

EXHIBIT A

**Santa Clara County Central Fire Protection District
Schedule of Monthly Salary Rates by Position
Effective November 7, 2016**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
ADMINISTRATIVE ASSISTANT I	5,014.59	5,265.32	5,528.59	5,805.01	6,095.27
ADMINISTRATIVE ASSISTANT II	6,068.69	6,372.12	6,690.73	7,025.27	7,376.53
ADMINISTRATIVE ASSISTANT III *	7,392.79	7,762.43	8,150.55	8,558.08	8,985.98
ADMINISTRATIVE ASSISTANT IV *	8,501.73	8,926.82	9,373.16	9,841.82	10,333.91
ARSON INVESTIGATOR I	10,025.65	10,526.93	11,053.28	11,605.94	12,186.24
ARSON INVESTIGATOR II	11,260.67	11,823.70	12,414.89	13,035.63	13,687.41
ASSISTANT DEPUTY DIRECTOR OF COMMUNITY EDUCATION SRVCS *	10,010.05	10,510.55	11,036.09	11,587.88	12,167.28
ASSISTANT FIRE CHIEF *	16,280.74	17,094.78	17,949.52	18,846.99	19,789.34
ASSISTANT FIRE MARSHAL	12,211.39	12,821.96	13,463.06	14,136.21	14,843.02
ASSOC. FIRE PROTECTION ENGINEER	8,660.61	9,093.64	9,548.32	10,025.74	10,527.03
BATTALION CHIEF	13,196.29	13,856.10	14,548.91	15,276.36	16,040.17
BUSINESS SERVICES ASSOCIATE I	5,014.59	5,265.32	5,528.59	5,805.01	6,095.27
BUSINESS SERVICES ASSOCIATE II	6,068.69	6,372.12	6,690.73	7,025.27	7,376.53
CHIEF FIRE INVESTIGATOR	12,211.39	12,821.96	13,463.06	14,136.21	14,843.02
CONSTRUCTION COORDINATOR	10,010.05	10,510.55	11,036.08	11,587.88	12,167.28
DATA BASE ADMINISTRATOR *	8,178.16	8,587.07	9,016.42	9,467.24	9,940.60
DEPUTY CHIEF	14,713.54	15,449.22	16,221.68	17,032.76	17,884.40
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT *	10,561.67	11,089.75	11,644.24	12,226.45	12,837.78
DEPUTY FIRE MARSHAL I	8,660.61	9,093.64	9,548.32	10,025.74	10,527.03
DEPUTY FIRE MARSHAL II	9,776.74	10,265.58	10,778.86	11,317.80	11,883.69
DEPUTY FIRE MARSHAL TRAINEE	6,415.12	6,735.88			
DIRECTOR OF BUSINESS SERVICES *	14,296.19	15,011.00	15,761.55	16,549.63	17,377.11
DIRECTOR OF EMERGENCY MANAGEMENT *	12,211.39	12,821.96	13,463.06	14,136.21	14,843.02
DIRECTOR OF FIRE PREVENTION*	14,296.19	15,011.00	15,761.55	16,549.63	17,377.11
DIRECTOR OF PERSONNEL SERVICES *	11,260.71	11,823.75	12,414.93	13,035.68	13,687.46
EMS COORDINATOR *	9,630.24	10,111.76	10,617.34	11,148.21	11,705.62
FINANCIAL ANALYST/ACCOUNTANT *	8,501.70	8,926.79	9,373.12	9,841.78	10,333.87
FIRE CAPTAIN	10,392.68	10,912.31	11,457.93	12,030.83	12,632.37
FIRE CHIEF *	18,084.96	18,989.21	19,938.67	20,935.60	21,982.38
FIRE MECHANIC I	6,636.71	6,968.55	7,316.97	7,682.82	8,066.96
FIRE MECHANIC II	7,964.23	8,362.44	8,780.56	9,219.59	9,680.57
FIRE PROTECTION ENGINEER	9,776.74	10,265.58	10,778.86	11,317.80	11,883.69
FIREFIGHTER/ENGINEER	8,660.61	9,093.64	9,548.32	10,025.74	10,527.03
GENERAL MAINT. CRAFTSWORKER	6,490.73	6,815.27	7,156.03	7,513.83	7,889.52
GIS ANALYST *	8,178.16	8,587.07	9,016.42	9,467.24	9,940.60
HAZARDOUS MATERIALS SPECIALIST	9,776.74	10,265.58	10,778.86	11,317.80	11,883.69
INFORMATION SYSTEMS ANALYST I *	6,183.88	6,493.07	6,817.73	7,158.61	7,516.54
INFORMATION SYSTEMS ANALYST II *	7,111.44	7,467.01	7,840.36	8,232.38	8,644.00
INFORMATION SYSTEMS ANALYST III *	8,178.16	8,587.07	9,016.42	9,467.24	9,940.60
INFORMATION TECHNOLOGY OFFICER *	10,955.58	11,503.36	12,078.53	12,682.45	13,316.58
MANAGEMENT ANALYST - ASSOCIATE A *	6,130.06	6,436.56	6,758.39	7,096.31	7,451.13
MANAGEMENT ANALYST - ASSOCIATE B *	7,392.79	7,762.43	8,150.55	8,558.08	8,985.98
MANAGEMENT ANALYST *	8,501.70	8,926.79	9,373.12	9,841.78	10,333.87
OFFICE ASSISTANT	4,558.58	4,786.51	5,025.83	5,277.13	5,540.98
PRINCIPAL FINANCIAL ANALYST/ACCOUNTANT *	9,776.96	10,064.51	10,567.74	11,096.13	11,650.94
PROGRAM SPECIALIST I	6,160.66	6,468.69	6,792.13	7,131.73	7,488.32
PROGRAM SPECIALIST II	7,978.92	8,377.87	8,796.76	9,236.60	9,698.43
PUBLIC INFORMATION OFFICER *	6,372.11	6,690.72	7,025.25	7,376.51	7,745.34
SENIOR DEPUTY FIRE MARSHAL	10,561.67	11,089.75	11,644.24	12,226.45	12,837.78
SENIOR FIRE MECHANIC	9,554.96	10,032.71	10,534.34	11,061.06	11,614.11
SENIOR HAZARDOUS MATERIALS SPECIALIST	10,825.46	11,366.73	11,935.07	12,531.82	13,158.41
SENIOR PROGRAM SPECIALIST	9,099.89	9,554.87	10,032.62	10,534.25	11,060.97
STAFF BATTALION CHIEF	12,211.39	12,821.96	13,463.06	14,136.21	14,843.02

Considered: 1/15/2016

EXHIBIT A

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Effective November 7, 2016**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
SUPPLY SERVICES SPECIALIST I	4,558.58	4,786.51	5,025.83	5,277.13	5,540.98
SUPPLY SERVICES SPECIALIST II	5,014.59	5,265.32	5,528.59	5,805.01	6,095.27
SUPPLY SERVICES SPECIALIST, Hired prior to August 1, 2016	8,876.91	9,320.76	9,786.79	10,276.13	10,789.94

* Non Represented Positions