#### Attachment 1

### FIRE DEPARTMENT January 3, 2015 -December 31, 2015 (Schedule R)

		STEP 1	STEP 2	new hires after 1/1/07 STEP 3	STEP 4	STEP 5	STEP 6
Firefighter (103.68 hr)	Hourly Bi-Weekly Annual Holiday Total Annual Pay	17.676 1,832.650 47,648.900 3,138.550 50,787.450	20.467 2,122.020 55,172.520 3,634.120 58,806.640	22.264 2,308.330 60,016.580 3,953.190 63,969.770	24.058 2,494.330 64,852.580 4,271.730 69,124.310	25.417 2,635.230 68,515.980 4,513.030 73,029.010	26.570 2,754.780 71,624.280 4,717.770 76,342.050
		STEP 1	STEP 2				
Equipment Operator (103.68 hr)	Hourly Bi-Weekly Annual Holiday Total Annual Pay	27.860 2,888.520 75,101.520 4,946.810 80,048.330	0.000 0.000 0.000 0.000 0.000				
Lieutenant (103.68 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly Bi-Weekly Annual Holiday Total Annual Pay	28.254 2,929.370 76,163.620 5,016.770 81,180.390	29.289 3,036.680 78,953.680 5,200.540 84,154.220				
Lieutenant (80 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly Bi-Weekly Annual Holiday Total Annual Pay	36.614 2,929.120 76,157.120 5,016.340 81,173.460	37.953 3,036.240 78,942.240 5,199.790 84,142.030				
Captain (103.68 hr)	Hourly Bi-Weekly Annual Holiday Total Annual Pay	29.932 3,103.350 80,687.100 5,314.720 86,001.820	31.222 3,237.100 84,164.600 5,543.780 89,708.380				

## FIRE DEPARTMENT January 1, 2016 - January 13, 2017 (Schedule R)

new	hires
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		STEP 1	STEP 2	after 1/1/07 STEP 3	STEP 4	STEP 5	STEP 6
Firefighter (103.68 hr)	Hourly Bi-Weekly Annual Holiday Total Annual Pay	17.676 1,832.650 47,648.900 3,138.550 50,787.450	20.467 2,122.020 55,172.520 3,634.120 58,806.640	22.264 2,308.330 60,016.580 3,953.190 63,969.770	24.058 2,494.330 64,852.580 4,271.730 69,124.310	25.417 2,635.230 68,515.980 4,513.030 73,029.010	26.570 2,754.780 71,624.280 4,717.770 76,342.050
Equipment Operator (103.68 hr)	Hourly Bi-Weekly Annual Holiday Total Annual Pay	27.860 2,888.520 75,101.520 4,946.810 80,048.330	STEP 2 0.000 0.000 0.000 0.000 0.000				
Lieutenant (103.68 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly Bi-Weekly Annual Holiday Total Annual Pay	28.254 2,929.370 76,163.620 5,016.770 81,180.390	29.289 3,036.680 78,953.680 5,200.540 84,154.220				
Lieutenant (80 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly Bi-Weekly Annual Holiday Total Annual Pay	36.614 2,929.120 76,157.120 5,016.340 81,173.460	37.953 3,036.240 78,942.240 5,199.790 84,142.030				
Captain (103.68 hr)	Hourly Bi-Weekly Annual Holiday Total Annual Pay	29.932 3,103.350 80,687.100 5,314.720 86,001.820	31.222 3,237.100 84,164.600 5,543.780 89,708.380				

# FIRE DEPARTMENT January 3, 2015 - December 31, 2015 (Schedule P)

		STEP 1	STEP 2	new hires after 1/1/07 STEP 3	STEP 4	STEP 5	STEP 6
Firefighter (103.68 hr)	Hourly Bi-Weekly Annual Holiday Total Annual Pay	17.349 1,798.740 46,767.240 3,080.480 49,847.720	20.082 2,082.100 54,134.600 3,565.750 57,700.350	21.844 2,264.790 58,884.540 3,878.620 62,763.160	23.606 2,447.470 63,634.220 4,191.480 67,825.700	24.942 2,585.990 67,235.740 4,428.700 71,664.440	26.068 2,702.730 70,270.980 4,628.630 74,899.610
		STEP 1	STEP 2				
Equipment Operator (103.68 hr)	Hourly Bi-Weekly Annual Holiday Total Annual Pay	27.339 2,834.510 73,697.260 4,854.310 78,551.570	0.000 0.000 0.000 0.000 0.000				
Lieutenant (103.68 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly Bi-Weekly Annual Holiday Total Annual Pay	27.718 2,873.800 74,718.800 4,921.600 79,640.400	28.734 2,979.140 77,457.640 5,102.000 82,559.640				
Lieutenant (80 hr) MIH Lieutenant MIH/CCP Lieutenant	Hourly Bi-Weekly Annual Holiday Total Annual Pay	35.925 2,874.000 74,724.000 4,921.940 79,645.940	37.235 2,978.800 77,448.800 5,101.420 82,550.220				
Captain (103.68 hr)	Hourly Bi-Weekly Annual Holiday Total Annual Pay	29.367 3,044.770 79,164.020 5,214.400 84,378.420	30.633 3,176.030 82,576.780 5,439.190 88,015.970				

# FIRE DEPARTMENT January 1, 2016 - January 13, 2017 (Schedule P)

				new hires			
				after 1/1/07			
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Firefighter (103.68 hr)	Hourly	17.349	20.082	21.844 2,264.790	23.606 2,447.470	24.942 2,585.990	26.068 2,702.730
	Bi-Weekly Annual	1,798.740 46,767.240	54,134.600	58,884.540	63,634.220	67,235.740	70,270.980
	Holiday	3,080.480	3,565.750	3,878.620	4,191.480	4,428.700	4,628.630
	Total Annual Pay	49,847.720	57,700.350	62,763.160	67,825.700	71,664.440	74,899.610
		STEP 1	STEP 2				
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Equipment Operator (103.68 hr)	Hourly	27.339	0.000				
	Bi-Weekly	2,834.510	0.000				
	Annual Holiday	73,697.260 4,854.310	0.000				
	Total Annual Pay	78,551.570	0.000				
Lieutenant (103.68 hr)	Hourly	27.718	28.734				
MIH Lieutenant	Bi-Weekly	2,873.800	2,979.140				
MIH/CCP Lieutenant	Annual Holiday	74,718.800 4,921.600	77,457.640 5,102.000				
	Total Annual Pay	79,640.400	82,559.640				
	Total / illiaar i ay	70,040.400	02,000.010				
Lieutenant (80 hr)	Hourly	35.925	37.235				
MIH Lieutenant	Bi-Weekly	2,874.000	2,978.800				
MIH/CCP Lieutenant	Annual	74,724.000	77,448.800				
	Holiday	4,921.940	5,101.420				
	Total Annual Pay	79,645.940	82,550.220				
Captain (103.68 hr)	Hourly	29.367	30.633				
• • • • • • • • • • • • • • • • • • • •	Bi-Weekly	3,044.770	3,176.030				
	Annual	79,164.020	82,576.780				
	Holiday Total Annual Pay	5,214.400 84,378.420	5,439.190 88,015.970				
	rotal Annual Pay	04,370.420	00,015.970				