

**EXHIBIT A****Baker City Classification and Monthly Salary Schedule**

Step 1 is at 6 months from date of hire. Step 2 is at 18 months from date of hire (Art. 6.2) Salaries are based on a 2080 hours/year schedule.

<b>Effective July 1, 2025, job classifications and monthly rate of pay shall be as follows (includes 2.7% COLA):</b>					
<b>Position</b>	<b>Base</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
Accounts Receivable Specialist/Cashier	\$4,253	\$4,423	\$4,600	\$4,784	\$4,975
Accounts Receivable Specialist/Billing	\$4,253	\$4,423	\$4,600	\$4,784	\$4,975
Accounting Technician	\$4,737	\$4,925	\$5,123	\$5,328	\$5,541
Building Inspector III	\$6,021	\$6,261	\$6,511	\$6,772	\$7,043
Building Inspector II	\$4,618	\$4,804	\$4,996	\$5,197	\$5,404
Building Inspector I/Permit Technician	\$4,254	\$4,424	\$4,726	\$4,786	\$4,977
Building Permit Technician	\$4,253	\$4,423	\$4,600	\$4,784	\$4,975
Cashier/Accounts Receivable Specialist	\$4,253	\$4,423	\$4,600	\$4,784	\$4,975
Commercial Inspector /Permit Technician	\$6,021	\$6,261	\$6,511	\$6,772	\$7,043
Equipment Operation II	\$5,076	\$5,279	\$5,489	\$5,709	\$5,938
Equipment Operation I	\$4,559	\$4,741	\$4,931	\$5,128	\$5,333
Facilities Specialist I / Utility Locator	\$4,559	\$4,741	\$4,931	\$5,128	\$5,333
Inventory Control Specialist I	\$4,559	\$4,741	\$4,931	\$5,128	\$5,333
Mechanic III	\$5,076	\$5,279	\$5,489	\$5,709	\$5,938
Mechanic II	\$4,815	\$5,008	\$5,208	\$5,415	\$5,633
Meter Reader / Utility Locator	\$4,559	\$4,741	\$4,931	\$5,128	\$5,333
Public Works Office Coordinator	\$4,253	\$4,423	\$4,600	\$4,784	\$4,975
Public Works Tech III-GIS	\$5,243	\$5,453	\$5,672	\$5,898	\$6,134
Public Works Tech II-GIS	\$4,737	\$4,925	\$5,123	\$5,328	\$5,541
Public Works Tech I-GIS	\$4,253	\$4,423	\$4,600	\$4,784	\$4,975
Specialist III Water Service	\$5,243	\$5,453	\$5,672	\$5,898	\$6,134
Specialist II Water Plant	\$4,737	\$4,925	\$5,123	\$5,328	\$5,541
Specialist II Water Plant Service	\$5,243	\$5,453	\$5,672	\$5,898	\$6,134
Specialist I Water Service	\$4,559	\$4,741	\$4,931	\$5,128	\$5,333
Specialist I Water Plant Trainee	\$4,559	\$4,741	\$4,931	\$5,128	\$5,333
Specialist III Wastewater Plant	\$5,243	\$5,453	\$5,672	\$5,898	\$6,134
Specialist II Wastewater Plant	\$4,737	\$4,925	\$5,123	\$5,328	\$5,541
Specialist II Wastewater Collection	\$4,737	\$4,925	\$5,123	\$5,328	\$5,541
Specialist I Wastewater	\$4,559	\$4,741	\$4,931	\$5,128	\$5,333
Utility Worker II	\$4,253	\$4,423	\$4,600	\$4,784	\$4,975