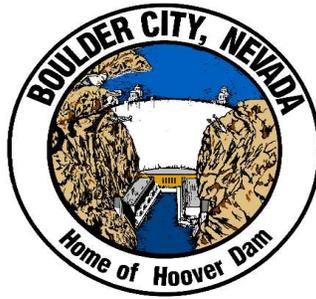


Exhibit A



**Classification and Compensation Listing
Effective July 17, 2025 Pay Cycle**

Revised January 27, 2026

Includes:

Union Represented Classifications/Compensation

Non-Represented Classifications/Compensation

Administrative Classifications/Compensation

Part-Time Classifications/Compensation

Total Full-Time Equivalent Position Count = 223.4

Classification and Compensation Listing
 Effective July 17, 2025 Pay Cycle

Union Represented Contracts Expire June 30, 2025

Police Officer

Step 1	\$ 34.85
Step 2	\$ 36.60
Step 3	\$ 38.43
Step 4	\$ 40.34
Step 5	\$ 46.42

Police Sergeant

Step 1	\$ 42.18
Step 2	\$ 44.29
Step 3	\$ 46.50
Step 4	\$ 48.83
Step 5	\$ 56.15

Police Lieutenant

Step 1	\$ 62.89
Step 2	\$ 66.04

Fire Ratified Contract 2/10/2026

Firefighter

Step 1	\$ 27.13
Step 2	\$ 28.48
Step 3	\$ 29.90
Step 4	\$ 31.40
Step 5	\$ 32.98

Fire Engineer

Step 1	\$ 29.84
Step 2	\$ 31.33
Step 3	\$ 32.90
Step 4	\$ 34.54
Step 5	\$ 36.27

Fire Captain Ratified Contract 8/12/2025

Fire Captain

Step 1	\$ 32.81
Step 2	\$ 34.44
Step 3	\$ 36.18
Step 4	\$ 37.99
Step 5	\$ 39.90
Step 6	\$ 41.90
Step 7	\$ 43.99
Step 8	\$ 46.19

Airport Operations Agent

Maintenance Worker Assistant

Step 1	\$ 25.13
Step 2	\$ 26.84
Step 3	\$ 28.49
Step 4	\$ 30.16
Step 5	\$ 31.68

Custodial Worker

Step 1	\$ 26.40
Step 2	\$ 28.17
Step 3	\$ 29.94
Step 4	\$ 31.70
Step 5	\$ 33.28

Landscape Maintenance Worker

Senior Custodial Worker

Street Maintenance Worker

Water & Wastewater Maintenance Worker

Step 1	\$ 27.75
Step 2	\$ 29.60
Step 3	\$ 31.46
Step 4	\$ 33.30
Step 5	\$ 34.96

Animal Control Officer

Meter Reader

Step 1	\$ 29.15
Step 2	\$ 31.12
Step 3	\$ 33.05
Step 4	\$ 34.98
Step 5	\$ 36.73

Facilities Maintenance Worker

Senior Landscape Maintenance Worker

SR Water & Sewer Maintenance Wrkr

Senior Street Maintenance Worker

Step 1	\$ 30.64
Step 2	\$ 32.70
Step 3	\$ 34.73
Step 4	\$ 36.77
Step 5	\$ 38.60



Revised January 27, 2026

Union Represented Contracts Expire June 30, 2025

Irrigation Technician
 Sign and Delineation Technician
 Water & Sewer Technician

Step 1	\$ 32.19
Step 2	\$ 34.34
Step 3	\$ 36.50
Step 4	\$ 38.64
Step 5	\$ 40.56

Building and Facilities Maintenance Crew Leader
 Equipment Mechanic
 HVAC Technician
 Landscape Coordinator
 Plumber Service Technician
 Street Maintenance Coordinator

Step 1	\$ 33.84
Step 2	\$ 36.08
Step 3	\$ 38.33
Step 4	\$ 40.61
Step 5	\$ 42.63

Wastewater Treatment Plant Operator

Step 1	\$ 35.53
Step 2	\$ 37.91
Step 3	\$ 40.27
Step 4	\$ 42.66
Step 5	\$ 44.79

Water and Wastewater Crew Leader

Step 1	\$ 39.54
Step 2	\$ 42.02
Step 3	\$ 44.48
Step 4	\$ 47.09
Step 5	\$ 49.44

Electric Union Ratified Contracts

Electrical Maintenance Technician
 Electrical Lineworker
 Metering Electrician/Streetlight Technician
 Substation Maintenance Technician
 \$ 65.19

Senior Electrical Lineworker
 \$ 68.52

Bldg & Facil Maint Supervisor
 Fleet Supervisor
 Landscape Supervisor
 Streets Supervisor
 Utility Billing & Collection Supervisor
 Step 1 \$ 43.49
 Step 2 \$ 46.20
 Step 3 \$ 49.10
 Step 4 \$ 51.98

Water and Wastewater Supervisor
 Step 1 \$ 48.01
 Step 2 \$ 51.01
 Step 3 \$ 54.19
 Step 4 \$ 57.39

Electrical Distribution Supervisor
 Step 1 \$ 59.47
 Step 2 \$ 63.26
 Step 3 \$ 67.31
 Step 4 \$ 71.60

Clerical Ratified Contract 1/13/2026

Court Clerk
 Office Assistant
 Step 1 \$ 28.72
 Step 2 \$ 30.64
 Step 3 \$ 32.56
 Step 4 \$ 34.47

Account Clerk
 Code Enforcement Officer
 Divisional Secretary
 Permit Technician
 Utilities Clerk
 Warrant and Evidence Technician
 Step 1 \$ 30.18
 Step 2 \$ 32.19
 Step 3 \$ 34.21
 Step 4 \$ 36.21

Airport Administrative Coordinator
 Department Secretary
 Finance Operations Coordinator
 Senior Court Clerk
 Step 1 \$ 31.72
 Step 2 \$ 33.84
 Step 3 \$ 35.94
 Step 4 \$ 38.05

Public Safety Clerk/Dispatcher
 Step 1 \$ 31.72
 Step 2 \$ 33.84
 Step 3 \$ 35.94
 Step 4 \$ 38.05
 Step 5 \$ 40.15
 Step 6 \$ 42.35



Classification and Compensation Listing
 Effective July 17, 2025 Pay Cycle

Non-Represented
 Hourly Wage Schedule

Administrative Floater

Assistant Aquatics Coordinator \$22.73 - \$31.83

Digital Technician

1N \$22.73 - \$31.83

Accounts Payable Clerk

Archives & Records Technician

City Clerk Assistant

Human Resources Assistant

2N \$26.42 - \$36.98

Media Coordinator

3N \$27.75 - \$38.84

Development Services Specialist

4N \$29.32 - \$41.05

Administrative Assistant III

5N \$30.82 - \$43.15

Deputy Municipal Court Marshal

5NPF \$29.58 - \$41.42

Accounting Technician

Executive Administrative Assistant

IT Coordinator

6N \$32.16 - \$45.04

Assistant Airport Manager

Aquatics Coordinator

GIS Analyst

Paralegal

Recreation Coordinator

7N \$33.80 - \$47.33

Animal Control Supervisor

8N \$35.78 - \$50.09

CAD Designer

PW Technician Inspector

9N \$39.77 - 55.67

PreApprentice Lineworker

Step 1 \$ 35.85

Step 2 \$ 37.64

Step 3 \$ 39.52

Step 4 \$ 41.50

Apprentice Lineworker

Step 1 \$ 43.58

Step 2 \$ 45.75

Step 3 \$ 48.04

Step 4 \$ 50.44

Step 5 \$ 52.97

Step 6 \$ 55.62

Step 7 \$ 58.40

Step 8 \$ 61.32

Dispatcher Trainee

\$20.25



Classification and Compensation Listing
Effective July 17, 2025 Pay Cycle

Administrative Staff
Annual Pay Schedule

Accountant Analyst	Deputy Director of Public Works and Utilities
CIP Coordinator	Deputy Fire Chief
Public Works Analyst	Deputy Police Chief
Utilities Business Analyst	E5 \$124,524 - \$183,050
E1 \$84,556 - \$124,298	
	No Classification Assigned
City Planner	E6 \$127,344 - \$187,195
Deputy City Clerk	
Dev Services & Conservation Specialist	Administrative Services Director
Economic Development Coordinator	Community Development Director
Head Municipal Court Marshal	Deputy City Manager
E2 \$89,410 - \$131,432	Finance Director/Real Estate Officer
	Fire Chief
Accounting Manager	Parks & Recreation Director
Airport Manager	Police Chief
Assistant Fire Chief	Public Works Director
Budget Manager	Utilities Director
Building Official	E7 \$132,438 - \$195,275
Contracts/Real Estate Manager	
Communications Manager	
Court Administrator	APPOINTED STAFF
Human Resources Manager	City Attorney
Parks & Recreation Manager	City Clerk
Planning Manager	E7 \$130,000 - \$191,681
Police Support Services Manager	
Public Works Project Manager	City Manager
Public Works Superintendent	E8 \$143,881 - \$222,145
Purchasing Manager	
Utility Engineer I	Municipal Court Judge - PT Position
Utility Billing Ops Manager	E7PT \$65,198 - \$121,828
E3 \$106,049 - \$155,891	
City Engineer	
Utility Engineer II	
E4 \$117,966 - \$173,410	



Classification and Compensation Listing
 Effective July 17, 2025 Pay Cycle

Part Time Classifications	Grade	Min	Max
EMT RESERVE	PT1	\$ 12.00	\$ 16.79
AEMT RESERVE	PT2	\$ 13.44	\$ 18.81
EMT/FIREFIGHTER RESERVE	PT3	\$ 15.05	\$ 21.07
AEMT/FIREFIGHTER RESERVE	PT4	\$ 16.85	\$ 23.60
ANIMAL CONTROL KENNEL WORKER	PT2	\$ 13.44	\$ 18.81
ANIMAL CONTROL OFFICER	PT5	\$ 18.88	\$ 26.43
ASSISTANT AQUATICS COORDINATOR	PT4	\$ 16.85	\$ 23.60
ASSISTANT RECREATION COORDINATOR	PT4	\$ 16.85	\$ 23.60
ASSISTANT SAFEKEY COORDINATOR	PT2	\$ 13.44	\$ 18.81
ASSISTANT SPORTS SUPERVISOR	PT2	\$ 13.44	\$ 18.81
ASSISTANT SUPERVISOR	PT2	\$ 13.44	\$ 18.81
ASSISTANT YOUTH CENTER COORDINATOR	PT2	\$ 13.44	\$ 18.81
WEIGHT ROOM ATTENDANT	PT1	\$ 12.00	\$ 16.79
CITY MARSHAL	PT4	\$ 16.85	\$ 23.60
COURT CLERK	PT5	\$ 18.88	\$ 26.43
COURT MARSHAL	PT4	\$ 16.85	\$ 23.60
COURT SECURITY GUARD	PT4	\$ 16.85	\$ 23.60
CROSSING GUARD	PT1	\$ 12.00	\$ 16.79
CUSTODIAN ASSISTANT	PT1	\$ 12.00	\$ 16.79
CUSTODIAN	PT2	\$ 13.44	\$ 18.81
CUSTOMER SERVICE REPRESENTATIVE	PT4	\$ 16.85	\$ 23.60
PUBLIC SAFETY DISPATCHER	PT4	\$ 16.85	\$ 23.60
PUBLIC SAFETY DISPATCHER TRAINEE		\$ 16.85	\$ 20.25
HEAD LIFEGUARD	PT3	\$ 15.05	\$ 21.07
INSTRUCTOR/COMMISSION	PT1	\$ 12.00	\$ 16.79
INTERN		\$ 14.00	\$ 21.00
LANDSCAPE MAINTENANCE WORKER	PT5	\$ 18.88	\$ 26.43
LIFEGUARD	PT2	\$ 13.44	\$ 18.81
OFFICE ASSISTANT	PT4	\$ 16.85	\$ 23.60
PARAMEDIC RESERVE	PT3	\$ 15.05	\$ 21.07
PARAMEDIC/FIREFIGHTER RESERVE	PT4	\$ 16.85	\$ 23.60
POLICE OFFICER	PT5	\$ 18.88	\$ 26.43
POLICE SUPPORT AIDE	PT4	\$ 16.85	\$ 23.60
POOL CASHIER	PT1	\$ 12.00	\$ 16.79
POOL MAINTENANCE WORKER	PT5	\$ 18.88	\$ 26.43
RECREATION OFFICIAL	PT1	\$ 12.00	\$ 16.79
RECREATION SUPERVISOR	PT2	\$ 13.44	\$ 18.81
SAFEKEY AIDE	PT2	\$ 13.44	\$ 18.81
SAFEKEY COORDINATOR	PT3	\$ 15.05	\$ 21.07
SAFEKEY LEADER	PT2	\$ 13.44	\$ 18.81
TINY TOTS AIDE	PT2	\$ 13.44	\$ 18.81
WATER SAFETY INSTRUCTOR	PT2	\$ 13.44	\$ 18.81
WATER SAFETY INSTRUCTOR LIFEGUARD	PT2	\$ 13.44	\$ 18.81
YOUTH CENTER COORDINATOR	PT3	\$ 15.05	\$ 21.07

CLASSIFICATIONS UNDER PRIOR COMPENSATION SCHEDULE WITH CURRENT INCUMBENTS

COURT MARSHAL	PT6	\$ 20.57	\$ 30.22
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Boulder City Conservation Easement (BCCE) Marshals range determined by contract with Clark County

