

**Exhibit A - Effective January 1, 2023**

<b>CLASSIFIED JOB POSITIONS AND ENTRY LEVEL PAY SCALE</b>				
<b>Resolution No. 1185</b>				
<b>DEPARTMENT</b>	<b>POSITION</b>	<b>ENTRY LEVEL</b>		
		<b>YEARLY</b>	<b>MONTHLY</b>	<b>HOURLY</b>
Administration	Account Clerk I	\$ 35,478	\$ 2,956	\$ 17.00
Administration	Executive Secretary	\$ 35,478	\$ 2,956	\$ 17.00
Administration	Account Clerk II	\$ 38,316	\$ 3,193	\$ 18.36
Administration	City Clerk/Payroll Clerk	\$ 35,478	\$ 2,956	\$ 17.00
Administration	Accounts Payable Clerk	\$ 35,478	\$ 2,956	\$ 17.00
Administration	Building Official	\$ 35,478	\$ 2,956	\$ 17.00
Administration	Administrative Assistant	\$ 35,478	\$ 2,956	\$ 17.00
Administration	Finance Director	\$ 48,542	\$ 4,045	\$ 23.26
Administration	Assistant Technology Director	\$ 48,834	\$ 4,069	\$ 23.40
Administration	Information Technology Director	\$ 52,090	\$ 4,341	\$ 24.96
Communications	Police Records Clerk	\$ 35,478	\$ 2,956	\$ 17.00
Communications	Communications Officer I	\$ 35,478	\$ 2,956	\$ 17.00
Communications	Communications Officer II	\$ 38,316	\$ 3,193	\$ 18.36
Communications	Chief Communications Officer	\$ 39,839	\$ 3,320	\$ 19.09
Event Center	Event Center Maintenance Worker I	\$ 35,478	\$ 2,956	\$ 17.00
Event Center	Event Center Maintenance Worker II	\$ 38,316	\$ 3,193	\$ 18.36
Event Center	Event Center Receptionist	\$ 35,478	\$ 2,956	\$ 17.00
Event Center	Event Center Assistant	\$ 39,651	\$ 3,304	\$ 19.00
Event Center	Event Center/Recreation Director	\$ 41,488	\$ 3,457	\$ 19.88
Fire	Firefighter I	\$ 35,478	\$ 2,956	\$ 17.00
Fire	Firefighter II	\$ 38,316	\$ 3,193	\$ 18.36
Fire	Fire Driver/Operator or Lieutenant	\$ 40,403	\$ 3,367	\$ 19.36
Fire	Fire Service Officer	\$ 40,403	\$ 3,367	\$ 19.36
Fire	Assistant Fire Chief	\$ 43,825	\$ 3,652	\$ 21.00
Fire	Fire Chief	\$ 50,086	\$ 4,174	\$ 24.00
Police	Police Officer I	\$ 38,608	\$ 3,217	\$ 18.50
Police	Police Officer II	\$ 41,342	\$ 3,445	\$ 19.81
Police	Police Corporal	\$ 42,991	\$ 3,583	\$ 20.60
Police	Police Investigator/Assistant Technology Officer	\$ 42,991	\$ 3,583	\$ 20.60
Police	Police Sergeant	\$ 46,956	\$ 3,913	\$ 22.50
Police	Asst. Police Chief	\$ 50,086	\$ 4,174	\$ 24.00
Police	Police Chief	\$ 54,260	\$ 4,522	\$ 26.00
Power - Distribution	Lineman Apprentice	\$ 35,478	\$ 2,956	\$ 17.00
Power - Distribution	Lineman I	\$ 38,817	\$ 3,235	\$ 18.60
Power - Distribution	Journeyman Lineman	\$ 40,465	\$ 3,372	\$ 19.39
Power - Distribution	Line Crew Chief	\$ 44,660	\$ 3,722	\$ 21.40
Power - Distribution	Electric Distribution Supervisor	\$ 47,999	\$ 4,000	\$ 23.00
Power	Electric Utility Director	\$ 52,173	\$ 4,348	\$ 25.00

DEPARTMENT	POSITION	ENTRY LEVEL		
		YEARLY	MONTHLY	HOURLY
Power - Generation	Power Plant Operator I	\$ 35,478	\$ 2,956	\$ 17.00
Power - Generation	Power Plant Operator II	\$ 38,316	\$ 3,193	\$ 18.36
Power - Generation	Maintenance Mechanic/Operator II	\$ 38,316	\$ 3,193	\$ 18.36
Power - Generation	Power Plant Operator III	\$ 39,839	\$ 3,320	\$ 19.09
Power - Generation	Power Plant Superintendent	\$ 41,425	\$ 3,452	\$ 19.85
Parks	Maintenance Worker I	\$ 35,478	\$ 2,956	\$ 17.00
Parks	Maintenance Worker II	\$ 38,316	\$ 3,193	\$ 18.36
Parks	Parks Maintenance Leadworker	\$ 39,839	\$ 3,320	\$ 19.09
Public Works	Public Works Foreman	\$ 38,316	\$ 3,193	\$ 18.36
Public Works	Assistant Director of Public Utilities	\$ 38,316	\$ 3,193	\$ 18.36
Public Works	Director of Public Utilities	\$ 48,542	\$ 4,045	\$ 23.26
Refuse	Refuse Collector I	\$ 35,478	\$ 2,956	\$ 17.00
Refuse	Refuse Collector II	\$ 38,316	\$ 3,193	\$ 18.36
Refuse	Refuse Collector Leadworker	\$ 39,839	\$ 3,320	\$ 19.09
Street	Maintenance Worker I	\$ 35,478	\$ 2,956	\$ 17.00
Street	Maintenance Worker II	\$ 38,316	\$ 3,193	\$ 18.36
Street	Equipment Mechanic I	\$ 35,478	\$ 2,956	\$ 17.00
Street	Maintenance Worker III	\$ 39,839	\$ 3,320	\$ 19.09
Street	Street Leadworker	\$ 48,876	\$ 4,073	\$ 23.42
Street	Equipment Maintenance Foreman	\$ 38,316	\$ 3,193	\$ 18.36
Water/Wastewater	Water/Wastewater Systems Operator I	\$ 35,478	\$ 2,956	\$ 17.00
Water/Wastewater	Water/Wastewater Systems Operator II	\$ 38,316	\$ 3,193	\$ 18.36
Water/Wastewater	Water/Wastewater Systems Operator III	\$ 39,839	\$ 3,320	\$ 19.09
Water/Wastewater	Water/Wastewater Supervisor	\$ 44,911	\$ 3,743	\$ 21.52
Water/Wastewater	Water/Wastewater Utility Director	\$ 52,173	\$ 4,348	\$ 25.00

**MERIT RAISE MATRIX**

Annual Salary under \$30,000 = 5.0% maximum  
Annual Salary between \$30,000 and \$40,000 = 4.0% maximum  
Annual Salary between \$40,001 and \$50,000 = 3.0% maximum  
Annual Salary above \$50,000 = 2.5% maximum