

Exhibit A
Scott Heesacker

	Current Hourly Pay	ULP Hourly Pay	Difference
Base Rate	\$43.42	\$45.40	\$1.98
Longevity	\$1.79	\$1.79	\$0.00
Apparatus	\$0.90	\$0.90	\$0.00
Total	\$46.11	\$48.09	\$1.98

Difference per shift \$47.52
Difference per call shift \$71.28