

Exhibit A

EMPLOYEE	JOB-CODE.DESCRPTION	OLD PAY-RATE	New Pay Rate 1/14/17	New Pay Rate with Stipend	New Pay Grades
4225	Office Coordinator	19.1689	20.1273	20.1273	10
26275	Management Analyst - Fire	22.1111	23.2167	23.2167	13
4212	Communications Supvr-Fire	26.7006	30.8068	30.8068	14
4119	Fire Chief	61.6997	64.8154	64.8154	22
98582	Firefighter	13.2758	13.6518	13.6518	F1
99076	Firefighter	12.9212	12.9212	12.9212	F1
4203	Communications Specialist-Fire	24.1087	27.5811	27.5811	F11
4264	Communications Specialist-Fire	18.1339	25.8218	25.8218	F11
4280	Communications Specialist-Fire	18.4022	24.0626	24.0626	F11
98569	Communications Specialist-Fire	16.4577	18.7847	18.7847	F11
98851	Communications Specialist-Fire	16.1462	17.9051	17.9051	F11
98896	Communications Specialist-Fire	16.0567	17.9051	17.9051	F11
98850	Communications Specialist-Fire	16.1462	17.9051	17.9051	F11
94476	Communications Specialist-Fire	15.9911	17.0254	17.0254	F11
99097	Communications Specialist-Fire	15.9911	17.0254	17.0254	F11
4211	Lead Comm Specialist-Fire	24.5809	28.8341	28.8341	F12
4214	Lead Comm Specialist-Fire	23.4718	28.8341	28.8341	F12
4170	Lead Comm Specialist-Fire	25.311	28.8341	28.8341	F12
98579	Firefighter	14.6152	13.6518	15.7123	F1P
98580	Firefighter	14.5092	13.6518	15.7123	F1P
98581	Firefighter	14.6769	13.6518	15.7123	F1P
98587	Firefighter	14.5843	13.6518	15.7123	F1P
98584	Firefighter	14.6049	13.6518	15.7123	F1P
98586	Firefighter	14.5092	13.6518	15.7123	F1P
98901	Firefighter	14.3463	13.2815	15.3419	F1P
98902	Firefighter	14.3706	13.2815	15.3419	F1P
98841	Firefighter	14.4492	13.2815	15.3419	F1P
98904	Firefighter	14.3463	13.2815	15.3419	F1P
98549	Fire Engineer	14.3151	14.6075	14.6075	F2
98337	Fire Engineer	15.7198	15.0778	17.1382	F2P
98275	Fire Engineer	15.9823	15.0778	17.1382	F2P
98237	Fire Engineer	16.1529	15.0778	17.1382	F2P
98336	Fire Engineer	15.8891	15.0778	17.1382	F2P
98236	Fire Engineer	16.1529	15.0778	17.1382	F2P
98547	Fire Engineer	15.7776	14.6075	16.6679	F2P
4058	Fire Specialist	32.1888	32.1888	32.1888	F3
4251	Fire Specialist	26.4697	30.0174	30.0174	F3
4227	Fire Specialist	18.6981	22.9920	22.9920	F3
4153	Fire Specialist	21.5511	22.9920	22.9920	F3
12013	Fire Specialist	20.921	22.9920	22.9920	F3
4175	Fire Specialist	20.0547	22.9920	22.9920	F3
4067	Fire Specialist	22.992	22.9920	22.9920	F3
4165	Fire Specialist	21.9892	22.9920	22.9920	F3
4083	Fire Specialist	22.992	22.9920	22.9920	F3
4226	Fire Specialist	19.6449	22.9920	22.9920	F3
4100	Fire Specialist	22.992	22.9920	22.9920	F3
4084	Fire Specialist	22.992	22.9920	22.9920	F3
4101	Fire Specialist	22.8351	22.9920	22.9920	F3
4183	Fire Specialist	22.0548	22.9920	22.9920	F3
4185	Fire Specialist	21.5243	22.9920	22.9920	F3
4115	Fire Specialist	22.1488	22.9920	22.9920	F3
4219	Fire Specialist	22.4015	22.9920	22.9920	F3
4222	Fire Specialist	20.3206	22.9920	22.9920	F3
4237	Fire Specialist	18.3664	22.2030	22.2030	F3
4239	Fire Specialist	17.4944	22.2030	22.2030	F3
4244	Fire Specialist	17.3634	21.4410	21.4410	F3
4245	Fire Specialist	17.1084	21.4410	21.4410	F3
95300	Fire Specialist	17.621	21.4410	21.4410	F3
4259	Fire Specialist	18.1455	20.7052	20.7052	F3
4260	Fire Specialist	18.1416	20.7052	20.7052	F3

95178	Fire Specialist	17.2772	20.7052	20.7052	F3
4262	Fire Specialist	18.0528	20.7052	20.7052	F3
4265	Fire Specialist	16.3727	20.0015	20.0015	F3
4266	Fire Specialist	16.4537	20.0015	20.0015	F3
4268	Fire Specialist	17.2618	20.0015	20.0015	F3
4271	Fire Specialist	17.2842	19.3084	19.3084	F3
4272	Fire Specialist	16.2573	19.3084	19.3084	F3
4279	Fire Specialist	16.9482	19.3084	19.3084	F3
4275	Fire Specialist	16.2583	19.3084	19.3084	F3
4282	Fire Specialist	16.3384	18.6458	18.6458	F3
4286	Fire Specialist	16.0989	18.0059	18.0059	F3
4287	Fire Specialist	16.4196	18.0059	18.0059	F3
4288	Fire Specialist	16.4196	18.0059	18.0059	F3
4291	Fire Specialist	15.8974	18.0059	18.0059	F3
30127	Fire Specialist	16.2127	17.3880	17.3880	F3
4292	Fire Specialist	16.2138	17.3880	17.3880	F3
4294	Fire Specialist	15.7403	16.8899	16.8899	F3
4200	Fire Specialist	22.992	22.9920	25.0524	F3P
4076	Fire Specialist	22.992	22.9920	25.0524	F3P
4216	Fire Specialist	22.992	22.9920	25.0524	F3P
4164	Fire Specialist	22.992	22.9920	25.0524	F3P
4220	Fire Specialist	22.561	22.9920	25.0524	F3P
4117	Fire Specialist	22.992	22.9920	25.0524	F3P
4103	Fire Specialist	22.992	22.9920	25.0524	F3P
4053	Fire Specialist	22.992	22.9920	25.0524	F3P
4258	Fire Specialist	22.992	22.9920	25.0524	F3P
4177	Fire Specialist	21.9168	22.9920	25.0524	F3P
4171	Fire Specialist	22.8159	22.9920	25.0524	F3P
4224	Fire Specialist	22.992	22.9920	25.0524	F3P
4116	Fire Specialist	22.992	22.9920	25.0524	F3P
4181	Fire Specialist	22.992	22.9920	25.0524	F3P
4232	Fire Specialist	20.5703	22.9920	25.0524	F3P
4168	Fire Specialist	22.992	22.9920	25.0524	F3P
4238	Fire Specialist	20.3097	22.2030	24.2634	F3P
4246	Fire Specialist	20.525	21.4410	23.5014	F3P
4253	Fire Specialist	20.1023	21.4410	23.5014	F3P
4256	Fire Specialist	19.3801	20.7052	22.7656	F3P
4270	Fire Specialist	18.8014	20.0015	22.0619	F3P
4269	Fire Specialist	17.7224	20.0015	22.0619	F3P
39112	Fire Specialist	18.4172	19.3084	21.3689	F3P
4277	Fire Specialist	18.6431	19.3084	21.3689	F3P
4274	Fire Specialist	17.7504	19.3084	21.3689	F3P
4273	Fire Specialist	18.2828	19.3084	21.3689	F3P
4278	Fire Specialist	18.2828	19.3084	21.3689	F3P
4283	Fire Specialist	18.0112	18.0059	20.0664	F3P
4293	Fire Specialist	17.4303	16.8899	18.9504	F3P
4235	Fire Captain I	27.7559	33.1206	33.1206	F4
4201	Fire Captain I	24.779	25.4267	27.4871	F4P
4217	Fire Captain I	25.4267	25.4267	27.4871	F4P
4112	Fire Captain I	24.9243	25.4267	27.4871	F4P
4193	Fire Captain I	25.4267	25.4267	27.4871	F4P
4233	Fire Captain I	22.4606	23.6576	25.7180	F4P
4242	Fire Captain I	21.4813	22.8198	24.8802	F4P
4121	Fire Captain II	26.7117	29.4464	29.4461	F5
4111	Fire Captain II	25.2632	29.4464	29.4461	F5
4172	Fire Captain II	25.8624	29.4464	29.4461	F5
4037	Fire Captain II	26.6885	29.4464	29.4461	F5
4158	Fire Captain II	25.7068	29.4464	29.4461	F5
4065	Fire Captain II	25.1097	29.4464	29.4461	F5
4196	Fire Captain II	26.1196	28.2653	28.2653	F5
4187	Fire Captain II	23.3829	27.1318	27.1318	F5
4092	Fire Captain II	26.7117	29.4464	31.5066	F5P
4176	Fire Captain II	26.3542	29.4464	31.5066	F5P

4125 Fire Captain II	27.778	29.4464	31.5066	F5P
4118 Fire Captain II	27.778	29.4464	31.5066	F5P
4108 Fire Captain II	26.7117	29.4464	31.5066	F5P
4182 Fire Captain II	27.7775	29.4464	31.5066	F5P
4190 Fire Captain II	27.5083	29.4464	31.5066	F5P
4254 Battalion Chief	41.5395	47.3231	47.3231	F7
4094 Battalion Chief	42.9927	47.3231	47.3231	F7P
4205 Battalion Chief	29.7561	33.8022	33.8022	F7P
4095 Battalion Chief	30.3428	33.8022	33.8022	F7P
4208 Battalion Chief	28.1613	33.0821	33.0821	F7P
4162 Assistant Fire Chief I	39.9861	46.9732	46.9732	F8
4166 Assistant Fire Chief I	30.52	35.8530	35.8530	F8
4069 Assistant Fire Chief I	44.7042	51.8188	51.8188	F8P
4104 Assistant Fire Chief II	49.5786	56.7452	56.7452	F9P
4114 Assistant Fire Chief II	34.5856	40.5323	40.5323	F9P
4922 Assistant Fire Chief II	37.1425	40.5323	40.5323	F9P