

Total Compensation under 2016-2023 MOU

CCCA (Grade 15)

April 1, 2019

| Step | Salary | Expanded Duty Pay | Hazardous Duty Pay | Pre-Shift Briefing (Minimum) | Total Compensation |
|----------------------|---------------|------------------------------|-------------------------------|---|-------------------------------|
| Hiring Rate | \$55,849 | \$2,600 | \$750 | \$2,080 | \$61,279 |
| Step 1 | 57,899 | 2,600 | 750 | 2,080 | 63,329 |
| Step 2 | 59,949 | 2,600 | 750 | 2,080 | 65,379 |
| Step 3 | 61,999 | 2,600 | 750 | 2,080 | 67,429 |
| Step 4 | 64,049 | 2,600 | 750 | 2,080 | 69,479 |
| Step 5 | 66,099 | 2,600 | 750 | 2,080 | 71,529 |
| Job Rate | 68,149 | 2,600 | 750 | 2,080 | 73,579 |
| 10-Year Longevity | 71,782 | 2,600 | 750 | 2,080 | 77,212 |
| 15-Year Longevity | 74,978 | 2,600 | 750 | 2,080 | 80,408 |
| 20-Year Longevity | 79,344 | 2,600 | 750 | 2,080 | 84,774 |
| 25-Year Longevity | 82,540 | 2,600 | 750 | 2,080 | 87,970 |

Notes: (1) Location Pay and Inconvenience Pay are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are pensionable and includable in the calculation of the overtime rate.

(3) Pre-Shift Briefing shown is the minimum guaranteed contractual amount.

Total Compensation under 2016-2023 MOU

CCCA (Grade 15)

April 1, 2020

| Step | Salary | Expanded Duty Pay | Hazardous Duty Pay | Pre-Shift Briefing (Minimum) | Total Compensation |
|----------------------|---------------|------------------------------|-------------------------------|---|-------------------------------|
| Hiring Rate | \$56,966 | \$2,600 | \$950 | \$2,080 | \$62,596 |
| Step 1 | 59,057 | 2,600 | 950 | 2,080 | 64,687 |
| Step 2 | 61,148 | 2,600 | 950 | 2,080 | 66,778 |
| Step 3 | 63,239 | 2,600 | 950 | 2,080 | 68,869 |
| Step 4 | 65,330 | 2,600 | 950 | 2,080 | 70,960 |
| Step 5 | 67,421 | 2,600 | 950 | 2,080 | 73,051 |
| Job Rate | 69,512 | 2,600 | 950 | 2,080 | 75,142 |
| 10-Year Longevity | 73,218 | 2,600 | 950 | 2,080 | 78,848 |
| 15-Year Longevity | 76,478 | 2,600 | 950 | 2,080 | 82,108 |
| 20-Year Longevity | 80,931 | 2,600 | 950 | 2,080 | 86,561 |
| 25-Year Longevity | 84,191 | 2,600 | 950 | 2,080 | 89,821 |

Notes: (1) Location Pay and Inconvenience Pay are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are pensionable and includable in the calculation of the overtime rate.

(3) Pre-Shift Briefing shown is the minimum guaranteed contractual amount.

Total Compensation under 2016-2023 MOU

CCCA (Grade 15)

April 1, 2021

| Step | Salary | Expanded Duty Pay | Hazardous Duty Pay | Pre-Shift Briefing (Minimum) | Total Compensation |
|----------------------|---------------|------------------------------|-------------------------------|---|-------------------------------|
| Hiring Rate | \$58,105 | \$2,600 | \$1,150 | \$2,080 | \$63,935 |
| Step 1 | 60,238 | 2,600 | 1,150 | 2,080 | 66,068 |
| Step 2 | 62,371 | 2,600 | 1,150 | 2,080 | 68,201 |
| Step 3 | 64,504 | 2,600 | 1,150 | 2,080 | 70,334 |
| Step 4 | 66,637 | 2,600 | 1,150 | 2,080 | 72,467 |
| Step 5 | 68,770 | 2,600 | 1,150 | 2,080 | 74,600 |
| Job Rate | 70,903 | 2,600 | 1,150 | 2,080 | 76,733 |
| 10-Year Longevity | 74,683 | 2,600 | 1,150 | 2,080 | 80,513 |
| 15-Year Longevity | 78,008 | 2,600 | 1,150 | 2,080 | 83,838 |
| 20-Year Longevity | 82,550 | 2,600 | 1,150 | 2,080 | 88,380 |
| 25-Year Longevity | 85,876 | 2,600 | 1,150 | 2,080 | 91,706 |

Notes: (1) Location Pay and Inconvenience Pay are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are pensionable and includable in the calculation of the overtime rate.

(3) Pre-Shift Briefing shown is the minimum guaranteed contractual amount.

Total Compensation under 2016-2023 MOU

CCCA (Grade 15)

October 1, 2021

| Step | Salary | Expanded Duty Pay | Hazardous Duty Pay | Pre-Shift Briefing (Minimum) | Total Compensation |
|----------------------|---------------|------------------------------|-------------------------------|---|-------------------------------|
| Hiring Rate | \$58,105 | \$2,600 | \$1,500 | \$2,080 | \$64,285 |
| Step 1 | 60,238 | 2,600 | 1,500 | 2,080 | 66,418 |
| Step 2 | 62,371 | 2,600 | 1,500 | 2,080 | 68,551 |
| Step 3 | 64,504 | 2,600 | 1,500 | 2,080 | 70,684 |
| Step 4 | 66,637 | 2,600 | 1,500 | 2,080 | 72,817 |
| Step 5 | 68,770 | 2,600 | 1,500 | 2,080 | 74,950 |
| Job Rate | 70,903 | 2,600 | 1,500 | 2,080 | 77,083 |
| 10-Year Longevity | 74,683 | 2,600 | 1,500 | 2,080 | 80,863 |
| 15-Year Longevity | 78,008 | 2,600 | 1,500 | 2,080 | 84,188 |
| 20-Year Longevity | 82,550 | 2,600 | 1,500 | 2,080 | 88,730 |
| 25-Year Longevity | 86,376 | 2,600 | 1,500 | 2,080 | 92,556 |

Notes: (1) Location Pay and Inconvenience Pay are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are pensionable and includable in the calculation of the overtime rate.

(3) Pre-Shift Briefing shown is the minimum guaranteed contractual amount.

Total Compensation under 2016-2023 MOU

CCCA (Grade 15)

April 1, 2022

| Step | Salary | Expanded Duty Pay | Hazardous Duty Pay | Pre-Shift Briefing (Minimum) | Total Compensation |
|----------------------|---------------|------------------------------|-------------------------------|---|-------------------------------|
| Hiring Rate | \$59,267 | \$2,600 | \$1,500 | \$2,080 | \$65,477 |
| Step 1 | 61,443 | 2,600 | 1,500 | 2,080 | 67,623 |
| Step 2 | 63,619 | 2,600 | 1,500 | 2,080 | 69,799 |
| Step 3 | 65,795 | 2,600 | 1,500 | 2,080 | 71,975 |
| Step 4 | 67,971 | 2,600 | 1,500 | 2,080 | 74,151 |
| Step 5 | 70,147 | 2,600 | 1,500 | 2,080 | 76,327 |
| Job Rate | 72,323 | 2,600 | 1,500 | 2,080 | 78,503 |
| 10-Year Longevity | 76,179 | 2,600 | 1,500 | 2,080 | 82,359 |
| 15-Year Longevity | 79,570 | 2,600 | 1,500 | 2,080 | 85,750 |
| 20-Year Longevity | 84,203 | 2,600 | 1,500 | 2,080 | 90,383 |
| 25-Year Longevity | 88,105 | 2,600 | 1,500 | 2,080 | 94,285 |

Notes: (1) Location Pay and Inconvenience Pay are not included in this calculation.

(2) Expanded Duty Pay and Hazardous Duty Pay are paid in the same manner as base salary and are pensionable and includable in the calculation of the overtime rate.

(3) Pre-Shift Briefing shown is the minimum guaranteed contractual amount.