

**Exhibit A - Paso Robles Professional Firefighters MOU
Paso Robles Professional Firefighters
(Based on 56 hour work week)**

Wages

Wage rates are set in accordance with wage ranges as presented below.

	Wage Ranges Effective July 1, 2018					
Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Captain/Paramedic	423c	7,958	8,449	8,970	9,524	10,112
Captain	403c	7,201	7,645	8,118	8,619	9,150
Firefighter/Paramedic	363c	5,898	6,262	6,649	7,058	7,494
Firefighter	344c	5,365	5,697	6,048	6,420	6,815

	Amended Wage Ranges Effective February 10, 2019					
Classification	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Captain/Paramedic	423c	8,217	8,724	9,262	9,834	10,441
Captain	403c	7,436	7,894	8,382	8,900	9,448
Fire Engineer/Paramedic	370c	6,090	6,466	6,866	7,288	7,738
Fire Engineer	355c	5,540	5,883	6,245	6,629	7,037
Firefighter/Paramedic	363c	5,898	6,262	6,649	7,058	7,494
Firefighter	344c	5,365	5,697	6,048	6,420	6,815