

EXHIBIT A

CHANGES TO THE CLASSIFICATION PLAN

JOB CODE TABLE

SALARY CHANGES TO THE JOB CODE TABLE

SALARY CHANGES:

JOB CODE	CLASSIFICATION	FROM	TO
7213	Deputy Public Works Director/City Engineer	NCLP/A96G 11,879 – 15,918	NCLP/A96G 12,273 – 16,447
7218	Deputy Public Works Director/Wastewater	NCLP/A96G 11,879 – 15,918	NCLP/A96G 12,273 – 16,447
7217	Deputy Public Works Director/Field Operations	NCLP/A80C 10,800 – 14,471	NCLP/A96G 12,273 – 16,447
7191	Utilities Electric Engineering Manager	NCLP/A80B 11,903 – 14,468	NCLP/A75E 12,301 – 14,952
7193	Engineering Manager	NCLP/A80B 11,903 – 14,468	NCLP/A75E 12,301 – 14,952
7210	City Traffic Engineer	NCLP/A80B 11,903 – 14,468	NCLP/A75E 12,301 – 14,952
5120	Utilities Electric Operations Manager	NCLP/A85A 11,776 – 14,314	NCLP/A75E 12,301 – 14,952
4711	Utilities Electric Field Manager	NCLM/B82A 11,776 – 14,314	NCLP/A75E 12,301 – 14,952
4708	Utilities Generation Manager	NCLP/A72E 11,584 – 14,079	NCLP/A75E 12,301 – 14,952

SALARY AND REASSIGNMENT OF BENEFIT LEVEL CHANGES:

JOB CODE	CLASSIFICATION	FROM	TO
4330	Utilities Water Systems Operations Manager	MGTS/M90J 10,653 – 12,954	NCLP/A75E 12,301 – 14,952

DELETE CLASSIFICATIONS:

JOB CODE	CLASSIFICATION
7214	Deputy Public Works Director/Engineering
4710	Utilities Electric Field Manager