

EXHIBIT A

Effective July 5, 2025 – 12.1% salary range increase:

| Classification | Minimum | Maximum |
|--|-----------------------|-----------------------|
| Assistant City Manager Fire Chief Police Chief | \$17,406.00 per month | \$22,947.00 per month |

Effective July 5, 2025 – no salary range increase, COLA of 3.0%:

| Classification | Minimum | Maximum |
|---|-----------------------|-----------------------|
| City Librarian Director of Community & Economic Development Director of Finance Director of Human Resources & Risk Management Director of Public Works Director of Recreation & Community Services | \$13,557.00 per month | \$20,470.00 per month |

Effective July 5, 2025 – MANAGERS classification monthly salary range and COLA of 3.0%:

| Classification | Minimum | Maximum |
|---------------------------------|-------------|-------------|
| Administrative Manager | \$10,846.00 | \$13,876.00 |
| Assistant Water Utility Manager | \$9,541.00 | \$12,207.00 |
| Building Official | \$10,394.00 | \$13,296.00 |
| Financial Manager | \$11,817.00 | \$15,117.00 |
| HR/RM Manager | \$11,620.00 | \$14,864.00 |
| IT Systems Manager | \$11,620.00 | \$14,864.00 |
| Library Manager | \$9,690.00 | \$12,397.00 |
| Planning Manager | \$10,949.00 | \$14,007.00 |
| Public Works Manager | \$10,846.00 | \$13,876.00 |
| Recreation Manager | \$9,690.00 | \$12,397.00 |
| Water Utility Manager | \$11,620.00 | \$14,864.00 |

Effective July 4, 2026 – MANAGERS classification monthly salary range and COLA of 3.5%:

| Classification | Minimum | Maximum |
|---------------------------------|-------------|-------------|
| Administrative Manager | \$11,225.00 | \$14,361.00 |
| Assistant Water Utility Manager | \$9,875.00 | \$12,634.00 |
| Building Official | \$10,758.00 | \$13,762.00 |
| Financial Manager | \$12,231.00 | \$15,646.00 |
| HR/RM Manager | \$12,026.00 | \$15,384.00 |
| IT Systems Manager | \$12,026.00 | \$15,384.00 |
| Library Manager | \$10,029.00 | \$12,831.00 |
| Planning Manager | \$11,332.00 | \$14,498.00 |
| Public Works Manager | \$11,225.00 | \$14,361.00 |
| Recreation Manager | \$10,029.00 | \$12,831.00 |
| Water Utility Manager | \$12,026.00 | \$15,384.00 |

Effective July 3, 2027 – MANAGERS classification monthly salary range and COLA of 3.0%:

| Classification | Minimum | Maximum |
|---------------------------------|-------------|-------------|
| Administrative Manager | \$11,562.00 | \$14,792.00 |
| Assistant Water Utility Manager | \$10,172.00 | \$13,013.00 |
| Building Official | \$11,081.00 | \$14,175.00 |
| Financial Manager | \$12,598.00 | \$16,115.00 |
| HR/RM Manager | \$12,387.00 | \$15,846.00 |
| IT Systems Manager | \$12,387.00 | \$15,846.00 |
| Library Manager | \$10,330.00 | \$13,215.00 |
| Planning Manager | \$11,672.00 | \$14,933.00 |
| Public Works Manager | \$11,562.00 | \$14,792.00 |
| Recreation Manager | \$10,330.00 | \$13,215.00 |
| Water Utility Manager | \$12,387.00 | \$15,846.00 |