

## 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  |