

Exhibit II

Effective 11/24/2018

with 9% COLA:

Grade	Position	Step	Base
483	FIREFIGHTER	Step A	\$ 6,222.32
		Step B	\$ 6,521.92
		Step C	\$ 6,836.48
		Step D	\$ 7,166.78
		Step E	\$ 7,513.57
		Step F	\$ 7,877.71

497	FIRE PARAMEDIC	Step A	\$ 7,528.51
		Step B	\$ 7,893.41
		Step C	\$ 8,276.53
		Step D	\$ 8,678.82
		Step E	\$ 9,101.24

497	FIRE ENGINEER	Step A	\$ 7,528.51
		Step B	\$ 7,893.41
		Step C	\$ 8,276.53
		Step D	\$ 8,678.82
		Step E	\$ 9,101.24

510	FIRE CAPTAIN	Step A	\$ 8,696.16
		Step B	\$ 9,119.42
		Step C	\$ 9,563.87
		Step D	\$ 10,030.53
		Step E	\$ 10,520.51

Effective: with pay period including 10/1/2019

with 2.5% COLA:

Grade	Position	Step	Base
483	FIREFIGHTER	Step A	\$ 6,377.88
		Step B	\$ 6,684.96
		Step C	\$ 7,007.39
		Step D	\$ 7,345.95
		Step E	\$ 7,701.41
		Step F	\$ 8,074.66

497	FIRE PARAMEDIC	Step A	\$ 7,716.72
		Step B	\$ 8,090.74
		Step C	\$ 8,483.45
		Step D	\$ 8,895.79
		Step E	\$ 9,328.77

497	FIRE ENGINEER	Step A	\$ 7,716.72
		Step B	\$ 8,090.74
		Step C	\$ 8,483.45
		Step D	\$ 8,895.79
		Step E	\$ 9,328.77

510	FIRE CAPTAIN	Step A	\$ 8,913.57
		Step B	\$ 9,347.41
		Step C	\$ 9,802.96
		Step D	\$ 10,281.29
		Step E	\$ 10,783.52

Effective with pay period including 10/1/2020

with 2.5% COLA:

Grade	Position	Step	Base
483	FIREFIGHTER	Step A	\$ 6,537.32
		Step B	\$ 6,852.09
		Step C	\$ 7,182.58
		Step D	\$ 7,529.60
		Step E	\$ 7,893.94
		Step F	\$ 8,276.52

497	FIRE PARAMEDIC	Step A	\$ 7,909.64
		Step B	\$ 8,293.01
		Step C	\$ 8,695.53
		Step D	\$ 9,118.19
		Step E	\$ 9,561.99

497	FIRE ENGINEER	Step A	\$ 7,909.64
		Step B	\$ 8,293.01
		Step C	\$ 8,695.53
		Step D	\$ 9,118.19
		Step E	\$ 9,561.99

510	FIRE CAPTAIN	Step A	\$ 9,136.40
		Step B	\$ 9,581.09
		Step C	\$ 10,048.04
		Step D	\$ 10,538.32
		Step E	\$ 11,053.11