

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 |