

Exhibit A

MANAGEMENT WAGE SCALES

Effective July 1, 2008

BATTALION CHIEF (56 HR)		
	PROBATION	REGULAR
HOURLY RATE	37.52	39.40
OVERTIME RATE	56.29	59.10
BI-WEEKLY	4,202.75	4,412.88
ANNUAL	109,271	114,735
ANNUAL & FLSA	112,120	117,726
DIVISION CHIEF (40 HR)		
	PROBATION	REGULAR
HOURLY RATE	61.05	64.11
BI-WEEKLY	4,884.25	5,128.46
ANNUAL	126,990	133,340
DEPUTY CHIEF (40 HR)		
	PROBATION	REGULAR
HOURLY RATE	65.09	68.34
BI-WEEKLY	5,207.11	5,467.46
ANNUAL	135,385	142,154