

Exhibit A

**Toquerville City Fiscal Year 2026-2027 Compensation Schedule**

| Job Title                         | Hourly Pay Rates |          |          | Annual Pay Rates |            |            |
|-----------------------------------|------------------|----------|----------|------------------|------------|------------|
|                                   | Minimum          | Midpoint | Maximum  | Minimum          | Midpoint   | Maximum    |
| Assistant City Manager            | \$ 44.04         | \$ 55.06 | \$ 66.07 | \$ 91,612        | \$ 114,515 | \$ 137,418 |
| City Manager                      | \$ 51.63         | \$ 64.54 | \$ 77.45 | \$ 107,398       | \$ 134,248 | \$ 161,098 |
| Culture & Rec Director            | \$ 21.05         | \$ 26.32 | \$ 31.58 | \$ 43,791        | \$ 54,739  | \$ 65,687  |
| Deputy Recorder                   | \$ 18.95         | \$ 23.69 | \$ 28.42 | \$ 39,412        | \$ 49,265  | \$ 59,118  |
| Deputy Treasurer                  | \$ 18.95         | \$ 23.69 | \$ 28.42 | \$ 39,412        | \$ 49,265  | \$ 59,118  |
| Public Works Director             | \$ 35.42         | \$ 44.28 | \$ 53.13 | \$ 73,676        | \$ 92,095  | \$ 110,514 |
| Public Works Crew Lead            | \$ 21.05         | \$ 26.32 | \$ 31.58 | \$ 43,791        | \$ 54,739  | \$ 65,687  |
| Public Works Crew Member          | \$ 18.95         | \$ 23.69 | \$ 28.42 | \$ 39,412        | \$ 49,265  | \$ 59,118  |
| Public Works Crew Member Seasonal | \$ 15.80         | \$ 19.74 | \$ 23.69 | \$ 32,854        | \$ 41,068  | \$ 49,281  |
| Recorder/P&Z Administrator        | \$ 31.58         | \$ 39.48 | \$ 47.37 | \$ 65,687        | \$ 82,109  | \$ 98,530  |
| Treasurer/HR Director             | \$ 32.89         | \$ 41.12 | \$ 49.34 | \$ 68,421        | \$ 85,527  | \$ 102,632 |
| Proposed COLA                     | 2.70%            |          |          |                  |            |            |
| Proposed Merit Ceiling            | 4.00%            |          |          |                  |            |            |
| City Council Members              | \$300/month      |          |          |                  |            |            |
| Mayor                             | \$1000/month     |          |          |                  |            |            |