

EXHIBIT A**HOURLY PAY RATE**

POSITION	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Lieutenant	26.74	27.27	27.98	28.69	29.40	30.11	30.82	31.53	32.24	32.95
Sergeant	25.51	26.02	26.54	27.07	27.61	28.16	28.78	29.30	29.88	30.48