

Exhibit "A"

Last updated 1/21/2020 - Additional titles 2/15/2022

Titles and Bi-weekly Salary Ranges for Non-Represented Employees

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

	Bi-weekly		\$2,500	\$3,500	\$4,900
	Hourly		\$31.25	\$43.75	\$61.25
	Annual		\$65,000	\$91,000	\$127,400
Accounting Specialist		40%			
	Bi-weekly		\$2,143	\$3,000	\$4,200
	Hourly		\$26.79	\$37.50	\$52.50
	Annual		\$55,714	\$78,000	\$109,200
Customer Service Manager		30%			
	Bi-weekly		\$2,300	\$3,500	\$4,300
	Hourly		\$28.75	\$43.75	\$53.75
	Annual		\$70,000	\$91,000	\$118,300
Information Technology Manager		30%			
	Bi-weekly		\$2,300	\$3,500	\$4,300
	Hourly		\$28.75	\$43.75	\$53.75
	Annual		\$70,000	\$91,000	\$118,300
Info Technology Support Technician		40%			
	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		30%			
	Bi-weekly		\$3,846	\$5,000	\$6,500
	Hourly		\$48.08	\$62.50	\$81.25
	Annual		\$100,000	\$130,000	\$169,000
Water Operations Director		20%			
	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%			
	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%			
	Bi-weekly		\$2,300	\$3,500	\$4,300
	Hourly		\$28.75	\$43.75	\$53.75
	Annual		\$70,000	\$91,000	\$118,300
Contracts Specialist		30%			
	Bi-weekly		\$2,357	\$3,300	\$4,620
	Hourly		\$29.46	\$41.25	\$57.75
	Annual		\$61,286	\$85,800	\$120,120
Administrative Assistant					
	Bi-weekly		\$2,357	\$3,300	\$4,620
	Hourly		\$29.46	\$41.25	\$57.75
	Annual		\$61,286	\$85,800	\$120,120
Network Engineer					
	Bi-weekly		\$3,269	\$3,750	\$4,230.76
	Hourly		\$40.86	\$46.87	\$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

	Annual	\$52,744	\$61,372	\$70,000
SCADA/Engineer II				
	Bi-weekly		<i>Pending</i>	
	Hourly		<i>Pending</i>	
	Annual		<i>Pending</i>	