

Exhibit A - **Red** text indicates a new position added to Pay and Classification Plan

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Protective Services						
Band R1						
Police Recruit	\$24.2279		\$25.1971	\$50,394.03		\$52,409.97
Band PS2						
Animal Control Officer	\$18.46	\$23.10	\$27.74	\$ 38,396.80	\$ 48,048.00	\$ 57,699.20
Communications Call Taker - Police						
Band PS3						
Communication Specialist - Police	\$21.30	\$26.93	\$32.56	\$ 44,304.00	\$ 56,014.40	\$ 67,724.80
Court Security Officer						
Detention Officer						
Band PS4						
Animal Control Field Supervisor	\$24.63	\$30.80	\$36.98	\$ 51,230.40	\$ 64,064.00	\$ 76,918.40
Animal Shelter Supervisor						
Comm. Training & QA Specialist (Fire)						
Lead Comm Specialist-Police						
Lead Detention Officer						
Band PS5						
Communications Supvr-Fire	\$28.10	\$35.14	\$42.18	\$ 58,448.00	\$ 73,091.20	\$ 87,734.40
Communications Supvr-Police						
Radio Systems Specialist						
Band PS6						
Animal Control Manager	\$32.1298	\$40.1673	\$48.1952	\$66,830.00	\$83,548.00	\$100,246.00
Band PS7						
Battalion Chief	\$55.0120	\$62.5553	\$70.0986	\$114,425.00	\$130,115.00	\$145,805.00
Police Captain						
Band PS8						
Asst. Fire Chief	\$60.5130	\$68.8894	\$77.2659	\$125,867.00	\$143,290.00	\$160,713.00
Police Major						
Band PS9						
Deputy Fire Chief	\$66.5644	\$75.6918	\$84.8192	\$138,454.00	\$157,439.00	\$176,424.00
Deputy Police Chief						

Pay and Classification Plan				
See contracts for union progression rates	Hourly Rate		Est. Annualized Rate	
	Minimum	Maximum	Minimum	Maximum
Police - Union	Based on 2080 hours per year		Based on 2080 hours per year	
Police Officer	\$24.2279	\$40.1346	\$50,394.00	\$83,480.00
Sergeant	\$40.1346	\$47.8962	\$83,480.00	\$99,624.00
Fire - Union	Based on 2912 hours per year		Based on 2912 hours per year	
Fire Fighter	\$17.18	\$22.50	\$50,028.16	\$65,520.00
Fire Fighter - Paramedic	\$19.75	\$25.07	\$57,512.00	\$73,003.84
Fire Engineer	\$22.15	\$27.82	\$64,500.80	\$81,011.84
Fire Engineer - Paramedic	\$24.73	\$30.40	\$72,013.76	\$88,524.80
Fire Captain	\$28.68	\$32.97	\$83,516.16	\$96,008.64
Fire Captain - Paramedic	\$31.25	\$35.55	\$91,000.00	\$103,521.60
	Based on 2080 hours per year		Based on 2080 hours per year	
Communication Specialist	\$21.79	\$32.56	\$45,323.20	\$67,724.80
Lead Communication Specialist	\$22.88	\$34.19	\$47,590.40	\$71,115.20
IAM - Union			Based on 2080 hours per year	
Custodian	\$15.50	\$20.23	\$32,240.00	\$42,078.40
Meter Tech I	\$18.00	\$20.26	\$37,440.00	\$42,140.80
Meter Tech II	\$18.90	\$21.27	\$39,312.00	\$44,241.60
Meter Specialist	\$21.12	\$23.76	\$43,929.60	\$49,420.80
Fleet Maintenance Tech	\$17.00	\$24.20	\$35,360.00	\$50,336.00
Fleet Inventory Tech	\$20.42	\$29.06	\$42,473.60	\$60,444.80
Mechanic Technician I	\$20.67	\$29.42	\$42,993.60	\$61,193.60
Mechanic Technician II	\$21.70	\$30.89	\$45,136.00	\$64,251.20
Mechanic Technician III	\$22.79	\$32.44	\$47,403.20	\$67,475.20
Apprentice Utility Worker	\$21.00	\$21.00	\$43,680.00	\$43,680.00
Utility Worker	\$25.00	\$28.14	\$52,000.00	\$58,531.20
Utility Specialist I	\$28.00	\$31.52	\$58,240.00	\$65,561.60
Utility Specialist II	\$29.90	\$33.65	\$62,192.00	\$69,992.00
Utility Foreman	\$31.50	\$35.45	\$65,520.00	\$73,736.00
Apprentice Operator	\$19.00	\$20.00	\$39,520.00	\$41,600.00
Operator	\$21.00	\$27.40	\$43,680.00	\$56,992.00
Skilled Operator	\$23.25	\$30.34	\$48,360.00	\$63,107.20
Senior Operator	\$25.50	\$33.28	\$53,040.00	\$69,222.40