

EXHIBIT A

Maintenance Employee 2021 Pay Plan Implementation

| Position Title | Current 2020 Pay Plan | | Jan 1st Move to Pay Plan | | Anniversary Step Increase | |
|--------------------|-----------------------|------|--------------------------|------|---------------------------|------|
| | Grade | Step | Grade | Step | GRADE | STEP |
| MAINTENANCE WORKER | 4 | 8 | 4 | 7 | 4 | 8 |
| MAINTENANCE WORKER | 4 | 6 | 4 | 5 | 4 | 6 |
| MAINTENANCE WORKER | 4 | 1 | 4 | 1 | 4 | 2 |
| MAINTENANCE WORKER | 4 | 3 | 4 | 2 | 4 | 3 |
| MAINTENANCE WORKER | 4 | 3 | 4 | 2 | 4 | 3 |
| MAINTENANCE WORKER | 4 | 8 | 4 | 7 | 4 | 8 |
| SENIOR MAINTENANCE | 5 | 8 | 5 | 7 | 5 | 8 |
| UTILITY OPERATOR | 6 | 3 | 6 | 2 | 6 | 3 |
| UTILITY OPERATOR | 6 | 6 | 6 | 5 | 6 | 6 |
| UTILITY OPERATOR | 6 | 8 | 6 | 7 | 6 | 8 |

