

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

Compensation

Effective upon adoption of this amendment wage rates shall be set in accordance with salary ranges as presented below.

	<b>Current Salary Ranges January 1, 2016</b>					
<b>Classification</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Captain/Paramedic	423a	7,183	7,626	8,097	8,597	9,128
Captain	403a	6,500	6,901	7,328	7,780	8,260
Firefighter/Paramedic	363a	5,324	5,652	6,001	6,371	6,764
Firefighter	344a	4,843	5,142	5,459	5,795	6,152

	<b>Amended Salary Ranges XXX XX, 2017 (Per Article VII Above): 4.5%</b>					
<b>Classification</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Captain/Paramedic	423b	7,507	7,970	8,462	8,984	9,539
Captain	403b	6,793	7,212	7,658	8,131	8,632
Firefighter/Paramedic	363b	5,564	5,907	6,272	6,658	7,069
Firefighter	344b	5,061	5,374	5,705	6,056	6,429

	<b>Amended Salary Ranges Effective July 1, 2018: 6%</b>					
<b>Classification</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
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