

Exhibit "A"				
Updated as of <b>November 2024</b>				
Titles and Bi-weekly Salary Ranges for Non-Represented Employees as of June, 2019				
Title	% from 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	40%			
Bi-weekly		\$4,728.35	\$5,313.27	\$5,898.19
Hourly		\$59.10	\$66.42	\$73.73
Annual		\$122,937	\$138,145	\$153,353
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					
	Bi-weekly		\$5,314.92	\$6,700.46	\$8,085.96
	Hourly		\$66.44	\$83.76	\$101.07
	Annual		\$138,188	\$174,212	\$210,235
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		\$3,461.53	\$4,423.07	\$5,384.61
	Hourly		\$43.26	\$55.28	\$67.30
	Annual		\$90,000	\$115,000	\$140,000
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		\$3,462	\$4,423	\$5,384.61
	Hourly		\$43.26	\$55.28	\$67.30
	Annual		\$90,000	\$115,000	\$140,000
Water Superintendent					
	Bi-weekly		\$3,979	\$4,834.04	\$5,689.08
	Hourly		\$49.74	\$60.43	\$71.11
	Annual		\$103,454	\$125,685	\$147,916
Engineering & Water Director					
	Bi-weekly		\$4,615	\$5,769	\$6,730.77
	Hourly		\$57.69	\$72.11	\$84.13
	Annual		\$120,000	\$150,000	\$175,000
Joint Utility Specialist					
	Bi-weekly		\$3,269.23	\$3,846.15	\$4,423.00
	Hourly		\$40.86	\$48.07	\$55.28
	Annual		\$85,000	\$100,000	\$115,000
Assistant General Manager					
	Bi-weekly		\$5,674.46	\$7,100.53	\$8,526.65
	Hourly		\$70.93	\$88.75	\$106.58
	Annual		\$147,536	\$184,614	\$221,693
Vegetation and Permitting Specialist					
	Bi-weekly		\$3,269	\$4,134.61	\$5,000
	Hourly		\$40.86	\$51.68	\$62.50

Annual		\$85,000	\$107,500	\$130,000
Technology Infrastructure Manager				
Bi-weekly		\$5,674.46	\$7,100.53	\$8,526.65
Hourly		\$70.93	\$88.75	\$106.58
Annual		\$147,536	\$184,614	\$221,693
Safety Manager				
Bi-weekly		\$3,990.30	\$5,148.00	\$6,305.00
Hourly		\$49.87	\$64.35	\$78.82
Annual		\$103,748	\$133,848	\$163,948
Electrical Operations Director				
Bi-weekly		\$5,609.77	\$6,956.04	\$8,302.31
Hourly		\$70.12	\$86.95	\$103.78
Annual		\$145,854	\$180,857	\$215,860
Engineering Director				
Bi-weekly		\$5,314.92	\$6,700.46	\$8,085.96
Hourly		\$66.44	\$83.76	\$101.07
Annual		\$138,188	\$174,212	\$210,235