## Exhibit "A" Updated as of <mark>November 2024</mark>

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%	42.007	44.040	ÅF 650
Bi-weekly		\$2,887	\$4,042	\$5,658
Hourly		\$36.09	\$50.52	\$70.73
Annual	40%	\$75,060	\$105,084	\$147,117
Financial Services Manager III		ć2 C24	¢r.003	¢7.447
Bi-weekly		\$3,631	\$5,083	\$7,117
Hourly Annual		\$45.39 \$94,405	\$63.54	\$88.96
Finance Director	40%	\$94,405	\$132,167	\$185,033
Bi-weekly	40/0	¢E 002	\$6,100	\$7,320
Hourly		\$5,083 \$63.54	\$76.25	\$7,320 \$76.25
Annual		\$132,167	\$158,600	\$190,320
Controller	40%	\$152,107	\$136,000	\$190,320
Bi-weekly		\$4,728.35	ĆE 212 27	\$5,898.19
			\$5,313.27	
Hourly		\$59.10 \$122.027	\$66.42 \$138.145	\$73.73 \$152.252
Annual Accounting Specialist	40%	\$122,937	\$138,145	\$153,353
Accounting Specialist  Bi-weekly	40/0	\$2,143	\$3,000	\$4,200
Hourly		\$2,143	\$37.50	\$4,200 \$52.50
Annual		\$26.79 \$55,714	\$78,000	\$109,200
Customer Service Manager	30%	\$55,714	\$76,000	\$109,200
customer service ividildger	<b>3</b> 0/0			

Di -	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%	ć		
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	1 409	5		
	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%		40.000	** ***
	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%	Ó		
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%		+	+,
	weekly		¢2 200	\$4,480
	•	\$2,286	\$3,200	
	Hourly	\$28.57	\$40.00	\$56.00
	Annual	\$59,429	\$83,200	\$116,480
Senior Electrical Engineer	30%	, i		
Bi-	weekly	\$3,846	\$5,000	\$6,500
	Hourly	\$48.08	\$62.50	\$81.25
	Annual	\$100,000	\$130,000	\$169,000
Electrical Operations Superintende	nt 30%			
·	weekly	\$3,846	\$5,000	\$6,500
	Hourly	\$48.08	\$62.50	\$81.25
	Annual	\$100,000	\$130,000	\$169,000
Operations Manager	30%			
	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
		•	·	\$210,235
	Annual	\$138.188	\$174.212	
GIS Dispatching	Annual 40%	\$138,188	\$174,212	¥210)200
GIS Dispatching	40%	ó		
Bi-	409 weekly	\$2,143	\$3,000	\$4,200
Bi-	40% weekly Hourly	\$2,143 \$26.79	\$3,000 \$37.50	\$4,200 \$52.50
Bi-	409 weekly Hourly Annual	\$2,143 \$26.79 \$55,714	\$3,000	\$4,200
Bi- Operations Assistant	40% weekly Hourly Annual 40%	\$2,143 \$26.79 \$55,714	\$3,000 \$37.50 \$78,000	\$4,200 \$52.50 \$109,200
Bi- Operations Assistant	409 weekly Hourly Annual	\$2,143 \$26.79 \$55,714 \$ \$2,357	\$3,000 \$37.50 \$78,000 \$3,300	\$4,200 \$52.50 \$109,200 \$4,620
Bi- Operations Assistant	40% weekly Hourly Annual 40%	\$2,143 \$26.79 \$55,714	\$3,000 \$37.50 \$78,000	\$4,200 \$52.50 \$109,200
Bi- Operations Assistant Bi-	40% weekly Hourly Annual 40% weekly	\$2,143 \$26.79 \$55,714 \$ \$2,357	\$3,000 \$37.50 \$78,000 \$3,300	\$4,200 \$52.50 \$109,200 \$4,620
Bi- Operations Assistant Bi-	409 weekly Hourly Annual 409 weekly Hourly	\$2,143 \$26.79 \$55,714 \$ \$ \$2,357 \$29.46 \$61,286	\$3,000 \$37.50 \$78,000 \$3,300 \$41.25	\$4,200 \$52.50 \$109,200 \$4,620 \$57.75
Operations Assistant  Bi- Special Projects	40% weekly Hourly Annual 40% weekly Hourly Annual 40%	\$2,143 \$26.79 \$55,714 \$ \$ \$2,357 \$29.46 \$61,286	\$3,000 \$37.50 \$78,000 \$3,300 \$41.25 \$85,800	\$4,200 \$52.50 \$109,200 \$4,620 \$57.75 \$120,120
Operations Assistant  Bi- Special Projects  Bi-	40% weekly Hourly Annual 40% weekly Hourly Annual 40%	\$2,143 \$26.79 \$55,714 \$ \$2,357 \$29.46 \$61,286	\$3,000 \$37.50 \$78,000 \$3,300 \$41.25 \$85,800 \$3,100	\$4,200 \$52.50 \$109,200 \$4,620 \$57.75 \$120,120
Operations Assistant Bi- Special Projects Bi-	weekly Hourly Annual 409 weekly Hourly Annual 409 weekly Hourly Hourly	\$2,143 \$26.79 \$55,714 \$3 \$2,357 \$29.46 \$61,286	\$3,000 \$37.50 \$78,000 \$3,300 \$41.25 \$85,800 \$3,100 \$38.75	\$4,200 \$52.50 \$109,200 \$4,620 \$57.75 \$120,120 \$4,340 \$54.25
Operations Assistant  Bi- Special Projects  Bi-	40% weekly Hourly Annual 40% weekly Hourly Annual 40% weekly Hourly Hourly	\$2,143 \$26.79 \$55,714 \$3 \$2,357 \$29.46 \$61,286 \$3 \$27.68 \$57,571	\$3,000 \$37.50 \$78,000 \$3,300 \$41.25 \$85,800 \$3,100	\$4,200 \$52.50 \$109,200 \$4,620 \$57.75 \$120,120
Operations Assistant  Bi- Special Projects  Bi- Service Director	weekly Hourly Annual 409 weekly Hourly Annual 409 weekly Hourly Hourly	\$2,143 \$26.79 \$55,714 \$3 \$2,357 \$29.46 \$61,286 \$3 \$27.68 \$57,571	\$3,000 \$37.50 \$78,000 \$3,300 \$41.25 \$85,800 \$3,100 \$38.75	\$4,200 \$52.50 \$109,200 \$4,620 \$57.75 \$120,120 \$4,340 \$54.25

Hourly		\$62.50	\$75.00	\$90.00
Annual		\$130,000	\$156,000	\$187,200
Power Director	20%	7-5-7-5-5	+	7-21/2-21
Bi-weekly	20/0	\$5,000	\$6,000	\$7,200
Hourly		\$62.50	\$75.00	\$90.00
Annual		\$130,000	\$156,000	\$187,200
Broadband Manager	30%	<del>+</del>	+====	7-21/2-00
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%	1 2/222	, , , , , , ,	, ,,,,,,
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%	1 2/222	, - ,	, ,,,,,,
Bi-weekly		\$2,357	\$3,300	\$4,620
Hourly		\$29.46	\$41.25	\$57.75
Annual		\$61,286	\$85,800	\$120,120
Administrative Assistant		<b>701,200</b>	<del>403,000</del>	<b>\$120,120</b>
Bi-weekly		\$2,357	\$3,300	\$4,620
Hourly		\$29.46	\$41.25	\$57.75
Annual		\$61,286	\$85,800	\$120,120
Network Engineer		301,280	\$65,600	\$120,120
Bi-weekly		\$3,461.53	\$4,423.07	\$5,384.61
Hourly		\$43.26	\$55.28	\$5,384.01
Annual		\$90,000	\$115,000	\$140,000
Digital Communications Specialist		\$90,000	\$113,000	\$140,000
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		Ş32,744	J01,372	\$70,000
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		<b>430,000</b>	ψ113,000	<b>\$110,000</b>
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		Ų 103, 13 T	<b>7123,003</b>	<b>7117,310</b>
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		<b>\$120,000</b>	<b>\$130,000</b>	Ş173,000
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		Ţ00,000	7 - 30,000	Ţ210,000
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		Ψ±17,330	Ţ_5,,01 i	7221,033
Bi-weekly		\$3,269	\$4,134.61	\$5,000
Hourly		\$40.86	\$51.68	\$62.50
Juliy		γ-10.00	751.00	702.30

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