

SALARIES EXHIBIT "A" SALARY SCHEDULE

As a result of a Cost of Living Adjustment, in 2015 wages will increase by 2% over the 2014 wage scale.

- The following salaries are calculated for January 1, 2015 through December 31, 2015, adding 2% to December 31, 2014 wages.

2015 Wages

		Hourly	Annual
First Year	69.5% of Top Patrol	\$23.443	\$48,762
Second Year	79% of Top Patrol	\$26.648	\$55,427
Third Year	86% of Top Patrol	\$29.009	\$60,339
Fourth Year	93% of Top Patrol	\$31.370	\$65,250
Top Patrol	100% of Top Patrol	\$33.731	\$70,161

Pro-pay per the terms in Article 20:

After 5 years of service	\$34.741	\$72,262
After 8 years of service	\$35.414	\$73,662
After 12 years of service	\$36.088	\$75,062

- As a result of a Cost of Living Adjustment, in 2016 wages will increase by 2% over the 2015 wage scale. The following salaries are calculated for January 1, 2016 through March 31, 2016, adding 2% to December 31, 2015 wages effective on January 1, 2016 through Top Patrol salary.

January-March 2016 Wages

		Hourly	Annual
First Year	69.5% of Top Patrol	\$23.912	\$49,737
Second Year	79% of Top Patrol	\$27.181	\$56,536
Third Year	86% of Top Patrol	\$29.589	\$61,546
Fourth Year	93% of Top Patrol	\$31.998	\$66,555
Top Patrol	100% of Top Patrol	\$34.406	\$71,565

Pro-pay per the terms in Article 20:

	Hourly	Annual
After 5 years of service	\$35.436	\$73,707
After 8 years of service	\$36.123	\$75,135
After 12 years of service	\$36.809	\$76,563
After 16 years of service	\$37.496	\$77,992

April 1, 2016 Market Rate Adjustments

- As a result of a comparable market study, the following salaries are calculated for April 1, 2016 through December 31, 2016, adding a 2% Market Rate Adjustment to the March 31, 2016 Top Patrol wage and revising the scale percentages as follows:

	From	To	Hourly	Annual
First Year	69.5% of Top Patrol	70% of Top Patrol	\$24.566	\$51,097
Second Year	79% of Top Patrol	80% of Top Patrol	\$28.075	\$58,397
Third Year	86% of Top Patrol	90% of Top Patrol	\$31.585	\$65,696
Fourth Year	93% of Top Patrol	95% of Top Patrol	\$33.339	\$69,346
Top Patrol	100% of Top Patrol	100% of Top Patrol	\$35.094	\$72,996

In addition, effective April 1, 2016 through December 31, 2016 Pro pay will be adjusted to reflect the agreed upon comparable market - market rate adjustments, in currency, not percentages, as follows:

Pro-pay per the terms in Article 20:

	Hourly	Annual
After 5 years of service	\$35.930	\$74,726
After 8 years of service	\$36.470	\$75,861
After 12 years of service	\$37.050	\$77,058
After 16 years of service	\$37.530	\$78,056

All step and proficiency pay movements will occur on the employee's anniversary date effective January 1, 2015 through December 31, 2016 subject to the normal terms and conditions of the contract.