Exhibit "A" Last updated 1/21/2020 - Additional titles 2/15/2022 Titles and Bi-weekly Salary Ranges for Non-Represented Employees

Mid-pt. Low Title Mid High **Executive Assistant/Records** 40% Bi-weekly \$2,357 \$3,300 \$4,620 \$29.46 \$57.75 Hourly \$41.25 Annual \$61,286 \$120,120 \$85,800 30% **Human Resources Manager** \$2,300 \$4,000 \$4,300 Bi-weekly \$28.75 \$53.75 Hourly \$49.61 \$80,000 Annual \$104,000 \$135,200 **Human Resources Coordinator** 40% \$2,357 Bi-weekly \$3,300 \$4,620 \$29.46 Hourly \$41.25 \$57.75 \$61,286 \$85,800 Annual \$120,120 **Communications Coordinator** 40% Bi-weekly \$2,143 \$3,000 \$4,200 \$26.79 \$52.50 Hourly \$37.50 Annual \$55,714 \$78,000 \$109,200 **Records Management Coordinator** 40% Bi-weekly \$2,143 \$3,000 \$4,200 \$26.79 \$37.50 \$52.50 Hourly Annual \$55,714 \$78,000 \$109,200 **Financial Services Coordinator** 40% Bi-weekly \$4,200 \$2,143 \$3,000 \$26.79 \$37.50 \$52.50 Hourly **Annual** \$55,714 \$78,000 \$109,200 40% Financial Services Manager I \$2,143 \$3,000 \$4,200 Bi-weekly \$26.79 \$37.50 \$52.50 Hourly Annual \$55,714 \$78,000 \$109,200 40% Financial Services Manager II Bi-weekly \$2,887 \$4,042 \$5,658 \$36.09 \$50.52 \$70.73 Hourly \$75,060 **Annual** \$105,084 \$147,117 Financial Services Manager III 40% Bi-weekly \$3,631 \$5,083 \$7,117 Hourly \$45.39 \$63.54 \$88.96 Annual \$94,405 \$132,167 \$185,033 **Finance Director** 40% Bi-weekly \$5,083 \$7,320 \$6,100 Hourly \$63.54 \$76.25 \$76.25 **Annual** \$132,167 \$158,600 \$190,320

40%

Controller/Accountant

	Bi-weekly		\$2,500	\$3,500	\$4,900
	Hourly		\$31.25	\$43.75	\$61.25
A	Annual	400/	\$65,000	\$91,000	\$127,400
Accounting Specialist	D:ald.	40%	ć2 4 42	¢2.000	¢4.200
	Bi-weekly		\$2,143	\$3,000	\$4,200
	Hourly		\$26.79	\$37.50	\$52.50
Customer Service Manager	Annual	30%	\$55,714	\$78,000	\$109,200
Customer Service Manager	Bi-weekly	30%	\$2,300	\$3,500	\$4,300
	Hourly		\$2,300	\$43.75	\$53.75
	Annual		\$70,000	\$91,000	\$118,300
Information Technology Manager		30%	770,000	751,000	7110,500
imormation recimiology ividin	Bi-weekly	3070	\$2,300	\$3,500	\$4,300
	Hourly		\$28.75	\$43.75	\$53.75
	Annual		\$70,000	\$91,000	\$118,300
Info Technology Support Tecl		40%	<i>ϕ / 0,000</i>	φυ = /σσσ	Ψ = = 0,000
	Bi-weekly		\$1,714	\$2,400	\$3,360
	Hourly		\$21.43	\$30.00	\$42.00
	Annual		\$44,571	\$62,400	\$87,360
Water Resource Manager		30%			
	Bi-weekly		\$2,769	\$3,600	\$4,680
	Hourly		\$34.62	\$45.00	\$58.50
	Annual		\$72,000	\$93,600	\$121,680
Energy Efficiency Specialist		40%			
	Bi-weekly		\$1,786	\$2,500	\$3,500
	Hourly		\$22.32	\$31.25	\$43.75
	Annual		\$46,429	\$65,000	\$91,000
Staking Engineer		40%			
	Bi-weekly		\$2,286	\$3,200	\$4,480
	Hourly		\$28.57	\$40.00	\$56.00
	Annual		\$59,429	\$83,200	\$116,480
Senior Electrical Engineer		30%			
	Bi-weekly		\$3,846	\$5,000	\$6,500
	Hourly		\$48.08	\$62.50	\$81.25
	Annual		\$100,000	\$130,000	\$169,000
Electrical Operations Superintendent		30%			
	Bi-weekly		\$3,846	\$5,000	\$6,500
	Hourly		\$48.08	\$62.50	\$81.25
	Annual		\$100,000	\$130,000	\$169,000
Operations Manager	D: LI	30%	42.045	45.000	40.500
	Bi-weekly		\$3,846	\$5,000	\$6,500
	Hourly		\$48.08	\$62.50	\$81.25
Matan On antique Division	Annual	200/	\$100,000	\$130,000	\$169,000
Water Operations Director	Di waalde	20%	ć4 F02	ć	¢c coo
	Bi-weekly		\$4,583	\$5,500	\$6,600

	Hourly		\$57.29	\$68.75	\$82.50
	Annual		\$119,167	\$143,000	\$171,600
GIS Dispatching		40%			
	Bi-weekly		\$2,143	\$3,000	\$4,200
	Hourly		\$26.79	\$37.50	\$52.50
	Annual		\$55,714	\$78,000	\$109,200
Operations Assistant		40%			
	Bi-weekly		\$2,357	\$3,300	\$4,620
	Hourly		\$29.46	\$41.25	\$57.75
	Annual		\$61,286	\$85,800	\$120,120
Special Projects		40%			
	Bi-weekly		\$2,214	\$3,100	\$4,340
	Hourly		\$27.68	\$38.75	\$54.25
	Annual		\$57,571	\$80,600	\$112,840
Service Director		20%			
	Bi-weekly		\$5,000	\$6,000	\$7,200
	Hourly		\$62.50	\$75.00	\$90.00
	Annual		\$130,000	\$156,000	\$187,200
Power Director		20%			
	Bi-weekly		\$5,000	\$6,000	\$7,200
	Hourly		\$62.50	\$75.00	\$90.00
	Annual		\$130,000	\$156,000	\$187,200
Broadband Manager		30%		4	4
	Bi-weekly		\$2,300	\$3,500	\$4,300
	Hourly		\$28.75	\$43.75	\$53.75
	Annual		\$70,000	\$91,000	\$118,300
Projects Manager		20%		4	
	Bi-weekly		\$2,300	\$3,500	\$4,300
	Hourly		\$28.75	\$43.75	\$53.75
	Annual	200/	\$70,000	\$91,000	\$118,300
Contracts Specialist	B: 11	30%	42.257	42.222	44.600
	Bi-weekly		\$2,357	\$3,300	\$4,620
	Hourly		\$29.46	\$41.25	\$57.75
Adam's talked to Assistant	Annual		\$61,286	\$85,800	\$120,120
Administrative Assistant	D: alde.		ć2.257	ć2.200	¢4.620
	Bi-weekly		\$2,357	\$3,300	\$4,620
	Hourly		\$29.46	\$41.25	\$57.75
Notice of Engineer	Annual		\$61,286	\$85,800	\$120,120
Network Engineer	Bi-weekly		\$3,269	\$3,750	\$4,230.76
	Hourly		\$40.86	\$3,730 \$46.87	\$4,230.76 \$52.88
	Annual		\$85,000	\$97,500	\$110,000
Digital Communications Specialist					
	Bi-weekly		\$2,028	\$2,360	\$2,692
	Hourly		\$25.35	\$29.50	\$33.65
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	Annual	\$52,744	\$61,372	\$70,000	
SCADA/Engineer II					
	Bi-weekly	P e n d i n g			
	Hourly		P e n d i n g		
	Annual	P e n d i n g			