

EXHIBIT A

|                  |                                          | 7/12/04 (1.5%) | 7/12/04 (1.5%) | 7/11/05 (2%)                                                |             | 4/4/05 (1.5%)                                                                                 |             | 12/12/05 (1%)                                                                                |             |
|------------------|------------------------------------------|----------------|----------------|-------------------------------------------------------------|-------------|-----------------------------------------------------------------------------------------------|-------------|----------------------------------------------------------------------------------------------|-------------|
|                  |                                          |                |                | LA City received 4% eff 7/1/05 = 2% for CC, Reso #2004-R065 |             | LA County received 3% eff 4/1/05 = 1.5% for CC (effective payperiod of 1/27/06), Reso #2006-R |             | LA County received 2% eff 12/1/05 = 1% for CC (effective payperiod of 1/27/06), Reso #2006-R |             |
|                  |                                          | Salary Rate    | Salary Rate    | Salary Rate                                                 | Salary Rate | Salary Rate                                                                                   | Salary Rate | Salary Rate                                                                                  | Salary Rate |
| Firefighter Unit |                                          | 40 Hour        | 56 Hour        | 40 Hour                                                     | 56 Hour     | 40 Hour                                                                                       | 56 Hour     | 40 Hour                                                                                      | 56 Hour     |
| F-1X             | Firefighter - First Step                 | 23.49          | 16.74          | 23.96                                                       | 17.07       | 24.32                                                                                         | 17.33       | 24.57                                                                                        | 17.50       |
| F-1A             | Firefighter - Second Step                | 26.09          | 18.68          | 26.61                                                       | 19.05       | 27.01                                                                                         | 19.34       | 27.28                                                                                        | 19.53       |
| F-1B             | Firefighter - Third Step                 | 26.75          | 19.15          | 27.28                                                       | 19.53       | 27.69                                                                                         | 19.83       | 27.97                                                                                        | 20.02       |
| F-1B+15%         | Firefighter - Paramedic/Inspector B Step | 30.76          | 22.02          | 31.37                                                       | 22.46       | 31.84                                                                                         | 22.80       | 32.16                                                                                        | 23.03       |
| F-1C             | Firefighter - Fourth step                | 29.09          | 20.74          | 29.67                                                       | 21.15       | 30.12                                                                                         | 21.47       | 30.42                                                                                        | 21.69       |
| F-1C+15%         | Firefighter - Paramedic/Inspector C Step | 33.45          | 23.85          | 34.12                                                       | 24.33       | 34.63                                                                                         | 24.69       | 34.98                                                                                        | 24.94       |
| F-1D             | Firefighter - Fifth Step                 | 30.71          | 21.91          | 31.33                                                       | 22.35       | 31.80                                                                                         | 22.68       | 32.12                                                                                        | 22.91       |
| F-1D+15%         | Firefighter - Paramedic/Inspector D Step | 35.32          | 25.20          | 36.03                                                       | 25.70       | 36.57                                                                                         | 26.09       | 36.93                                                                                        | 26.35       |
| F-1E             | Firefighter - Sixth Step                 | 32.45          | 23.15          | 33.10                                                       | 23.61       | 33.59                                                                                         | 23.96       | 33.93                                                                                        | 24.20       |
| F-1E+15%         | Firefighter - Paramedic/Inspector E Step | 37.31          | 26.62          | 38.06                                                       | 27.15       | 38.63                                                                                         | 27.56       | 39.02                                                                                        | 27.83       |
| F-1F             | Firefighter - Seventh Step               | 33.26          | 23.85          | 33.93                                                       | 24.33       | 34.44                                                                                         | 24.69       | 34.78                                                                                        | 24.94       |
| F-1F+15%         | Firefighter - Paramedic/Inspector F Step | 38.25          | 27.43          | 39.02                                                       | 27.97       | 39.60                                                                                         | 28.39       | 40.00                                                                                        | 28.68       |
| F-1F+20%         | Firefighter/Sr. Insp./Asst. Fire Marshal | 39.92          | 28.62          | 40.72                                                       | 29.19       | 41.33                                                                                         | 29.63       | 41.74                                                                                        | 29.92       |
| F-2 (F-1F+15%)   | Fire Engineer                            | 38.25          | 27.43          | 39.02                                                       | 27.97       | 39.60                                                                                         | 28.39       | 40.00                                                                                        | 28.68       |
| F-2+5%           | Fire Engineer/Paramedic                  |                | 29.79          |                                                             | 30.39       |                                                                                               | 30.85       |                                                                                              | 31.15       |
| F-2+15%          | Fire Engineer/Reserve Coordinator        | 43.99          |                | 44.87                                                       |             | 45.54                                                                                         |             | 46.00                                                                                        | 0.00        |
| F-3 (F-2+15%)    | Fire Captain                             | 43.99          | 31.54          | 44.87                                                       | 32.17       | 45.54                                                                                         | 32.65       | 46.00                                                                                        | 32.98       |
| F-3+5%           | Fire Captain/Paramedic                   |                | 33.14          |                                                             | 33.79       |                                                                                               | 34.30       |                                                                                              | 34.64       |
| F-3+15%          | Fire Captain/Administrative Assignment   | 50.59          |                | 51.60                                                       |             | 52.38                                                                                         |             | 52.90                                                                                        | 0.00        |
| F-3+20%          | Fire Captain/Admin Assign & Paramedic    | 52.79          |                | 53.85                                                       |             | 54.66                                                                                         |             | 55.20                                                                                        | 0.00        |

|                 |                                           | 7/12/04 (1.5%) | 7/12/04 (1.5%) | 7/11/05 (2%) | 7/11/05 (2%) | 4/4/05 (1.5%) | 4/4/05 (1.5%) | 12/12/05 (1%) | 12/12/05 (1%) |
|-----------------|-------------------------------------------|----------------|----------------|--------------|--------------|---------------|---------------|---------------|---------------|
|                 |                                           | Salary Rate    | Salary Rate    | Salary Rate  | Salary Rate  | Salary Rate   | Salary Rate   | Salary Rate   | Salary Rate   |
| Fire Management |                                           | 40 Hour        | 56 Hour        | 40 Hour      | 56 Hour      | 40 Hour       | 56 Hour       | 40 Hour       | 56 Hour       |
| F-4 (F-3+19%)   | Battalion Chief                           | 50.39          | 36.13          | 51.40        | 36.85        | 52.17         | 37.41         | 52.69         | 37.78         |
| F-4+13%         | Battalion Chief/Mgmt Certificate          | 56.94          | 40.83          | 58.08        | 41.64        | 58.96         | 42.27         | 59.54         | 42.69         |
| F-4 +15%        | Battalion Chief/Fire Marshal              | 57.95          |                | 59.11        |              | 60.00         |               | 60.60         |               |
| F-4 +15% + 13%  | Battalion Chief/Fire Marshal/Mgmt Cert    | 65.49          |                | 66.80        |              | 67.80         |               | 68.48         |               |
| F-4 +15%        | Battalion Chief/Assistant Chief           | 57.95          |                | 59.11        |              | 60.00         |               | 60.60         |               |
| F-4 +15% + 13%  | Battalion Chief/Assistant Chief/Mgmt Cert | 65.49          |                | 66.80        |              | 67.80         |               | 68.48         |               |
| F-5 (F-4 +20%)  | Fire Chief                                | 66.51**        |                | 67.85**      |              | 68.87         |               | 69.56         |               |
| F-5 + 13%       | Fire Chief/Mgmt Certificate               | 75.16**        |                | 76.67**      |              | 77.82         |               | 78.60         |               |

\*Council approved on 6/28/04 retroactive from 7/14/03 per salary initiative ordinance  
Resolution No. 2004-R050

\*\* On 9/27/04 Council approved 10% salary increase for Fire Chief effective 3/15/04. Resolution No. 2004 - R065