Exhibit A for Calendar Year 2026

Position	Jan-25 % of Time Worked	Jan-25 Salary & Benefits	Jan-26 % of Time Worked	Jan-26 Salary & Benefits	Responsibilities
Logistics Facilities Manager	80%	$127,274	80%	$131,142	Specifications/RFP/Bids/Management/ for capital improvement projects; compiling operational and maintenance documents; works through any warranty items on newer projects. Seismic evaluations and retrofit assessments. Station architectural design, rendering, and construction.
Logistics Facilities Specialist	5%	$5,092	5%	$5,418	Assists Facilities Manager when needed; provides information for Capital Improvement needs; Meets with contractors.
Logistics Facilities Specialist	2%	$1,605	2%	$1,614	Assists Facilities Manager when needed; provides information for Capital Improvement needs; Meets with contractors.
Logistics Purchasing Coordinator	2%	$2,154	2%	$2,237	Assists with the processing of MR's and invoices for capital projects.
Logistics Data Coordinator	1%	$980	1%	$1,037	Researches information for Logistics as requested.
Logistics Division Chief	20%	$36,558	20%	$37,418	Develops, manages, and administers capital improvements budgets; Provides overall direction and management to UFSA facility management. Leads and guides discussions for future fire station designs. Researches optional uses and associated fees of portions of fire stations, such as office space leasing. Co-coordinates seismic evaluations and seismic upgrades projects. Provides project-specific content for use in presentations to the UFSA Board of Directors and communities/members, in preparation for station construction.
Support Services Assistant Chief	10%	$26,326	10%	$25,764	Researches property descriptions/locations for fire station rebuilds and new construction. Captures and records the details of properties for fire station constructions. Leads and guides discussions for future fire station design and construction. Researches optional uses and associated fees of portions of fire stations, such as office space leasing. Co-coordinates seismic evaluations and seismic upgrades projects. Provides project-specific content for use in presentations to the UFSA Board of Directors and communities/members, for bonding and bond elections. Meets with individual board members to discuss property and fire station construction issues and strategies.
Finance Purchasing Agent/Contracts	30%	$42,821	25%	$37,722	RFP/RFQ/Purchasing processing. Contract coordination and tracking.
Finance Senior Accountant	11.5%	$16,152	11%	$16,299	Cash receipting, online payment reporting, impact fee reporting, external audit, capital assets, state transparency
Finance AP/AR Manager	1.5%	$2,269	2%	$3,030	AP/AR oversight, cash receipting review/close
Finance Sr. Accounting Specialist	12%	$11,591	7%	$7,189	UFSA Desktop Deposits, AR, AP entry & review
Finance Assistant Finance Director	7.5%	$16,143	7%	$15,568	External audit, financial statements, accounting oversight, online payment admin, bank reconcilations
CFO	15%	$42,878	15%	$44,308	Financial Management, Treasurer
UFSA Clerk	10%	$12,433	10%	$12,342	Time needed to fully meet the responsibilities of the Clerk
Records Manager	1%	$841	1%	$918	Managing UFSA record requests. Retention schedule and archives
ECC Receptionist	3%	$2,020	3%	$2,157	Impact fee collection/receipts, phone calls
Director of Communications	1%	$2,151	1%	$2,236	Community Outreach
Community Outreach Specialist	1%	$1,159	1%	$1,236	Community Outreach/Construction Projects/Website Maintenance
		$350,447		$347,638	
Overhead Charge	15%	$52,567	15%	$52,146	Office Space, IT, supplies, etc.
TOTAL		$403,014		$399,784	
	Logs	199,712	Logs	205,697	
	Fin	151,632	Fin	142,736	
	Admin	47,863	Admin	47,359	
	IO	3,807	IO	3,993	
		403,014		399,784	