

Exhibit "A" Aptos/La Selva Firefighter Local 3535 MOU		All Members Receive Base and Holiday Pay (or Holiday Leave)						Members must meet certain eligibility requirements or be assigned to certain specialites in order to receive the pay listed below.						
CY 2017 POSITION		Base Monthly	Base Annually	Holiday Monthly	Holiday Annually	Shift	1.5 Shift	EP Monthly	EP Annually	ARRT Monthly	ARRT Annually	HazMat Monthly	HazMat Annually	Longevity > 10 Yrs
CAPTAIN III		\$10,192.00	\$122,304.00	\$1,088.88	\$13,066.56	\$1,005.24	\$1,507.86	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$509.60	\$6,115.20	2.50%
	II	\$9,952.00	\$119,424.00	\$1,063.40	\$12,760.80	\$981.57	\$1,472.35	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$497.60	\$5,971.20	2.50%
	I	\$9,712.00	\$116,544.00	\$1,037.66	\$12,451.92	\$957.90	\$1,436.84	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$485.60	\$5,827.20	2.50%
FIREFIGHTER / PARAMEDIC III		\$9,105.00	\$109,260.00	\$972.92	\$11,675.04	\$898.03	\$1,347.04	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$455.25	\$5,463.00	2.50%
	II	\$8,891.00	\$106,692.00	\$950.04	\$11,400.48	\$876.92	\$1,315.38	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$444.55	\$5,334.60	2.50%
	I	\$8,667.00	\$104,004.00	\$926.12	\$11,113.44	\$854.83	\$1,282.24	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$433.35	\$5,200.20	2.50%
PROBATIONARY		\$7,370.00	\$88,440.00	\$787.54	\$9,450.48	\$726.90	\$1,090.36	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$368.50	\$4,422.00	2.50%
FIREFIGHTER III		\$8,509.00	\$102,108.00	\$909.22	\$10,910.64	\$839.24	\$1,258.87	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$425.45	\$5,105.40	2.50%
	II	\$8,306.00	\$99,672.00	\$887.38	\$10,648.56	\$819.22	\$1,228.83	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$415.30	\$4,983.60	2.50%
	I	\$8,104.00	\$97,248.00	\$865.80	\$10,389.60	\$799.30	\$1,198.95	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$405.20	\$4,862.40	2.50%
PROBATIONARY		\$6,892.00	\$82,704.00	\$736.32	\$8,835.84	\$679.76	\$1,019.64	\$346.68	\$4,160.16	\$433.35	\$5,200.20	\$344.60	\$4,135.20	2.50%
PER DIEM STRUCTURE:		Hourly Regular	Hourly 1.5	Shift-Regular	Shift 1.5									
ACTG CAPT - FF		\$4.94	\$7.41	\$118.56	\$177.84									
ACTG CAPT - FF/PM		\$2.49	\$3.73	\$59.76	\$89.64									
CAPT - DUTY CHIEF COVERAGE		\$13.16	\$19.74	\$315.84	\$473.76									
Hazardous Materials Technician		5% Base pay												
Aquatics Rescue Response Team		5% Firefighter/Paramedic I Base Pay												
Education Pay		Max 4% Firefighter/Paramedic I Base Pay												

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CY 2018 POSITION		Base Monthly	Base Annually	Holiday Monthly	Holiday Annually	Shift	1.5 Shift	EP Monthly	EP Annually	ARRT Monthly	ARRT Annually	HazMat Monthly	HazMat Annually	Longevity > 10 Yrs
CAPTAIN III		\$10,395.84	\$124,750.08	\$1,110.66	\$13,327.89	\$1,025.34	\$1,538.01	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$519.79	\$6,237.50	2.50%
	II	\$10,151.04	\$121,812.48	\$1,084.67	\$13,016.02	\$1,001.20	\$1,501.80	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$507.55	\$6,090.62	2.50%
	I	\$9,906.24	\$118,874.88	\$1,058.41	\$12,700.96	\$977.05	\$1,465.58	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$495.31	\$5,943.74	2.50%
FIREFIGHTER / PARAMEDIC III		\$9,287.10	\$111,445.20	\$992.38	\$11,908.54	\$915.99	\$1,373.98	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$464.36	\$5,572.26	2.50%
	II	\$9,068.82	\$108,825.84	\$969.04	\$11,628.49	\$894.46	\$1,341.69	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$453.44	\$5,441.29	2.50%
	I	\$8,840.34	\$106,084.08	\$944.64	\$11,335.71	\$871.92	\$1,307.89	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$442.02	\$5,304.20	2.50%
PROBATIONARY		\$7,517.40	\$90,208.80	\$803.29	\$9,639.49	\$741.44	\$1,112.16	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$375.87	\$4,510.44	2.50%
FIREFIGHTER III		\$8,679.18	\$104,150.16	\$927.40	\$11,128.85	\$856.03	\$1,284.04	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$433.96	\$5,207.51	2.50%
	II	\$8,472.12	\$101,665.44	\$905.13	\$10,861.53	\$835.61	\$1,253.41	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$423.61	\$5,083.27	2.50%
	I	\$8,266.08	\$99,192.96	\$883.12	\$10,597.39	\$815.28	\$1,222.93	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$413.30	\$4,959.65	2.50%
PROBATIONARY		\$7,029.84	\$84,358.08	\$751.05	\$9,012.56	\$693.35	\$1,040.03	\$353.61	\$4,243.36	\$442.02	\$5,304.20	\$351.49	\$4,217.90	2.50%
PER DIEM STRUCTURE:		Hourly Regular	Hourly 1.5	Shift-Regular	Shift 1.5									
ACTG CAPT - FF		\$5.04	\$7.56	\$121.03	\$181.54									
ACTG CAPT - FF/PM		\$2.54	\$3.82	\$61.07	\$91.60									
CAPT - DUTY CHIEF COVERAGE		\$13.42	\$20.13	\$322.16	\$483.24									
Hazardous Materials Technician		5% Base pay												
Aquatics Rescue Response Team		5% Firefighter/Paramedic I Base Pay												
Education Pay		Max 4% Firefighter/Paramedic I Base Pay												

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CY 2019 POSITION		Base Monthly	Base Annually	Holiday Monthly	Holiday Annually	Shift	1.5 Shift	EP Monthly	EP Annually	ARRT Monthly	ARRT Annually	HazMat Monthly	HazMat Annually	Longevity > 10 Yrs
CAPTAIN III		\$10,603.76	\$127,245.08	\$1,132.87	\$13,594.45	\$1,045.85	\$1,568.77	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$530.19	\$6,362.25	2.50%
	II	\$10,354.06	\$124,248.73	\$1,106.36	\$13,276.34	\$1,021.22	\$1,531.83	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$517.70	\$6,212.44	2.50%
	I	\$10,104.36	\$121,252.38	\$1,079.58	\$12,954.98	\$996.59	\$1,494.89	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$505.22	\$6,062.62	2.50%
FIREFIGHTER / PARAMEDIC III		\$9,472.84	\$113,674.10	\$1,012.23	\$12,146.71	\$934.31	\$1,401.46	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$473.64	\$5,683.71	2.50%
	II	\$9,250.20	\$111,002.36	\$988.42	\$11,861.06	\$912.35	\$1,368.52	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$462.51	\$5,550.12	2.50%
	I	\$9,017.15	\$108,205.76	\$963.54	\$11,562.42	\$889.36	\$1,334.04	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$450.86	\$5,410.29	2.50%
PROBATIONARY		\$7,667.75	\$92,012.98	\$819.36	\$9,832.28	\$756.27	\$1,134.41	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$383.39	\$4,600.65	2.50%
FIREFIGHTER III		\$8,852.76	\$106,233.16	\$945.95	\$11,351.43	\$873.15	\$1,309.72	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$442.64	\$5,311.66	2.50%
	II	\$8,641.56	\$103,698.75	\$923.23	\$11,078.76	\$852.32	\$1,278.48	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$432.08	\$5,184.94	2.50%
	I	\$8,431.40	\$101,176.82	\$900.78	\$10,809.34	\$831.59	\$1,247.39	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$421.57	\$5,058.84	2.50%
PROBATIONARY		\$7,170.44	\$86,045.24	\$766.07	\$9,192.81	\$707.22	\$1,060.83	\$360.69	\$4,328.23	\$450.86	\$5,410.29	\$358.52	\$4,302.26	2.50%
PER DIEM STRUCTURE:		Hourly Regular	Hourly 1.5	Shift-Regular	Shift 1.5									
ACTG CAPT - FF		\$5.14	\$7.72	\$123.45	\$185.17									
ACTG CAPT - FF/PM		\$2.60	\$3.89	\$62.29	\$93.43									
CAPT - DUTY CHIEF COVERAGE		\$13.69	\$20.54	\$328.60	\$492.90									
Hazardous Materials Technician		5% Base pay												
Aquatics Rescue Response Team		5% Firefighter/Paramedic I Base Pay												
Education Pay		Max 4% Firefighter/Paramedic I Base Pay												