

Exhibit "A"

SAN RAFAEL FIRE CHIEF OFFICERS ASSOCIATION

SALARY SCHEDULE

AS OF 7/1/2006

3.00%

Salary Group	Grade	Position	A	B	C	D
Fire MM	7112	BATTALION CHIEF	\$9,054	\$9,510	\$9,990	\$10,489
Fire MM	7102	FIRE DIVISION CHIEF	\$9,955	\$10,457	\$10,985	\$11,538
Fire MM	7116	ADMINISTRATIVE CHIEF OFFICER	\$9,955	\$10,457	\$10,985	\$11,538

Exhibit "B"

SAN RAFAEL FIRE CHIEF OFFICERS ASSOCIATION

SALARY SCHEDULE

AS OF 7/1/2007

3.20%

Salary Group	Grade	Position	A	B	C	D
Fire MM	7112	BATTALION CHIEF	\$9,344	\$9,815	\$10,310	\$10,825
Fire MM	7102	FIRE DIVISION CHIEF	\$10,274	\$10,792	\$11,336	\$11,908
Fire MM	7116	ADMINISTRATIVE CHIEF OFFICER	\$10,274	\$10,792	\$11,336	\$11,908