

**EXHIBIT A**

**CHANGES TO THE CLASSIFICATION PLAN**

**JOB CODE TABLE**

**SALARY CHANGES TO THE JOB CODE TABLE**

**SALARY CHANGES:**

<b>JOB CODE</b>	<b>CLASSIFICATION</b>	<b>FROM</b>	<b>TO</b>
4539	Deputy General Services Director	NCLM/B75E 9,611 – 11,682	NCLM/B75N 10,531 – 12,800
4876	Utilities Dispatch Superintendent	MGTS/M87H 10,584 – 13,514	MGTS/M87H 10,718 – 13,686
5120	Utilities Electric Operations Manager	NCLP/A75E 12,773 – 15,526	NCLP/A80F 13,118 – 15,945
4711	Utilities Electric Field Manager	NCLP/A75E 12,773 – 15,526	NCLP/A80F 13,118 – 15,945