

Exhibit A



Classification and Compensation Listing Effective July 17, 2025 Pay Cycle

Revised May 27, 2025

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

Firefighter

Step 1	\$ 25.94
Step 2	\$ 27.23
Step 3	\$ 28.59
Step 4	\$ 30.03
Step 5	\$ 31.54

Fire Engineer

Step 1	\$ 28.53
Step 2	\$ 29.96
Step 3	\$ 31.46
Step 4	\$ 33.03
Step 5	\$ 34.68

Fire Captain

Step 1	\$ 31.37
Step 2	\$ 32.93
Step 3	\$ 34.60
Step 4	\$ 36.33
Step 5	\$ 38.15
Step 6	\$ 40.07
Step 7	\$ 42.07
Step 8	\$ 44.17

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



Classification and Compensation Listing
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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 Only 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

Court Clerk

Office Assistant

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

Account Clerk

Code Enforcement Officer

Divisional Secretary

Permit Technician

Utilities Clerk

Warrant and Evidence Technician

Step 1	\$ 29.16
Step 2	\$ 31.11
Step 3	\$ 33.05
Step 4	\$ 34.98

Airport Administrative Coordinator

Department Secretary

Finance Operations Coordinator

Senior Court Clerk

Step 1	\$ 30.64
Step 2	\$ 32.70
Step 3	\$ 34.73
Step 4	\$ 36.76

Public Safety Clerk/Dispatcher

Step 1	\$ 30.64
Step 2	\$ 32.70
Step 3	\$ 34.73
Step 4	\$ 36.76
Step 5	\$ 38.79
Step 6	\$ 40.91



Classification and Compensation Listing
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Non-Represented
Hourly Wage Schedule

Administrative Floater	Animal Control Supervisor
Coordinator Assistant	N8 \$35.80 - \$50.12
Digital Technician	
N1 \$22.74 - \$31.85	CAD Designer
	PW Technician Inspector
Accounts Payable Clerk	N9 \$39.79 - \$55.71
Archives & Records Technician	
City Clerk Assistant	PreApprentice Lineworker
Human Resources Assistant	Step 1 \$ 35.85
N2 \$26.44 - \$37.00	Step 2 \$ 37.64
	Step 3 \$ 39.52
Media Coordinator	Step 4 \$ 41.50
N3 \$27.76 - \$38.87	
	Apprentice Lineworker
Development Services Specialist	Step 1 \$ 43.58
N4 \$29.34 - \$41.08	Step 2 \$ 45.75
	Step 3 \$ 48.04
Administrative Assistant III	Step 4 \$ 50.44
N5 \$30.84 - \$43.17	Step 5 \$ 52.97
	Step 6 \$ 55.62
Deputy Municipal Court Marshal	Step 7 \$ 58.40
N5PF \$29.63 - \$41.48	Step 8 \$ 61.32
Accounting Technician	Dispatcher Trainee
Executive Administrative Assistant	\$20.25
IT Coordinator	
N6 \$31.80 - \$44.51	
Assistant Airport Manager	
Aquatics Coordinator	
GIS Analyst	
Paralegal	
Recreation Coordinator	
N7 \$33.82 - \$47.35	



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Administrative Staff
Annual Pay Schedule

Accountant Analyst
CIP Coordinator
Public Works Analyst
Utilities Business Analyst
E1 \$84,556 - \$124,298

City Planner
Deputy City Clerk
Dev Services & Conservation Specialist
Economic Development Coordinator
Head Municipal Court Marshal
E2 \$89,410 - \$131,432

Accounting Manager
Airport Manager
Assistant Fire Chief
Budget Manager
Building Official
Contracts/Real Estate Manager
Communications Manager
Court Administrator
Human Resources Manager
Parks & Recreation Manager
Police Support Services Manager
Public Works Project Manager
Public Works Superintendent
Purchasing Manager
Utility Engineer I
Utility Billing Ops Manager
E3 \$106,049 - \$155,891

City Engineer
Utility Engineer II
E4 \$117,966 - \$173,410

Deputy Fire Chief
Deputy Police Chief
E5 \$124,524 - \$183,050

No Classification Assigned
E6 \$127,344 - \$187,195

Administrative Services Director
Community Development Director
Deputy City Manager
Finance Director/Real Estate Officer
Fire Chief
Parks & Recreation Director
Police Chief
Public Works Director
Utilities Director
E7 \$132,438 - \$195,275

APPOINTED STAFF

City Attorney
City Clerk
E7 \$130,000 - \$191,681

City Manager
E8 \$143,881 - \$221,485

Municipal Court Judge - PT Position
E7PT \$65,198 - \$121,828



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Part Time Classifications	Grade	Min	Max
EMT RESERVE	PT1	\$ 12.00	\$ 16.79
AEMT RESERVE	PT2	\$ 13.44	\$ 18.81
EMT/FIREFIGHTER RESERVE	PT3	\$ 15.02	\$ 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

Revised May 27, 2025

