

**Schedule "A"**

**Classifications and Rates of Pay**

<b>Classification</b>	<b>% of 1st Class</b>	<b>Jun 27, 2004 1.50%</b>	<b>Dec 26, 2004 1.50%</b>	<b>Jun 26, 2005 1.50%</b>	<b>Dec 25, 2005 1.50%</b>	<b>Jun 25, 2006 1.50%</b>	<b>Dec 23, 2006 1.50%</b>	<b>Jun 24, 2007 1.50%</b>	<b>Dec 22, 2007 3.00%</b>
Probationary FF 0 - 12 Months	60%	\$ 31,356.46	\$ 31,826.80	\$ 32,304.20	\$ 32,788.77	\$ 33,280.60	\$ 33,779.81	\$ 34,286.51	\$ 35,315.10
Hourly Rate		\$ 14.36	\$ 14.57	\$ 14.79	\$ 15.01	\$ 15.24	\$ 15.47	\$ 15.70	\$ 16.17
3rd Class FF 12 - 30 Months	70%	\$ 36,582.53	\$ 37,131.27	\$ 37,688.24	\$ 38,253.56	\$ 38,827.37	\$ 39,409.78	\$ 40,000.92	\$ 41,200.95
Hourly Rate		\$ 16.75	\$ 17.00	\$ 17.26	\$ 17.52	\$ 17.78	\$ 18.04	\$ 18.32	\$ 18.86
2nd Class FF 30 - 48 Months	75%	\$ 39,195.56	\$ 39,783.50	\$ 40,380.26	\$ 40,985.96	\$ 41,600.75	\$ 42,224.76	\$ 42,858.13	\$ 44,143.88
Hourly Rate		\$ 17.95	\$ 18.22	\$ 18.49	\$ 18.77	\$ 19.05	\$ 19.33	\$ 19.62	\$ 20.21
<b>1st Class FF</b>	<b>100%</b>	<b>\$ 52,260.76</b>	<b>\$ 53,044.67</b>	<b>\$ 53,840.34</b>	<b>\$ 54,647.95</b>	<b>\$ 55,467.67</b>	<b>\$ 56,299.68</b>	<b>\$ 57,144.18</b>	<b>\$ 58,858.50</b>
Hourly Rate		\$ 23.93	\$ 24.29	\$ 24.65	\$ 25.02	\$ 25.40	\$ 25.78	\$ 26.16	\$ 26.95
Lieutenant	104%	\$ 54,351.19	\$ 55,166.46	\$ 55,993.96	\$ 56,833.86	\$ 57,686.37	\$ 58,551.67	\$ 59,429.94	\$ 61,212.84
Hourly Rate		\$ 24.89	\$ 25.26	\$ 25.64	\$ 26.02	\$ 26.41	\$ 26.81	\$ 27.21	\$ 28.03
AFPO & ATO	106%	\$ 55,396.41	\$ 56,227.35	\$ 57,070.76	\$ 57,926.82	\$ 58,795.73	\$ 59,677.66	\$ 60,572.83	\$ 62,390.01
Hourly Rate		\$ 26.63	\$ 27.03	\$ 27.44	\$ 27.85	\$ 28.27	\$ 28.69	\$ 29.12	\$ 30.00
Captain	110%	\$ 57,486.84	\$ 58,349.14	\$ 59,224.38	\$ 60,112.74	\$ 61,014.43	\$ 61,929.65	\$ 62,858.59	\$ 64,744.35
Hourly Rate		\$ 26.32	\$ 26.72	\$ 27.12	\$ 27.52	\$ 27.94	\$ 28.36	\$ 28.78	\$ 29.64
FPO & TO	112%	\$ 58,532.04	\$ 59,410.03	\$ 60,301.18	\$ 61,205.70	\$ 62,123.79	\$ 63,055.64	\$ 64,001.48	\$ 65,921.52
Hourly Rate		\$ 28.14	\$ 28.56	\$ 28.99	\$ 29.43	\$ 29.87	\$ 30.32	\$ 30.77	\$ 31.69
Division Chief	119%	\$ 62,190.30	\$ 63,123.16	\$ 64,070.01	\$ 65,031.06	\$ 66,006.52	\$ 66,996.62	\$ 68,001.57	\$ 70,041.62
Hourly Rate		\$ 29.90	\$ 30.35	\$ 30.80	\$ 31.26	\$ 31.73	\$ 32.21	\$ 32.69	\$ 33.67

**Notes:**

1. Percentage increases apply to all classifications.
2. Wage increases are effective for the beginning of the first pay period in a calendar year.
3. Annual rates are the actual wage and the above hourly rates are rounded to the nearest penny.
4. Duration: January 1, 2005 - December 31, 2008