

EXHIBIT A

Sergeant Pay Plan Implementation

| Title | Jan 1, 2021 Move to Pay Plan | | | | | 2021 Anniversary Step Increase | | |
|----------|------------------------------|------|---------|-------------|------------|--------------------------------|------|-------------|
| | Grade | Step | Hourly | Annual | % Increase | Grade | Step | Annual |
| Sergeant | 9 | 4 | \$36.67 | \$76,280.56 | 2.41% | 9 | 5 | \$79,141.08 |
| Sergeant | 9 | 4 | \$36.67 | \$76,280.56 | 2.41% | 9 | 5 | \$79,141.08 |
| Sergeant | 9 | 7 | \$40.96 | \$85,187.95 | 2.41% | 9 | 8 | \$88,382.50 |