

Exhibit A

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	\$25.1971	\$41.7404	\$52,409.97	\$86,820.03
Sergeant	\$41.7404	\$49.8120	\$86,820.03	\$103,608.96
Fire - Union	Based on 2912 hours per year		Based on 2912 hours per year	
Fire Fighter	\$18.81	\$24.30	\$54,774.72	\$70,761.60
Fire Fighter - Paramedic	\$21.81	\$27.31	\$63,510.72	\$79,526.72
Fire Engineer	\$22.88	\$28.71	\$66,626.56	\$83,603.52
Fire Engineer - Paramedic	\$25.88	\$31.72	\$75,362.56	\$92,368.64
Fire Captain	\$29.57	\$33.32	\$86,107.84	\$97,027.84
Fire Captain - Paramedic	\$32.58	\$36.32	\$94,872.96	\$105,763.84
	Based on 2080 hours per year		Based on 2080 hours per year	
Communication Specialist	\$22.45	\$33.54	\$46,696.00	\$69,763.20
Lead Communication Specialist	\$23.57	\$35.22	\$49,025.60	\$73,257.60
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