

**APPENDIX A**  
**F-3 Bargaining Unit**

<b>Fire Specialist 1 (56 HR Week)/NON HZMT - 9814</b>	<b>STEP</b>	<b>Current Rate</b>	<b>3% Range Adjustment (7/1/16)</b>	<b>3% Range Adjustment (7/1/17)</b>	<b>3% Range Adjustment (7/1/18)</b>	<b>3% Range Adjustment (7/1/19)</b>
	1.0	23.99	24.71	25.45	26.21	27.00
	2.0	25.19	25.95	26.73	27.53	28.36
	3.0	26.44	27.23	28.05	28.89	29.76
	4.0	27.77	28.60	29.46	30.34	31.25
	5.0	29.16	30.03	30.93	31.86	32.82
<b>Fire Specialist 1 (56 HR Week)/HZMT - 9806</b>	<b>STEP</b>	<b>Current Rate</b>	<b>3% Range Adjustment (7/1/16)</b>	<b>3% Range Adjustment (7/1/17)</b>	<b>3% Range Adjustment (7/1/18)</b>	<b>3% Range Adjustment (7/1/19)</b>
	1.0	25.18	25.94	26.72	27.52	28.35
	2.0	26.45	27.24	28.06	28.90	29.77
	3.0	27.77	28.60	29.46	30.34	31.25
	4.0	29.15	30.02	30.92	31.85	32.81
	5.0	30.62	31.54	32.49	33.46	34.46
<b>Fire Specialist 2 (56 HR Week)/HZMT - 9807</b>	<b>STEP</b>	<b>Current Rate</b>	<b>3% Range Adjustment (7/1/16)</b>	<b>3% Range Adjustment (7/1/17)</b>	<b>3% Range Adjustment (7/1/18)</b>	<b>3% Range Adjustment (7/1/19)</b>
	1.0	27.95	28.79	29.65	30.54	31.46
	2.0	29.35	30.23	31.14	32.07	33.03
	3.0	30.83	31.75	32.70	33.68	34.69
	4.0	32.37	33.34	34.34	35.37	36.43
	5.0	33.98	35.00	36.05	37.13	38.24
<b>FIRE CAPTAIN (56 HR Week)/HZMT - 9801</b>	<b>STEP</b>	<b>Current Rate</b>	<b>3% Range Adjustment (7/1/16)</b>	<b>3% Range Adjustment (7/1/17)</b>	<b>3% Range Adjustment (7/1/18)</b>	<b>3% Range Adjustment (7/1/19)</b>
	1.0	32.41	33.38	34.38	35.41	36.47
	2.0	34.04	35.06	36.11	37.19	38.31
	3.0	35.74	36.81	37.91	39.05	40.22
	4.0	37.53	38.66	39.82	41.01	42.24
	5.0	39.41	40.59	41.81	43.06	44.35