4,446.94	4,580.35	26.43	4,809.37	27.75	5,049.83	29.13	5,302.33	30.59	5,567.44	32.12
Senior Account Clerk/Accounting Technician I	9	4,557.35	4,694.07	27.08	4,928.77	28.44	5,175.21	29.86	5,433.97	31.35	5,705.67	32.92
Sr Maint Worker, Water/Wastewater Operator	10	4,671.59	4,811.74	27.76	5,052.33	29.15	5,304.95	30.61	5,570.19	32.14	5,848.70	33.74
	11	4,788.42	4,932.07	28.45	5,178.67	29.88	5,437.61	31.37	5,709.49	32.94	5,994.96	34.59
Police Administrative Assistant	12	4,907.81	5,055.04	29.16	5,307.79	30.62	5,573.18	32.15	5,851.84	33.76	6,144.44	35.45
	13	5,031.05	5,181.98	29.90	5,441.08	31.39	5,713.13	32.96	5,998.79	34.61	6,298.73	36.34
Public Works Supervisor	14	5,156.86	5,311.57	30.64	5,577.15	32.48	5,856.00	33.78	6,148.80	35.47	6,456.24	37.25
Police Officer	14a	5,357.13	5,517.84	31.83	5,793.74	33.43	6,083.42	35.10	6,387.59	36.85	6,706.97	38.69
	15	5,285.23	5,443.78	31.41	5,715.97	32.98	6,001.77	34.63	6,301.86	36.36	6,616.95	38.17
	16	5,417.46	5,579.98	32.19	5,858.98	33.80	6,151.93	35.49	6,459.52	37.27	6,782.50	39.13
	17	5,553.53	5,720.14	33.00	6,006.15	34.65	6,306.45	36.38	6,621.78	38.20	6,952.87	40.11
Administrative Clerk/City Clerk, Accounting Technician II	17a	5,769.20	5,942.28	34.28	6,239.39	36.00	6,551.36	37.80	6,878.93	39.69	7,222.87	41.67
Police Corporal,	18	5,692.17	5,862.93	33.82	6,156.08	35.52	6,463.88	37.29	6,787.08	39.16	7,126.43	41.11
	19	5,834.67	6,009.71	34.67	6,310.20	36.40	6,625.71	38.23	6,956.99	40.14	7,304.84	42.14
	20	5,979.74	6,159.13	35.53	6,467.09	37.31	6,790.44	39.18	7,129.97	41.13	7,486.46	43.19
Police Sergeant	20a	6,037.79	6,218.92	35.88	6,529.87	37.67	6,856.36	39.56	7,199.18	41.53	7,559.14	43.61
Building Inspector, PW Superintendent, Senior Accountant	21	6,129.94	6,313.83	36.43	6,629.53	38.25	6,961.00	40.16	7,309.05	42.17	7,674.51	44.28
	22	6,282.17	6,471.19	37.33	6,794.75	39.20	7,134.49	41.16	7,491.21	43.22	7,865.77	45.38
	23	6,440.62	6,633.84	38.27	6,965.53	40.19	7,313.81	42.20	7,619.50	44.30	8,063.47	46.52
	24	6,601.08	6,799.11	39.23	7,139.06	41.19	7,496.02	43.25	7,870.82	45.41	8,264.36	47.68
	25	6,766.69	6,969.69	40.21	7,318.18	42.22	7,684.08	44.33	8,068.29	46.55	8,471.70	48.88
	26	6,934.87	7,142.92	41.21	7,500.06	43.27	7,875.07	45.43	8,268.82	47.70	8,682.26	50.09
	27	7,108.17	7,321.41	42.24	7,687.48	44.35	8,071.86	46.57	8,475.45	48.90	8,899.22	51.34
	28	7,286.62	7,505.22	43.30	7,880.48	45.46	8,274.50	47.74	8,688.23	50.12	9,122.64	52.63
	29	7,468.90	7,692.97	44.38	8,077.61	46.60	8,481.49	48.93	8,905.57	51.38	9,350.85	53.95
	30	7,655.04	7,884.70	45.49	8,278.93	47.76	8,692.88	50.15	9,127.52	52.66	9,583.90	55.29
	31	7,846.34	8,081.73	46.63	8,485.81	48.96	8,910.10	51.40	9,355.61	53.97	9,823.39	56.67
	32	8,042.74	8,284.03	47.79	8,698.23	50.18	9,133.14	52.69	9,589.80	55.33	10,069.29	58.09
Chief Building Official, Public Works Director	33	8,244.30	8,491.63	48.99	8,916.21	51.44	9,362.02	54.01	9,830.12	56.71	10,321.62	59.55
	34	8,449.69	8,703.18	50.21	9,138.34	52.72	9,595.25	55.36	10,075.02	58.13	10,578.77	61.03
	35	8,661.51	8,921.36	51.47	9,367.42	54.04	9,835.80	56.74	10,327.59	59.58	10,843.96	62.56
	36	8,878.46	9,144.82	52.76	9,602.06	55.40	10,082.16	58.17	10,586.27	61.07	11,115.58	64.13
	37	9,099.27	9,372.25	54.07	9,840.86	56.77	10,332.90	59.61	10,849.55	62.59	11,392.02	65.72
	38	9,327.79	9,607.62	55.43	10,088.01	58.20	10,592.41	61.11	11,122.03	64.17	11,678.13	67.37
	39	9,560.15	9,846.95	56.81	10,339.30	59.65	10,856.27	62.63	11,399.08	65.76	11,969.03	69.05
	40	9,798.91	10,092.88	58.23	10,597.52	61.14	11,127.40	64.20	11,683.77	67.41	12,267.95	70.78
Community Development Director	41	10,044.12	10,345.44	59.69	10,862.71	62.67	11,405.85	65.80	11,976.14	69.09	12,574.95	72.55
	42	10,295.74	10,604.61	61.18	11,134.84	64.24	11,691.58	67.45	12,276.16	70.82	12,889.97	74.37
	43	10,552.50	10,869.07	62.71	11,412.53	65.84	11,983.15	69.13	12,582.31	72.59	13,211.43	76.22
Police Chief	44	10,501.89	10,816.95	62.41	11,357.80	65.53	11,925.69	68.80	12,521.97	72.24	13,148.07	75.85

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