

EXHIBIT A

SAFETY WAGE SCALES

Effective July 1, 2008

FIREFIGHTER/PARAMEDIC

	1 YR	1 YR	1 YR					
	STEP A	STEP B	STEP C	STEP D	CERTIFIED ENGINEER	ACTING ENGINEER	CERTIFIED CAPTAIN	ACTING CAPTAIN
HOURLY RATE	21.40	22.47	23.60	24.78	25.40	26.03	26.68	27.35
OT RATE	32.11	33.71	35.40	37.17	38.10	39.05	40.02	41.02
BI-WEEKLY	2,397.22	2,517.08	2,642.93	2,775.08	2,844.45	2,915.57	2,988.45	3,063.17
FLSA AMT	107.02	112.37	117.99	123.89	126.98	130.16	133.41	136.75
ANNUAL	62,328	65,444	68,716	72,152	73,956	75,805	77,700	79,642
ANNUAL & FLSA	63,955	67,153	70,511	74,036	75,887	77,784	79,729	81,722

ENGINEER

	1 YR	1 YR						
	PROBATION	PROBATION MEDIC	REGULAR	REGULAR MEDIC	CERTIFIED CAPTAIN	CERTIFIED CAPTAIN MEDIC	ACTING CAPTAIN	ACTING CAPTAIN MEDIC
MEDIC/HOURLY PREMIUM		1.61		1.61		1.61		1.61
HOURLY RATE	24.28	24.28	25.50	25.50	26.13	26.13	26.79	26.79
COMBINED HOURLY RATE	24.28	25.89	25.50	27.11	26.13	27.74	26.79	28.40
OT RATE	36.42	38.84	38.25	40.66	39.20	41.62	40.18	42.60
BI-WEEKLY	2,719.67	2,899.99	2,855.65	3,035.97	2,927.05	3,107.37	3,000.22	3,180.54
FLSA AMT	121.41	129.46	127.48	135.53	130.67	138.72	133.94	141.99
ANNUAL	70,711	75,400	74,247	78,935	76,103	80,791	78,006	82,694
ANNUAL & FLSA	72,558	77,369	76,186	80,997	78,090	82,901	80,043	84,853

EXHIBIT A

SAFETY WAGE SCALES

CAPTAIN

	1 YR PROBATION	1 YR PROBATION MEDIC	REGULAR	REGULAR MEDIC	CERTIFIED CHIEF OFFICER	CERTIFIED CHIEF OFFICER MEDIC	ACTING CHIEF OFFICER	ACTING CHIEF OFFICER MEDIC
MEDIC/HOURLY PREMIUM		1.61		1.61		1.61		1.61
HOURLY RATE	28.14	28.14	29.54	29.54	30.28	30.28	31.04	31.04
COMBINED HOURLY RATE	28.14	29.75	29.54	31.15	30.28	31.89	31.04	32.65
OT RATE	42.20	44.62	44.31	46.73	45.42	47.84	46.56	48.97
BI-WEEKLY	3,151.17	3,331.49	3,308.73	3,489.05	3,391.45	3,571.77	3,476.24	3,656.56
FLSA AMT	140.68	148.73	147.71	155.76	151.40	159.45	155.19	163.24
ANNUAL	81,930	86,619	86,027	90,715	88,178	92,866	90,382	95,070
ANNUAL & FLSA	84,070	88,881	88,273	93,084	90,480	95,291	92,742	97,553

ADMINISTRATIVE CAPTAIN

	1 YR PROBATION	1 YR PROBATION MEDIC	REGULAR	REGULAR MEDIC	CERTIFIED CHIEF OFFICER	CERTIFIED CHIEF OFFICER MEDIC	ACTING CHIEF OFFICER	ACTING CHIEF OFFICER MEDIC
MEDIC/HOURLY PREMIUM		2.25		2.25		2.25		2.25
HOURLY RATE	43.45	43.45	45.62	45.62	46.76	46.76	47.93	47.93
COMBINED HOURLY RATE	43.45	45.70	45.62	47.87	46.76	49.01	47.93	50.18
OT RATE	65.17	68.55	68.43	71.81	70.14	73.52	71.90	75.27
BI-WEEKLY	3,475.97	3,655.97	3,649.77	3,829.77	3,741.01	3,921.01	3,834.53	4,014.53
ANNUAL	90,375	95,055	94,894	99,574	97,266	101,946	99,698	104,378