

EXHIBIT A

NON-SAFETY WAGE SCALES

EFFECTIVE JULY 1, 2008

Effective JULY 1, 2008, the following is the pay scale for all classifications represented by the Association:

ADMINISTRATIVE SPECIALIST

	PROBATIONARY STEP	REGULAR STEP
HOURLY RATE	21.46	22.53
O.T. RATE	32.19	33.80
BI-WEEKLY	1,1716.74	1,802.58
YEARLY	44,635.00	46,867.00
CERT 1		48,039.00
CERT 2		49,210.00
CERT 3		50,382.00

Compared to the average of top step compensation for the following positions:

PARITY DETERMINATIONS:

City of Escondido	Administrative Assistant
City of Oceanside	Administrative Secretary
City of Poway	Administrative Secretary
City of San Marcos	Administrative Assistant III
City of Vista	Administrative Aide

PAYROLL SPECIALIST

	PROBATIONARY STEP	REGULAR STEP
HOURLY RATE	27.02	28.37
O.T. RATE	40.53	42.56
BI-WEEKLY	2,161.52	2,269.60
YEARLY	56,200.00	59,010.00
CERT 1		60,485.00
CERT 2		61,960.00
CERT 3		63,435.00

Compared to: The survey for Accountant/Bookkeeper as reported in the Administrative Benefits and Salary Survey CSDA biannual report 2007/2008. This will include the median salary based upon region 6, 51 to 100 full time equivalent employees and population of 50,000 to 100,000. This will be adjusted in off years by the CPI utilized in the Department Salary Formula.

PARITY DETERMINATIONS:

FINANCE SPECIALST

	PROBATIONARY STEP	REGULAR STEP
HOURLY RATE	28.97	30.42
O.T. RATE	43.46	45.63
BI-WEEKLY	2,317.94	2,433.84
YEARLY	60,267.00	63,280.00
CERT 1		64,862.00
CERT 2		66,444.00
CERT 3		68,026.00

Compared to: The survey for Accountant/Bookkeeper as reported in the Administrative Benefits and Salary Survey CSDA biannual report 2007/2008. This will include the median salary based upon region 6, 51 to 100 full time equivalent employees and population of 50,000 to 100,000. This will be adjusted in off years by the CPI utilized in the Department Salary Formula.

PARITY DETERMINATIONS:

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NON-SAFETY WAGE SCALES

EFFECTIVE JULY 1, 2008

FIRE PROTECTION SPECIALIST

	PROBATIONARY STEP	REGULAR STEP
HOURLY RATE	29.35	30.82
O.T. RATE	44.03	46.23
BI-WEEKLY	2,348.13	2,465.54
YEARLY	61,051.00	64,104.00
CERT 1		65,707.00
CERT 2		67,309.00
CERT 3		68,912.00

Compared to the average of top step compensation for FPS with the following agencies:

**PARITY
DETERMINATIONS:**

City of Escondido
City of Oceanside
City of Poway
City of San Marcos
City of Vista
San Miguel Consolidated Fire Protection District

MECHANIC (LEVEL I)*

*This position is unfilled at the time of this contract negotiation and salaries are not calculated. The salaries will need to be addressed if the positions are filled.

MECHANIC (LEVEL II)

	PROBATIONARY STEP	REGULAR STEP
HOURLY RATE	27.82	29.21
O.T. RATE	41.72	43.81
BI-WEEKLY	2,225.31	2,336.58
YEARLY	57,858.00	60,751.00
CERT 1		62,270.00
CERT 2		63,789.00
CERT 3		65,307.00

Compared to the average of the top step compensation for the following positions:

**PARITY
DETERMINATIONS:**

City of Encinitas
City of Escondido
City of Oceanside
City of Poway
City of San Marcos
City of Vista
San Miguel Fire Protection District

Heavy Equipment Mechanic II
Vehicle Maintenance Mechanic
Master Mechanic II
Equipment Mechanic
Mechanic
Senior Equipment Mechanic
Fire Apparatus Mechanic

MECHANIC (LEVEL III)

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EFFECTIVE JULY 1, 2008

	PROBATIONARY STEP	REGULAR STEP
HOURLY RATE	34.84	36.58
O.T. RATE	52.25	54.87
BI-WEEKLY	2,786.92	2,926.26
YEARLY	72,460.00	76,083.00
CERT 1		77,887.00
CERT 2		81,789.00
CERT 3		

Compared to the average of the top step compensation for the following positions:

**PARITY
DETERMINATIONS:**

City of Encinitas	Fleet Maintenance Supervisor
City of Escondido	Fleet Maintenance Superintendent
City of Oceanside	Fleet Manager
City of Poway	Fleet Supervisor
City of San Marcos	Fleet Maintenance Supervisor
City of Santee	Fleet Supervisor
City of Vista	Fleet Maintenance Supervisor
San Miguel Fire Protection District	Fleet Maintenance Supervisor

MEDICAL SERVICES OFFICER

	PROBATIONARY STEP	REGULAR STEP
HOURLY RATE	40.69	42.41
O.T. RATE	Salaried	Salaried
BI-WEEKLY	3,231.24	3,392.80
YEARLY	84,012.00	88,213.00
CERT 1		90,418.00
CERT 2		92,623.00
CERT 3		94,829.00

Compared to the average of top step compensation for the following positions:

**PARITY
DETERMINATIONS:**

City of Escondido – Emergency Medical Services Coordinator
City of Oceanside – Assistant Training Officer
City of Vista – Emergency Services Officer