

EXHIBIT A

CHANGES TO THE CLASSIFICATION PLAN

JOB CODE TABLE

SALARY CHANGE TO THE JOB CODE TABLE

NEW CLASSIFICATIONS:

| JOB CODE | CLASSIFICATION | PROPOSED SALARY |
|----------|---------------------|----------------------------|
| 0476 | Payroll Coordinator | PROF/K12Q 7,378 – 8,967 |

SALARY CHANGES:

| JOB CODE | CLASSIFICATION | FROM | TO |
|----------|--|-----------------------------|-----------------------------|
| 1073 | Utilities Principal Programs and Services Representative | PROF/K18J 8,231 – 11,025 | PROF/K18J 9,033 – 12,099 |

REASSIGNMENT OF BENEFIT LEVELS:

| JOB CODE | CLASSIFICATION | FROM | TO |
|----------|--|--|---|
| 9268 | Geographic Information Systems Analyst Trainee | PROF/K08I 5,915 – 6,522 (PROFESSIONAL) | PARA/N08E 5,915 – 6,522 (PARA- PROFESSIONAL) |

REINSTATE CLASSIFICATION:

| JOB CODE | CLASSIFICATION | SALARY RANGE |
|----------|---------------------------------|----------------------------|
| 3770 | Utilities Electric Field Helper | PFUS/I30C 6,871 – 8,348 |

DELETE CLASSIFICATIONS:

| JOB CODE | CLASSIFICATION |
|----------|--|
| 3790 | Utilities Electric Crew Assistant |
| 4680 | Utilities Electric Service Crew Supervisor |
| 0022 | Clerical Assistant |
| 0023 | Clerical Assistant (T) |
| 9050 | Data Entry Operator |
| 9051 | Data Entry Operator (T) |
| 2980 | Fuel Truck Operator & Attendant |
| 2981 | Fuel Truck Operator & Attendant (T) |