

Rates shown are, in order, base annual rates; then monthly, semi-monthly, bi-weekly, weekly, daily, hourly, overtime, and subsistence overtime equivalents. NOTE: The word "FIRE" above the rate designation represents calculations for 56 hour work week. The formulas by which rates other than annual are figured:

Monthly = Annual / 12  
Semi-monthly = Annual / 24  
Bi-weekly = Hourly x 80  
FIRE Bi-weekly = FIRE Hourly x 112  
Weekly = Hourly x 40  
FIRE Weekly = FIRE Hourly x 56  
Daily = Hourly x 8  
FIRE Daily = FIRE Hourly x 24  
Hourly = Annual / 2080  
FIRE Hourly = Annual / 2912  
Overtime = Hourly x 1.5  
FIRE Overtime = FIRE Hourly x 1.5  
Subsistence overtime = (Hourly + .63) x 1.5  
FIRE Subsistence overtime = (FIRE Hourly + .63) x 1.5

THE PAY RATE AT THE "T" STEP IS THE HIGHEST BASE PAY THAT AN EMPLOYEE CAN RECEIVE.  
IF AN EMPLOYEE RECEIVES INCENTIVE PAY, AND IT PUTS THEM PAST THE "T" STEP, USE STEPS 01 - 24 TO CALCULATE THE PAY.

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 1.0   | A    | 18390.51 | 1532.54 | 766.27       | 707.20    | 707.84         | 353.60      | 353.92      | 70.72  | 151.68     | 8.84   | 6.32        | 13.26    | 9.48          | 14.21           | 10.43                |
| 1.0   | B    | 18850.28 | 1570.86 | 785.43       | 724.80    | 724.64         | 362.40      | 362.32      | 72.48  | 155.28     | 9.06   | 6.47        | 13.59    | 9.71          | 14.54           | 10.65                |
| 1.0   | C    | 19321.53 | 1610.13 | 805.06       | 743.20    | 743.68         | 371.60      | 371.84      | 74.32  | 159.36     | 9.29   | 6.64        | 13.94    | 9.96          | 14.88           | 10.91                |
| 1.0   | D    | 19804.57 | 1650.38 | 825.19       | 761.60    | 761.60         | 380.80      | 380.80      | 76.16  | 163.20     | 9.52   | 6.80        | 14.28    | 10.20         | 15.23           | 11.15                |
| 1.0   | E    | 20299.69 | 1691.64 | 845.82       | 780.80    | 780.64         | 390.40      | 390.32      | 78.08  | 167.28     | 9.76   | 6.97        | 14.64    | 10.46         | 15.59           | 11.40                |
| 1.0   | F    | 20807.18 | 1733.93 | 866.97       | 800.00    | 800.80         | 400.00      | 400.40      | 80.00  | 171.60     | 10.00  | 7.15        | 15.00    | 10.73         | 15.95           | 11.67                |
| 1.0   | G    | 21327.36 | 1777.28 | 888.64       | 820.00    | 819.84         | 410.00      | 409.92      | 82.00  | 175.68     | 10.25  | 7.32        | 15.38    | 10.98         | 16.32           | 11.93                |
| 1.0   | H    | 21860.54 | 1821.71 | 910.86       | 840.80    | 841.12         | 420.40      | 420.56      | 84.08  | 180.24     | 10.51  | 7.51        | 15.77    | 11.27         | 16.71           | 12.21                |
| 1.0   | I    | 22407.06 | 1867.26 | 933.63       | 861.60    | 861.28         | 430.80      | 430.64      | 86.16  | 184.56     | 10.77  | 7.69        | 16.16    | 11.54         | 17.10           | 12.48                |
| 1.0   | J    | 22967.23 | 1913.94 | 956.97       | 883.20    | 883.68         | 441.60      | 441.84      | 88.32  | 189.36     | 11.04  | 7.89        | 16.56    | 11.84         | 17.51           | 12.78                |
| 1.0   | K    | 23541.41 | 1961.78 | 980.89       | 905.60    | 904.96         | 452.80      | 452.48      | 90.56  | 193.92     | 11.32  | 8.08        | 16.98    | 12.12         | 17.93           | 13.07                |
| 1.0   | L    | 24129.95 | 2010.83 | 1005.41      | 928.00    | 928.48         | 464.00      | 464.24      | 92.80  | 198.96     | 11.60  | 8.29        | 17.40    | 12.44         | 18.35           | 13.38                |
| 1.0   | M    | 24733.20 | 2061.10 | 1030.55      | 951.20    | 950.88         | 475.60      | 475.44      | 95.12  | 203.76     | 11.89  | 8.49        | 17.84    | 12.74         | 18.78           | 13.68                |
| 1.0   | N    | 25351.53 | 2112.63 | 1056.31      | 975.20    | 975.52         | 487.60      | 487.76      | 97.52  | 209.04     | 12.19  | 8.71        | 18.29    | 13.07         | 19.23           | 14.01                |
| 1.0   | O    | 25985.32 | 2165.44 | 1082.72      | 999.20    | 999.04         | 499.60      | 499.52      | 99.92  | 214.08     | 12.49  | 8.92        | 18.74    | 13.38         | 19.68           | 14.33                |
| 1.0   | P    | 26634.95 | 2219.58 | 1109.79      | 1024.80   | 1024.80        | 512.40      | 512.40      | 102.48 | 219.60     | 12.81  | 9.15        | 19.22    | 13.73         | 20.16           | 14.67                |
| 1.0   | Q    | 27300.82 | 2275.07 | 1137.53      | 1050.40   | 1050.56        | 525.20      | 525.28      | 105.04 | 225.12     | 13.13  | 9.38        | 19.70    | 14.07         | 20.64           | 15.02                |
| 1.0   | R    | 27983.34 | 2331.95 | 1165.97      | 1076.00   | 1076.32        | 538.00      | 538.16      | 107.60 | 230.64     | 13.45  | 9.61        | 20.18    | 14.42         | 21.12           | 15.36                |
| 1.0   | S    | 28682.93 | 2390.24 | 1195.12      | 1103.20   | 1103.20        | 551.60      | 551.60      | 110.32 | 236.40     | 13.79  | 9.85        | 20.69    | 14.78         | 21.63           | 15.72                |
| 1.0   | T    | 29400.00 | 2450.00 | 1225.00      | 1130.40   | 1131.20        | 565.20      | 565.60      | 113.04 | 242.40     | 14.13  | 10.10       | 21.20    | 15.15         | 22.14           | 16.10                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|     |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|-----|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 1.0 | 01 | 30135.00 | 2511.25 | 1255.63 | 1159.20 | 1159.20 | 579.60  | 579.60  | 115.92 | 248.40 | 14.49 | 10.35 | 21.74 | 15.53 | 22.68 | 16.47 |
| 1.0 | 02 | 30888.38 | 2574.03 | 1287.02 | 1188.00 | 1188.32 | 594.00  | 594.16  | 118.80 | 254.64 | 14.85 | 10.61 | 22.28 | 15.92 | 23.22 | 16.86 |
| 1.0 | 03 | 31660.59 | 2638.38 | 1319.19 | 1217.60 | 1217.44 | 608.80  | 608.72  | 121.76 | 260.88 | 15.22 | 10.87 | 22.83 | 16.31 | 23.78 | 17.25 |
| 1.0 | 04 | 32452.10 | 2704.34 | 1352.17 | 1248.00 | 1247.68 | 624.00  | 623.84  | 124.80 | 267.36 | 15.60 | 11.14 | 23.40 | 16.71 | 24.35 | 17.66 |
| 1.0 | 05 | 33263.40 | 2771.95 | 1385.98 | 1279.20 | 1279.04 | 639.60  | 639.52  | 127.92 | 274.08 | 15.99 | 11.42 | 23.99 | 17.13 | 24.93 | 18.08 |
| 1.0 | 06 | 34094.99 | 2841.25 | 1420.62 | 1311.20 | 1311.52 | 655.60  | 655.76  | 131.12 | 281.04 | 16.39 | 11.71 | 24.59 | 17.57 | 25.53 | 18.51 |
| 1.0 | 07 | 34947.36 | 2912.28 | 1456.14 | 1344.00 | 1344.00 | 672.00  | 672.00  | 134.40 | 288.00 | 16.80 | 12.00 | 25.20 | 18.00 | 26.15 | 18.95 |
| 1.0 | 08 | 35821.04 | 2985.09 | 1492.54 | 1377.60 | 1377.60 | 688.80  | 688.80  | 137.76 | 295.20 | 17.22 | 12.30 | 25.83 | 18.45 | 26.78 | 19.40 |
| 1.0 | 09 | 36716.57 | 3059.71 | 1529.86 | 1412.00 | 1412.32 | 706.00  | 706.16  | 141.20 | 302.64 | 17.65 | 12.61 | 26.48 | 18.92 | 27.42 | 19.86 |
| 1.0 | 10 | 37634.48 | 3136.21 | 1568.10 | 1447.20 | 1447.04 | 723.60  | 723.52  | 144.72 | 310.08 | 18.09 | 12.92 | 27.14 | 19.38 | 28.08 | 20.33 |
| 1.0 | 11 | 38575.34 | 3214.61 | 1607.31 | 1484.00 | 1484.00 | 742.00  | 742.00  | 148.40 | 318.00 | 18.55 | 13.25 | 27.83 | 19.88 | 28.77 | 20.82 |
| 1.0 | 12 | 39539.72 | 3294.98 | 1647.49 | 1520.80 | 1520.96 | 760.40  | 760.48  | 152.08 | 325.92 | 19.01 | 13.58 | 28.52 | 20.37 | 29.46 | 21.32 |
| 1.0 | 13 | 40528.21 | 3377.35 | 1688.68 | 1558.40 | 1559.04 | 779.20  | 779.52  | 155.84 | 334.08 | 19.48 | 13.92 | 29.22 | 20.88 | 30.17 | 21.83 |
| 1.0 | 14 | 41541.42 | 3461.79 | 1730.89 | 1597.60 | 1598.24 | 798.80  | 799.12  | 159.76 | 342.48 | 19.97 | 14.27 | 29.96 | 21.41 | 30.90 | 22.35 |
| 1.0 | 15 | 42579.96 | 3548.33 | 1774.17 | 1637.60 | 1637.44 | 818.80  | 818.72  | 163.76 | 350.88 | 20.47 | 14.62 | 30.71 | 21.93 | 31.65 | 22.88 |
| 1.0 | 16 | 43644.46 | 3637.04 | 1818.52 | 1678.40 | 1678.88 | 839.20  | 839.44  | 167.84 | 359.76 | 20.98 | 14.99 | 31.47 | 22.49 | 32.42 | 23.43 |
| 1.0 | 17 | 44735.57 | 3727.96 | 1863.98 | 1720.80 | 1720.32 | 860.40  | 860.16  | 172.08 | 368.64 | 21.51 | 15.36 | 32.27 | 23.04 | 33.21 | 23.99 |
| 1.0 | 18 | 45853.96 | 3821.16 | 1910.58 | 1764.00 | 1764.00 | 882.00  | 882.00  | 176.40 | 378.00 | 22.05 | 15.75 | 33.08 | 23.63 | 34.02 | 24.57 |
| 1.0 | 19 | 47000.31 | 3916.69 | 1958.35 | 1808.00 | 1807.68 | 904.00  | 903.84  | 180.80 | 387.36 | 22.60 | 16.14 | 33.90 | 24.21 | 34.85 | 25.16 |
| 1.0 | 20 | 48175.32 | 4014.61 | 2007.31 | 1852.80 | 1852.48 | 926.40  | 926.24  | 185.28 | 396.96 | 23.16 | 16.54 | 34.74 | 24.81 | 35.69 | 25.76 |
| 1.0 | 21 | 49379.70 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 1.0 | 22 | 50614.19 | 4217.85 | 2108.92 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 1.0 | 23 | 51879.54 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 1.0 | 24 | 53176.53 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|--------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 2.0   | A    | 19321.53 | 1610.13 | 805.06       | 743.20    | 743.68         | 371.60 | 371.84      | 74.32  | 159.36     | 9.29   | 6.64        | 13.94    | 9.96          | 14.88           | 10.91                |
| 2.0   | B    | 19804.57 | 1650.38 | 825.19       | 761.60    | 761.60         | 380.80 | 380.80      | 76.16  | 163.20     | 9.52   | 6.80        | 14.28    | 10.20         | 15.23           | 11.15                |
| 2.0   | C    | 20299.69 | 1691.64 | 845.82       | 780.80    | 780.64         | 390.40 | 390.32      | 78.08  | 167.28     | 9.76   | 6.97        | 14.64    | 10.46         | 15.59           | 11.40                |
| 2.0   | D    | 20807.18 | 1733.93 | 866.97       | 800.00    | 800.80         | 400.00 | 400.40      | 80.00  | 171.60     | 10.00  | 7.15        | 15.00    | 10.73         | 15.95           | 11.67                |
| 2.0   | E    | 21327.36 | 1777.28 | 888.64       | 820.00    | 819.84         | 410.00 | 409.92      | 82.00  | 175.68     | 10.25  | 7.32        | 15.38    | 10.98         | 16.32           | 11.93                |
| 2.0   | F    | 21860.54 | 1821.71 | 910.86       | 840.80    | 841.12         | 420.40 | 420.56      | 84.08  | 180.24     | 10.51  | 7.51        | 15.77    | 11.27         | 16.71           | 12.21                |
| 2.0   | G    | 22407.06 | 1867.26 | 933.63       | 861.60    | 861.28         | 430.80 | 430.64      | 86.16  | 184.56     | 10.77  | 7.69        | 16.16    | 11.54         | 17.10           | 12.48                |
| 2.0   | H    | 22967.23 | 1913.94 | 956.97       | 883.20    | 883.68         | 441.60 | 441.84      | 88.32  | 189.36     | 11.04  | 7.89        | 16.56    | 11.84         | 17.51           | 12.78                |
| 2.0   | I    | 23541.41 | 1961.78 | 980.89       | 905.60    | 904.96         | 452.80 | 452.48      | 90.56  | 193.92     | 11.32  | 8.08        | 16.98    | 12.12         | 17.93           | 13.07                |
| 2.0   | J    | 24129.95 | 2010.83 | 1005.41      | 928.00    | 928.48         | 464.00 | 464.24      | 92.80  | 198.96     | 11.60  | 8.29        | 17.40    | 12.44         | 18.35           | 13.38                |
| 2.0   | K    | 24733.20 | 2061.10 | 1030.55      | 951.20    | 950.88         | 475.60 | 475.44      | 95.12  | 203.76     | 11.89  | 8.49        | 17.84    | 12.74         | 18.78           | 13.68                |
| 2.0   | L    | 25351.53 | 2112.63 | 1056.31      | 975.20    | 975.52         | 487.60 | 487.76      | 97.52  | 209.04     | 12.19  | 8.71        | 18.29    | 13.07         | 19.23           | 14.01                |
| 2.0   | M    | 25985.32 | 2165.44 | 1082.72      | 999.20    | 999.04         | 499.60 | 499.52      | 99.92  | 214.08     | 12.49  | 8.92        | 18.74    | 13.38         | 19.68           | 14.33                |
| 2.0   | N    | 26634.95 | 2219.58 | 1109.79      | 1024.80   | 1024.80        | 512.40 | 512.40      | 102.48 | 219.60     | 12.81  | 9.15        | 19.22    | 13.73         | 20.16           | 14.67                |
| 2.0   | O    | 27300.82 | 2275.07 | 1137.53      | 1050.40   | 1050.56        | 525.20 | 525.28      | 105.04 | 225.12     | 13.13  | 9.38        | 19.70    | 14.07         | 20.64           | 15.02                |
| 2.0   | P    | 27983.34 | 2331.95 | 1165.97      | 1076.00   | 1076.32        | 538.00 | 538.16      | 107.60 | 230.64     | 13.45  | 9.61        | 20.18    | 14.42         | 21.12           | 15.36                |
| 2.0   | Q    | 28682.93 | 2390.24 | 1195.12      | 1103.20   | 1103.20        | 551.60 | 551.60      | 110.32 | 236.40     | 13.79  | 9.85        | 20.69    | 14.78         | 21.63           | 15.72                |
| 2.0   | R    | 29400.00 | 2450.00 | 1225.00      | 1130.40   | 1131.20        | 565.20 | 565.60      | 113.04 | 242.40     | 14.13  | 10.10       | 21.20    | 15.15         | 22.14           | 16.10                |
| 2.0   | S    | 30135.00 | 2511.25 | 1255.63      | 1159.20   | 1159.20        | 579.60 | 579.60      | 115.92 | 248.40     | 14.49  | 10.35       | 21.74    | 15.53         | 22.68           | 16.47                |
| 2.0   | T    | 30888.38 | 2574.03 | 1287.02      | 1188.00   | 1188.32        | 594.00 | 594.16      | 118.80 | 254.64     | 14.85  | 10.61       | 22.28    | 15.92         | 23.22           | 16.86                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|     |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|-----|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 2.0 | 01 | 31660.59 | 2638.38 | 1319.19 | 1217.60 | 1217.44 | 608.80  | 608.72  | 121.76 | 260.88 | 15.22 | 10.87 | 22.83 | 16.31 | 23.78 | 17.25 |
| 2.0 | 02 | 32452.10 | 2704.34 | 1352.17 | 1248.00 | 1247.68 | 624.00  | 623.84  | 124.80 | 267.36 | 15.60 | 11.14 | 23.40 | 16.71 | 24.35 | 17.66 |
| 2.0 | 03 | 33263.40 | 2771.95 | 1385.98 | 1279.20 | 1279.04 | 639.60  | 639.52  | 127.92 | 274.08 | 15.99 | 11.42 | 23.99 | 17.13 | 24.93 | 18.08 |
| 2.0 | 04 | 34094.99 | 2841.25 | 1420.62 | 1311.20 | 1311.52 | 655.60  | 655.76  | 131.12 | 281.04 | 16.39 | 11.71 | 24.59 | 17.57 | 25.53 | 18.51 |
| 2.0 | 05 | 34947.36 | 2912.28 | 1456.14 | 1344.00 | 1344.00 | 672.00  | 672.00  | 134.40 | 288.00 | 16.80 | 12.00 | 25.20 | 18.00 | 26.15 | 18.95 |
| 2.0 | 06 | 35821.04 | 2985.09 | 1492.54 | 1377.60 | 1377.60 | 688.80  | 688.80  | 137.76 | 295.20 | 17.22 | 12.30 | 25.83 | 18.45 | 26.78 | 19.40 |
| 2.0 | 07 | 36716.57 | 3059.71 | 1529.86 | 1412.00 | 1412.32 | 706.00  | 706.16  | 141.20 | 302.64 | 17.65 | 12.61 | 26.48 | 18.92 | 27.42 | 19.86 |
| 2.0 | 08 | 37634.48 | 3136.21 | 1568.10 | 1447.20 | 1447.04 | 723.60  | 723.52  | 144.72 | 310.08 | 18.09 | 12.92 | 27.14 | 19.38 | 28.08 | 20.33 |
| 2.0 | 09 | 38575.34 | 3214.61 | 1607.31 | 1484.00 | 1484.00 | 742.00  | 742.00  | 148.40 | 318.00 | 18.55 | 13.25 | 27.83 | 19.88 | 28.77 | 20.82 |
| 2.0 | 10 | 39539.72 | 3294.98 | 1647.49 | 1520.80 | 1520.96 | 760.40  | 760.48  | 152.08 | 325.92 | 19.01 | 13.58 | 28.52 | 20.37 | 29.46 | 21.32 |
| 2.0 | 11 | 40528.21 | 3377.35 | 1688.68 | 1558.40 | 1559.04 | 779.20  | 779.52  | 155.84 | 334.08 | 19.48 | 13.92 | 29.22 | 20.88 | 30.17 | 21.83 |
| 2.0 | 12 | 41541.42 | 3461.79 | 1730.89 | 1597.60 | 1598.24 | 798.80  | 799.12  | 159.76 | 342.48 | 19.97 | 14.27 | 29.96 | 21.41 | 30.90 | 22.35 |
| 2.0 | 13 | 42579.96 | 3548.33 | 1774.17 | 1637.60 | 1637.44 | 818.80  | 818.72  | 163.76 | 350.88 | 20.47 | 14.62 | 30.71 | 21.93 | 31.65 | 22.88 |
| 2.0 | 14 | 43644.46 | 3637.04 | 1818.52 | 1678.40 | 1678.88 | 839.20  | 839.44  | 167.84 | 359.76 | 20.98 | 14.99 | 31.47 | 22.49 | 32.42 | 23.43 |
| 2.0 | 15 | 44735.57 | 3727.96 | 1863.98 | 1720.80 | 1720.32 | 860.40  | 860.16  | 172.08 | 368.64 | 21.51 | 15.36 | 32.27 | 23.04 | 33.21 | 23.99 |
| 2.0 | 16 | 45853.96 | 3821.16 | 1910.58 | 1764.00 | 1764.00 | 882.00  | 882.00  | 176.40 | 378.00 | 22.05 | 15.75 | 33.08 | 23.63 | 34.02 | 24.57 |
| 2.0 | 17 | 47000.31 | 3916.69 | 1958.35 | 1808.00 | 1807.68 | 904.00  | 903.84  | 180.80 | 387.36 | 22.60 | 16.14 | 33.90 | 24.21 | 34.85 | 25.16 |
| 2.0 | 18 | 48175.32 | 4014.61 | 2007.31 | 1852.80 | 1852.48 | 926.40  | 926.24  | 185.28 | 396.96 | 23.16 | 16.54 | 34.74 | 24.81 | 35.69 | 25.76 |
| 2.0 | 19 | 49379.70 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 2.0 | 20 | 50614.19 | 4217.85 | 2108.92 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 2.0 | 21 | 51879.54 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 2.0 | 22 | 53176.53 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 2.0 | 23 | 54505.94 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 2.0 | 24 | 55868.59 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 3.0   | A    | 20299.69 | 1691.64 | 845.82       | 780.80    | 780.64         | 390.40      | 390.32      | 78.08  | 167.28     | 9.76   | 6.97        | 14.64    | 10.46         | 15.59           | 11.40                |
| 3.0   | B    | 20807.18 | 1733.93 | 866.97       | 800.00    | 800.80         | 400.00      | 400.40      | 80.00  | 171.60     | 10.00  | 7.15        | 15.00    | 10.73         | 15.95           | 11.67                |
| 3.0   | C    | 21327.36 | 1777.28 | 888.64       | 820.00    | 819.84         | 410.00      | 409.92      | 82.00  | 175.68     | 10.25  | 7.32        | 15.38    | 10.98         | 16.32           | 11.93                |
| 3.0   | D    | 21860.54 | 1821.71 | 910.86       | 840.80    | 841.12         | 420.40      | 420.56      | 84.08  | 180.24     | 10.51  | 7.51        | 15.77    | 11.27         | 16.71           | 12.21                |
| 3.0   | E    | 22407.06 | 1867.26 | 933.63       | 861.60    | 861.28         | 430.80      | 430.64      | 86.16  | 184.56     | 10.77  | 7.69        | 16.16    | 11.54         | 17.10           | 12.48                |
| 3.0   | F    | 22967.23 | 1913.94 | 956.97       | 883.20    | 883.68         | 441.60      | 441.84      | 88.32  | 189.36     | 11.04  | 7.89        | 16.56    | 11.84         | 17.51           | 12.78                |
| 3.0   | G    | 23541.41 | 1961.78 | 980.89       | 905.60    | 904.96         | 452.80      | 452.48      | 90.56  | 193.92     | 11.32  | 8.08        | 16.98    | 12.12         | 17.93           | 13.07                |
| 3.0   | H    | 24129.95 | 2010.83 | 1005.41      | 928.00    | 928.48         | 464.00      | 464.24      | 92.80  | 198.96     | 11.60  | 8.29        | 17.40    | 12.44         | 18.35           | 13.38                |
| 3.0   | I    | 24733.20 | 2061.10 | 1030.55      | 951.20    | 950.88         | 475.60      | 475.44      | 95.12  | 203.76     | 11.89  | 8.49        | 17.84    | 12.74         | 18.78           | 13.68                |
| 3.0   | J    | 25351.53 | 2112.63 | 1056.31      | 975.20    | 975.52         | 487.60      | 487.76      | 97.52  | 209.04     | 12.19  | 8.71        | 18.29    | 13.07         | 19.23           | 14.01                |
| 3.0   | K    | 25985.32 | 2165.44 | 1082.72      | 999.20    | 999.04         | 499.60      | 499.52      | 99.92  | 214.08     | 12.49  | 8.92        | 18.74    | 13.38         | 19.68           | 14.33                |
| 3.0   | L    | 26634.95 | 2219.58 | 1109.79      | 1024.80   | 1024.80        | 512.40      | 512.40      | 102.48 | 219.60     | 12.81  | 9.15        | 19.22    | 13.73         | 20.16           | 14.67                |
| 3.0   | M    | 27300.82 | 2275.07 | 1137.53      | 1050.40   | 1050.56        | 525.20      | 525.28      | 105.04 | 225.12     | 13.13  | 9.38        | 19.70    | 14.07         | 20.64           | 15.02                |
| 3.0   | N    | 27983.34 | 2331.95 | 1165.97      | 1076.00   | 1076.32        | 538.00      | 538.16      | 107.60 | 230.64     | 13.45  | 9.61        | 20.18    | 14.42         | 21.12           | 15.36                |
| 3.0   | O    | 28682.93 | 2390.24 | 1195.12      | 1103.20   | 1103.20        | 551.60      | 551.60      | 110.32 | 236.40     | 13.79  | 9.85        | 20.69    | 14.78         | 21.63           | 15.72                |
| 3.0   | P    | 29400.00 | 2450.00 | 1225.00      | 1130.40   | 1131.20        | 565.20      | 565.60      | 113.04 | 242.40     | 14.13  | 10.10       | 21.20    | 15.15         | 22.14           | 16.10                |
| 3.0   | Q    | 30135.00 | 2511.25 | 1255.63      | 1159.20   | 1159.20        | 579.60      | 579.60      | 115.92 | 248.40     | 14.49  | 10.35       | 21.74    | 15.53         | 22.68           | 16.47                |
| 3.0   | R    | 30888.38 | 2574.03 | 1287.02      | 1188.00   | 1188.32        | 594.00      | 594.16      | 118.80 | 254.64     | 14.85  | 10.61       | 22.28    | 15.92         | 23.22           | 16.86                |
| 3.0   | S    | 31660.58 | 2638.38 | 1319.19      | 1217.60   | 1217.44        | 608.80      | 608.72      | 121.76 | 260.88     | 15.22  | 10.87       | 22.83    | 16.31         | 23.78           | 17.25                |
| 3.0   | T    | 32452.10 | 2704.34 | 1352.17      | 1248.00   | 1247.68        | 624.00      | 623.84      | 124.80 | 267.36     | 15.60  | 11.14       | 23.40    | 16.71         | 24.35           | 17.66                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|     |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|-----|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 3.0 | 01 | 33263.40 | 2771.95 | 1385.98 | 1279.20 | 1279.04 | 639.60  | 639.52  | 127.92 | 274.08 | 15.99 | 11.42 | 23.99 | 17.13 | 24.93 | 18.08 |
| 3.0 | 02 | 34094.99 | 2841.25 | 1420.62 | 1311.20 | 1311.52 | 655.60  | 655.76  | 131.12 | 281.04 | 16.39 | 11.71 | 24.59 | 17.57 | 25.53 | 18.51 |
| 3.0 | 03 | 34947.36 | 2912.28 | 1456.14 | 1344.00 | 1344.00 | 672.00  | 672.00  | 134.40 | 288.00 | 16.80 | 12.00 | 25.20 | 18.00 | 26.15 | 18.95 |
| 3.0 | 04 | 35821.04 | 2985.09 | 1492.54 | 1377.60 | 1377.60 | 688.80  | 688.80  | 137.76 | 295.20 | 17.22 | 12.30 | 25.83 | 18.45 | 26.78 | 19.40 |
| 3.0 | 05 | 36716.57 | 3059.71 | 1529.86 | 1412.00 | 1412.32 | 706.00  | 706.16  | 141.20 | 302.64 | 17.65 | 12.61 | 26.48 | 18.92 | 27.42 | 19.86 |
| 3.0 | 06 | 37634.48 | 3136.21 | 1568.10 | 1447.20 | 1447.04 | 723.60  | 723.52  | 144.72 | 310.08 | 18.09 | 12.92 | 27.14 | 19.38 | 28.08 | 20.33 |
| 3.0 | 07 | 38575.34 | 3214.61 | 1607.31 | 1484.00 | 1484.00 | 742.00  | 742.00  | 148.40 | 318.00 | 18.55 | 13.25 | 27.83 | 19.88 | 28.77 | 20.82 |
| 3.0 | 08 | 39539.72 | 3294.98 | 1647.49 | 1520.80 | 1520.96 | 760.40  | 760.48  | 152.08 | 325.92 | 19.01 | 13.58 | 28.52 | 20.37 | 29.46 | 21.32 |
| 3.0 | 09 | 40528.21 | 3377.35 | 1688.68 | 1558.40 | 1559.04 | 779.20  | 779.52  | 155.84 | 334.08 | 19.48 | 13.92 | 29.22 | 20.88 | 30.17 | 21.83 |
| 3.0 | 10 | 41541.42 | 3461.79 | 1730.89 | 1597.60 | 1598.24 | 798.80  | 799.12  | 159.76 | 342.48 | 19.97 | 14.27 | 29.96 | 21.41 | 30.90 | 22.35 |
| 3.0 | 11 | 42579.96 | 3548.33 | 1774.17 | 1637.60 | 1637.44 | 818.80  | 818.72  | 163.76 | 350.88 | 20.47 | 14.62 | 30.71 | 21.93 | 31.65 | 22.88 |
| 3.0 | 12 | 43644.46 | 3637.04 | 1818.52 | 1678.40 | 1678.88 | 839.20  | 839.44  | 167.84 | 359.76 | 20.98 | 14.99 | 31.47 | 22.49 | 32.42 | 23.43 |
| 3.0 | 13 | 44735.57 | 3727.96 | 1863.98 | 1720.80 | 1720.32 | 860.40  | 860.16  | 172.08 | 368.64 | 21.51 | 15.36 | 32.27 | 23.04 | 33.21 | 23.99 |
| 3.0 | 14 | 45853.96 | 3821.16 | 1910.58 | 1764.00 | 1764.00 | 882.00  | 882.00  | 176.40 | 378.00 | 22.05 | 15.75 | 33.08 | 23.63 | 34.02 | 24.57 |
| 3.0 | 15 | 47000.31 | 3916.69 | 1958.35 | 1808.00 | 1807.68 | 904.00  | 903.84  | 180.80 | 387.36 | 22.60 | 16.14 | 33.90 | 24.21 | 34.85 | 25.16 |
| 3.0 | 16 | 48175.32 | 4014.61 | 2007.31 | 1852.80 | 1852.48 | 926.40  | 926.24  | 185.28 | 396.96 | 23.16 | 16.54 | 34.74 | 24.81 | 35.69 | 25.76 |
| 3.0 | 17 | 49379.70 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 3.0 | 18 | 50614.19 | 4217.85 | 2108.92 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 3.0 | 19 | 51879.54 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 3.0 | 20 | 53176.53 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 3.0 | 21 | 54505.94 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 3.0 | 22 | 55868.59 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 3.0 | 23 | 57265.30 | 4772.11 | 2386.05 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 3.0 | 24 | 58696.93 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 4.0   | A    | 21327.36 | 1777.28 | 888.64       | 820.00    | 819.84         | 410.00      | 409.92      | 82.00  | 175.68     | 10.25  | 7.32        | 15.38    | 10.98         | 16.32           | 11.93                |
| 4.0   | B    | 21860.54 | 1821.71 | 910.86       | 840.80    | 841.12         | 420.40      | 420.56      | 84.08  | 180.24     | 10.51  | 7.51        | 15.77    | 11.27         | 16.71           | 12.21                |
| 4.0   | C    | 22407.06 | 1867.26 | 933.63       | 861.60    | 861.28         | 430.80      | 430.64      | 86.16  | 184.56     | 10.77  | 7.69        | 16.16    | 11.54         | 17.10           | 12.48                |
| 4.0   | D    | 22967.23 | 1913.94 | 956.97       | 883.20    | 883.68         | 441.60      | 441.84      | 88.32  | 189.36     | 11.04  | 7.89        | 16.56    | 11.84         | 17.51           | 12.78                |
| 4.0   | E    | 23541.41 | 1961.78 | 980.89       | 905.60    | 904.96         | 452.80      | 452.48      | 90.56  | 193.92     | 11.32  | 8.08        | 16.98    | 12.12         | 17.93           | 13.07                |
| 4.0   | F    | 24129.95 | 2010.83 | 1005.41      | 928.00    | 928.48         | 464.00      | 464.24      | 92.80  | 198.96     | 11.60  | 8.29        | 17.40    | 12.44         | 18.35           | 13.38                |
| 4.0   | G    | 24733.20 | 2061.10 | 1030.55      | 951.20    | 950.88         | 475.60      | 475.44      | 95.12  | 203.76     | 11.89  | 8.49        | 17.84    | 12.74         | 18.78           | 13.68                |
| 4.0   | H    | 25351.53 | 2112.63 | 1056.31      | 975.20    | 975.52         | 487.60      | 487.76      | 97.52  | 209.04     | 12.19  | 8.71        | 18.29    | 13.07         | 19.23           | 14.01                |
| 4.0   | I    | 25985.32 | 2165.44 | 1082.72      | 999.20    | 999.04         | 499.60      | 499.52      | 99.92  | 214.08     | 12.49  | 8.92        | 18.74    | 13.38         | 19.68           | 14.33                |
| 4.0   | J    | 26634.95 | 2219.58 | 1109.79      | 1024.80   | 1024.80        | 512.40      | 512.40      | 102.48 | 219.60     | 12.81  | 9.15        | 19.22    | 13.73         | 20.16           | 14.67                |
| 4.0   | K    | 27300.82 | 2275.07 | 1137.53      | 1050.40   | 1050.56        | 525.20      | 525.28      | 105.04 | 225.12     | 13.13  | 9.38        | 19.70    | 14.07         | 20.64           | 15.02                |
| 4.0   | L    | 27983.34 | 2331.95 | 1165.97      | 1076.00   | 1076.32        | 538.00      | 538.16      | 107.60 | 230.64     | 13.45  | 9.61        | 20.18    | 14.42         | 21.12           | 15.36                |
| 4.0   | M    | 28682.93 | 2390.24 | 1195.12      | 1103.20   | 1103.20        | 551.60      | 551.60      | 110.32 | 236.40     | 13.79  | 9.85        | 20.69    | 14.78         | 21.63           | 15.72                |
| 4.0   | N    | 29400.00 | 2450.00 | 1225.00      | 1130.40   | 1131.20        | 565.20      | 565.60      | 113.04 | 242.40     | 14.13  | 10.10       | 21.20    | 15.15         | 22.14           | 16.10                |
| 4.0   | O    | 30135.00 | 2511.25 | 1255.63      | 1159.20   | 1159.20        | 579.60      | 579.60      | 115.92 | 248.40     | 14.49  | 10.35       | 21.74    | 15.53         | 22.68           | 16.47                |
| 4.0   | P    | 30888.38 | 2574.03 | 1287.02      | 1188.00   | 1188.32        | 594.00      | 594.16      | 118.80 | 254.64     | 14.85  | 10.61       | 22.28    | 15.92         | 23.22           | 16.86                |
| 4.0   | Q    | 31660.58 | 2638.38 | 1319.19      | 1217.60   | 1217.44        | 608.80      | 608.72      | 121.76 | 260.88     | 15.22  | 10.87       | 22.83    | 16.31         | 23.78           | 17.25                |
| 4.0   | R    | 32452.10 | 2704.34 | 1352.17      | 1248.00   | 1247.68        | 624.00      | 623.84      | 124.80 | 267.36     | 15.60  | 11.14       | 23.40    | 16.71         | 24.35           | 17.66                |
| 4.0   | S    | 33263.40 | 2771.95 | 1385.98      | 1279.20   | 1279.04        | 639.60      | 639.52      | 127.92 | 274.08     | 15.99  | 11.42       | 23.99    | 17.13         | 24.93           | 18.08                |
| 4.0   | T    | 34094.99 | 2841.25 | 1420.62      | 1311.20   | 1311.52        | 655.60      | 655.76      | 131.12 | 281.04     | 16.39  | 11.71       | 24.59    | 17.57         | 25.53           | 18.51                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|     |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|-----|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 4.0 | 01 | 34947.36 | 2912.28 | 1456.14 | 1344.00 | 1344.00 | 672.00  | 672.00  | 134.40 | 288.00 | 16.80 | 12.00 | 25.20 | 18.00 | 26.15 | 18.95 |
| 4.0 | 02 | 35821.04 | 2985.09 | 1492.54 | 1377.60 | 1377.60 | 688.80  | 688.80  | 137.76 | 295.20 | 17.22 | 12.30 | 25.83 | 18.45 | 26.78 | 19.40 |
| 4.0 | 03 | 36716.57 | 3059.71 | 1529.86 | 1412.00 | 1412.32 | 706.00  | 706.16  | 141.20 | 302.64 | 17.65 | 12.61 | 26.48 | 18.92 | 27.42 | 19.86 |
| 4.0 | 04 | 37634.48 | 3136.21 | 1568.10 | 1447.20 | 1447.04 | 723.60  | 723.52  | 144.72 | 310.08 | 18.09 | 12.92 | 27.14 | 19.38 | 28.08 | 20.33 |
| 4.0 | 05 | 38575.34 | 3214.61 | 1607.31 | 1484.00 | 1484.00 | 742.00  | 742.00  | 148.40 | 318.00 | 18.55 | 13.25 | 27.83 | 19.88 | 28.77 | 20.82 |
| 4.0 | 06 | 39539.72 | 3294.98 | 1647.49 | 1520.80 | 1520.96 | 760.40  | 760.48  | 152.08 | 325.92 | 19.01 | 13.58 | 28.52 | 20.37 | 29.46 | 21.32 |
| 4.0 | 07 | 40528.21 | 3377.35 | 1688.68 | 1558.40 | 1559.04 | 779.20  | 779.52  | 155.84 | 334.08 | 19.48 | 13.92 | 29.22 | 20.88 | 30.17 | 21.83 |
| 4.0 | 08 | 41541.42 | 3461.79 | 1730.89 | 1597.60 | 1598.24 | 798.80  | 799.12  | 159.76 | 342.48 | 19.97 | 14.27 | 29.96 | 21.41 | 30.90 | 22.35 |
| 4.0 | 09 | 42579.96 | 3548.33 | 1774.17 | 1637.60 | 1637.44 | 818.80  | 818.72  | 163.76 | 350.88 | 20.47 | 14.62 | 30.71 | 21.93 | 31.65 | 22.88 |
| 4.0 | 10 | 43644.46 | 3637.04 | 1818.52 | 1678.40 | 1678.88 | 839.20  | 839.44  | 167.84 | 359.76 | 20.98 | 14.99 | 31.47 | 22.49 | 32.42 | 23.43 |
| 4.0 | 11 | 44735.57 | 3727.96 | 1863.98 | 1720.80 | 1720.32 | 860.40  | 860.16  | 172.08 | 368.64 | 21.51 | 15.36 | 32.27 | 23.04 | 33.21 | 23.99 |
| 4.0 | 12 | 45853.96 | 3821.16 | 1910.58 | 1764.00 | 1764.00 | 882.00  | 882.00  | 176.40 | 378.00 | 22.05 | 15.75 | 33.08 | 23.63 | 34.02 | 24.57 |
| 4.0 | 13 | 47000.31 | 3916.69 | 1958.35 | 1808.00 | 1807.68 | 904.00  | 903.84  | 180.80 | 387.36 | 22.60 | 16.14 | 33.90 | 24.21 | 34.85 | 25.16 |
| 4.0 | 14 | 48175.32 | 4014.61 | 2007.31 | 1852.80 | 1852.48 | 926.40  | 926.24  | 185.28 | 396.96 | 23.16 | 16.54 | 34.74 | 24.81 | 35.69 | 25.76 |
| 4.0 | 15 | 49379.70 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 4.0 | 16 | 50614.19 | 4217.85 | 2108.92 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 4.0 | 17 | 51879.54 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 4.0 | 18 | 53176.53 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 4.0 | 19 | 54505.94 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 4.0 | 20 | 55868.59 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 4.0 | 21 | 57265.30 | 4772.11 | 2386.05 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 4.0 | 22 | 58696.93 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 4.0 | 23 | 60164.35 | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 4.0 | 24 | 61668.46 | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|--------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 5.0   | A    | 22407.06 | 1867.26 | 933.63       | 861.60    | 861.28         | 430.80 | 430.64      | 86.16  | 184.56     | 10.77  | 7.69        | 16.16    | 11.54         | 17.10           | 12.48                |
| 5.0   | B    | 22967.23 | 1913.94 | 956.97       | 883.20    | 883.68         | 441.60 | 441.84      | 88.32  | 189.36     | 11.04  | 7.89        | 16.56    | 11.84         | 17.51           | 12.78                |
| 5.0   | C    | 23541.41 | 1961.78 | 980.89       | 905.60    | 904.96         | 452.80 | 452.48      | 90.56  | 193.92     | 11.32  | 8.08        | 16.98    | 12.12         | 17.93           | 13.07                |
| 5.0   | D    | 24129.95 | 2010.83 | 1005.41      | 928.00    | 928.48         | 464.00 | 464.24      | 92.80  | 198.96     | 11.60  | 8.29        | 17.40    | 12.44         | 18.35           | 13.38                |
| 5.0   | E    | 24733.20 | 2061.10 | 1030.55      | 951.20    | 950.88         | 475.60 | 475.44      | 95.12  | 203.76     | 11.89  | 8.49        | 17.84    | 12.74         | 18.78           | 13.68                |
| 5.0   | F    | 25351.53 | 2112.63 | 1056.31      | 975.20    | 975.52         | 487.60 | 487.76      | 97.52  | 209.04     | 12.19  | 8.71        | 18.29    | 13.07         | 19.23           | 14.01                |
| 5.0   | G    | 25985.32 | 2165.44 | 1082.72      | 999.20    | 999.04         | 499.60 | 499.52      | 99.92  | 214.08     | 12.49  | 8.92        | 18.74    | 13.38         | 19.68           | 14.33                |
| 5.0   | H    | 26634.95 | 2219.58 | 1109.79      | 1024.80   | 1024.80        | 512.40 | 512.40      | 102.48 | 219.60     | 12.81  | 9.15        | 19.22    | 13.73         | 20.16           | 14.67                |
| 5.0   | I    | 27300.82 | 2275.07 | 1137.53      | 1050.40   | 1050.56        | 525.20 | 525.28      | 105.04 | 225.12     | 13.13  | 9.38        | 19.70    | 14.07         | 20.64           | 15.02                |
| 5.0   | J    | 27983.34 | 2331.95 | 1165.97      | 1076.00   | 1076.32        | 538.00 | 538.16      | 107.60 | 230.64     | 13.45  | 9.61        | 20.18    | 14.42         | 21.12           | 15.36                |
| 5.0   | K    | 28682.93 | 2390.24 | 1195.12      | 1103.20   | 1103.20        | 551.60 | 551.60      | 110.32 | 236.40     | 13.79  | 9.85        | 20.69    | 14.78         | 21.63           | 15.72                |
| 5.0   | L    | 29400.00 | 2450.00 | 1225.00      | 1130.40   | 1131.20        | 565.20 | 565.60      | 113.04 | 242.40     | 14.13  | 10.10       | 21.20    | 15.15         | 22.14           | 16.10                |
| 5.0   | M    | 30135.00 | 2511.25 | 1255.63      | 1159.20   | 1159.20        | 579.60 | 579.60      | 115.92 | 248.40     | 14.49  | 10.35       | 21.74    | 15.53         | 22.68           | 16.47                |
| 5.0   | N    | 30888.38 | 2574.03 | 1287.02      | 1188.00   | 1188.32        | 594.00 | 594.16      | 118.80 | 254.64     | 14.85  | 10.61       | 22.28    | 15.92         | 23.22           | 16.86                |
| 5.0   | O    | 31660.58 | 2638.38 | 1319.19      | 1217.60   | 1217.44        | 608.80 | 608.72      | 121.76 | 260.88     | 15.22  | 10.87       | 22.83    | 16.31         | 23.78           | 17.25                |
| 5.0   | P    | 32452.10 | 2704.34 | 1352.17      | 1248.00   | 1247.68        | 624.00 | 623.84      | 124.80 | 267.36     | 15.60  | 11.14       | 23.40    | 16.71         | 24.35           | 17.66                |
| 5.0   | Q    | 33263.40 | 2771.95 | 1385.98      | 1279.20   | 1279.04        | 639.60 | 639.52      | 127.92 | 274.08     | 15.99  | 11.42       | 23.99    | 17.13         | 24.93           | 18.08                |
| 5.0   | R    | 34094.99 | 2841.25 | 1420.62      | 1311.20   | 1311.52        | 655.60 | 655.76      | 131.12 | 281.04     | 16.39  | 11.71       | 24.59    | 17.57         | 25.53           | 18.51                |
| 5.0   | S    | 34947.36 | 2912.28 | 1456.14      | 1344.00   | 1344.00        | 672.00 | 672.00      | 134.40 | 288.00     | 16.80  | 12.00       | 25.20    | 18.00         | 26.15           | 18.95                |
| 5.0   | T    | 35821.05 | 2985.09 | 1492.54      | 1377.60   | 1377.60        | 688.80 | 688.80      | 137.76 | 295.20     | 17.22  | 12.30       | 25.83    | 18.45         | 26.78           | 19.40                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|     |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|-----|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 5.0 | 01 | 36716.58 | 3059.72 | 1529.86 | 1412.00 | 1412.32 | 706.00  | 706.16  | 141.20 | 302.64 | 17.65 | 12.61 | 26.48 | 18.92 | 27.42 | 19.86 |
| 5.0 | 02 | 37634.49 | 3136.21 | 1568.10 | 1447.20 | 1447.04 | 723.60  | 723.52  | 144.72 | 310.08 | 18.09 | 12.92 | 27.14 | 19.38 | 28.08 | 20.33 |
| 5.0 | 03 | 38575.35 | 3214.61 | 1607.31 | 1484.00 | 1484.00 | 742.00  | 742.00  | 148.40 | 318.00 | 18.55 | 13.25 | 27.83 | 19.88 | 28.77 | 20.82 |
| 5.0 | 04 | 39539.73 | 3294.98 | 1647.49 | 1520.80 | 1520.96 | 760.40  | 760.48  | 152.08 | 325.92 | 19.01 | 13.58 | 28.52 | 20.37 | 29.46 | 21.32 |
| 5.0 | 05 | 40528.22 | 3377.35 | 1688.68 | 1558.40 | 1559.04 | 779.20  | 779.52  | 155.84 | 334.08 | 19.48 | 13.92 | 29.22 | 20.88 | 30.17 | 21.83 |
| 5.0 | 06 | 41541.43 | 3461.79 | 1730.89 | 1597.60 | 1598.24 | 798.80  | 799.12  | 159.76 | 342.48 | 19.97 | 14.27 | 29.96 | 21.41 | 30.90 | 22.35 |
| 5.0 | 07 | 42579.97 | 3548.33 | 1774.17 | 1637.60 | 1637.44 | 818.80  | 818.72  | 163.76 | 350.88 | 20.47 | 14.62 | 30.71 | 21.93 | 31.65 | 22.88 |
| 5.0 | 08 | 43644.47 | 3637.04 | 1818.52 | 1678.40 | 1678.88 | 839.20  | 839.44  | 167.84 | 359.76 | 20.98 | 14.99 | 31.47 | 22.49 | 32.42 | 23.43 |
| 5.0 | 09 | 44735.58 | 3727.97 | 1863.98 | 1720.80 | 1720.32 | 860.40  | 860.16  | 172.08 | 368.64 | 21.51 | 15.36 | 32.27 | 23.04 | 33.21 | 23.99 |
| 5.0 | 10 | 45853.97 | 3821.16 | 1910.58 | 1764.00 | 1764.00 | 882.00  | 882.00  | 176.40 | 378.00 | 22.05 | 15.75 | 33.08 | 23.63 | 34.02 | 24.57 |
| 5.0 | 11 | 47000.32 | 3916.69 | 1958.35 | 1808.00 | 1807.68 | 904.00  | 903.84  | 180.80 | 387.36 | 22.60 | 16.14 | 33.90 | 24.21 | 34.85 | 25.16 |
| 5.0 | 12 | 48175.33 | 4014.61 | 2007.31 | 1852.80 | 1852.48 | 926.40  | 926.24  | 185.28 | 396.96 | 23.16 | 16.54 | 34.74 | 24.81 | 35.69 | 25.76 |
| 5.0 | 13 | 49379.71 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 5.0 | 14 | 50614.20 | 4217.85 | 2108.93 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 5.0 | 15 | 51879.56 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 5.0 | 16 | 53176.55 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 5.0 | 17 | 54505.96 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 5.0 | 18 | 55868.61 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 5.0 | 19 | 57265.33 | 4772.11 | 2386.06 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 5.0 | 20 | 58696.96 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 5.0 | 21 | 60164.38 | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 5.0 | 22 | 61668.49 | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 5.0 | 23 | 63210.20 | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 5.0 | 24 | 64790.46 | 5399.21 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 6.0   | A    | 23541.41 | 1961.78 | 980.89       | 905.60    | 904.96         | 452.80      | 452.48      | 90.56  | 193.92     | 11.32  | 8.08        | 16.98    | 12.12         | 17.93           | 13.07                |
| 6.0   | B    | 24129.95 | 2010.83 | 1005.41      | 928.00    | 928.48         | 464.00      | 464.24      | 92.80  | 198.96     | 11.60  | 8.29        | 17.40    | 12.44         | 18.35           | 13.38                |
| 6.0   | C    | 24733.20 | 2061.10 | 1030.55      | 951.20    | 950.88         | 475.60      | 475.44      | 95.12  | 203.76     | 11.89  | 8.49        | 17.84    | 12.74         | 18.78           | 13.68                |
| 6.0   | D    | 25351.53 | 2112.63 | 1056.31      | 975.20    | 975.52         | 487.60      | 487.76      | 97.52  | 209.04     | 12.19  | 8.71        | 18.29    | 13.07         | 19.23           | 14.01                |
| 6.0   | E    | 25985.32 | 2165.44 | 1082.72      | 999.20    | 999.04         | 499.60      | 499.52      | 99.92  | 214.08     | 12.49  | 8.92        | 18.74    | 13.38         | 19.68           | 14.33                |
| 6.0   | F    | 26634.95 | 2219.58 | 1109.79      | 1024.80   | 1024.80        | 512.40      | 512.40      | 102.48 | 219.60     | 12.81  | 9.15        | 19.22    | 13.73         | 20.16           | 14.67                |
| 6.0   | G    | 27300.82 | 2275.07 | 1137.53      | 1050.40   | 1050.56        | 525.20      | 525.28      | 105.04 | 225.12     | 13.13  | 9.38        | 19.70    | 14.07         | 20.64           | 15.02                |
| 6.0   | H    | 27983.34 | 2331.95 | 1165.97      | 1076.00   | 1076.32        | 538.00      | 538.16      | 107.60 | 230.64     | 13.45  | 9.61        | 20.18    | 14.42         | 21.12           | 15.36                |
| 6.0   | I    | 28682.93 | 2390.24 | 1195.12      | 1103.20   | 1103.20        | 551.60      | 551.60      | 110.32 | 236.40     | 13.79  | 9.85        | 20.69    | 14.78         | 21.63           | 15.72                |
| 6.0   | J    | 29400.00 | 2450.00 | 1225.00      | 1130.40   | 1131.20        | 565.20      | 565.60      | 113.04 | 242.40     | 14.13  | 10.10       | 21.20    | 15.15         | 22.14           | 16.10                |
| 6.0   | K    | 30135.00 | 2511.25 | 1255.63      | 1159.20   | 1159.20        | 579.60      | 579.60      | 115.92 | 248.40     | 14.49  | 10.35       | 21.74    | 15.53         | 22.68           | 16.47                |
| 6.0   | L    | 30888.38 | 2574.03 | 1287.02      | 1188.00   | 1188.32        | 594.00      | 594.16      | 118.80 | 254.64     | 14.85  | 10.61       | 22.28    | 15.92         | 23.22           | 16.86                |
| 6.0   | M    | 31660.58 | 2638.38 | 1319.19      | 1217.60   | 1217.44        | 608.80      | 608.72      | 121.76 | 260.88     | 15.22  | 10.87       | 22.83    | 16.31         | 23.78           | 17.25                |
| 6.0   | N    | 32452.10 | 2704.34 | 1352.17      | 1248.00   | 1247.68        | 624.00      | 623.84      | 124.80 | 267.36     | 15.60  | 11.14       | 23.40    | 16.71         | 24.35           | 17.66                |
| 6.0   | O    | 33263.40 | 2771.95 | 1385.98      | 1279.20   | 1279.04        | 639.60      | 639.52      | 127.92 | 274.08     | 15.99  | 11.42       | 23.99    | 17.13         | 24.93           | 18.08                |
| 6.0   | P    | 34094.99 | 2841.25 | 1420.62      | 1311.20   | 1311.52        | 655.60      | 655.76      | 131.12 | 281.04     | 16.39  | 11.71       | 24.59    | 17.57         | 25.53           | 18.51                |
| 6.0   | Q    | 34947.36 | 2912.28 | 1456.14      | 1344.00   | 1344.00        | 672.00      | 672.00      | 134.40 | 288.00     | 16.80  | 12.00       | 25.20    | 18.00         | 26.15           | 18.95                |
| 6.0   | R    | 35821.05 | 2985.09 | 1492.54      | 1377.60   | 1377.60        | 688.80      | 688.80      | 137.76 | 295.20     | 17.22  | 12.30       | 25.83    | 18.45         | 26.78           | 19.40                |
| 6.0   | S    | 36716.57 | 3059.71 | 1529.86      | 1412.00   | 1412.32        | 706.00      | 706.16      | 141.20 | 302.64     | 17.65  | 12.61       | 26.48    | 18.92         | 27.42           | 19.86                |
| 6.0   | T    | 37634.49 | 3136.21 | 1568.10      | 1447.20   | 1447.04        | 723.60      | 723.52      | 144.72 | 310.08     | 18.09  | 12.92       | 27.14    | 19.38         | 28.08           | 20.33                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|     |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|-----|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 6.0 | 01 | 38575.35 | 3214.61 | 1607.31 | 1484.00 | 1484.00 | 742.00  | 742.00  | 148.40 | 318.00 | 18.55 | 13.25 | 27.83 | 19.88 | 28.77 | 20.82 |
| 6.0 | 02 | 39539.73 | 3294.98 | 1647.49 | 1520.80 | 1520.96 | 760.40  | 760.48  | 152.08 | 325.92 | 19.01 | 13.58 | 28.52 | 20.37 | 29.46 | 21.32 |
| 6.0 | 03 | 40528.22 | 3377.35 | 1688.68 | 1558.40 | 1559.04 | 779.20  | 779.52  | 155.84 | 334.08 | 19.48 | 13.92 | 29.22 | 20.88 | 30.17 | 21.83 |
| 6.0 | 04 | 41541.43 | 3461.79 | 1730.89 | 1597.60 | 1598.24 | 798.80  | 799.12  | 159.76 | 342.48 | 19.97 | 14.27 | 29.96 | 21.41 | 30.90 | 22.35 |
| 6.0 | 05 | 42579.97 | 3548.33 | 1774.17 | 1637.60 | 1637.44 | 818.80  | 818.72  | 163.76 | 350.88 | 20.47 | 14.62 | 30.71 | 21.93 | 31.65 | 22.88 |
| 6.0 | 06 | 43644.47 | 3637.04 | 1818.52 | 1678.40 | 1678.88 | 839.20  | 839.44  | 167.84 | 359.76 | 20.98 | 14.99 | 31.47 | 22.49 | 32.42 | 23.43 |
| 6.0 | 07 | 44735.58 | 3727.97 | 1863.98 | 1720.80 | 1720.32 | 860.40  | 860.16  | 172.08 | 368.64 | 21.51 | 15.36 | 32.27 | 23.04 | 33.21 | 23.99 |
| 6.0 | 08 | 45853.97 | 3821.16 | 1910.58 | 1764.00 | 1764.00 | 882.00  | 882.00  | 176.40 | 378.00 | 22.05 | 15.75 | 33.08 | 23.63 | 34.02 | 24.57 |
| 6.0 | 09 | 47000.32 | 3916.69 | 1958.35 | 1808.00 | 1807.68 | 904.00  | 903.84  | 180.80 | 387.36 | 22.60 | 16.14 | 33.90 | 24.21 | 34.85 | 25.16 |
| 6.0 | 10 | 48175.33 | 4014.61 | 2007.31 | 1852.80 | 1852.48 | 926.40  | 926.24  | 185.28 | 396.96 | 23.16 | 16.54 | 34.74 | 24.81 | 35.69 | 25.76 |
| 6.0 | 11 | 49379.71 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 6.0 | 12 | 50614.20 | 4217.85 | 2108.93 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 6.0 | 13 | 51879.56 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 6.0 | 14 | 53176.55 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 6.0 | 15 | 54505.96 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 6.0 | 16 | 55868.61 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 6.0 | 17 | 57265.33 | 4772.11 | 2386.06 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 6.0 | 18 | 58696.96 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 6.0 | 19 | 60164.38 | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 6.0 | 20 | 61668.49 | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 6.0 | 21 | 63210.20 | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 6.0 | 22 | 64790.46 | 5399.21 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 6.0 | 23 | 66410.22 | 5534.19 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 6.0 | 24 | 68070.48 | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|--------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 7.0   | A    | 24733.20 | 2061.10 | 1030.55      | 951.20    | 950.88         | 475.60 | 475.44      | 95.12  | 203.76     | 11.89  | 8.49        | 17.84    | 12.74         | 18.78           | 13.68                |
| 7.0   | B    | 25351.53 | 2112.63 | 1056.31      | 975.20    | 975.52         | 487.60 | 487.76      | 97.52  | 209.04     | 12.19  | 8.71        | 18.29    | 13.07         | 19.23           | 14.01                |
| 7.0   | C    | 25985.32 | 2165.44 | 1082.72      | 999.20    | 999.04         | 499.60 | 499.52      | 99.92  | 214.08     | 12.49  | 8.92        | 18.74    | 13.38         | 19.68           | 14.33                |
| 7.0   | D    | 26634.95 | 2219.58 | 1109.79      | 1024.80   | 1024.80        | 512.40 | 512.40      | 102.48 | 219.60     | 12.81  | 9.15        | 19.22    | 13.73         | 20.16           | 14.67                |
| 7.0   | E    | 27300.82 | 2275.07 | 1137.53      | 1050.40   | 1050.56        | 525.20 | 525.28      | 105.04 | 225.12     | 13.13  | 9.38        | 19.70    | 14.07         | 20.64           | 15.02                |
| 7.0   | F    | 27983.34 | 2331.95 | 1165.97      | 1076.00   | 1076.32        | 538.00 | 538.16      | 107.60 | 230.64     | 13.45  | 9.61        | 20.18    | 14.42         | 21.12           | 15.36                |
| 7.0   | G    | 28682.93 | 2390.24 | 1195.12      | 1103.20   | 1103.20        | 551.60 | 551.60      | 110.32 | 236.40     | 13.79  | 9.85        | 20.69    | 14.78         | 21.63           | 15.72                |
| 7.0   | H    | 29400.00 | 2450.00 | 1225.00      | 1130.40   | 1131.20        | 565.20 | 565.60      | 113.04 | 242.40     | 14.13  | 10.10       | 21.20    | 15.15         | 22.14           | 16.10                |
| 7.0   | I    | 30135.00 | 2511.25 | 1255.63      | 1159.20   | 1159.20        | 579.60 | 579.60      | 115.92 | 248.40     | 14.49  | 10.35       | 21.74    | 15.53         | 22.68           | 16.47                |
| 7.0   | J    | 30888.38 | 2574.03 | 1287.02      | 1188.00   | 1188.32        | 594.00 | 594.16      | 118.80 | 254.64     | 14.85  | 10.61       | 22.28    | 15.92         | 23.22           | 16.86                |
| 7.0   | K    | 31660.58 | 2638.38 | 1319.19      | 1217.60   | 1217.44        | 608.80 | 608.72      | 121.76 | 260.88     | 15.22  | 10.87       | 22.83    | 16.31         | 23.78           | 17.25                |
| 7.0   | L    | 32452.10 | 2704.34 | 1352.17      | 1248.00   | 1247.68        | 624.00 | 623.84      | 124.80 | 267.36     | 15.60  | 11.14       | 23.40    | 16.71         | 24.35           | 17.66                |
| 7.0   | M    | 33263.40 | 2771.95 | 1385.98      | 1279.20   | 1279.04        | 639.60 | 639.52      | 127.92 | 274.08     | 15.99  | 11.42       | 23.99    | 17.13         | 24.93           | 18.08                |
| 7.0   | N    | 34094.99 | 2841.25 | 1420.62      | 1311.20   | 1311.52        | 655.60 | 655.76      | 131.12 | 281.04     | 16.39  | 11.71       | 24.59    | 17.57         | 25.53           | 18.51                |
| 7.0   | O    | 34947.36 | 2912.28 | 1456.14      | 1344.00   | 1344.00        | 672.00 | 672.00      | 134.40 | 288.00     | 16.80  | 12.00       | 25.20    | 18.00         | 26.15           | 18.95                |
| 7.0   | P    | 35821.05 | 2985.09 | 1492.54      | 1377.60   | 1377.60        | 688.80 | 688.80      | 137.76 | 295.20     | 17.22  | 12.30       | 25.83    | 18.45         | 26.78           | 19.40                |
| 7.0   | Q    | 36716.57 | 3059.71 | 1529.86      | 1412.00   | 1412.32        | 706.00 | 706.16      | 141.20 | 302.64     | 17.65  | 12.61       | 26.48    | 18.92         | 27.42           | 19.86                |
| 7.0   | R    | 37634.49 | 3136.21 | 1568.10      | 1447.20   | 1447.04        | 723.60 | 723.52      | 144.72 | 310.08     | 18.09  | 12.92       | 27.14    | 19.38         | 28.08           | 20.33                |
| 7.0   | S    | 38575.35 | 3214.61 | 1607.31      | 1484.00   | 1484.00        | 742.00 | 742.00      | 148.40 | 318.00     | 18.55  | 13.25       | 27.83    | 19.88         | 28.77           | 20.82                |
| 7.0   | T    | 39539.73 | 3294.98 | 1647.49      | 1520.80   | 1520.96        | 760.40 | 760.48      | 152.08 | 325.92     | 19.01  | 13.58       | 28.52    | 20.37         | 29.46           | 21.32                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|     |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|-----|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 7.0 | 01 | 40528.22 | 3377.35 | 1688.68 | 1558.40 | 1559.04 | 779.20  | 779.52  | 155.84 | 334.08 | 19.48 | 13.92 | 29.22 | 20.88 | 30.17 | 21.83 |
| 7.0 | 02 | 41541.43 | 3461.79 | 1730.89 | 1597.60 | 1598.24 | 798.80  | 799.12  | 159.76 | 342.48 | 19.97 | 14.27 | 29.96 | 21.41 | 30.90 | 22.35 |
| 7.0 | 03 | 42579.97 | 3548.33 | 1774.17 | 1637.60 | 1637.44 | 818.80  | 818.72  | 163.76 | 350.88 | 20.47 | 14.62 | 30.71 | 21.93 | 31.65 | 22.88 |
| 7.0 | 04 | 43644.47 | 3637.04 | 1818.52 | 1678.40 | 1678.88 | 839.20  | 839.44  | 167.84 | 359.76 | 20.98 | 14.99 | 31.47 | 22.49 | 32.42 | 23.43 |
| 7.0 | 05 | 44735.58 | 3727.97 | 1863.98 | 1720.80 | 1720.32 | 860.40  | 860.16  | 172.08 | 368.64 | 21.51 | 15.36 | 32.27 | 23.04 | 33.21 | 23.99 |
| 7.0 | 06 | 45853.97 | 3821.16 | 1910.58 | 1764.00 | 1764.00 | 882.00  | 882.00  | 176.40 | 378.00 | 22.05 | 15.75 | 33.08 | 23.63 | 34.02 | 24.57 |
| 7.0 | 07 | 47000.32 | 3916.69 | 1958.35 | 1808.00 | 1807.68 | 904.00  | 903.84  | 180.80 | 387.36 | 22.60 | 16.14 | 33.90 | 24.21 | 34.85 | 25.16 |
| 7.0 | 08 | 48175.33 | 4014.61 | 2007.31 | 1852.80 | 1852.48 | 926.40  | 926.24  | 185.28 | 396.96 | 23.16 | 16.54 | 34.74 | 24.81 | 35.69 | 25.76 |
| 7.0 | 09 | 49379.71 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 7.0 | 10 | 50614.20 | 4217.85 | 2108.93 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 7.0 | 11 | 51879.56 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 7.0 | 12 | 53176.55 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 7.0 | 13 | 54505.96 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 7.0 | 14 | 55868.61 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 7.0 | 15 | 57265.33 | 4772.11 | 2386.06 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 7.0 | 16 | 58696.96 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 7.0 | 17 | 60164.38 | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 7.0 | 18 | 61668.49 | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 7.0 | 19 | 63210.20 | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 7.0 | 20 | 64790.46 | 5399.21 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 7.0 | 21 | 66410.22 | 5534.19 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 7.0 | 22 | 68070.48 | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 7.0 | 23 | 69772.24 | 5814.35 | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 7.0 | 24 | 71516.55 | 5959.71 | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |



| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|--------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 8.0   | A    | 25985.32 | 2165.44 | 1082.72      | 999.20    | 999.04         | 499.60 | 499.52      | 99.92  | 214.08     | 12.49  | 8.92        | 18.74    | 13.38         | 19.68           | 14.33                |
| 8.0   | B    | 26634.95 | 2219.58 | 1109.79      | 1024.80   | 1024.80        | 512.40 | 512.40      | 102.48 | 219.60     | 12.81  | 9.15        | 19.22    | 13.73         | 20.16           | 14.67                |
| 8.0   | C    | 27300.82 | 2275.07 | 1137.53      | 1050.40   | 1050.56        | 525.20 | 525.28      | 105.04 | 225.12     | 13.13  | 9.38        | 19.70    | 14.07         | 20.64           | 15.02                |
| 8.0   | D    | 27983.34 | 2331.95 | 1165.97      | 1076.00   | 1076.32        | 538.00 | 538.16      | 107.60 | 230.64     | 13.45  | 9.61        | 20.18    | 14.42         | 21.12           | 15.36                |
| 8.0   | E    | 28682.93 | 2390.24 | 1195.12      | 1103.20   | 1103.20        | 551.60 | 551.60      | 110.32 | 236.40     | 13.79  | 9.85        | 20.69    | 14.78         | 21.63           | 15.72                |
| 8.0   | F    | 29400.00 | 2450.00 | 1225.00      | 1130.40   | 1131.20        | 565.20 | 565.60      | 113.04 | 242.40     | 14.13  | 10.10       | 21.20    | 15.15         | 22.14           | 16.10                |
| 8.0   | G    | 30135.00 | 2511.25 | 1255.63      | 1159.20   | 1159.20        | 579.60 | 579.60      | 115.92 | 248.40     | 14.49  | 10.35       | 21.74    | 15.53         | 22.68           | 16.47                |
| 8.0   | H    | 30888.38 | 2574.03 | 1287.02      | 1188.00   | 1188.32        | 594.00 | 594.16      | 118.80 | 254.64     | 14.85  | 10.61       | 22.28    | 15.92         | 23.22           | 16.86                |
| 8.0   | I    | 31660.58 | 2638.38 | 1319.19      | 1217.60   | 1217.44        | 608.80 | 608.72      | 121.76 | 260.88     | 15.22  | 10.87       | 22.83    | 16.31         | 23.78           | 17.25                |
| 8.0   | J    | 32452.10 | 2704.34 | 1352.17      | 1248.00   | 1247.68        | 624.00 | 623.84      | 124.80 | 267.36     | 15.60  | 11.14       | 23.40    | 16.71         | 24.35           | 17.66                |
| 8.0   | K    | 33263.40 | 2771.95 | 1385.98      | 1279.20   | 1279.04        | 639.60 | 639.52      | 127.92 | 274.08     | 15.99  | 11.42       | 23.99    | 17.13         | 24.93           | 18.08                |
| 8.0   | L    | 34094.99 | 2841.25 | 1420.62      | 1311.20   | 1311.52        | 655.60 | 655.76      | 131.12 | 281.04     | 16.39  | 11.71       | 24.59    | 17.57         | 25.53           | 18.51                |
| 8.0   | M    | 34947.36 | 2912.28 | 1456.14      | 1344.00   | 1344.00        | 672.00 | 672.00      | 134.40 | 288.00     | 16.80  | 12.00       | 25.20    | 18.00         | 26.15           | 18.95                |
| 8.0   | N    | 35821.05 | 2985.09 | 1492.54      | 1377.60   | 1377.60        | 688.80 | 688.80      | 137.76 | 295.20     | 17.22  | 12.30       | 25.83    | 18.45         | 26.78           | 19.40                |
| 8.0   | O    | 36716.57 | 3059.71 | 1529.86      | 1412.00   | 1412.32        | 706.00 | 706.16      | 141.20 | 302.64     | 17.65  | 12.61       | 26.48    | 18.92         | 27.42           | 19.86                |
| 8.0   | P    | 37634.49 | 3136.21 | 1568.10      | 1447.20   | 1447.04        | 723.60 | 723.52      | 144.72 | 310.08     | 18.09  | 12.92       | 27.14    | 19.38         | 28.08           | 20.33                |
| 8.0   | Q    | 38575.35 | 3214.61 | 1607.31      | 1484.00   | 1484.00        | 742.00 | 742.00      | 148.40 | 318.00     | 18.55  | 13.25       | 27.83    | 19.88         | 28.77           | 20.82                |
| 8.0   | R    | 39539.73 | 3294.98 | 1647.49      | 1520.80   | 1520.96        | 760.40 | 760.48      | 152.08 | 325.92     | 19.01  | 13.58       | 28.52    | 20.37         | 29.46           | 21.32                |
| 8.0   | S    | 40528.22 | 3377.35 | 1688.68      | 1558.40   | 1559.04        | 779.20 | 779.52      | 155.84 | 334.08     | 19.48  | 13.92       | 29.22    | 20.88         | 30.17           | 21.83                |
| 8.0   | T    | 41541.43 | 3461.79 | 1730.89      | 1597.60   | 1598.24        | 798.80 | 799.12      | 159.76 | 342.48     | 19.97  | 14.27       | 29.96    | 21.41         | 30.90           | 22.35                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|     |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|-----|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 8.0 | 01 | 42579.97 | 3548.33 | 1774.17 | 1637.60 | 1637.44 | 818.80  | 818.72  | 163.76 | 350.88 | 20.47 | 14.62 | 30.71 | 21.93 | 31.65 | 22.88 |
| 8.0 | 02 | 43644.47 | 3637.04 | 1818.52 | 1678.40 | 1678.88 | 839.20  | 839.44  | 167.84 | 359.76 | 20.98 | 14.99 | 31.47 | 22.49 | 32.42 | 23.43 |
| 8.0 | 03 | 44735.58 | 3727.97 | 1863.98 | 1720.80 | 1720.32 | 860.40  | 860.16  | 172.08 | 368.64 | 21.51 | 15.36 | 32.27 | 23.04 | 33.21 | 23.99 |
| 8.0 | 04 | 45853.97 | 3821.16 | 1910.58 | 1764.00 | 1764.00 | 882.00  | 882.00  | 176.40 | 378.00 | 22.05 | 15.75 | 33.08 | 23.63 | 34.02 | 24.57 |
| 8.0 | 05 | 47000.32 | 3916.69 | 1958.35 | 1808.00 | 1807.68 | 904.00  | 903.84  | 180.80 | 387.36 | 22.60 | 16.14 | 33.90 | 24.21 | 34.85 | 25.16 |
| 8.0 | 06 | 48175.33 | 4014.61 | 2007.31 | 1852.80 | 1852.48 | 926.40  | 926.24  | 185.28 | 396.96 | 23.16 | 16.54 | 34.74 | 24.81 | 35.69 | 25.76 |
| 8.0 | 07 | 49379.71 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 8.0 | 08 | 50614.20 | 4217.85 | 2108.93 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 8.0 | 09 | 51879.56 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 8.0 | 10 | 53176.55 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 8.0 | 11 | 54505.96 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 8.0 | 12 | 55868.61 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 8.0 | 13 | 57265.33 | 4772.11 | 2386.06 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 8.0 | 14 | 58696.96 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 8.0 | 15 | 60164.38 | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 8.0 | 16 | 61668.49 | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 8.0 | 17 | 63210.20 | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 8.0 | 18 | 64790.46 | 5399.21 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 8.0 | 19 | 66410.22 | 5534.19 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 8.0 | 20 | 68070.48 | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 8.0 | 21 | 69772.24 | 5814.35 | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 8.0 | 22 | 71516.55 | 5959.71 | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 8.0 | 23 | 73304.46 | 6108.71 | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08 | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 8.0 | 24 | 75137.07 | 6261.42 | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20 | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 9.0   | A    | 27300.82 | 2275.07 | 1137.53      | 1050.40   | 1050.56        | 525.20      | 525.28      | 105.04 | 225.12     | 13.13  | 9.38        | 19.70    | 14.07         | 20.64           | 15.02                |
| 9.0   | B    | 27983.34 | 2331.95 | 1165.97      | 1076.00   | 1076.32        | 538.00      | 538.16      | 107.60 | 230.64     | 13.45  | 9.61        | 20.18    | 14.42         | 21.12           | 15.36                |
| 9.0   | C    | 28682.93 | 2390.24 | 1195.12      | 1103.20   | 1103.20        | 551.60      | 551.60      | 110.32 | 236.40     | 13.79  | 9.85        | 20.69    | 14.78         | 21.63           | 15.72                |
| 9.0   | D    | 29400.00 | 2450.00 | 1225.00      | 1130.40   | 1131.20        | 565.20      | 565.60      | 113.04 | 242.40     | 14.13  | 10.10       | 21.20    | 15.15         | 22.14           | 16.10                |
| 9.0   | E    | 30135.00 | 2511.25 | 1255.63      | 1159.20   | 1159.20        | 579.60      | 579.60      | 115.92 | 248.40     | 14.49  | 10.35       | 21.74    | 15.53         | 22.68           | 16.47                |
| 9.0   | F    | 30888.38 | 2574.03 | 1287.02      | 1188.00   | 1188.32        | 594.00      | 594.16      | 118.80 | 254.64     | 14.85  | 10.61       | 22.28    | 15.92         | 23.22           | 16.86                |
| 9.0   | G    | 31660.58 | 2638.38 | 1319.19      | 1217.60   | 1217.44        | 608.80      | 608.72      | 121.76 | 260.88     | 15.22  | 10.87       | 22.83    | 16.31         | 23.78           | 17.25                |
| 9.0   | H    | 32452.10 | 2704.34 | 1352.17      | 1248.00   | 1247.68        | 624.00      | 623.84      | 124.80 | 267.36     | 15.60  | 11.14       | 23.40    | 16.71         | 24.35           | 17.66                |
| 9.0   | I    | 33263.40 | 2771.95 | 1385.98      | 1279.20   | 1279.04        | 639.60      | 639.52      | 127.92 | 274.08     | 15.99  | 11.42       | 23.99    | 17.13         | 24.93           | 18.08                |
| 9.0   | J    | 34094.99 | 2841.25 | 1420.62      | 1311.20   | 1311.52        | 655.60      | 655.76      | 131.12 | 281.04     | 16.39  | 11.71       | 24.59    | 17.57         | 25.53           | 18.51                |
| 9.0   | K    | 34947.36 | 2912.28 | 1456.14      | 1344.00   | 1344.00        | 672.00      | 672.00      | 134.40 | 288.00     | 16.80  | 12.00       | 25.20    | 18.00         | 26.15           | 18.95                |
| 9.0   | L    | 35821.05 | 2985.09 | 1492.54      | 1377.60   | 1377.60        | 688.80      | 688.80      | 137.76 | 295.20     | 17.22  | 12.30       | 25.83    | 18.45         | 26.78           | 19.40                |
| 9.0   | M    | 36716.57 | 3059.71 | 1529.86      | 1412.00   | 1412.32        | 706.00      | 706.16      | 141.20 | 302.64     | 17.65  | 12.61       | 26.48    | 18.92         | 27.42           | 19.86                |
| 9.0   | N    | 37634.49 | 3136.21 | 1568.10      | 1447.20   | 1447.04        | 723.60      | 723.52      | 144.72 | 310.08     | 18.09  | 12.92       | 27.14    | 19.38         | 28.08           | 20.33                |
| 9.0   | O    | 38575.35 | 3214.61 | 1607.31      | 1484.00   | 1484.00        | 742.00      | 742.00      | 148.40 | 318.00     | 18.55  | 13.25       | 27.83    | 19.88         | 28.77           | 20.82                |
| 9.0   | P    | 39539.73 | 3294.98 | 1647.49      | 1520.80   | 1520.96        | 760.40      | 760.48      | 152.08 | 325.92     | 19.01  | 13.58       | 28.52    | 20.37         | 29.46           | 21.32                |
| 9.0   | Q    | 40528.22 | 3377.35 | 1688.68      | 1558.40   | 1559.04        | 779.20      | 779.52      | 155.84 | 334.08     | 19.48  | 13.92       | 29.22    | 20.88         | 30.17           | 21.83                |
| 9.0   | R    | 41541.43 | 3461.79 | 1730.89      | 1597.60   | 1598.24        | 798.80      | 799.12      | 159.76 | 342.48     | 19.97  | 14.27       | 29.96    | 21.41         | 30.90           | 22.35                |
| 9.0   | S    | 42579.97 | 3548.33 | 1774.17      | 1637.60   | 1637.44        | 818.80      | 818.72      | 163.76 | 350.88     | 20.47  | 14.62       | 30.71    | 21.93         | 31.65           | 22.88                |
| 9.0   | T    | 43644.47 | 3637.04 | 1818.52      | 1678.40   | 1678.88        | 839.20      | 839.44      | 167.84 | 359.76     | 20.98  | 14.99       | 31.47    | 22.49         | 32.42           | 23.43                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|     |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|-----|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 9.0 | 01 | 44735.58 | 3727.97 | 1863.98 | 1720.80 | 1720.32 | 860.40  | 860.16  | 172.08 | 368.64 | 21.51 | 15.36 | 32.27 | 23.04 | 33.21 | 23.99 |
| 9.0 | 02 | 45853.97 | 3821.16 | 1910.58 | 1764.00 | 1764.00 | 882.00  | 882.00  | 176.40 | 378.00 | 22.05 | 15.75 | 33.08 | 23.63 | 34.02 | 24.57 |
| 9.0 | 03 | 47000.32 | 3916.69 | 1958.35 | 1808.00 | 1807.68 | 904.00  | 903.84  | 180.80 | 387.36 | 22.60 | 16.14 | 33.90 | 24.21 | 34.85 | 25.16 |
| 9.0 | 04 | 48175.33 | 4014.61 | 2007.31 | 1852.80 | 1852.48 | 926.40  | 926.24  | 185.28 | 396.96 | 23.16 | 16.54 | 34.74 | 24.81 | 35.69 | 25.76 |
| 9.0 | 05 | 49379.71 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 9.0 | 06 | 50614.20 | 4217.85 | 2108.93 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 9.0 | 07 | 51879.56 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 9.0 | 08 | 53176.55 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 9.0 | 09 | 54505.96 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 9.0 | 10 | 55868.61 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 9.0 | 11 | 57265.33 | 4772.11 | 2386.06 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 9.0 | 12 | 58696.96 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 9.0 | 13 | 60164.38 | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 9.0 | 14 | 61668.49 | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 9.0 | 15 | 63210.20 | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 9.0 | 16 | 64790.46 | 5399.21 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 9.0 | 17 | 66410.22 | 5534.19 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 9.0 | 18 | 68070.48 | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 9.0 | 19 | 69772.24 | 5814.35 | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 9.0 | 20 | 71516.55 | 5959.71 | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 9.0 | 21 | 73304.46 | 6108.71 | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08 | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 9.0 | 22 | 75137.07 | 6261.42 | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20 | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 9.0 | 23 | 77015.50 | 6417.96 | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80 | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 9.0 | 24 | 78940.89 | 6578.41 | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64 | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 10.0  | A    | 28682.93 | 2390.24 | 1195.12      | 1103.20   | 1103.20        | 551.60      | 551.60      | 110.32 | 236.40     | 13.79  | 9.85        | 20.69    | 14.78         | 21.63           | 15.72                |
| 10.0  | B    | 29400.00 | 2450.00 | 1225.00      | 1130.40   | 1131.20        | 565.20      | 565.60      | 113.04 | 242.40     | 14.13  | 10.10       | 21.20    | 15.15         | 22.14           | 16.10                |
| 10.0  | C    | 30135.00 | 2511.25 | 1255.63      | 1159.20   | 1159.20        | 579.60      | 579.60      | 115.92 | 248.40     | 14.49  | 10.35       | 21.74    | 15.53         | 22.68           | 16.47                |
| 10.0  | D    | 30888.38 | 2574.03 | 1287.02      | 1188.00   | 1188.32        | 594.00      | 594.16      | 118.80 | 254.64     | 14.85  | 10.61       | 22.28    | 15.92         | 23.22           | 16.86                |
| 10.0  | E    | 31660.58 | 2638.38 | 1319.19      | 1217.60   | 1217.44        | 608.80      | 608.72      | 121.76 | 260.88     | 15.22  | 10.87       | 22.83    | 16.31         | 23.78           | 17.25                |
| 10.0  | F    | 32452.10 | 2704.34 | 1352.17      | 1248.00   | 1247.68        | 624.00      | 623.84      | 124.80 | 267.36     | 15.60  | 11.14       | 23.40    | 16.71         | 24.35           | 17.66                |
| 10.0  | G    | 33263.40 | 2771.95 | 1385.98      | 1279.20   | 1279.04        | 639.60      | 639.52      | 127.92 | 274.08     | 15.99  | 11.42       | 23.99    | 17.13         | 24.93           | 18.08                |
| 10.0  | H    | 34094.99 | 2841.25 | 1420.62      | 1311.20   | 1311.52        | 655.60      | 655.76      | 131.12 | 281.04     | 16.39  | 11.71       | 24.59    | 17.57         | 25.53           | 18.51                |
| 10.0  | I    | 34947.36 | 2912.28 | 1456.14      | 1344.00   | 1344.00        | 672.00      | 672.00      | 134.40 | 288.00     | 16.80  | 12.00       | 25.20    | 18.00         | 26.15           | 18.95                |
| 10.0  | J    | 35821.05 | 2985.09 | 1492.54      | 1377.60   | 1377.60        | 688.80      | 688.80      | 137.76 | 295.20     | 17.22  | 12.30       | 25.83    | 18.45         | 26.78           | 19.40                |
| 10.0  | K    | 36716.57 | 3059.71 | 1529.86      | 1412.00   | 1412.32        | 706.00      | 706.16      | 141.20 | 302.64     | 17.65  | 12.61       | 26.48    | 18.92         | 27.42           | 19.86                |
| 10.0  | L    | 37634.49 | 3136.21 | 1568.10      | 1447.20   | 1447.04        | 723.60      | 723.52      | 144.72 | 310.08     | 18.09  | 12.92       | 27.14    | 19.38         | 28.08           | 20.33                |
| 10.0  | M    | 38575.35 | 3214.61 | 1607.31      | 1484.00   | 1484.00        | 742.00      | 742.00      | 148.40 | 318.00     | 18.55  | 13.25       | 27.83    | 19.88         | 28.77           | 20.82                |
| 10.0  | N    | 39539.73 | 3294.98 | 1647.49      | 1520.80   | 1520.96        | 760.40      | 760.48      | 152.08 | 325.92     | 19.01  | 13.58       | 28.52    | 20.37         | 29.46           | 21.32                |
| 10.0  | O    | 40528.22 | 3377.35 | 1688.68      | 1558.40   | 1559.04        | 779.20      | 779.52      | 155.84 | 334.08     | 19.48  | 13.92       | 29.22    | 20.88         | 30.17           | 21.83                |
| 10.0  | P    | 41541.43 | 3461.79 | 1730.89      | 1597.60   | 1598.24        | 798.80      | 799.12      | 159.76 | 342.48     | 19.97  | 14.27       | 29.96    | 21.41         | 30.90           | 22.35                |
| 10.0  | Q    | 42579.97 | 3548.33 | 1774.17      | 1637.60   | 1637.44        | 818.80      | 818.72      | 163.76 | 350.88     | 20.47  | 14.62       | 30.71    | 21.93         | 31.65           | 22.88                |
| 10.0  | R    | 43644.47 | 3637.04 | 1818.52      | 1678.40   | 1678.88        | 839.20      | 839.44      | 167.84 | 359.76     | 20.98  | 14.99       | 31.47    | 22.49         | 32.42           | 23.43                |
| 10.0  | S    | 44735.58 | 3727.97 | 1863.98      | 1720.80   | 1720.32        | 860.40      | 860.16      | 172.08 | 368.64     | 21.51  | 15.36       | 32.27    | 23.04         | 33.21           | 23.99                |
| 10.0  | T    | 45853.97 | 3821.16 | 1910.58      | 1764.00   | 1764.00        | 882.00      | 882.00      | 176.40 | 378.00     | 22.05  | 15.75       | 33.08    | 23.63         | 34.02           | 24.57                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|------|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 10.0 | 01 | 47000.32 | 3916.69 | 1958.35 | 1808.00 | 1807.68 | 904.00  | 903.84  | 180.80 | 387.36 | 22.60 | 16.14 | 33.90 | 24.21 | 34.85 | 25.16 |
| 10.0 | 02 | 48175.33 | 4014.61 | 2007.31 | 1852.80 | 1852.48 | 926.40  | 926.24  | 185.28 | 396.96 | 23.16 | 16.54 | 34.74 | 24.81 | 35.69 | 25.76 |
| 10.0 | 03 | 49379.71 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 10.0 | 04 | 50614.20 | 4217.85 | 2108.93 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 10.0 | 05 | 51879.56 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 10.0 | 06 | 53176.55 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 10.0 | 07 | 54505.96 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 10.0 | 08 | 55868.61 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 10.0 | 09 | 57265.33 | 4772.11 | 2386.06 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 10.0 | 10 | 58696.96 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 10.0 | 11 | 60164.38 | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 10.0 | 12 | 61668.49 | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 10.0 | 13 | 63210.20 | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 10.0 | 14 | 64790.46 | 5399.21 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 10.0 | 15 | 66410.22 | 5534.19 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 10.0 | 16 | 68070.48 | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 10.0 | 17 | 69772.24 | 5814.35 | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 10.0 | 18 | 71516.55 | 5959.71 | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 10.0 | 19 | 73304.46 | 6108.71 | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08 | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 10.0 | 20 | 75137.07 | 6261.42 | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20 | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 10.0 | 21 | 77015.50 | 6417.96 | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80 | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 10.0 | 22 | 78940.89 | 6578.41 | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64 | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 10.0 | 23 | 80914.41 | 6742.87 | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96 | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 10.0 | 24 | 82937.27 | 6911.44 | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52 | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 11.0  | A    | 30135.00 | 2511.25 | 1255.63      | 1159.20   | 1159.20        | 579.60      | 579.60      | 115.92 | 248.40     | 14.49  | 10.35       | 21.74    | 15.53         | 22.68           | 16.47                |
| 11.0  | B    | 30888.38 | 2574.03 | 1287.02      | 1188.00   | 1188.32        | 594.00      | 594.16      | 118.80 | 254.64     | 14.85  | 10.61       | 22.28    | 15.92         | 23.22           | 16.86                |
| 11.0  | C    | 31660.58 | 2638.38 | 1319.19      | 1217.60   | 1217.44        | 608.80      | 608.72      | 121.76 | 260.88     | 15.22  | 10.87       | 22.83    | 16.31         | 23.78           | 17.25                |
| 11.0  | D    | 32452.10 | 2704.34 | 1352.17      | 1248.00   | 1247.68        | 624.00      | 623.84      | 124.80 | 267.36     | 15.60  | 11.14       | 23.40    | 16.71         | 24.35           | 17.66                |
| 11.0  | E    | 33263.40 | 2771.95 | 1385.98      | 1279.20   | 1279.04        | 639.60      | 639.52      | 127.92 | 274.08     | 15.99  | 11.42       | 23.99    | 17.13         | 24.93           | 18.08                |
| 11.0  | F    | 34094.99 | 2841.25 | 1420.62      | 1311.20   | 1311.52        | 655.60      | 655.76      | 131.12 | 281.04     | 16.39  | 11.71       | 24.59    | 17.57         | 25.53           | 18.51                |
| 11.0  | G    | 34947.36 | 2912.28 | 1456.14      | 1344.00   | 1344.00        | 672.00      | 672.00      | 134.40 | 288.00     | 16.80  | 12.00       | 25.20    | 18.00         | 26.15           | 18.95                |
| 11.0  | H    | 35821.05 | 2985.09 | 1492.54      | 1377.60   | 1377.60        | 688.80      | 688.80      | 137.76 | 295.20     | 17.22  | 12.30       | 25.83    | 18.45         | 26.78           | 19.40                |
| 11.0  | I    | 36716.57 | 3059.71 | 1529.86      | 1412.00   | 1412.32        | 706.00      | 706.16      | 141.20 | 302.64     | 17.65  | 12.61       | 26.48    | 18.92         | 27.42           | 19.86                |
| 11.0  | J    | 37634.49 | 3136.21 | 1568.10      | 1447.20   | 1447.04        | 723.60      | 723.52      | 144.72 | 310.08     | 18.09  | 12.92       | 27.14    | 19.38         | 28.08           | 20.33                |
| 11.0  | K    | 38575.35 | 3214.61 | 1607.31      | 1484.00   | 1484.00        | 742.00      | 742.00      | 148.40 | 318.00     | 18.55  | 13.25       | 27.83    | 19.88         | 28.77           | 20.82                |
| 11.0  | L    | 39539.73 | 3294.98 | 1647.49      | 1520.80   | 1520.96        | 760.40      | 760.48      | 152.08 | 325.92     | 19.01  | 13.58       | 28.52    | 20.37         | 29.46           | 21.32                |
| 11.0  | M    | 40528.22 | 3377.35 | 1688.68      | 1558.40   | 1559.04        | 779.20      | 779.52      | 155.84 | 334.08     | 19.48  | 13.92       | 29.22    | 20.88         | 30.17           | 21.83                |
| 11.0  | N    | 41541.43 | 3461.79 | 1730.89      | 1597.60   | 1598.24        | 798.80      | 799.12      | 159.76 | 342.48     | 19.97  | 14.27       | 29.96    | 21.41         | 30.90           | 22.35                |
| 11.0  | O    | 42579.97 | 3548.33 | 1774.17      | 1637.60   | 1637.44        | 818.80      | 818.72      | 163.76 | 350.88     | 20.47  | 14.62       | 30.71    | 21.93         | 31.65           | 22.88                |
| 11.0  | P    | 43644.47 | 3637.04 | 1818.52      | 1678.40   | 1678.88        | 839.20      | 839.44      | 167.84 | 359.76     | 20.98  | 14.99       | 31.47    | 22.49         | 32.42           | 23.43                |
| 11.0  | Q    | 44735.58 | 3727.97 | 1863.98      | 1720.80   | 1720.32        | 860.40      | 860.16      | 172.08 | 368.64     | 21.51  | 15.36       | 32.27    | 23.04         | 33.21           | 23.99                |
| 11.0  | R    | 45853.97 | 3821.16 | 1910.58      | 1764.00   | 1764.00        | 882.00      | 882.00      | 176.40 | 378.00     | 22.05  | 15.75       | 33.08    | 23.63         | 34.02           | 24.57                |
| 11.0  | S    | 47000.32 | 3916.69 | 1958.35      | 1808.00   | 1807.68        | 904.00      | 903.84      | 180.80 | 387.36     | 22.60  | 16.14       | 33.90    | 24.21         | 34.85           | 25.16                |
| 11.0  | T    | 48175.32 | 4014.61 | 2007.31      | 1852.80   | 1852.48        | 926.40      | 926.24      | 185.28 | 396.96     | 23.16  | 16.54       | 34.74    | 24.81         | 35.69           | 25.76                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|------|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 11.0 | 01 | 49379.70 | 4114.98 | 2057.49 | 1899.20 | 1899.52 | 949.60  | 949.76  | 189.92 | 407.04 | 23.74 | 16.96 | 35.61 | 25.44 | 36.56 | 26.39 |
| 11.0 | 02 | 50614.19 | 4217.85 | 2108.92 | 1946.40 | 1946.56 | 973.20  | 973.28  | 194.64 | 417.12 | 24.33 | 17.38 | 36.50 | 26.07 | 37.44 | 27.02 |
| 11.0 | 03 | 51879.54 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 11.0 | 04 | 53176.53 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 11.0 | 05 | 54505.94 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 11.0 | 06 | 55868.59 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 11.0 | 07 | 57265.30 | 4772.11 | 2386.05 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 11.0 | 08 | 58696.93 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 11.0 | 09 | 60164.35 | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 11.0 | 10 | 61668.46 | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 11.0 | 11 | 63210.17 | 5267.51 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 11.0 | 12 | 64790.42 | 5399.20 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 11.0 | 13 | 66410.18 | 5534.18 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 11.0 | 14 | 68070.43 | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 11.0 | 15 | 69772.19 | 5814.35 | 2907.17 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 11.0 | 16 | 71516.49 | 5959.71 | 2979.85 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 11.0 | 17 | 73304.40 | 6108.70 | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08 | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 11.0 | 18 | 75137.01 | 6261.42 | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20 | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 11.0 | 19 | 77015.44 | 6417.95 | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80 | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 11.0 | 20 | 78940.83 | 6578.40 | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64 | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 11.0 | 21 | 80914.35 | 6742.86 | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96 | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 11.0 | 22 | 82937.21 | 6911.43 | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52 | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |
| 11.0 | 23 | 85010.64 | 7084.22 | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56 | 40.87 | 29.19 | 61.31 | 43.79 | 62.25 | 44.73 |
| 11.0 | 24 | 87135.91 | 7261.33 | 3630.66 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08 | 41.89 | 29.92 | 62.84 | 44.88 | 63.78 | 45.83 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|--------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 12.0  | A    | 31660.58 | 2638.38 | 1319.19      | 1217.60   | 1217.44        | 608.80 | 608.72      | 121.76 | 260.88     | 15.22  | 10.87       | 22.83    | 16.31         | 23.78           | 17.25                |
| 12.0  | B    | 32452.10 | 2704.34 | 1352.17      | 1248.00   | 1247.68        | 624.00 | 623.84      | 124.80 | 267.36     | 15.60  | 11.14       | 23.40    | 16.71         | 24.35           | 17.66                |
| 12.0  | C    | 33263.40 | 2771.95 | 1385.98      | 1279.20   | 1279.04        | 639.60 | 639.52      | 127.92 | 274.08     | 15.99  | 11.42       | 23.99    | 17.13         | 24.93           | 18.08                |
| 12.0  | D    | 34094.99 | 2841.25 | 1420.62      | 1311.20   | 1311.52        | 655.60 | 655.76      | 131.12 | 281.04     | 16.39  | 11.71       | 24.59    | 17.57         | 25.53           | 18.51                |
| 12.0  | E    | 34947.36 | 2912.28 | 1456.14      | 1344.00   | 1344.00        | 672.00 | 672.00      | 134.40 | 288.00     | 16.80  | 12.00       | 25.20    | 18.00         | 26.15           | 18.95                |
| 12.0  | F    | 35821.05 | 2985.09 | 1492.54      | 1377.60   | 1377.60        | 688.80 | 688.80      | 137.76 | 295.20     | 17.22  | 12.30       | 25.83    | 18.45         | 26.78           | 19.40                |
| 12.0  | G    | 36716.57 | 3059.71 | 1529.86      | 1412.00   | 1412.32        | 706.80 | 706.16      | 141.20 | 302.64     | 17.65  | 12.61       | 26.48    | 18.92         | 27.42           | 19.86                |
| 12.0  | H    | 37634.49 | 3136.21 | 1568.10      | 1447.20   | 1447.04        | 723.60 | 723.52      | 144.72 | 310.08     | 18.09  | 12.92       | 27.14    | 19.38         | 28.08           | 20.33                |
| 12.0  | I    | 38575.35 | 3214.61 | 1607.31      | 1484.00   | 1484.00        | 742.00 | 742.00      | 148.40 | 318.00     | 18.55  | 13.25       | 27.83    | 19.88         | 28.77           | 20.82                |
| 12.0  | J    | 39539.73 | 3294.98 | 1647.49      | 1520.80   | 1520.96        | 760.40 | 760.48      | 152.08 | 325.92     | 19.01  | 13.58       | 28.52    | 20.37         | 29.46           | 21.32                |
| 12.0  | K    | 40528.22 | 3377.35 | 1688.68      | 1558.40   | 1559.04        | 779.20 | 779.52      | 155.84 | 334.08     | 19.48  | 13.92       | 29.22    | 20.88         | 30.17           | 21.83                |
| 12.0  | L    | 41541.43 | 3461.79 | 1730.89      | 1597.60   | 1598.24        | 798.80 | 799.12      | 159.76 | 342.48     | 19.97  | 14.27       | 29.96    | 21.41         | 30.90           | 22.35                |
| 12.0  | M    | 42579.97 | 3548.33 | 1774.17      | 1637.60   | 1637.44        | 818.80 | 818.72      | 163.76 | 350.88     | 20.47  | 14.62       | 30.71    | 21.93         | 31.65           | 22.88                |
| 12.0  | N    | 43644.47 | 3637.04 | 1818.52      | 1678.40   | 1678.88        | 839.20 | 839.44      | 167.84 | 359.76     | 20.98  | 14.99       | 31.47    | 22.49         | 32.42           | 23.43                |
| 12.0  | O    | 44735.58 | 3727.97 | 1863.98      | 1720.80   | 1720.32        | 860.40 | 860.16      | 172.08 | 368.64     | 21.51  | 15.36       | 32.27    | 23.04         | 33.21           | 23.99                |
| 12.0  | P    | 45853.97 | 3821.16 | 1910.58      | 1764.00   | 1764.00        | 882.00 | 882.00      | 176.40 | 378.00     | 22.05  | 15.75       | 33.08    | 23.63         | 34.02           | 24.57                |
| 12.0  | Q    | 47000.32 | 3916.69 | 1958.35      | 1808.00   | 1807.68        | 904.00 | 903.84      | 180.80 | 387.36     | 22.60  | 16.14       | 33.90    | 24.21         | 34.85           | 25.16                |
| 12.0  | R    | 48175.32 | 4014.61 | 2007.31      | 1852.80   | 1852.48        | 926.40 | 926.24      | 185.28 | 396.96     | 23.16  | 16.54       | 34.74    | 24.81         | 35.69           | 25.76                |
| 12.0  | S    | 49379.71 | 4114.98 | 2057.49      | 1899.20   | 1899.52        | 949.60 | 949.76      | 189.92 | 407.04     | 23.74  | 16.96       | 35.61    | 25.44         | 36.56           | 26.39                |
| 12.0  | T    | 50614.20 | 4217.85 | 2108.93      | 1946.40   | 1946.56        | 973.20 | 973.28      | 194.64 | 417.12     | 24.33  | 17.38       | 36.50    | 26.07         | 37.44           | 27.02                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|------|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 12.0 | 01 | 51879.56 | 4323.30 | 2161.65 | 1995.20 | 1995.84 | 997.60  | 997.92  | 199.52 | 427.68 | 24.94 | 17.82 | 37.41 | 26.73 | 38.36 | 27.68 |
| 12.0 | 02 | 53176.55 | 4431.38 | 2215.69 | 2045.60 | 2045.12 | 1022.80 | 1022.56 | 204.56 | 438.24 | 25.57 | 18.26 | 38.36 | 27.39 | 39.30 | 28.34 |
| 12.0 | 03 | 54505.96 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 12.0 | 04 | 55868.61 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 12.0 | 05 | 57265.33 | 4772.11 | 2386.06 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 12.0 | 06 | 58696.96 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 12.0 | 07 | 60164.38 | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 12.0 | 08 | 61668.49 | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 12.0 | 09 | 63210.20 | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 12.0 | 10 | 64790.46 | 5399.21 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 12.0 | 11 | 66410.22 | 5534.19 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 12.0 | 12 | 68070.48 | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 12.0 | 13 | 69772.24 | 5814.35 | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 12.0 | 14 | 71516.55 | 5959.71 | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 12.0 | 15 | 73304.46 | 6108.71 | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08 | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 12.0 | 16 | 75137.07 | 6261.42 | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20 | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 12.0 | 17 | 77015.50 | 6417.96 | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80 | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 12.0 | 18 | 78940.89 | 6578.41 | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64 | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 12.0 | 19 | 80914.41 | 6742.87 | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96 | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 12.0 | 20 | 82937.27 | 6911.44 | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52 | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |
| 12.0 | 21 | 85010.70 | 7084.23 | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56 | 40.87 | 29.19 | 61.31 | 43.79 | 62.25 | 44.73 |
| 12.0 | 22 | 87135.97 | 7261.33 | 3630.67 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08 | 41.89 | 29.92 | 62.84 | 44.88 | 63.78 | 45.83 |
| 12.0 | 23 | 89314.37 | 7442.86 | 3721.43 | 3435.20 | 3435.04 | 1717.60 | 1717.52 | 343.52 | 736.08 | 42.94 | 30.67 | 64.41 | 46.01 | 65.36 | 46.95 |
| 12.0 | 24 | 91547.23 | 7628.94 | 3814.47 | 3520.80 | 3521.28 | 1760.40 | 1760.64 | 352.08 | 754.56 | 44.01 | 31.44 | 66.02 | 47.16 | 66.96 | 48.11 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY  | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|---------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 13.0  | A    | 33263.40 | 2771.95 | 1385.98      | 1279.20   | 1279.04        | 639.60  | 639.52      | 127.92 | 274.08     | 15.99  | 11.42       | 23.99    | 17.13         | 24.93           | 18.08                |
| 13.0  | B    | 34094.99 | 2841.25 | 1420.62      | 1311.20   | 1311.52        | 655.60  | 655.76      | 131.12 | 281.04     | 16.39  | 11.71       | 24.59    | 17.57         | 25.53           | 18.51                |
| 13.0  | C    | 34947.36 | 2912.28 | 1456.14      | 1344.00   | 1344.00        | 672.00  | 672.00      | 134.40 | 288.00     | 16.80  | 12.00       | 25.20    | 18.00         | 26.15           | 18.95                |
| 13.0  | D    | 35821.05 | 2985.09 | 1492.54      | 1377.60   | 1377.60        | 688.80  | 688.80      | 137.76 | 295.20     | 17.22  | 12.30       | 25.83    | 18.45         | 26.78           | 19.40                |
| 13.0  | E    | 36716.57 | 3059.71 | 1529.86      | 1412.00   | 1412.32        | 706.00  | 706.16      | 141.20 | 302.64     | 17.65  | 12.61       | 26.48    | 18.92         | 27.42           | 19.86                |
| 13.0  | F    | 37634.49 | 3136.21 | 1568.10      | 1447.20   | 1447.04        | 723.60  | 723.52      | 144.72 | 310.08     | 18.09  | 12.92       | 27.14    | 19.38         | 28.08           | 20.33                |
| 13.0  | G    | 38575.35 | 3214.61 | 1607.31      | 1484.00   | 1484.00        | 742.00  | 742.00      | 148.40 | 318.00     | 18.55  | 13.25       | 27.83    | 19.88         | 28.77           | 20.82                |
| 13.0  | H    | 39539.73 | 3294.98 | 1647.49      | 1520.80   | 1520.96        | 760.40  | 760.48      | 152.08 | 325.92     | 19.01  | 13.58       | 28.52    | 20.37         | 29.46           | 21.32                |
| 13.0  | I    | 40528.22 | 3377.35 | 1688.68      | 1558.40   | 1559.04        | 779.20  | 779.52      | 155.84 | 334.08     | 19.48  | 13.92       | 29.22    | 20.88         | 30.17           | 21.83                |
| 13.0  | J    | 41541.43 | 3461.79 | 1730.89      | 1597.60   | 1598.24        | 798.80  | 799.12      | 159.76 | 342.48     | 19.97  | 14.27       | 29.96    | 21.41         | 30.90           | 22.35                |
| 13.0  | K    | 42579.97 | 3548.33 | 1774.17      | 1637.60   | 1637.44        | 818.80  | 818.72      | 163.76 | 350.88     | 20.47  | 14.62       | 30.71    | 21.93         | 31.65           | 22.88                |
| 13.0  | L    | 43644.47 | 3637.04 | 1818.52      | 1678.40   | 1678.88        | 839.20  | 839.44      | 167.84 | 359.76     | 20.98  | 14.99       | 31.47    | 22.49         | 32.42           | 23.43                |
| 13.0  | M    | 44735.58 | 3727.97 | 1863.98      | 1720.80   | 1720.32        | 860.40  | 860.16      | 172.08 | 368.64     | 21.51  | 15.36       | 32.27    | 23.04         | 33.21           | 23.99                |
| 13.0  | N    | 45853.97 | 3821.16 | 1910.58      | 1764.00   | 1764.00        | 882.00  | 882.00      | 176.40 | 378.00     | 22.05  | 15.75       | 33.08    | 23.63         | 34.02           | 24.57                |
| 13.0  | O    | 47000.32 | 3916.69 | 1958.35      | 1808.00   | 1807.68        | 904.00  | 903.84      | 180.80 | 387.36     | 22.60  | 16.14       | 33.90    | 24.21         | 34.85           | 25.16                |
| 13.0  | P    | 48175.32 | 4014.61 | 2007.31      | 1852.80   | 1852.48        | 926.40  | 926.24      | 185.28 | 396.96     | 23.16  | 16.54       | 34.74    | 24.81         | 35.69           | 25.76                |
| 13.0  | Q    | 49379.71 | 4114.98 | 2057.49      | 1899.20   | 1899.52        | 949.60  | 949.76      | 189.92 | 407.04     | 23.74  | 16.96       | 35.61    | 25.44         | 36.56           | 26.39                |
| 13.0  | R    | 50614.20 | 4217.85 | 2108.93      | 1946.40   | 1946.56        | 973.20  | 973.28      | 194.64 | 417.12     | 24.33  | 17.38       | 36.50    | 26.07         | 37.44           | 27.02                |
| 13.0  | S    | 51879.55 | 4323.30 | 2161.65      | 1995.20   | 1995.84        | 997.60  | 997.92      | 199.52 | 427.68     | 24.94  | 17.82       | 37.41    | 26.73         | 38.36           | 27.68                |
| 13.0  | T    | 53176.54 | 4431.38 | 2215.69      | 2045.60   | 2045.12        | 1022.80 | 1022.56     | 204.56 | 438.24     | 25.57  | 18.26       | 38.36    | 27.39         | 39.30           | 28.34                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |          |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|------|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 13.0 | 01 | 54505.95 | 4542.16 | 2271.08 | 2096.00 | 2096.64 | 1048.00 | 1048.32 | 209.60 | 449.28 | 26.20 | 18.72 | 39.30 | 28.08 | 40.25 | 29.03 |
| 13.0 | 02 | 55868.60 | 4655.72 | 2327.86 | 2148.80 | 2149.28 | 1074.40 | 1074.64 | 214.88 | 460.56 | 26.86 | 19.19 | 40.29 | 28.79 | 41.24 | 29.73 |
| 13.0 | 03 | 57265.32 | 4772.11 | 2386.06 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 13.0 | 04 | 58696.95 | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 13.0 | 05 | 60164.37 | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 13.0 | 06 | 61668.48 | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 13.0 | 07 | 63210.19 | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 13.0 | 08 | 64790.44 | 5399.20 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 13.0 | 09 | 66410.20 | 5534.18 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 13.0 | 10 | 68070.46 | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 13.0 | 11 | 69772.22 | 5814.35 | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 13.0 | 12 | 71516.53 | 5959.71 | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 13.0 | 13 | 73304.44 | 6108.70 | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08 | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 13.0 | 14 | 75137.05 | 6261.42 | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20 | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 13.0 | 15 | 77015.48 | 6417.96 | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80 | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 13.0 | 16 | 78940.87 | 6578.41 | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64 | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 13.0 | 17 | 80914.39 | 6742.87 | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96 | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 13.0 | 18 | 82937.25 | 6911.44 | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52 | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |
| 13.0 | 19 | 85010.68 | 7084.22 | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56 | 40.87 | 29.19 | 61.31 | 43.79 | 62.25 | 44.73 |
| 13.0 | 20 | 87135.95 | 7261.33 | 3630.66 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08 | 41.89 | 29.92 | 62.84 | 44.88 | 63.78 | 45.83 |
| 13.0 | 21 | 89314.35 | 7442.86 | 3721.43 | 3435.20 | 3435.04 | 1717.60 | 1717.52 | 343.52 | 736.08 | 42.94 | 30.67 | 64.41 | 46.01 | 65.36 | 46.95 |
| 13.0 | 22 | 91547.21 | 7628.93 | 3814.47 | 3520.80 | 3521.28 | 1760.40 | 1760.64 | 352.08 | 754.56 | 44.01 | 31.44 | 66.02 | 47.16 | 66.96 | 48.11 |
| 13.0 | 23 | 93835.89 | 7819.66 | 3909.83 | 3608.80 | 3608.64 | 1804.40 | 1804.32 | 360.88 | 773.28 | 45.11 | 32.22 | 67.67 | 48.33 | 68.61 | 49.28 |
| 13.0 | 24 | 96181.79 | 8015.15 | 4007.57 | 3699.20 | 3699.36 | 1849.60 | 1849.68 | 369.92 | 792.72 | 46.24 | 33.03 | 69.36 | 49.55 | 70.31 | 50.49 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 14.0  | A    | 34947.36 | 2912.28 | 1456.14      | 1344.00   | 1344.00        | 672.00      | 672.00      | 134.40 | 288.00     | 16.80  | 12.00       | 25.20    | 18.00         | 26.15           | 18.95                |
| 14.0  | B    | 35821.05 | 2985.09 | 1492.54      | 1377.60   | 1377.60        | 688.80      | 688.80      | 137.76 | 295.20     | 17.22  | 12.30       | 25.83    | 18.45         | 26.78           | 19.40                |
| 14.0  | C    | 36716.57 | 3059.71 | 1529.86      | 1412.00   | 1412.00        | 706.00      | 706.16      | 141.20 | 302.64     | 17.65  | 12.61       | 26.48    | 18.92         | 27.42           | 19.86                |
| 14.0  | D    | 37634.49 | 3136.21 | 1568.10      | 1447.20   | 1447.04        | 723.60      | 723.52      | 144.72 | 310.08     | 18.09  | 12.92       | 27.14    | 19.38         | 28.08           | 20.33                |
| 14.0  | E    | 38575.35 | 3214.61 | 1607.31      | 1484.00   | 1484.00        | 742.00      | 742.00      | 148.40 | 318.00     | 18.55  | 13.25       | 27.83    | 19.88         | 28.77           | 20.82                |
| 14.0  | F    | 39539.73 | 3294.98 | 1647.49      | 1520.80   | 1520.96        | 760.40      | 760.48      | 152.08 | 325.92     | 19.01  | 13.58       | 28.52    | 20.37         | 29.46           | 21.32                |
| 14.0  | G    | 40528.22 | 3377.35 | 1688.68      | 1558.40   | 1559.04        | 779.20      | 779.52      | 155.84 | 334.08     | 19.48  | 13.92       | 29.22    | 20.88         | 30.17           | 21.83                |
| 14.0  | H    | 41541.43 | 3461.79 | 1730.89      | 1597.60   | 1598.24        | 798.80      | 799.12      | 159.76 | 342.48     | 19.97  | 14.27       | 29.96    | 21.41         | 30.90           | 22.35                |
| 14.0  | I    | 42579.97 | 3548.33 | 1774.17      | 1637.60   | 1637.44        | 818.80      | 818.72      | 163.76 | 350.88     | 20.47  | 14.62       | 30.71    | 21.93         | 31.65           | 22.88                |
| 14.0  | J    | 43644.47 | 3637.04 | 1818.52      | 1678.40   | 1678.88        | 839.20      | 839.44      | 167.84 | 359.76     | 20.98  | 14.99       | 31.47    | 22.49         | 32.42           | 23.43                |
| 14.0  | K    | 44735.58 | 3727.97 | 1863.98      | 1720.80   | 1720.32        | 860.40      | 860.16      | 172.08 | 368.64     | 21.51  | 15.36       | 32.27    | 23.04         | 33.21           | 23.99                |
| 14.0  | L    | 45853.97 | 3821.16 | 1910.58      | 1764.00   | 1764.00        | 882.00      | 882.00      | 176.40 | 378.00     | 22.05  | 15.75       | 33.08    | 23.63         | 34.02           | 24.57                |
| 14.0  | M    | 47000.32 | 3916.69 | 1958.35      | 1808.00   | 1807.68        | 904.00      | 903.84      | 180.80 | 387.36     | 22.60  | 16.14       | 33.90    | 24.21         | 34.85           | 25.16                |
| 14.0  | N    | 48175.32 | 4014.61 | 2007.31      | 1852.80   | 1852.48        | 926.40      | 926.24      | 185.28 | 396.96     | 23.16  | 16.54       | 34.74    | 24.81         | 35.69           | 25.76                |
| 14.0  | O    | 49379.71 | 4114.98 | 2057.49      | 1899.20   | 1899.52        | 949.60      | 949.76      | 189.92 | 407.04     | 23.74  | 16.96       | 35.61    | 25.44         | 36.56           | 26.39                |
| 14.0  | P    | 50614.20 | 4217.85 | 2108.93      | 1946.40   | 1946.56        | 973.20      | 973.28      | 194.64 | 417.12     | 24.33  | 17.38       | 36.50    | 26.07         | 37.44           | 27.02                |
| 14.0  | Q    | 51879.55 | 4323.30 | 2161.65      | 1995.20   | 1995.84        | 997.60      | 997.92      | 199.52 | 427.68     | 24.94  | 17.82       | 37.41    | 26.73         | 38.36           | 27.68                |
| 14.0  | R    | 53176.54 | 4431.38 | 2215.69      | 2045.60   | 2045.12        | 1022.80     | 1022.56     | 204.56 | 438.24     | 25.57  | 18.26       | 38.36    | 27.39         | 39.30           | 28.34                |
| 14.0  | S    | 54505.96 | 4542.16 | 2271.08      | 2096.00   | 2096.64        | 1048.00     | 1048.32     | 209.60 | 449.28     | 26.20  | 18.72       | 39.30    | 28.08         | 40.25           | 29.03                |
| 14.0  | T    | 55868.61 | 4655.72 | 2327.86      | 2148.80   | 2149.28        | 1074.40     | 1074.64     | 214.88 | 460.56     | 26.86  | 19.19       | 40.29    | 28.79         | 41.24           | 29.73                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|------|----|-----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 14.0 | 01 | 57265.33  | 4772.11 | 2386.06 | 2202.40 | 2203.04 | 1101.20 | 1101.52 | 220.24 | 472.08 | 27.53 | 19.67 | 41.30 | 29.51 | 42.24 | 30.45 |
| 14.0 | 02 | 58696.96  | 4891.41 | 2445.71 | 2257.60 | 2257.92 | 1128.80 | 1128.96 | 225.76 | 483.84 | 28.22 | 20.16 | 42.33 | 30.24 | 43.28 | 31.19 |
| 14.0 | 03 | 60164.38  | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 14.0 | 04 | 61668.49  | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 14.0 | 05 | 63210.20  | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 14.0 | 06 | 64790.46  | 5399.21 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 14.0 | 07 | 66410.22  | 5534.19 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 14.0 | 08 | 68070.48  | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 14.0 | 09 | 69772.24  | 5814.35 | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 14.0 | 10 | 71516.55  | 5959.71 | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 14.0 | 11 | 73304.46  | 6108.71 | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08 | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 14.0 | 12 | 75137.07  | 6261.42 | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20 | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 14.0 | 13 | 77015.50  | 6417.96 | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80 | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 14.0 | 14 | 78940.89  | 6578.41 | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64 | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 14.0 | 15 | 80914.41  | 6742.87 | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96 | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 14.0 | 16 | 82937.27  | 6911.44 | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52 | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |
| 14.0 | 17 | 85010.70  | 7084.23 | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56 | 40.87 | 29.19 | 61.31 | 43.79 | 62.25 | 44.73 |
| 14.0 | 18 | 87135.97  | 7261.33 | 3630.67 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08 | 41.89 | 29.92 | 62.84 | 44.88 | 63.78 | 45.83 |
| 14.0 | 19 | 89314.37  | 7442.86 | 3721.43 | 3435.20 | 3435.04 | 1717.60 | 1717.52 | 343.52 | 736.08 | 42.94 | 30.67 | 64.41 | 46.01 | 65.36 | 46.95 |
| 14.0 | 20 | 91547.23  | 7628.94 | 3814.47 | 3520.80 | 3521.28 | 1760.40 | 1760.64 | 352.08 | 754.56 | 44.01 | 31.44 | 66.02 | 47.16 | 66.96 | 48.11 |
| 14.0 | 21 | 93835.91  | 7819.66 | 3909.83 | 3608.80 | 3608.64 | 1804.40 | 1804.32 | 360.88 | 773.28 | 45.11 | 32.22 | 67.67 | 48.33 | 68.61 | 49.28 |
| 14.0 | 22 | 96181.81  | 8015.15 | 4007.58 | 3699.20 | 3699.36 | 1849.60 | 1849.68 | 369.92 | 792.72 | 46.24 | 33.03 | 69.36 | 49.55 | 70.31 | 50.49 |
| 14.0 | 23 | 98586.36  | 8215.53 | 4107.77 | 3792.00 | 3792.32 | 1896.00 | 1896.16 | 379.20 | 812.64 | 47.40 | 33.86 | 71.10 | 50.79 | 72.05 | 51.74 |
| 14.0 | 24 | 101051.02 | 8420.92 | 4210.46 | 3886.40 | 3886.40 | 1943.20 | 1943.20 | 388.64 | 832.80 | 48.58 | 34.70 | 72.87 | 52.05 | 73.82 | 53.00 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 15.0  | A    | 36716.57 | 3059.71 | 1529.86      | 1412.00   | 1412.32        | 706.00      | 706.16      | 141.20 | 302.64     | 17.65  | 12.61       | 26.48    | 18.92         | 27.42           | 19.86                |
| 15.0  | B    | 37634.49 | 3136.21 | 1568.10      | 1447.20   | 1447.04        | 723.60      | 723.52      | 144.72 | 310.08     | 18.09  | 12.92       | 27.14    | 19.38         | 28.08           | 20.33                |
| 15.0  | C    | 38575.35 | 3214.61 | 1607.31      | 1484.00   | 1484.00        | 742.00      | 742.00      | 148.40 | 318.00     | 18.55  | 13.25       | 27.83    | 19.88         | 28.77           | 20.82                |
| 15.0  | D    | 39539.73 | 3294.98 | 1647.49      | 1520.80   | 1520.96        | 760.40      | 760.48      | 152.08 | 325.92     | 19.01  | 13.58       | 28.52    | 20.37         | 29.46           | 21.32                |
| 15.0  | E    | 40528.22 | 3377.35 | 1688.68      | 1558.40   | 1559.04        | 779.20      | 779.52      | 155.84 | 334.08     | 19.48  | 13.92       | 29.22    | 20.88         | 30.17           | 21.83                |
| 15.0  | F    | 41541.43 | 3461.79 | 1730.89      | 1597.60   | 1598.24        | 798.80      | 799.12      | 159.76 | 342.48     | 19.97  | 14.27       | 29.96    | 21.41         | 30.90           | 22.35                |
| 15.0  | G    | 42579.97 | 3548.33 | 1774.17      | 1637.60   | 1637.44        | 818.80      | 818.72      | 163.76 | 350.88     | 20.47  | 14.62       | 30.71    | 21.93         | 31.65           | 22.88                |
| 15.0  | H    | 43644.47 | 3637.04 | 1818.52      | 1678.40   | 1678.88        | 839.20      | 839.44      | 167.84 | 359.76     | 20.98  | 14.99       | 31.47    | 22.49         | 32.42           | 23.43                |
| 15.0  | I    | 44735.58 | 3727.97 | 1863.98      | 1720.80   | 1720.32        | 860.40      | 860.16      | 172.08 | 368.64     | 21.51  | 15.36       | 32.27    | 23.04         | 33.21           | 23.99                |
| 15.0  | J    | 45853.97 | 3821.16 | 1910.58      | 1764.00   | 1764.00        | 882.00      | 882.00      | 176.40 | 378.00     | 22.05  | 15.75       | 33.08    | 23.63         | 34.02           | 24.57                |
| 15.0  | K    | 47000.32 | 3916.69 | 1958.35      | 1808.00   | 1807.68        | 904.00      | 903.84      | 180.80 | 387.36     | 22.60  | 16.14       | 33.90    | 24.21         | 34.85           | 25.16                |
| 15.0  | L    | 48175.32 | 4014.61 | 2007.31      | 1852.80   | 1852.48        | 926.40      | 926.24      | 185.28 | 396.96     | 23.16  | 16.54       | 34.74    | 24.81         | 35.69           | 25.76                |
| 15.0  | M    | 49379.71 | 4114.98 | 2057.49      | 1899.20   | 1899.52        | 949.60      | 949.76      | 189.92 | 407.04     | 23.74  | 16.96       | 35.61    | 25.44         | 36.56           | 26.39                |
| 15.0  | N    | 50614.20 | 4217.85 | 2108.93      | 1946.40   | 1946.56        | 973.20      | 973.28      | 194.64 | 417.12     | 24.33  | 17.38       | 36.50    | 26.07         | 37.44           | 27.02                |
| 15.0  | O    | 51879.55 | 4323.30 | 2161.65      | 1995.20   | 1995.84        | 997.60      | 997.92      | 199.52 | 427.68     | 24.94  | 17.82       | 37.41    | 26.73         | 38.36           | 27.68                |
| 15.0  | P    | 53176.54 | 4431.38 | 2215.69      | 2045.60   | 2045.12        | 1022.80     | 1022.56     | 204.56 | 438.24     | 25.57  | 18.26       | 38.36    | 27.39         | 39.30           | 28.34                |
| 15.0  | Q    | 54505.96 | 4542.16 | 2271.08      | 2096.00   | 2096.64        | 1048.00     | 1048.32     | 209.60 | 449.28     | 26.20  | 18.72       | 39.30    | 28.08         | 40.25           | 29.03                |
| 15.0  | R    | 55868.61 | 4655.72 | 2327.86      | 2148.80   | 2149.28        | 1074.40     | 1074.64     | 214.88 | 460.56     | 26.86  | 19.19       | 40.29    | 28.79         | 41.24           | 29.73                |
| 15.0  | S    | 57265.32 | 4772.11 | 2386.06      | 2202.40   | 2203.04        | 1101.20     | 1101.52     | 220.24 | 472.08     | 27.53  | 19.67       | 41.30    | 29.51         | 42.24           | 30.45                |
| 15.0  | T    | 58696.95 | 4891.41 | 2445.71      | 2257.60   | 2257.92        | 1128.80     | 1128.96     | 225.76 | 483.84     | 28.22  | 20.16       | 42.33    | 30.24         | 43.28           | 31.19                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|------|----|-----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 15.0 | 01 | 60164.37  | 5013.70 | 2506.85 | 2314.40 | 2313.92 | 1157.20 | 1156.96 | 231.44 | 495.84 | 28.93 | 20.66 | 43.40 | 30.99 | 44.34 | 31.94 |
| 15.0 | 02 | 61668.48  | 5139.04 | 2569.52 | 2372.00 | 2372.16 | 1186.00 | 1186.08 | 237.20 | 508.32 | 29.65 | 21.18 | 44.48 | 31.77 | 45.42 | 32.72 |
| 15.0 | 03 | 63210.19  | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 15.0 | 04 | 64790.44  | 5399.20 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 15.0 | 05 | 66410.20  | 5534.18 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 15.0 | 06 | 68070.46  | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 15.0 | 07 | 69772.22  | 5814.35 | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 15.0 | 08 | 71516.53  | 5959.71 | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 15.0 | 09 | 73304.44  | 6108.70 | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08 | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 15.0 | 10 | 75137.05  | 6261.42 | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20 | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 15.0 | 11 | 77015.48  | 6417.96 | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80 | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 15.0 | 12 | 78940.87  | 6578.41 | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64 | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 15.0 | 13 | 80914.39  | 6742.87 | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96 | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 15.0 | 14 | 82937.25  | 6911.44 | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52 | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |
| 15.0 | 15 | 85010.68  | 7084.22 | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56 | 40.87 | 29.19 | 61.31 | 43.79 | 62.25 | 44.73 |
| 15.0 | 16 | 87135.95  | 7261.33 | 3630.66 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08 | 41.89 | 29.92 | 62.84 | 44.88 | 63.78 | 45.83 |
| 15.0 | 17 | 89314.35  | 7442.86 | 3721.43 | 3435.20 | 3435.04 | 1717.60 | 1717.52 | 343.52 | 736.08 | 42.94 | 30.67 | 64.41 | 46.01 | 65.36 | 46.95 |
| 15.0 | 18 | 91547.21  | 7628.93 | 3814.47 | 3520.80 | 3521.28 | 1760.40 | 1760.64 | 352.08 | 754.56 | 44.01 | 31.44 | 66.02 | 47.16 | 66.96 | 48.11 |
| 15.0 | 19 | 93835.89  | 7819.66 | 3909.83 | 3608.80 | 3608.64 | 1804.40 | 1804.32 | 360.88 | 773.28 | 45.11 | 32.22 | 67.67 | 48.33 | 68.61 | 49.28 |
| 15.0 | 20 | 96181.79  | 8015.15 | 4007.57 | 3699.20 | 3699.36 | 1849.60 | 1849.68 | 369.92 | 792.72 | 46.24 | 33.03 | 69.36 | 49.55 | 70.31 | 50.49 |
| 15.0 | 21 | 98586.33  | 8215.53 | 4107.76 | 3792.00 | 3792.32 | 1896.00 | 1896.16 | 379.20 | 812.64 | 47.40 | 33.86 | 71.10 | 50.79 | 72.05 | 51.74 |
| 15.0 | 22 | 101050.99 | 8420.92 | 4210.46 | 3886.40 | 3886.40 | 1943.20 | 1943.20 | 388.64 | 832.80 | 48.58 | 34.70 | 72.87 | 52.05 | 73.82 | 53.00 |
| 15.0 | 23 | 103577.26 | 8631.44 | 4315.72 | 3984.00 | 3983.84 | 1992.00 | 1991.92 | 398.40 | 853.68 | 49.80 | 35.57 | 74.70 | 53.36 | 75.65 | 54.30 |
| 15.0 | 24 | 106166.69 | 8847.22 | 4423.61 | 4083.20 | 4083.52 | 2041.60 | 2041.76 | 408.32 | 875.04 | 51.04 | 36.46 | 76.56 | 54.69 | 77.51 | 55.64 |



| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | Overtime | FIRE Overtime | SUBSIS Overtime | FIRE SUBSIS Overtime |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 16.0  | A    | 38575.35 | 3214.61 | 1607.31      | 1484.00   | 1484.00        | 742.00      | 742.00      | 148.40 | 318.00     | 18.55  | 13.25       | 27.83    | 19.88         | 28.77           | 20.82                |
| 16.0  | B    | 39539.73 | 3294.98 | 1647.49      | 1520.80   | 1520.96        | 760.40      | 760.48      | 152.08 | 325.92     | 19.01  | 13.58       | 28.52    | 20.37         | 29.46           | 21.32                |
| 16.0  | C    | 40528.22 | 3377.35 | 1688.68      | 1558.40   | 1559.04        | 779.20      | 779.52      | 155.84 | 334.08     | 19.48  | 13.92       | 29.22    | 20.88         | 30.17           | 21.83                |
| 16.0  | D    | 41541.43 | 3461.79 | 1730.89      | 1597.60   | 1598.24        | 798.80      | 799.12      | 159.76 | 342.48     | 19.97  | 14.27       | 29.96    | 21.41         | 30.90           | 22.35                |
| 16.0  | E    | 42579.97 | 3548.33 | 1774.17      | 1637.60   | 1637.44        | 818.80      | 818.72      | 163.76 | 350.88     | 20.47  | 14.62       | 30.71    | 21.93         | 31.65           | 22.88                |
| 16.0  | F    | 43644.47 | 3637.04 | 1818.52      | 1678.40   | 1678.88        | 839.20      | 839.44      | 167.84 | 359.76     | 20.98  | 14.99       | 31.47    | 22.49         | 32.42           | 23.43                |
| 16.0  | G    | 44735.58 | 3727.97 | 1863.98      | 1720.80   | 1720.32        | 860.40      | 860.16      | 172.08 | 368.64     | 21.51  | 15.36       | 32.27    | 23.04         | 33.21           | 23.99                |
| 16.0  | H    | 45853.97 | 3821.16 | 1910.58      | 1764.00   | 1764.00        | 882.00      | 882.00      | 176.40 | 378.00     | 22.05  | 15.75       | 33.08    | 23.63         | 34.02           | 24.57                |
| 16.0  | I    | 47000.32 | 3916.69 | 1958.35      | 1808.00   | 1807.68        | 904.00      | 903.84      | 180.80 | 387.36     | 22.60  | 16.14       | 33.90    | 24.21         | 34.85           | 25.16                |
| 16.0  | J    | 48175.32 | 4014.61 | 2007.31      | 1852.80   | 1852.48        | 926.40      | 926.24      | 185.28 | 396.96     | 23.16  | 16.54       | 34.74    | 24.81         | 35.69           | 25.76                |
| 16.0  | K    | 49379.71 | 4114.98 | 2057.49      | 1899.20   | 1899.52        | 949.60      | 949.76      | 189.92 | 407.04     | 23.74  | 16.96       | 35.61    | 25.44         | 36.56           | 26.39                |
| 16.0  | L    | 50614.20 | 4217.85 | 2108.93      | 1946.40   | 1946.56        | 973.20      | 973.28      | 194.64 | 417.12     | 24.33  | 17.38       | 36.50    | 26.07         | 37.44           | 27.02                |
| 16.0  | M    | 51879.55 | 4323.30 | 2161.65      | 1995.20   | 1995.84        | 997.60      | 997.92      | 199.52 | 427.68     | 24.94  | 17.82       | 37.41    | 26.73         | 38.36           | 27.68                |
| 16.0  | N    | 53176.54 | 4431.38 | 2215.69      | 2045.60   | 2045.12        | 1022.80     | 1022.56     | 204.56 | 438.24     | 25.57  | 18.26       | 38.36    | 27.39         | 39.30           | 28.34                |
| 16.0  | O    | 54505.96 | 4542.16 | 2271.08      | 2096.00   | 2096.64        | 1048.00     | 1048.32     | 209.60 | 449.28     | 26.20  | 18.72       | 39.30    | 28.08         | 40.25           | 29.03                |
| 16.0  | P    | 55868.61 | 4655.72 | 2327.86      | 2148.80   | 2149.28        | 1074.40     | 1074.64     | 214.88 | 460.56     | 26.86  | 19.19       | 40.29    | 28.79         | 41.24           | 29.73                |
| 16.0  | Q    | 57265.32 | 4772.11 | 2386.06      | 2202.40   | 2203.04        | 1101.20     | 1101.52     | 220.24 | 472.08     | 27.53  | 19.67       | 41.30    | 29.51         | 42.24           | 30.45                |
| 16.0  | R    | 58696.95 | 4891.41 | 2445.71      | 2257.60   | 2257.92        | 1128.80     | 1128.96     | 225.76 | 483.84     | 28.22  | 20.16       | 42.33    | 30.24         | 43.28           | 31.19                |
| 16.0  | S    | 60164.38 | 5013.70 | 2506.85      | 2314.40   | 2313.92        | 1157.20     | 1156.96     | 231.44 | 495.84     | 28.93  | 20.66       | 43.40    | 30.99         | 44.34           | 31.94                |
| 16.0  | T    | 61668.49 | 5139.04 | 2569.52      | 2372.00   | 2372.16        | 1186.00     | 1186.08     | 237.20 | 508.32     | 29.65  | 21.18       | 44.48    | 31.77         | 45.42           | 32.72                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|------|----|-----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 16.0 | 01 | 63210.20  | 5267.52 | 2633.76 | 2431.20 | 2431.52 | 1215.60 | 1215.76 | 243.12 | 521.04 | 30.39 | 21.71 | 45.59 | 32.57 | 46.53 | 33.51 |
| 16.0 | 02 | 64790.46  | 5399.21 | 2699.60 | 2492.00 | 2492.00 | 1246.00 | 1246.00 | 249.20 | 534.00 | 31.15 | 22.25 | 46.73 | 33.38 | 47.67 | 34.32 |
| 16.0 | 03 | 66410.22  | 5534.19 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 16.0 | 04 | 68070.48  | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 16.0 | 05 | 69772.24  | 5814.35 | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 16.0 | 06 | 71516.55  | 5959.71 | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 16.0 | 07 | 73304.46  | 6108.71 | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08 | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 16.0 | 08 | 75137.07  | 6261.42 | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20 | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 16.0 | 09 | 77015.50  | 6417.96 | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80 | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 16.0 | 10 | 78940.89  | 6578.41 | 3289.20 | 3036.00 | 3036.32 | 1518.16 | 1518.16 | 303.60 | 650.64 | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 16.0 | 11 | 80914.41  | 6742.87 | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96 | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 16.0 | 12 | 82937.27  | 6911.44 | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52 | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |
| 16.0 | 13 | 85010.70  | 7084.23 | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56 | 40.87 | 29.19 | 61.31 | 43.79 | 62.25 | 44.73 |
| 16.0 | 14 | 87135.97  | 7261.33 | 3630.67 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08 | 41.89 | 29.92 | 62.84 | 44.88 | 63.78 | 45.83 |
| 16.0 | 15 | 89314.37  | 7442.86 | 3721.43 | 3435.20 | 3435.04 | 1717.60 | 1717.52 | 343.52 | 736.08 | 42.94 | 30.67 | 64.41 | 46.01 | 65.36 | 46.95 |
| 16.0 | 16 | 91547.23  | 7628.94 | 3814.47 | 3520.80 | 3521.28 | 1760.40 | 1760.64 | 352.08 | 754.56 | 44.01 | 31.44 | 66.02 | 47.16 | 66.96 | 48.11 |
| 16.0 | 17 | 93835.91  | 7819.66 | 3909.83 | 3608.80 | 3608.64 | 1804.40 | 1804.32 | 360.88 | 773.28 | 45.11 | 32.22 | 67.67 | 48.33 | 68.61 | 49.28 |
| 16.0 | 18 | 96181.81  | 8015.15 | 4007.58 | 3699.20 | 3699.36 | 1849.60 | 1849.68 | 369.92 | 792.72 | 46.24 | 33.03 | 69.36 | 49.55 | 70.31 | 50.49 |
| 16.0 | 19 | 98586.36  | 8215.53 | 4107.77 | 3792.00 | 3792.32 | 1896.00 | 1896.16 | 379.20 | 812.64 | 47.40 | 33.86 | 71.10 | 50.79 | 72.05 | 51.74 |
| 16.0 | 20 | 101051.02 | 8420.92 | 4210.46 | 3886.40 | 3886.40 | 1943.20 | 1943.20 | 388.64 | 832.80 | 48.58 | 34.70 | 72.87 | 52.05 | 73.82 | 53.00 |
| 16.0 | 21 | 103577.30 | 8631.44 | 4315.72 | 3984.00 | 3983.84 | 1992.00 | 1991.92 | 398.40 | 853.68 | 49.80 | 35.57 | 74.70 | 53.36 | 75.65 | 54.30 |
| 16.0 | 22 | 106166.73 | 8847.23 | 4423.61 | 4083.20 | 4083.52 | 2041.60 | 2041.76 | 408.32 | 875.04 | 51.04 | 36.46 | 76.56 | 54.69 | 77.51 | 55.64 |
| 16.0 | 23 | 108820.90 | 9068.41 | 4534.20 | 4185.60 | 4185.44 | 2092.80 | 2092.72 | 418.56 | 896.88 | 52.32 | 37.37 | 78.48 | 56.06 | 79.43 | 57.00 |
| 16.0 | 24 | 111541.42 | 9295.12 | 4647.56 | 4290.40 | 4289.60 | 2145.20 | 2144.80 | 429.04 | 919.20 | 53.63 | 38.30 | 80.45 | 57.45 | 81.39 | 58.40 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 17.0  | A    | 40528.22 | 3377.35 | 1688.68      | 1558.40   | 1559.04        | 779.20      | 779.52      | 155.84 | 334.08     | 19.48  | 13.92       | 29.22    | 20.88         | 30.17           | 21.83                |
| 17.0  | B    | 41541.43 | 3461.79 | 1730.89      | 1597.60   | 1598.24        | 798.80      | 799.12      | 159.76 | 342.48     | 19.97  | 14.27       | 29.96    | 21.41         | 30.90           | 22.35                |
| 17.0  | C    | 42579.97 | 3548.33 | 1774.17      | 1637.60   | 1637.44        | 818.80      | 818.72      | 163.76 | 350.88     | 20.47  | 14.62       | 30.71    | 21.93         | 31.65           | 22.88                |
| 17.0  | D    | 43644.47 | 3637.04 | 1818.52      | 1678.40   | 1678.88        | 839.20      | 839.44      | 167.84 | 359.76     | 20.98  | 14.99       | 31.47    | 22.49         | 32.42           | 23.43                |
| 17.0  | E    | 44735.58 | 3727.97 | 1863.98      | 1720.80   | 1720.32        | 860.40      | 860.16      | 172.08 | 368.64     | 21.51  | 15.36       | 32.27    | 23.04         | 33.21           | 23.99                |
| 17.0  | F    | 45853.97 | 3821.16 | 1910.58      | 1764.00   | 1764.00        | 882.00      | 882.00      | 176.40 | 378.00     | 22.05  | 15.75       | 33.08    | 23.63         | 34.02           | 24.57                |
| 17.0  | G    | 47000.32 | 3916.69 | 1958.35      | 1808.00   | 1807.68        | 904.00      | 903.84      | 180.80 | 387.36     | 22.60  | 16.14       | 33.90    | 24.21         | 34.85           | 25.16                |
| 17.0  | H    | 48175.32 | 4014.61 | 2007.31      | 1852.80   | 1852.48        | 926.40      | 926.24      | 185.28 | 396.96     | 23.16  | 16.54       | 34.74    | 24.81         | 35.69           | 25.76                |
| 17.0  | I    | 49379.71 | 4114.98 | 2057.49      | 1899.20   | 1899.52        | 949.60      | 949.76      | 189.92 | 407.04     | 23.74  | 16.96       | 35.61    | 25.44         | 36.56           | 26.39                |
| 17.0  | J    | 50614.20 | 4217.85 | 2108.93      | 1946.40   | 1946.56        | 973.20      | 973.28      | 194.64 | 417.12     | 24.33  | 17.38       | 36.50    | 26.07         | 37.44           | 27.02                |
| 17.0  | K    | 51879.55 | 4323.30 | 2161.65      | 1995.20   | 1995.84        | 997.60      | 997.92      | 199.52 | 427.68     | 24.94  | 17.82       | 37.41    | 26.73         | 38.36           | 27.68                |
| 17.0  | L    | 53176.54 | 4431.38 | 2215.69      | 2045.60   | 2045.12        | 1022.80     | 1022.56     | 204.56 | 438.24     | 25.57  | 18.26       | 38.36    | 27.39         | 39.30           | 28.34                |
| 17.0  | M    | 54505.96 | 4542.16 | 2271.08      | 2096.00   | 2096.64        | 1048.00     | 1048.32     | 209.60 | 449.28     | 26.20  | 18.72       | 39.30    | 28.08         | 40.25           | 29.03                |
| 17.0  | N    | 55868.61 | 4655.72 | 2327.86      | 2148.80   | 2149.28        | 1074.40     | 1074.64     | 214.88 | 460.56     | 26.86  | 19.19       | 40.29    | 28.79         | 41.24           | 29.73                |
| 17.0  | O    | 57265.32 | 4772.11 | 2386.06      | 2202.40   | 2203.04        | 1101.20     | 1101.52     | 220.24 | 472.08     | 27.53  | 19.67       | 41.30    | 29.51         | 42.24           | 30.45                |
| 17.0  | P    | 58696.95 | 4891.41 | 2445.71      | 2257.60   | 2257.92        | 1128.80     | 1128.96     | 225.76 | 483.84     | 28.22  | 20.16       | 42.33    | 30.24         | 43.28           | 31.19                |
| 17.0  | Q    | 60164.38 | 5013.70 | 2506.85      | 2314.40   | 2313.92        | 1157.20     | 1156.96     | 231.44 | 495.84     | 28.93  | 20.66       | 43.40    | 30.99         | 44.34           | 31.94                |
| 17.0  | R    | 61668.49 | 5139.04 | 2569.52      | 2372.00   | 2372.16        | 1186.00     | 1186.08     | 237.20 | 508.32     | 29.65  | 21.18       | 44.48    | 31.77         | 45.42           | 32.72                |
| 17.0  | S    | 63210.20 | 5267.52 | 2633.76      | 2431.20   | 2431.52        | 1215.60     | 1215.76     | 243.12 | 521.04     | 30.39  | 21.71       | 45.59    | 32.57         | 46.53           | 33.51                |
| 17.0  | T    | 64790.45 | 5399.20 | 2699.60      | 2492.00   | 2492.00        | 1246.00     | 1246.00     | 249.20 | 534.00     | 31.15  | 22.25       | 46.73    | 33.38         | 47.67           | 34.32                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |         |         |         |         |         |         |        |        |       |       |       |       |       |       |
|------|----|-----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 17.0 | 01 | 66410.21  | 5534.18 | 2767.09 | 2554.40 | 2554.72 | 1277.20 | 1277.36 | 255.44 | 547.44 | 31.93 | 22.81 | 47.90 | 34.22 | 48.84 | 35.16 |
| 17.0 | 02 | 68070.47  | 5672.54 | 2836.27 | 2618.40 | 2618.56 | 1309.20 | 1309.28 | 261.84 | 561.12 | 32.73 | 23.38 | 49.10 | 35.07 | 50.04 | 36.02 |
| 17.0 | 03 | 69772.23  | 5814.35 | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04 | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 17.0 | 04 | 71516.54  | 5959.71 | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44 | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 17.0 | 05 | 73304.45  | 6108.70 | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08 | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 17.0 | 06 | 75137.06  | 6261.42 | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20 | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 17.0 | 07 | 77015.49  | 6417.96 | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80 | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 17.0 | 08 | 78940.88  | 6578.41 | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64 | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 17.0 | 09 | 80914.40  | 6742.87 | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96 | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 17.0 | 10 | 82937.26  | 6911.44 | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52 | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |
| 17.0 | 11 | 85010.69  | 7084.22 | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56 | 40.87 | 29.19 | 61.31 | 43.79 | 62.25 | 44.73 |
| 17.0 | 12 | 87135.96  | 7261.33 | 3630.67 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08 | 41.89 | 29.92 | 62.84 | 44.88 | 63.78 | 45.83 |
| 17.0 | 13 | 89314.36  | 7442.86 | 3721.43 | 3435.20 | 3435.04 | 1717.60 | 1717.52 | 343.52 | 736.08 | 42.94 | 30.67 | 64.41 | 46.01 | 65.36 | 46.95 |
| 17.0 | 14 | 91547.22  | 7628.94 | 3814.47 | 3520.80 | 3521.28 | 1760.40 | 1760.64 | 352.08 | 754.56 | 44.01 | 31.44 | 66.02 | 47.16 | 66.96 | 48.11 |
| 17.0 | 15 | 93835.90  | 7819.66 | 3909.83 | 3608.80 | 3608.64 | 1804.40 | 1804.32 | 360.88 | 773.28 | 45.11 | 32.22 | 67.67 | 48.33 | 68.61 | 49.28 |
| 17.0 | 16 | 96181.80  | 8015.15 | 4007.58 | 3699.20 | 3699.36 | 1849.60 | 1849.68 | 369.92 | 792.72 | 46.24 | 33.03 | 69.36 | 49.55 | 70.31 | 50.49 |
| 17.0 | 17 | 98586.35  | 8215.53 | 4107.76 | 3792.00 | 3792.32 | 1896.00 | 1896.16 | 379.20 | 812.64 | 47.40 | 33.86 | 71.10 | 50.79 | 72.05 | 51.74 |
| 17.0 | 18 | 101051.01 | 8420.92 | 4210.46 | 3886.40 | 3886.40 | 1943.20 | 1943.20 | 388.64 | 832.80 | 48.58 | 34.70 | 72.87 | 52.05 | 73.82 | 53.00 |
| 17.0 | 19 | 103577.29 | 8631.44 | 4315.72 | 3984.00 | 3983.84 | 1992.00 | 1991.92 | 398.40 | 853.68 | 49.80 | 35.57 | 74.70 | 53.36 | 75.65 | 54.30 |
| 17.0 | 20 | 106166.72 | 8847.23 | 4423.61 | 4083.20 | 4083.52 | 2041.60 | 2041.76 | 408.32 | 875.04 | 51.04 | 36.46 | 76.56 | 54.69 | 77.51 | 55.64 |
| 17.0 | 21 | 108820.89 | 9068.41 | 4534.20 | 4185.60 | 4185.44 | 2092.80 | 2092.72 | 418.56 | 896.88 | 52.32 | 37.37 | 78.48 | 56.06 | 79.43 | 57.00 |
| 17.0 | 22 | 111541.41 | 9295.12 | 4647.56 | 4290.40 | 4289.60 | 2145.20 | 2144.80 | 429.04 | 919.20 | 53.63 | 38.30 | 80.45 | 57.45 | 81.39 | 58.40 |
| 17.0 | 23 | 114329.95 | 9527.50 | 4763.75 | 4397.60 | 4397.12 | 2198.80 | 2198.56 | 439.76 | 942.24 | 54.97 | 39.26 | 82.46 | 58.89 | 83.40 | 59.84 |
| 17.0 | 24 | 117188.20 | 9765.68 | 4882.84 | 4507.20 | 4506.88 | 2253.60 | 2253.44 | 450.72 | 965.76 | 56.34 | 40.24 | 84.51 | 60.36 | 85.46 | 61.31 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY  | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|---------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 18.0  | A    | 42579.97 | 3548.33 | 1774.17      | 1637.60   | 1637.44        | 818.80  | 818.72      | 163.76 | 350.88     | 20.47  | 14.62       | 30.71    | 21.93         | 31.65           | 22.88                |
| 18.0  | B    | 43644.47 | 3637.04 | 1818.52      | 1678.40   | 1678.88        | 839.20  | 839.44      | 167.84 | 359.76     | 20.98  | 14.99       | 31.47    | 22.49         | 32.42           | 23.43                |
| 18.0  | C    | 44735.58 | 3727.97 | 1863.98      | 1720.80   | 1720.32        | 860.40  | 860.16      | 172.08 | 368.64     | 21.51  | 15.36       | 32.27    | 23.04         | 33.21           | 23.99                |
| 18.0  | D    | 45853.97 | 3821.16 | 1910.58      | 1764.00   | 1764.00        | 882.00  | 882.00      | 176.40 | 378.00     | 22.05  | 15.75       | 33.08    | 23.63         | 34.02           | 24.57                |
| 18.0  | E    | 47000.32 | 3916.69 | 1958.35      | 1808.00   | 1807.68        | 904.00  | 903.84      | 180.80 | 387.36     | 22.60  | 16.14       | 33.90    | 24.21         | 34.85           | 25.16                |
| 18.0  | F    | 48175.32 | 4014.61 | 2007.31      | 1852.80   | 1852.48        | 926.40  | 926.24      | 185.28 | 396.96     | 23.16  | 16.54       | 34.74    | 24.81         | 35.69           | 25.76                |
| 18.0  | G    | 49379.71 | 4114.98 | 2057.49      | 1899.20   | 1899.52        | 949.60  | 949.76      | 189.92 | 407.04     | 23.74  | 16.96       | 35.61    | 25.44         | 36.56           | 26.39                |
| 18.0  | H    | 50614.20 | 4217.85 | 2108.93      | 1946.40   | 1946.56        | 973.20  | 973.28      | 194.64 | 417.12     | 24.33  | 17.38       | 36.50    | 26.07         | 37.44           | 27.02                |
| 18.0  | I    | 51879.55 | 4323.30 | 2161.65      | 1995.20   | 1995.84        | 997.60  | 997.92      | 199.52 | 427.68     | 24.94  | 17.82       | 37.41    | 26.73         | 38.36           | 27.68                |
| 18.0  | J    | 53176.54 | 4431.38 | 2215.69      | 2045.60   | 2045.12        | 1022.80 | 1022.56     | 204.56 | 438.24     | 25.57  | 18.26       | 38.36    | 27.39         | 39.30           | 28.34                |
| 18.0  | K    | 54505.96 | 4542.16 | 2271.08      | 2096.00   | 2096.64        | 1048.00 | 1048.32     | 209.60 | 449.28     | 26.20  | 18.72       | 39.30    | 28.08         | 40.25           | 29.03                |
| 18.0  | L    | 55868.61 | 4655.72 | 2327.86      | 2148.80   | 2149.28        | 1074.40 | 1074.64     | 214.88 | 460.56     | 26.86  | 19.19       | 40.29    | 28.79         | 41.24           | 29.73                |
| 18.0  | M    | 57265.32 | 4772.11 | 2386.06      | 2202.40   | 2203.04        | 1101.20 | 1101.52     | 220.24 | 472.08     | 27.53  | 19.67       | 41.30    | 29.51         | 42.24           | 30.45                |
| 18.0  | N    | 58696.95 | 4891.41 | 2445.71      | 2257.60   | 2257.92        | 1128.80 | 1128.96     | 225.76 | 483.84     | 28.22  | 20.16       | 42.33    | 30.24         | 43.28           | 31.19                |
| 18.0  | O    | 60164.38 | 5013.70 | 2506.85      | 2314.40   | 2313.92        | 1157.20 | 1156.96     | 231.44 | 495.84     | 28.93  | 20.66       | 43.40    | 30.99         | 44.34           | 31.94                |
| 18.0  | P    | 61668.49 | 5139.04 | 2569.52      | 2372.00   | 2372.16        | 1186.00 | 1186.08     | 237.20 | 508.32     | 29.65  | 21.18       | 44.48    | 31.77         | 45.42           | 32.72                |
| 18.0  | Q    | 63210.20 | 5267.52 | 2633.76      | 2431.20   | 2431.52        | 1215.60 | 1215.76     | 243.12 | 521.04     | 30.39  | 21.71       | 45.59    | 32.57         | 46.53           | 33.51                |
| 18.0  | R    | 64790.45 | 5399.20 | 2699.60      | 2492.00   | 2492.00        | 1246.00 | 1246.00     | 249.20 | 534.00     | 31.15  | 22.25       | 46.73    | 33.38         | 47.67           | 34.32                |
| 18.0  | S    | 66410.22 | 5534.19 | 2767.09      | 2554.40   | 2554.72        | 1277.20 | 1277.36     | 255.44 | 547.44     | 31.93  | 22.81       | 47.90    | 34.22         | 48.84           | 35.16                |
| 18.0  | T    | 68070.47 | 5672.54 | 2836.27      | 2618.40   | 2618.56        | 1309.20 | 1309.28     | 261.84 | 561.12     | 32.73  | 23.38       | 49.10    | 35.07         | 50.04           | 36.02                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |         |         |         |         |         |        |         |       |       |       |       |       |       |
|------|----|-----------|----------|---------|---------|---------|---------|---------|--------|---------|-------|-------|-------|-------|-------|-------|
| 18.0 | 01 | 69772.23  | 5814.35  | 2907.18 | 2683.20 | 2683.52 | 1341.60 | 1341.76 | 268.32 | 575.04  | 33.54 | 23.96 | 50.31 | 35.94 | 51.26 | 36.89 |
| 18.0 | 02 | 71516.54  | 5959.71  | 2979.86 | 2750.40 | 2750.72 | 1375.20 | 1375.36 | 275.04 | 589.44  | 34.38 | 24.56 | 51.57 | 36.84 | 52.52 | 37.79 |
| 18.0 | 03 | 73304.45  | 6108.70  | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08  | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 18.0 | 04 | 75137.06  | 6261.42  | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20  | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 18.0 | 05 | 77015.49  | 6417.96  | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80  | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 18.0 | 06 | 78940.88  | 6578.41  | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64  | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 18.0 | 07 | 80914.40  | 6742.87  | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96  | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 18.0 | 08 | 82937.26  | 6911.44  | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52  | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |
| 18.0 | 09 | 85010.69  | 7084.22  | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56  | 40.87 | 29.19 | 61.31 | 43.79 | 62.25 | 44.73 |
| 18.0 | 10 | 87135.96  | 7261.33  | 3630.67 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08  | 41.89 | 29.92 | 62.84 | 44.88 | 63.78 | 45.83 |
| 18.0 | 11 | 89314.36  | 7442.86  | 3721.43 | 3435.20 | 3435.04 | 1717.60 | 1717.52 | 343.52 | 736.08  | 42.94 | 30.67 | 64.41 | 46.01 | 65.36 | 46.95 |
| 18.0 | 12 | 91547.22  | 7628.94  | 3814.47 | 3520.80 | 3521.28 | 1760.40 | 1760.64 | 352.08 | 754.56  | 44.01 | 31.44 | 66.02 | 47.16 | 66.96 | 48.11 |
| 18.0 | 13 | 93835.90  | 7819.66  | 3909.83 | 3608.80 | 3608.64 | 1804.40 | 1804.32 | 360.88 | 773.28  | 45.11 | 32.22 | 67.67 | 48.33 | 68.61 | 49.28 |
| 18.0 | 14 | 96181.80  | 8015.15  | 4007.58 | 3699.20 | 3699.36 | 1849.60 | 1849.68 | 369.92 | 792.72  | 46.24 | 33.03 | 69.36 | 49.55 | 70.31 | 50.49 |
| 18.0 | 15 | 98586.35  | 8215.53  | 4107.76 | 3792.00 | 3792.32 | 1896.00 | 1896.16 | 379.20 | 812.64  | 47.40 | 33.86 | 71.10 | 50.79 | 72.05 | 51.74 |
| 18.0 | 16 | 101051.01 | 8420.92  | 4210.46 | 3886.40 | 3886.40 | 1943.20 | 1943.20 | 388.64 | 832.80  | 48.58 | 34.70 | 72.87 | 52.05 | 73.82 | 53.00 |
| 18.0 | 17 | 103577.29 | 8631.44  | 4315.72 | 3984.00 | 3983.84 | 1992.00 | 1991.92 | 398.40 | 853.68  | 49.80 | 35.57 | 74.70 | 53.36 | 75.65 | 54.30 |
| 18.0 | 18 | 106166.72 | 8847.23  | 4423.61 | 4083.20 | 4083.52 | 2041.60 | 2041.76 | 408.32 | 875.04  | 51.04 | 36.46 | 76.56 | 54.69 | 77.51 | 55.64 |
| 18.0 | 19 | 108820.89 | 9068.41  | 4534.20 | 4185.60 | 4185.44 | 2092.80 | 2092.72 | 418.56 | 896.88  | 52.32 | 37.37 | 78.48 | 56.06 | 79.43 | 57.00 |
| 18.0 | 20 | 111541.41 | 9295.12  | 4647.56 | 4290.40 | 4289.60 | 2145.20 | 2144.80 | 429.04 | 919.20  | 53.63 | 38.30 | 80.45 | 57.45 | 81.39 | 58.40 |
| 18.0 | 21 | 114329.95 | 9527.50  | 4763.75 | 4397.60 | 4397.12 | 2198.80 | 2198.56 | 439.76 | 942.24  | 54.97 | 39.26 | 82.46 | 58.89 | 83.40 | 59.84 |
| 18.0 | 22 | 117188.20 | 9765.68  | 4882.84 | 4507.20 | 4506.88 | 2253.60 | 2253.44 | 450.72 | 965.76  | 56.34 | 40.24 | 84.51 | 60.36 | 85.46 | 61.31 |
| 18.0 | 23 | 120117.91 | 10009.83 | 5004.91 | 4620.00 | 4620.00 | 2310.00 | 2310.00 | 462.00 | 990.00  | 57.75 | 41.25 | 86.63 | 61.88 | 87.57 | 62.82 |
| 18.0 | 24 | 123120.86 | 10260.07 | 5130.04 | 4735.20 | 4735.36 | 2367.60 | 2367.68 | 473.52 | 1014.72 | 59.19 | 42.28 | 88.79 | 63.42 | 89.73 | 64.37 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 19.0  | A    | 44735.58 | 3727.97 | 1863.98      | 1720.80   | 1720.32        | 860.40      | 860.16      | 172.08 | 368.64     | 21.51  | 15.36       | 32.27    | 23.04         | 33.21           | 23.99                |
| 19.0  | B    | 45853.97 | 3821.16 | 1910.58      | 1764.00   | 1764.00        | 882.00      | 882.00      | 176.40 | 378.00     | 22.05  | 15.75       | 33.08    | 23.63         | 34.02           | 24.57                |
| 19.0  | C    | 47000.32 | 3916.69 | 1958.35      | 1808.00   | 1807.68        | 904.00      | 903.84      | 180.80 | 387.36     | 22.60  | 16.14       | 33.90    | 24.21         | 34.85           | 25.16                |
| 19.0  | D    | 48175.32 | 4014.61 | 2007.31      | 1852.80   | 1852.48        | 926.40      | 926.24      | 185.28 | 396.96     | 23.16  | 16.54       | 34.74    | 24.81         | 35.69           | 25.76                |
| 19.0  | E    | 49379.71 | 4114.98 | 2057.49      | 1899.20   | 1899.52        | 949.60      | 949.76      | 189.92 | 407.04     | 23.74  | 16.96       | 35.61    | 25.44         | 36.56           | 26.39                |
| 19.0  | F    | 50614.20 | 4217.85 | 2108.93      | 1946.40   | 1946.56        | 973.20      | 973.28      | 194.64 | 417.12     | 24.33  | 17.38       | 36.50    | 26.07         | 37.44           | 27.02                |
| 19.0  | G    | 51879.55 | 4323.30 | 2161.65      | 1995.20   | 1995.84        | 997.60      | 997.92      | 199.52 | 427.68     | 24.94  | 17.82       | 37.41    | 26.73         | 38.36           | 27.68                |
| 19.0  | H    | 53176.54 | 4431.38 | 2215.69      | 2045.60   | 2045.12        | 1022.80     | 1022.56     | 204.56 | 438.24     | 25.57  | 18.26       | 38.36    | 27.39         | 39.30           | 28.34                |
| 19.0  | I    | 54505.96 | 4542.16 | 2271.08      | 2096.00   | 2096.64        | 1048.00     | 1048.32     | 209.60 | 449.28     | 26.20  | 18.72       | 39.30    | 28.08         | 40.25           | 29.03                |
| 19.0  | J    | 55868.61 | 4655.72 | 2327.86      | 2148.80   | 2149.28        | 1074.40     | 1074.64     | 214.88 | 460.56     | 26.86  | 19.19       | 40.29    | 28.79         | 41.24           | 29.73                |
| 19.0  | K    | 57265.32 | 4772.11 | 2386.06      | 2202.40   | 2203.04        | 1101.20     | 1101.52     | 220.24 | 472.08     | 27.53  | 19.67       | 41.30    | 29.51         | 42.24           | 30.45                |
| 19.0  | L    | 58696.95 | 4891.41 | 2445.71      | 2257.60   | 2257.92        | 1128.80     | 1128.96     | 225.76 | 483.84     | 28.22  | 20.16       | 42.33    | 30.24         | 43.28           | 31.19                |
| 19.0  | M    | 60164.38 | 5013.70 | 2506.85      | 2314.40   | 2313.92        | 1157.20     | 1156.96     | 231.44 | 495.84     | 28.93  | 20.66       | 43.40    | 30.99         | 44.34           | 31.94                |
| 19.0  | N    | 61668.49 | 5139.04 | 2569.52      | 2372.00   | 2372.16        | 1186.00     | 1186.08     | 237.20 | 508.32     | 29.65  | 21.18       | 44.48    | 31.77         | 45.42           | 32.72                |
| 19.0  | O    | 63210.20 | 5267.52 | 2633.76      | 2431.20   | 2431.52        | 1215.60     | 1215.76     | 243.12 | 521.04     | 30.39  | 21.71       | 45.59    | 32.57         | 46.53           | 33.51                |
| 19.0  | P    | 64790.45 | 5399.20 | 2699.60      | 2492.00   | 2492.00        | 1246.00     | 1246.00     | 249.20 | 534.00     | 31.15  | 22.25       | 46.73    | 33.38         | 47.67           | 34.32                |
| 19.0  | Q    | 66410.22 | 5534.19 | 2767.09      | 2554.40   | 2554.72        | 1277.20     | 1277.36     | 255.44 | 547.44     | 31.93  | 22.81       | 47.90    | 34.22         | 48.84           | 35.16                |
| 19.0  | R    | 68070.47 | 5672.54 | 2836.27      | 2618.40   | 2618.56        | 1309.20     | 1309.28     | 261.84 | 561.12     | 32.73  | 23.38       | 49.10    | 35.07         | 50.04           | 36.02                |
| 19.0  | S    | 69772.23 | 5814.35 | 2907.18      | 2683.20   | 2683.52        | 1341.60     | 1341.76     | 268.32 | 575.04     | 33.54  | 23.96       | 50.31    | 35.94         | 51.26           | 36.89                |
| 19.0  | T    | 71516.54 | 5959.71 | 2979.86      | 2750.40   | 2750.72        | 1375.20     | 1375.36     | 275.04 | 589.44     | 34.38  | 24.56       | 51.57    | 36.84         | 52.52           | 37.79                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |         |         |         |         |         |        |         |       |       |       |       |       |       |
|------|----|-----------|----------|---------|---------|---------|---------|---------|--------|---------|-------|-------|-------|-------|-------|-------|
| 19.0 | 01 | 73304.45  | 6108.70  | 3054.35 | 2819.20 | 2819.04 | 1409.60 | 1409.52 | 281.92 | 604.08  | 35.24 | 25.17 | 52.86 | 37.76 | 53.81 | 38.70 |
| 19.0 | 02 | 75137.06  | 6261.42  | 3130.71 | 2889.60 | 2889.60 | 1444.80 | 1444.80 | 288.96 | 619.20  | 36.12 | 25.80 | 54.18 | 38.70 | 55.13 | 39.65 |
| 19.0 | 03 | 77015.49  | 6417.96  | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80  | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 19.0 | 04 | 78940.88  | 6578.41  | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64  | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 19.0 | 05 | 80914.40  | 6742.87  | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96  | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 19.0 | 06 | 82937.26  | 6911.44  | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52  | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |
| 19.0 | 07 | 85010.69  | 7084.22  | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56  | 40.87 | 29.19 | 61.31 | 43.79 | 62.25 | 44.73 |
| 19.0 | 08 | 87135.96  | 7261.33  | 3630.67 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08  | 41.89 | 29.92 | 62.84 | 44.88 | 63.78 | 45.83 |
| 19.0 | 09 | 89314.36  | 7442.86  | 3721.43 | 3435.20 | 3435.04 | 1717.60 | 1717.52 | 343.52 | 736.08  | 42.94 | 30.67 | 64.41 | 46.01 | 65.36 | 46.95 |
| 19.0 | 10 | 91547.22  | 7628.94  | 3814.47 | 3520.80 | 3521.28 | 1760.40 | 1760.64 | 352.08 | 754.56  | 44.01 | 31.44 | 66.02 | 47.16 | 66.96 | 48.11 |
| 19.0 | 11 | 93835.90  | 7819.66  | 3909.83 | 3608.80 | 3608.64 | 1804.40 | 1804.32 | 360.88 | 773.28  | 45.11 | 32.22 | 67.67 | 48.33 | 68.61 | 49.28 |
| 19.0 | 12 | 96181.80  | 8015.15  | 4007.58 | 3699.20 | 3699.36 | 1849.60 | 1849.68 | 369.92 | 792.72  | 46.24 | 33.03 | 69.36 | 49.55 | 70.31 | 50.49 |
| 19.0 | 13 | 98586.35  | 8215.53  | 4107.76 | 3792.00 | 3792.32 | 1896.00 | 1896.16 | 379.20 | 812.64  | 47.40 | 33.86 | 71.10 | 50.79 | 72.05 | 51.74 |
| 19.0 | 14 | 101051.01 | 8420.92  | 4210.46 | 3886.40 | 3886.40 | 1943.20 | 1943.20 | 388.64 | 832.80  | 48.58 | 34.70 | 72.87 | 52.05 | 73.82 | 53.00 |
| 19.0 | 15 | 103577.29 | 8631.44  | 4315.72 | 3984.00 | 3983.84 | 1992.00 | 1991.92 | 398.40 | 853.68  | 49.80 | 35.57 | 74.70 | 53.36 | 75.65 | 54.30 |
| 19.0 | 16 | 106166.72 | 8847.23  | 4423.61 | 4083.20 | 4083.52 | 2041.60 | 2041.76 | 408.32 | 875.04  | 51.04 | 36.46 | 76.56 | 54.69 | 77.51 | 55.64 |
| 19.0 | 17 | 108820.89 | 9068.41  | 4534.20 | 4185.60 | 4185.44 | 2092.80 | 2092.72 | 418.56 | 896.88  | 52.32 | 37.37 | 78.48 | 56.06 | 79.43 | 57.00 |
| 19.0 | 18 | 111541.41 | 9295.12  | 4647.56 | 4290.40 | 4289.60 | 2145.20 | 2144.80 | 429.04 | 919.20  | 53.63 | 38.30 | 80.45 | 57.45 | 81.39 | 58.40 |
| 19.0 | 19 | 114329.95 | 9527.50  | 4763.75 | 4397.60 | 4397.12 | 2198.80 | 2198.56 | 439.76 | 942.24  | 54.97 | 39.26 | 82.46 | 58.89 | 83.40 | 59.84 |
| 19.0 | 20 | 117188.20 | 9765.68  | 4882.84 | 4507.20 | 4506.88 | 2253.60 | 2253.44 | 450.72 | 965.76  | 56.34 | 40.24 | 84.51 | 60.36 | 85.46 | 61.31 |
| 19.0 | 21 | 120117.91 | 10009.83 | 5004.91 | 4620.00 | 4620.00 | 2310.00 | 2310.00 | 462.00 | 990.00  | 57.75 | 41.25 | 86.63 | 61.88 | 87.57 | 62.82 |
| 19.0 | 22 | 123120.86 | 10260.07 | 5130.04 | 4735.20 | 4735.36 | 2367.60 | 2367.68 | 473.52 | 1014.72 | 59.19 | 42.28 | 88.79 | 63.42 | 89.73 | 64.37 |
| 19.0 | 23 | 126198.88 | 10516.57 | 5258.29 | 4853.60 | 4854.08 | 2426.80 | 2427.04 | 485.36 | 1040.16 | 60.67 | 43.34 | 91.01 | 65.01 | 91.95 | 65.96 |
| 19.0 | 24 | 129353.85 | 10779.49 | 5389.74 | 4975.20 | 4975.04 | 2487.60 | 2487.52 | 497.52 | 1066.08 | 62.19 | 44.42 | 93.29 | 66.63 | 94.23 | 67.58 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY  | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|---------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 20.0  | A    | 47000.32 | 3916.69 | 1958.35      | 1808.00   | 1807.68        | 904.00  | 903.84      | 180.80 | 387.36     | 22.60  | 16.14       | 33.90    | 24.21         | 34.85           | 25.16                |
| 20.0  | B    | 48175.32 | 4014.61 | 2007.31      | 1852.80   | 1852.48        | 926.40  | 926.24      | 185.28 | 396.96     | 23.16  | 16.54       | 34.74    | 24.81         | 35.69           | 25.76                |
| 20.0  | C    | 49379.71 | 4114.98 | 2057.49      | 1899.20   | 1899.52        | 949.60  | 949.76      | 189.92 | 407.04     | 23.74  | 16.96       | 35.61    | 25.44         | 36.56           | 26.39                |
| 20.0  | D    | 50614.20 | 4217.85 | 2108.93      | 1946.40   | 1946.56        | 973.20  | 973.28      | 194.64 | 417.12     | 24.33  | 17.38       | 36.50    | 26.07         | 37.44           | 27.02                |
| 20.0  | E    | 51879.55 | 4323.30 | 2161.65      | 1995.20   | 1995.84        | 997.60  | 997.92      | 199.52 | 427.68     | 24.94  | 17.82       | 37.41    | 26.73         | 38.36           | 27.68                |
| 20.0  | F    | 53176.54 | 4431.38 | 2215.69      | 2045.60   | 2045.12        | 1022.80 | 1022.56     | 204.56 | 438.24     | 25.57  | 18.26       | 38.36    | 27.39         | 39.30           | 28.34                |
| 20.0  | G    | 54505.96 | 4542.16 | 2271.08      | 2096.00   | 2096.64        | 1048.00 | 1048.32     | 209.60 | 449.28     | 26.20  | 18.72       | 39.30    | 28.08         | 40.25           | 29.03                |
| 20.0  | H    | 55868.61 | 4655.72 | 2327.86      | 2148.80   | 2149.28        | 1074.40 | 1074.64     | 214.88 | 460.56     | 26.86  | 19.19       | 40.29    | 28.79         | 41.24           | 29.73                |
| 20.0  | I    | 57265.32 | 4772.11 | 2386.06      | 2202.40   | 2203.04        | 1101.20 | 1101.52     | 220.24 | 472.08     | 27.53  | 19.67       | 41.30    | 29.51         | 42.24           | 30.45                |
| 20.0  | J    | 58696.95 | 4891.41 | 2445.71      | 2257.60   | 2257.92        | 1128.80 | 1128.96     | 225.76 | 483.84     | 28.22  | 20.16       | 42.33    | 30.24         | 43.28           | 31.19                |
| 20.0  | K    | 60164.38 | 5013.70 | 2506.85      | 2314.40   | 2313.92        | 1157.20 | 1156.96     | 231.44 | 495.84     | 28.93  | 20.66       | 43.40    | 30.99         | 44.34           | 31.94                |
| 20.0  | L    | 61668.49 | 5139.04 | 2569.52      | 2372.00   | 2372.16        | 1186.00 | 1186.08     | 237.20 | 508.32     | 29.65  | 21.18       | 44.48    | 31.77         | 45.42           | 32.72                |
| 20.0  | M    | 63210.20 | 5267.52 | 2633.76      | 2431.20   | 2431.52        | 1215.60 | 1215.76     | 243.12 | 521.04     | 30.39  | 21.71       | 45.59    | 32.57         | 46.53           | 33.51                |
| 20.0  | N    | 64790.45 | 5399.20 | 2699.60      | 2492.00   | 2492.00        | 1246.00 | 1246.00     | 249.20 | 534.00     | 31.15  | 22.25       | 46.73    | 33.38         | 47.67           | 34.32                |
| 20.0  | O    | 66410.22 | 5534.19 | 2767.09      | 2554.40   | 2554.72        | 1277.20 | 1277.36     | 255.44 | 547.44     | 31.93  | 22.81       | 47.90    | 34.22         | 48.84           | 35.16                |
| 20.0  | P    | 68070.47 | 5672.54 | 2836.27      | 2618.40   | 2618.56        | 1309.20 | 1309.28     | 261.84 | 561.12     | 32.73  | 23.38       | 49.10    | 35.07         | 50.04           | 36.02                |
| 20.0  | Q    | 69772.23 | 5814.35 | 2907.18      | 2683.20   | 2683.52        | 1341.60 | 1341.76     | 268.32 | 575.04     | 33.54  | 23.96       | 50.31    | 35.94         | 51.26           | 36.89                |
| 20.0  | R    | 71516.54 | 5959.71 | 2979.86      | 2750.40   | 2750.72        | 1375.20 | 1375.36     | 275.04 | 589.44     | 34.38  | 24.56       | 51.57    | 36.84         | 52.52           | 37.79                |
| 20.0  | S    | 73304.45 | 6108.70 | 3054.35      | 2819.20   | 2819.04        | 1409.60 | 1409.52     | 281.92 | 604.08     | 35.24  | 25.17       | 52.86    | 37.76         | 53.81           | 38.70                |
| 20.0  | T    | 75137.06 | 6261.42 | 3130.71      | 2889.60   | 2889.60        | 1444.80 | 1444.80     | 288.96 | 619.20     | 36.12  | 25.80       | 54.18    | 38.70         | 55.13           | 39.65                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |         |         |         |         |         |        |         |       |       |       |       |       |       |
|------|----|-----------|----------|---------|---------|---------|---------|---------|--------|---------|-------|-------|-------|-------|-------|-------|
| 20.0 | 01 | 77015.49  | 6417.96  | 3208.98 | 2962.40 | 2962.40 | 1481.20 | 1481.20 | 296.24 | 634.80  | 37.03 | 26.45 | 55.55 | 39.68 | 56.49 | 40.62 |
| 20.0 | 02 | 78940.88  | 6578.41  | 3289.20 | 3036.00 | 3036.32 | 1518.00 | 1518.16 | 303.60 | 650.64  | 37.95 | 27.11 | 56.93 | 40.67 | 57.87 | 41.61 |
| 20.0 | 03 | 80914.40  | 6742.87  | 3371.43 | 3112.00 | 3112.48 | 1556.00 | 1556.24 | 311.20 | 666.96  | 38.90 | 27.79 | 58.35 | 41.69 | 59.30 | 42.63 |
| 20.0 | 04 | 82937.26  | 6911.44  | 3455.72 | 3189.60 | 3189.76 | 1594.80 | 1594.88 | 318.96 | 683.52  | 39.87 | 28.48 | 59.81 | 42.72 | 60.75 | 43.67 |
| 20.0 | 05 | 85010.69  | 7084.22  | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56  | 40.87 | 29.19 | 61.31 | 43.79 | 62.25 | 44.73 |
| 20.0 | 06 | 87135.96  | 7261.33  | 3630.67 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08  | 41.89 | 29.92 | 62.84 | 44.88 | 63.78 | 45.83 |
| 20.0 | 07 | 89314.36  | 7442.86  | 3721.43 | 3435.20 | 3435.04 | 1717.60 | 1717.52 | 343.52 | 736.08  | 42.94 | 30.67 | 64.41 | 46.01 | 65.36 | 46.95 |
| 20.0 | 08 | 91547.22  | 7628.94  | 3814.47 | 3520.80 | 3521.28 | 1760.40 | 1760.64 | 352.08 | 754.56  | 44.01 | 31.44 | 66.02 | 47.16 | 66.96 | 48.11 |
| 20.0 | 09 | 93835.90  | 7819.66  | 3909.83 | 3608.80 | 3608.64 | 1804.40 | 1804.32 | 360.88 | 773.28  | 45.11 | 32.22 | 67.67 | 48.33 | 68.61 | 49.28 |
| 20.0 | 10 | 96181.80  | 8015.15  | 4007.58 | 3699.20 | 3699.36 | 1849.60 | 1849.68 | 369.92 | 792.72  | 46.24 | 33.03 | 69.36 | 49.55 | 70.31 | 50.49 |
| 20.0 | 11 | 98586.35  | 8215.53  | 4107.76 | 3792.00 | 3792.32 | 1896.00 | 1896.16 | 379.20 | 812.64  | 47.40 | 33.86 | 71.10 | 50.79 | 72.05 | 51.74 |
| 20.0 | 12 | 101051.01 | 8420.92  | 4210.46 | 3886.40 | 3886.40 | 1943.20 | 1943.20 | 388.64 | 832.80  | 48.58 | 34.70 | 72.87 | 52.05 | 73.82 | 53.00 |
| 20.0 | 13 | 103577.29 | 8631.44  | 4315.72 | 3984.00 | 3983.84 | 1992.00 | 1991.92 | 398.40 | 853.68  | 49.80 | 35.57 | 74.70 | 53.36 | 75.65 | 54.30 |
| 20.0 | 14 | 106166.72 | 8847.23  | 4423.61 | 4083.20 | 4083.52 | 2041.60 | 2041.76 | 408.32 | 875.04  | 51.04 | 36.46 | 76.56 | 54.69 | 77.51 | 55.64 |
| 20.0 | 15 | 108820.89 | 9068.41  | 4534.20 | 4185.60 | 4185.44 | 2092.80 | 2092.72 | 418.56 | 896.88  | 52.32 | 37.37 | 78.48 | 56.06 | 79.43 | 57.00 |
| 20.0 | 16 | 111541.41 | 9295.12  | 4647.56 | 4290.40 | 4289.60 | 2145.20 | 2144.80 | 429.04 | 919.20  | 53.63 | 38.30 | 80.45 | 57.45 | 81.39 | 58.40 |
| 20.0 | 17 | 114329.95 | 9527.50  | 4763.75 | 4397.60 | 4397.12 | 2198.80 | 2198.56 | 439.76 | 942.24  | 54.97 | 39.26 | 82.46 | 58.89 | 83.40 | 59.84 |
| 20.0 | 18 | 117188.20 | 9765.68  | 4882.84 | 4507.20 | 4506.88 | 2253.60 | 2253.44 | 450.72 | 965.76  | 56.34 | 40.24 | 84.51 | 60.36 | 85.46 | 61.31 |
| 20.0 | 19 | 120117.91 | 10009.83 | 5004.91 | 4620.00 | 4620.00 | 2310.00 | 2310.00 | 462.00 | 990.00  | 57.75 | 41.25 | 86.63 | 61.88 | 87.57 | 62.82 |
| 20.0 | 20 | 123120.86 | 10260.07 | 5130.04 | 4735.20 | 4735.36 | 2367.60 | 2367.68 | 473.52 | 1014.72 | 59.19 | 42.28 | 88.79 | 63.42 | 89.73 | 64.37 |
| 20.0 | 21 | 126198.88 | 10516.57 | 5258.29 | 4853.60 | 4854.08 | 2426.80 | 2427.04 | 485.36 | 1040.16 | 60.67 | 43.34 | 91.01 | 65.01 | 91.95 | 65.96 |
| 20.0 | 22 | 129353.85 | 10779.49 | 5389.74 | 4975.20 | 4975.04 | 2487.60 | 2487.52 | 497.52 | 1066.08 | 62.19 | 44.42 | 93.29 | 66.63 | 94.23 | 67.58 |
| 20.0 | 23 | 132587.70 | 11048.98 | 5524.49 | 5099.20 | 5099.36 | 2549.60 | 2549.68 | 509.92 | 1092.72 | 63.74 | 45.53 | 95.61 | 68.30 | 96.56 | 69.24 |
| 20.0 | 24 | 135902.39 | 11325.20 | 5662.60 | 5227.20 | 5227.04 | 2613.60 | 2613.52 | 522.72 | 1120.08 | 65.34 | 46.67 | 98.01 | 70.01 | 98.96 | 70.95 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY  | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|---------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 21.0  | A    | 51879.55 | 4323.30 | 2161.65      | 1995.20   | 1995.84        | 997.60  | 997.92      | 199.52 | 427.68     | 24.94  | 17.82       | 37.41    | 26.73         | 38.36           | 27.68                |
| 21.0  | B    | 53176.54 | 4431.38 | 2215.69      | 2045.60   | 2045.12        | 1022.80 | 1022.56     | 204.56 | 438.24     | 25.57  | 18.26       | 38.36    | 27.39         | 39.30           | 28.34                |
| 21.0  | C    | 54505.96 | 4542.16 | 2271.08      | 2096.00   | 2096.64        | 1048.00 | 1048.32     | 209.60 | 449.28     | 26.20  | 18.72       | 39.30    | 28.08         | 40.25           | 29.03                |
| 21.0  | D    | 55868.61 | 4655.72 | 2327.86      | 2148.80   | 2149.28        | 1074.40 | 1074.64     | 214.88 | 460.56     | 26.86  | 19.19       | 40.29    | 28.79         | 41.24           | 29.73                |
| 21.0  | E    | 57265.32 | 4772.11 | 2386.06      | 2202.40   | 2203.04        | 1101.20 | 1101.52     | 220.24 | 472.08     | 27.53  | 19.67       | 41.30    | 29.51         | 42.24           | 30.45                |
| 21.0  | F    | 58696.95 | 4891.41 | 2445.71      | 2257.60   | 2257.92        | 1128.80 | 1128.96     | 225.76 | 483.84     | 28.22  | 20.16       | 42.33    | 30.24         | 43.28           | 31.19                |
| 21.0  | G    | 60164.38 | 5013.70 | 2506.85      | 2314.40   | 2313.92        | 1157.20 | 1156.96     | 231.44 | 495.84     | 28.93  | 20.66       | 43.40    | 30.99         | 44.34           | 31.94                |
| 21.0  | H    | 61668.49 | 5139.04 | 2569.52      | 2372.00   | 2372.16        | 1186.00 | 1186.08     | 237.20 | 508.32     | 29.65  | 21.18       | 44.48    | 31.77         | 45.42           | 32.72                |
| 21.0  | I    | 63210.20 | 5267.52 | 2633.76      | 2431.20   | 2431.52        | 1215.60 | 1215.76     | 243.12 | 521.04     | 30.39  | 21.71       | 45.59    | 32.57         | 46.53           | 33.51                |
| 21.0  | J    | 64790.45 | 5399.20 | 2699.60      | 2492.00   | 2492.00        | 1246.00 | 1246.00     | 249.20 | 534.00     | 31.15  | 22.25       | 46.73    | 33.38         | 47.67           | 34.32                |
| 21.0  | K    | 66410.22 | 5534.19 | 2767.09      | 2554.40   | 2554.72        | 1277.20 | 1277.36     | 255.44 | 547.44     | 31.93  | 22.81       | 47.90    | 34.22         | 48.84           | 35.16                |
| 21.0  | L    | 68070.47 | 5672.54 | 2836.27      | 2618.40   | 2618.56        | 1309.20 | 1309.28     | 261.84 | 561.12     | 32.73  | 23.38       | 49.10    | 35.07         | 50.04           | 36.02                |
| 21.0  | M    | 69772.23 | 5814.35 | 2907.18      | 2683.20   | 2683.52        | 1341.60 | 1341.76     | 268.32 | 575.04     | 33.54  | 23.96       | 50.31    | 35.94         | 51.26           | 36.89                |
| 21.0  | N    | 71516.54 | 5959.71 | 2979.86      | 2750.40   | 2750.72        | 1375.20 | 1375.36     | 275.04 | 589.44     | 34.38  | 24.56       | 51.57    | 36.84         | 52.52           | 37.79                |
| 21.0  | O    | 73304.45 | 6108.70 | 3054.35      | 2819.20   | 2819.04        | 1409.60 | 1409.52     | 281.92 | 604.08     | 35.24  | 25.17       | 52.86    | 37.76         | 53.81           | 38.70                |
| 21.0  | P    | 75137.06 | 6261.42 | 3130.71      | 2889.60   | 2889.60        | 1444.80 | 1444.80     | 288.96 | 619.20     | 36.12  | 25.80       | 54.18    | 38.70         | 55.13           | 39.65                |
| 21.0  | Q    | 77015.49 | 6417.96 | 3208.98      | 2962.40   | 2962.40        | 1481.20 | 1481.20     | 296.24 | 634.80     | 37.03  | 26.45       | 55.55    | 39.68         | 56.49           | 40.62                |
| 21.0  | R    | 78940.88 | 6578.41 | 3289.20      | 3036.00   | 3036.32        | 1518.00 | 1518.16     | 303.60 | 650.64     | 37.95  | 27.11       | 56.93    | 40.67         | 57.87           | 41.61                |
| 21.0  | S    | 80914.40 | 6742.87 | 3371.43      | 3112.00   | 3112.48        | 1556.00 | 1556.24     | 311.20 | 666.96     | 38.90  | 27.79       | 58.35    | 41.69         | 59.30           | 42.63                |
| 21.0  | T    | 82937.26 | 6911.44 | 3455.72      | 3189.60   | 3189.76        | 1594.80 | 1594.88     | 318.96 | 683.52     | 39.87  | 28.48       | 59.81    | 42.72         | 60.75           | 43.67                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |         |         |         |         |         |        |         |       |       |        |       |        |       |
|------|----|-----------|----------|---------|---------|---------|---------|---------|--------|---------|-------|-------|--------|-------|--------|-------|
| 21.0 | 01 | 85010.69  | 7084.22  | 3542.11 | 3269.60 | 3269.28 | 1634.80 | 1634.64 | 326.96 | 700.56  | 40.87 | 29.19 | 61.31  | 43.79 | 62.25  | 44.73 |
| 21.0 | 02 | 87135.96  | 7261.33  | 3630.67 | 3351.20 | 3351.04 | 1675.60 | 1675.52 | 335.12 | 718.08  | 41.89 | 29.92 | 62.84  | 44.88 | 63.78  | 45.83 |
| 21.0 | 03 | 89314.36  | 7442.86  | 3721.43 | 3435.20 | 3435.04 | 1717.60 | 1717.52 | 343.52 | 736.08  | 42.94 | 30.67 | 64.41  | 46.01 | 65.36  | 46.95 |
| 21.0 | 04 | 91547.22  | 7628.94  | 3814.47 | 3521.80 | 3521.28 | 1760.40 | 1760.64 | 352.08 | 754.56  | 44.01 | 31.44 | 66.02  | 47.16 | 66.96  | 48.11 |
| 21.0 | 05 | 93835.90  | 7819.66  | 3909.83 | 3608.80 | 3608.64 | 1804.40 | 1804.32 | 360.88 | 773.28  | 45.11 | 32.22 | 67.67  | 48.33 | 68.61  | 49.28 |
| 21.0 | 06 | 96181.80  | 8015.15  | 4007.58 | 3699.20 | 3699.36 | 1849.60 | 1849.68 | 369.92 | 792.72  | 46.24 | 33.03 | 69.36  | 49.55 | 70.31  | 50.49 |
| 21.0 | 07 | 98586.35  | 8215.53  | 4107.76 | 3792.00 | 3792.32 | 1896.00 | 1896.16 | 379.20 | 812.64  | 47.40 | 33.86 | 71.10  | 50.79 | 72.05  | 51.74 |
| 21.0 | 08 | 101051.01 | 8420.92  | 4210.46 | 3886.40 | 3886.40 | 1943.20 | 1943.20 | 388.64 | 832.80  | 48.58 | 34.70 | 72.87  | 52.05 | 73.82  | 53.00 |
| 21.0 | 09 | 103577.29 | 8631.44  | 4315.72 | 3984.00 | 3983.84 | 1992.00 | 1991.92 | 398.40 | 853.68  | 49.80 | 35.57 | 74.70  | 53.36 | 75.65  | 54.30 |
| 21.0 | 10 | 106166.72 | 8847.23  | 4423.61 | 4083.20 | 4083.52 | 2041.60 | 2041.76 | 408.32 | 875.04  | 51.04 | 36.46 | 76.56  | 54.69 | 77.51  | 55.64 |
| 21.0 | 11 | 108820.89 | 9068.41  | 4534.20 | 4185.60 | 4185.44 | 2092.80 | 2092.72 | 418.56 | 896.88  | 52.32 | 37.37 | 78.48  | 56.06 | 79.43  | 57.00 |
| 21.0 | 12 | 111541.41 | 9295.12  | 4647.56 | 4290.40 | 4289.60 | 2145.20 | 2144.80 | 429.04 | 919.20  | 53.63 | 38.30 | 80.45  | 57.45 | 81.39  | 58.40 |
| 21.0 | 13 | 114329.95 | 9527.50  | 4763.75 | 4397.60 | 4397.12 | 2198.80 | 2198.56 | 439.76 | 942.24  | 54.97 | 39.26 | 82.46  | 58.89 | 83.40  | 59.84 |
| 21.0 | 14 | 117188.20 | 9765.68  | 4882.84 | 4507.20 | 4506.88 | 2253.60 | 2253.44 | 450.72 | 965.76  | 56.34 | 40.24 | 84.51  | 60.36 | 85.46  | 61.31 |
| 21.0 | 15 | 120117.91 | 10009.83 | 5004.91 | 4620.00 | 4620.00 | 2310.00 | 2310.00 | 462.00 | 990.00  | 57.75 | 41.25 | 86.63  | 61.88 | 87.57  | 62.82 |
| 21.0 | 16 | 123120.86 | 10260.07 | 5130.04 | 4735.20 | 4735.36 | 2367.60 | 2367.68 | 473.52 | 1014.72 | 59.19 | 42.28 | 88.79  | 63.42 | 89.73  | 64.37 |
| 21.0 | 17 | 126198.88 | 10516.57 | 5258.29 | 4853.60 | 4854.08 | 2426.80 | 2427.04 | 485.36 | 1040.16 | 60.67 | 43.34 | 91.01  | 65.01 | 91.95  | 65.96 |
| 21.0 | 18 | 129353.85 | 10779.49 | 5389.74 | 4975.20 | 4975.04 | 2487.60 | 2487.52 | 497.52 | 1066.08 | 62.19 | 44.42 | 93.29  | 66.63 | 94.23  | 67.58 |
| 21.0 | 19 | 132587.70 | 11048.98 | 5524.49 | 5099.20 | 5099.36 | 2549.60 | 2549.68 | 509.92 | 1092.72 | 63.74 | 45.53 | 95.61  | 68.30 | 96.56  | 69.24 |
| 21.0 | 20 | 135902.39 | 11325.20 | 5662.60 | 5227.20 | 5227.04 | 2613.60 | 2613.52 | 522.72 | 1120.08 | 65.34 | 46.67 | 98.01  | 70.01 | 98.96  | 70.95 |
| 21.0 | 21 | 139299.95 | 11608.33 | 5804.16 | 5357.60 | 5358.08 | 2678.80 | 2679.04 | 535.76 | 1148.16 | 66.97 | 47.84 | 100.46 | 71.76 | 101.40 | 72.71 |
| 21.0 | 22 | 142782.45 | 11898.54 | 5949.27 | 5492.00 | 5491.36 | 2746.00 | 2745.68 | 549.20 | 1176.72 | 68.65 | 49.03 | 102.98 | 73.55 | 103.92 | 74.49 |
| 21.0 | 23 | 146352.01 | 12196.00 | 6098.00 | 5628.80 | 5629.12 | 2814.40 | 2814.56 | 562.88 | 1206.24 | 70.36 | 50.26 | 105.54 | 75.39 | 106.49 | 76.34 |
| 21.0 | 24 | 150010.81 | 12500.90 | 6250.45 | 5769.60 | 5769.12 | 2884.80 | 2884.56 | 576.96 | 1236.24 | 72.12 | 51.51 | 108.18 | 77.27 | 109.13 | 78.21 |

| GRADE | STEP | ANNUAL   | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY  | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|----------|---------|--------------|-----------|----------------|---------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 22.0  | A    | 57265.32 | 4772.11 | 2386.06      | 2202.40   | 2203.04        | 1101.20 | 1101.52     | 220.24 | 472.08     | 27.53  | 19.67       | 41.30    | 29.51         | 42.24           | 30.45                |
| 22.0  | B    | 58696.95 | 4891.41 | 2445.71      | 2257.60   | 2257.92        | 1128.80 | 1128.96     | 225.76 | 483.84     | 28.22  | 20.16       | 42.33    | 30.24         | 43.28           | 31.19                |
| 22.0  | C    | 60164.38 | 5013.70 | 2506.85      | 2314.40   | 2313.92        | 1157.20 | 1156.96     | 231.44 | 495.84     | 28.93  | 20.66       | 43.40    | 30.99         | 44.34           | 31.94                |
| 22.0  | D    | 61668.49 | 5139.04 | 2569.52      | 2372.00   | 2372.16        | 1186.00 | 1186.08     | 237.20 | 508.32     | 29.65  | 21.18       | 44.48    | 31.77         | 45.42           | 32.72                |
| 22.0  | E    | 63210.20 | 5267.52 | 2633.76      | 2431.20   | 2431.52        | 1215.60 | 1215.76     | 243.12 | 521.04     | 30.39  | 21.71       | 45.59    | 32.57         | 46.53           | 33.51                |
| 22.0  | F    | 64790.45 | 5399.20 | 2699.60      | 2492.00   | 2492.00        | 1246.00 | 1246.00     | 249.20 | 534.00     | 31.15  | 22.25       | 46.73    | 33.38         | 47.67           | 34.32                |
| 22.0  | G    | 66410.22 | 5534.19 | 2767.09      | 2554.40   | 2554.72        | 1277.20 | 1277.36     | 255.44 | 547.44     | 31.93  | 22.81       | 47.90    | 34.22         | 48.84           | 35.16                |
| 22.0  | H    | 68070.47 | 5672.54 | 2836.27      | 2618.40   | 2618.56        | 1309.20 | 1309.28     | 261.84 | 561.12     | 32.73  | 23.38       | 49.10    | 35.07         | 50.04           | 36.02                |
| 22.0  | I    | 69772.23 | 5814.35 | 2907.18      | 2683.20   | 2683.52        | 1341.60 | 1341.76     | 268.32 | 575.04     | 33.54  | 23.96       | 50.31    | 35.94         | 51.26           | 36.89                |
| 22.0  | J    | 71516.54 | 5959.71 | 2979.86      | 2750.40   | 2750.72        | 1375.20 | 1375.36     | 275.04 | 589.44     | 34.38  | 24.56       | 51.57    | 36.84         | 52.52           | 37.79                |
| 22.0  | K    | 73304.45 | 6108.70 | 3054.35      | 2819.20   | 2819.04        | 1409.60 | 1409.52     | 281.92 | 604.08     | 35.24  | 25.17       | 52.86    | 37.76         | 53.81           | 38.70                |
| 22.0  | L    | 75137.06 | 6261.42 | 3130.71      | 2889.60   | 2889.60        | 1444.80 | 1444.80     | 288.96 | 619.20     | 36.12  | 25.80       | 54.18    | 38.70         | 55.13           | 39.65                |
| 22.0  | M    | 77015.49 | 6417.96 | 3208.98      | 2962.40   | 2962.40        | 1481.20 | 1481.20     | 296.24 | 634.80     | 37.03  | 26.45       | 55.55    | 39.68         | 56.49           | 40.62                |
| 22.0  | N    | 78940.88 | 6578.41 | 3289.20      | 3036.00   | 3036.32        | 1518.00 | 1518.16     | 303.60 | 650.64     | 37.95  | 27.11       | 56.93    | 40.67         | 57.87           | 41.61                |
| 22.0  | O    | 80914.40 | 6742.87 | 3371.43      | 3112.00   | 3112.48        | 1556.00 | 1556.24     | 311.20 | 666.96     | 38.90  | 27.79       | 58.35    | 41.69         | 59.30           | 42.63                |
| 22.0  | P    | 82937.26 | 6911.44 | 3455.72      | 3189.60   | 3189.76        | 1594.80 | 1594.88     | 318.96 | 683.52     | 39.87  | 28.48       | 59.81    | 42.72         | 60.75           | 43.67                |
| 22.0  | Q    | 85010.69 | 7084.22 | 3542.11      | 3269.60   | 3269.28        | 1634.80 | 1634.64     | 326.96 | 700.56     | 40.87  | 29.19       | 61.31    | 43.79         | 62.25           | 44.73                |
| 22.0  | R    | 87135.96 | 7261.33 | 3630.67      | 3351.20   | 3351.04        | 1675.60 | 1675.52     | 335.12 | 718.08     | 41.89  | 29.92       | 62.84    | 44.88         | 63.78           | 45.83                |
| 22.0  | S    | 89314.36 | 7442.86 | 3721.43      | 3435.20   | 3435.04        | 1717.60 | 1717.52     | 343.52 | 736.08     | 42.94  | 30.67       | 64.41    | 46.01         | 65.36           | 46.95                |
| 22.0  | T    | 91547.22 | 7628.94 | 3814.47      | 3520.80   | 3521.28        | 1760.40 | 1760.64     | 352.08 | 754.56     | 44.01  | 31.44       | 66.02    | 47.16         | 66.96           | 48.11                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |         |         |         |         |         |        |         |       |       |        |       |        |       |
|------|----|-----------|----------|---------|---------|---------|---------|---------|--------|---------|-------|-------|--------|-------|--------|-------|
| 22.0 | 01 | 93835.90  | 7819.66  | 3909.83 | 3608.80 | 3608.64 | 1804.40 | 1804.32 | 360.88 | 773.28  | 45.11 | 32.22 | 67.67  | 48.33 | 68.61  | 49.28 |
| 22.0 | 02 | 96181.80  | 8015.15  | 4007.58 | 3699.20 | 3699.36 | 1849.60 | 1849.68 | 369.92 | 792.72  | 46.24 | 33.03 | 69.36  | 49.55 | 70.31  | 50.49 |
| 22.0 | 03 | 98586.35  | 8215.53  | 4107.76 | 3792.00 | 3792.32 | 1896.00 | 1896.16 | 379.20 | 812.64  | 47.40 | 33.86 | 71.10  | 50.79 | 72.05  | 51.74 |
| 22.0 | 04 | 101051.01 | 8420.92  | 4210.46 | 3886.40 | 3886.40 | 1943.20 | 1943.20 | 388.64 | 832.80  | 48.58 | 34.70 | 72.87  | 52.05 | 73.82  | 53.00 |
| 22.0 | 05 | 103577.29 | 8631.44  | 4315.72 | 3984.00 | 3983.84 | 1992.00 | 1991.92 | 398.40 | 853.68  | 49.80 | 35.57 | 74.70  | 53.36 | 75.65  | 54.30 |
| 22.0 | 06 | 106166.72 | 8847.23  | 4423.61 | 4083.20 | 4083.52 | 2041.60 | 2041.76 | 408.32 | 875.04  | 51.04 | 36.46 | 76.56  | 54.69 | 77.51  | 55.64 |
| 22.0 | 07 | 108820.89 | 9068.41  | 4534.20 | 4185.60 | 4185.44 | 2092.80 | 2092.72 | 418.56 | 896.88  | 52.32 | 37.37 | 78.48  | 56.06 | 79.43  | 57.00 |
| 22.0 | 08 | 111541.41 | 9295.12  | 4647.56 | 4290.40 | 4289.60 | 2145.20 | 2144.80 | 429.04 | 919.20  | 53.63 | 38.30 | 80.45  | 57.45 | 81.39  | 58.40 |
| 22.0 | 09 | 114329.95 | 9527.50  | 4763.75 | 4397.60 | 4397.12 | 2198.80 | 2198.56 | 439.76 | 942.24  | 54.97 | 39.26 | 82.46  | 58.89 | 83.40  | 59.84 |
| 22.0 | 10 | 117188.20 | 9765.68  | 4882.84 | 4507.20 | 4506.88 | 2253.60 | 2253.44 | 450.72 | 965.76  | 56.34 | 40.24 | 84.51  | 60.36 | 85.46  | 61.31 |
| 22.0 | 11 | 120117.91 | 10009.83 | 5004.91 | 4620.00 | 4620.00 | 2310.00 | 2310.00 | 462.00 | 990.00  | 57.75 | 41.25 | 86.63  | 61.88 | 87.57  | 62.82 |
| 22.0 | 12 | 123120.86 | 10260.07 | 5130.04 | 4735.20 | 4735.36 | 2367.60 | 2367.68 | 473.52 | 1014.72 | 59.19 | 42.28 | 88.79  | 63.42 | 89.73  | 64.37 |
| 22.0 | 13 | 126198.88 | 10516.57 | 5258.29 | 4853.60 | 4854.08 | 2426.80 | 2427.04 | 485.36 | 1040.16 | 60.67 | 43.34 | 91.01  | 65.01 | 91.95  | 65.96 |
| 22.0 | 14 | 129353.85 | 10779.49 | 5389.74 | 4975.20 | 4975.04 | 2487.60 | 2487.52 | 497.52 | 1066.08 | 62.19 | 44.42 | 93.29  | 66.63 | 94.23  | 67.58 |
| 22.0 | 15 | 132587.70 | 11048.98 | 5524.49 | 5099.20 | 5099.36 | 2549.60 | 2549.68 | 509.92 | 1092.72 | 63.74 | 45.53 | 95.61  | 68.30 | 96.56  | 69.24 |
| 22.0 | 16 | 135902.39 | 11325.20 | 5662.60 | 5227.20 | 5227.04 | 2613.60 | 2613.52 | 522.72 | 1120.08 | 65.34 | 46.67 | 98.01  | 70.01 | 98.96  | 70.95 |
| 22.0 | 17 | 139299.95 | 11608.33 | 5804.16 | 5357.60 | 5358.08 | 2678.80 | 2679.04 | 535.76 | 1148.16 | 66.97 | 47.84 | 100.46 | 71.76 | 101.40 | 72.71 |
| 22.0 | 18 | 142782.45 | 11898.54 | 5949.27 | 5492.00 | 5491.36 | 2746.00 | 2745.68 | 549.20 | 1176.72 | 68.65 | 49.03 | 102.98 | 73.55 | 103.92 | 74.49 |
| 22.0 | 19 | 146352.01 | 12196.00 | 6098.00 | 5628.80 | 5629.12 | 2814.40 | 2814.56 | 562.88 | 1206.24 | 70.36 | 50.26 | 105.54 | 75.39 | 106.49 | 76.34 |
| 22.0 | 20 | 150010.81 | 12500.90 | 6250.45 | 5769.60 | 5769.12 | 2884.80 | 2884.56 | 576.96 | 1236.24 | 72.12 | 51.51 | 108.18 | 77.27 | 109.13 | 78.21 |
| 22.0 | 21 | 153761.08 | 12813.42 | 6406.71 | 5913.60 | 5913.60 | 2956.80 | 2956.80 | 591.36 | 1267.20 | 73.92 | 52.80 | 110.88 | 79.20 | 111.83 | 80.15 |
| 22.0 | 22 | 157605.11 | 13133.76 | 6566.88 | 6061.60 | 6061.44 | 3030.80 | 3030.72 | 606.16 | 1298.88 | 75.77 | 54.12 | 113.66 | 81.18 | 114.60 | 82.13 |
| 22.0 | 23 | 161545.24 | 13462.10 | 6731.05 | 6213.60 | 6213.76 | 3106.80 | 3106.88 | 621.36 | 1331.52 | 77.67 | 55.48 | 116.51 | 83.22 | 117.45 | 84.17 |
| 22.0 | 24 | 165583.87 | 13798.66 | 6899.33 | 6368.80 | 6368.32 | 3184.40 | 3184.16 | 636.88 | 1364.64 | 79.61 | 56.86 | 119.42 | 85.29 | 120.36 | 86.24 |

| GRADE | STEP | ANNUAL    | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | Overtime | FIRE Overtime | SUBSIS Overtime | FIRE SUBSIS Overtime |
|-------|------|-----------|---------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 23.0  | A    | 63210.20  | 5267.52 | 2633.76      | 2431.20   | 2431.52        | 1215.60     | 1215.76     | 243.12 | 521.04     | 30.39  | 21.71       | 45.59    | 32.57         | 46.53           | 33.51                |
| 23.0  | B    | 64790.45  | 5399.20 | 2699.60      | 2492.00   | 2492.00        | 1246.00     | 1246.00     | 249.20 | 534.00     | 31.15  | 22.25       | 46.73    | 33.38         | 47.67           | 34.32                |
| 23.0  | C    | 66410.22  | 5534.19 | 2767.09      | 2554.40   | 2554.72        | 1277.36     | 1277.36     | 255.44 | 547.44     | 31.93  | 22.81       | 47.90    | 34.22         | 48.84           | 35.16                |
| 23.0  | D    | 68070.47  | 5672.54 | 2836.27      | 2618.40   | 2618.56        | 1309.20     | 1309.28     | 261.84 | 561.12     | 32.73  | 23.38       | 49.10    | 35.07         | 50.04           | 36.02                |
| 23.0  | E    | 69772.23  | 5814.35 | 2907.18      | 2683.20   | 2683.52        | 1341.60     | 1341.76     | 268.32 | 575.04     | 33.54  | 23.96       | 50.31    | 35.94         | 51.26           | 36.89                |
| 23.0  | F    | 71516.54  | 5959.71 | 2979.86      | 2750.40   | 2750.72        | 1375.20     | 1375.36     | 275.04 | 589.44     | 34.38  | 24.56       | 51.57    | 36.84         | 52.52           | 37.79                |
| 23.0  | G    | 73304.45  | 6108.70 | 3054.35      | 2819.20   | 2819.04        | 1409.60     | 1409.52     | 281.92 | 604.08     | 35.24  | 25.17       | 52.86    | 37.76         | 53.81           | 38.70                |
| 23.0  | H    | 75137.06  | 6261.42 | 3130.71      | 2889.60   | 2889.60        | 1444.80     | 1444.80     | 288.96 | 619.20     | 36.12  | 25.80       | 54.18    | 38.70         | 55.13           | 39.65                |
| 23.0  | I    | 77015.49  | 6417.96 | 3208.98      | 2962.40   | 2962.40        | 1481.20     | 1481.20     | 296.24 | 634.80     | 37.03  | 26.45       | 55.55    | 39.68         | 56.49           | 40.62                |
| 23.0  | J    | 78940.88  | 6578.41 | 3289.20      | 3036.00   | 3036.32        | 1518.00     | 1518.16     | 303.60 | 650.64     | 37.95  | 27.11       | 56.93    | 40.67         | 57.87           | 41.61                |
| 23.0  | K    | 80914.40  | 6742.87 | 3371.43      | 3112.00   | 3112.48        | 1556.00     | 1556.24     | 311.20 | 666.96     | 38.90  | 27.79       | 58.35    | 41.69         | 59.30           | 42.63                |
| 23.0  | L    | 82937.26  | 6911.44 | 3455.72      | 3189.60   | 3189.76        | 1594.80     | 1594.88     | 318.96 | 683.52     | 39.87  | 28.48       | 59.81    | 42.72         | 60.75           | 43.67                |
| 23.0  | M    | 85010.69  | 7084.22 | 3542.11      | 3269.60   | 3269.28        | 1634.80     | 1634.64     | 326.96 | 700.56     | 40.87  | 29.19       | 61.31    | 43.79         | 62.25           | 44.73                |
| 23.0  | N    | 87135.96  | 7261.33 | 3630.67      | 3351.20   | 3351.04        | 1675.60     | 1675.52     | 335.12 | 718.08     | 41.89  | 29.92       | 62.84    | 44.88         | 63.78           | 45.83                |
| 23.0  | O    | 89314.36  | 7442.86 | 3721.43      | 3435.20   | 3435.04        | 1717.60     | 1717.52     | 343.52 | 736.08     | 42.94  | 30.67       | 64.41    | 46.01         | 65.36           | 46.95                |
| 23.0  | P    | 91547.22  | 7628.94 | 3814.47      | 3520.80   | 3521.28        | 1760.40     | 1760.64     | 352.08 | 754.56     | 44.01  | 31.44       | 66.02    | 47.16         | 66.96           | 48.11                |
| 23.0  | Q    | 93835.90  | 7819.66 | 3909.83      | 3608.80   | 3608.64        | 1804.40     | 1804.32     | 360.88 | 773.28     | 45.11  | 32.22       | 67.67    | 48.33         | 68.61           | 49.28                |
| 23.0  | R    | 96181.79  | 8015.15 | 4007.57      | 3699.20   | 3699.36        | 1849.60     | 1849.68     | 369.92 | 792.72     | 46.24  | 33.03       | 69.36    | 49.55         | 70.31           | 50.49                |
| 23.0  | S    | 98586.34  | 8215.53 | 4107.76      | 3792.00   | 3792.32        | 1896.00     | 1896.16     | 379.20 | 812.64     | 47.40  | 33.86       | 71.10    | 50.79         | 72.05           | 51.74                |
| 23.0  | T    | 101051.00 | 8420.92 | 4210.46      | 3886.40   | 3886.40        | 1943.20     | 1943.20     | 388.64 | 832.80     | 48.58  | 34.70       | 72.87    | 52.05         | 73.82           | 53.00                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |         |         |         |         |         |        |         |       |       |        |       |        |       |
|------|----|-----------|----------|---------|---------|---------|---------|---------|--------|---------|-------|-------|--------|-------|--------|-------|
| 23.0 | 01 | 103577.28 | 8631.44  | 4315.72 | 3984.00 | 3983.84 | 1992.00 | 1991.92 | 398.40 | 853.68  | 49.80 | 35.57 | 74.70  | 53.36 | 75.65  | 54.30 |
| 23.0 | 02 | 106166.71 | 8847.23  | 4423.61 | 4083.20 | 4083.52 | 2041.60 | 2041.76 | 408.32 | 875.04  | 51.04 | 36.46 | 76.56  | 54.69 | 77.51  | 55.64 |
| 23.0 | 03 | 108820.88 | 9068.41  | 4534.20 | 4185.60 | 4185.44 | 2092.80 | 2092.72 | 418.56 | 896.88  | 52.32 | 37.37 | 78.48  | 56.06 | 79.43  | 57.00 |
| 23.0 | 04 | 111541.40 | 9295.12  | 4647.56 | 4290.40 | 4289.60 | 2145.20 | 2144.80 | 429.04 | 919.20  | 53.63 | 38.30 | 80.45  | 57.45 | 81.39  | 58.40 |
| 23.0 | 05 | 114329.94 | 9527.50  | 4763.75 | 4397.60 | 4397.12 | 2198.80 | 2198.56 | 439.76 | 942.24  | 54.97 | 39.26 | 82.46  | 58.89 | 83.40  | 59.84 |
| 23.0 | 06 | 117188.19 | 9765.68  | 4882.84 | 4507.20 | 4506.88 | 2253.60 | 2253.44 | 450.72 | 965.76  | 56.34 | 40.24 | 84.51  | 60.36 | 85.46  | 61.31 |
| 23.0 | 07 | 120117.89 | 10009.82 | 5004.91 | 4620.00 | 4620.00 | 2310.00 | 2310.00 | 462.00 | 990.00  | 57.75 | 41.25 | 86.63  | 61.88 | 87.57  | 62.82 |
| 23.0 | 08 | 123120.84 | 10260.07 | 5130.04 | 4735.20 | 4735.36 | 2367.60 | 2367.68 | 473.52 | 1014.72 | 59.19 | 42.28 | 88.79  | 63.42 | 89.73  | 64.37 |
| 23.0 | 09 | 126198.86 | 10516.57 | 5258.29 | 4853.60 | 4854.08 | 2426.80 | 2427.04 | 485.36 | 1040.16 | 60.67 | 43.34 | 91.01  | 65.01 | 91.95  | 65.96 |
| 23.0 | 10 | 129353.83 | 10779.49 | 5389.74 | 4975.20 | 4975.04 | 2487.60 | 2487.52 | 497.52 | 1066.08 | 62.19 | 44.42 | 93.29  | 66.63 | 94.23  | 67.58 |
| 23.0 | 11 | 132587.68 | 11048.97 | 5524.49 | 5099.20 | 5099.36 | 2549.60 | 2549.68 | 509.92 | 1092.72 | 63.74 | 45.53 | 95.61  | 68.30 | 96.56  | 69.24 |
| 23.0 | 12 | 135902.37 | 11325.20 | 5662.60 | 5227.20 | 5227.04 | 2613.60 | 2613.52 | 522.72 | 1120.08 | 65.34 | 46.67 | 98.01  | 70.01 | 98.96  | 70.95 |
| 23.0 | 13 | 139299.93 | 11608.33 | 5804.16 | 5357.60 | 5358.08 | 2678.80 | 2679.04 | 535.76 | 1148.16 | 66.97 | 47.84 | 100.46 | 71.76 | 101.40 | 72.71 |
| 23.0 | 14 | 142782.43 | 11898.54 | 5949.27 | 5492.00 | 5491.36 | 2746.00 | 2745.68 | 549.20 | 1176.72 | 68.65 | 49.03 | 102.98 | 73.55 | 103.92 | 74.49 |
| 23.0 | 15 | 146351.99 | 12196.00 | 6098.00 | 5628.80 | 5629.12 | 2814.40 | 2814.56 | 562.88 | 1206.24 | 70.36 | 50.26 | 105.54 | 75.39 | 106.49 | 76.34 |
| 23.0 | 16 | 150010.79 | 12500.90 | 6250.45 | 5769.60 | 5769.12 | 2884.80 | 2884.56 | 576.96 | 1236.24 | 72.12 | 51.51 | 108.18 | 77.27 | 109.13 | 78.21 |
| 23.0 | 17 | 153761.06 | 12813.42 | 6406.71 | 5913.60 | 5913.60 | 2956.80 | 2956.80 | 591.36 | 1267.20 | 73.92 | 52.80 | 110.88 | 79.20 | 111.83 | 80.15 |
| 23.0 | 18 | 157605.09 | 13133.76 | 6566.88 | 6061.60 | 6061.44 | 3030.80 | 3030.72 | 606.16 | 1298.88 | 75.77 | 54.12 | 113.66 | 81.18 | 114.60 | 82.13 |
| 23.0 | 19 | 161545.22 | 13462.10 | 6731.05 | 6213.60 | 6213.76 | 3106.80 | 3106.88 | 621.36 | 1331.52 | 77.67 | 55.48 | 116.51 | 83.22 | 117.45 | 84.17 |
| 23.0 | 20 | 165583.85 | 13798.65 | 6899.33 | 6368.80 | 6368.32 | 3184.40 | 3184.16 | 636.88 | 1364.64 | 79.61 | 56.86 | 119.42 | 85.29 | 120.36 | 86.24 |
| 23.0 | 21 | 169723.45 | 14143.62 | 7071.81 | 6528.00 | 6527.36 | 3264.00 | 3263.68 | 652.80 | 1398.72 | 81.60 | 58.28 | 122.40 | 87.42 | 123.35 | 88.37 |
| 23.0 | 22 | 173966.54 | 14497.21 | 7248.61 | 6691.20 | 6690.88 | 3345.60 | 3345.44 | 669.12 | 1433.76 | 83.64 | 59.74 | 125.46 | 89.61 | 126.41 | 90.56 |
| 23.0 | 23 | 178315.70 | 14859.64 | 7429.82 | 6858.40 | 6857.76 | 3429.20 | 3428.88 | 685.84 | 1469.52 | 85.73 | 61.23 | 128.60 | 91.85 | 129.54 | 92.79 |
| 23.0 | 24 | 182773.59 | 15231.13 | 7615.57 | 7029.60 | 7030.24 | 3514.80 | 3515.12 | 702.96 | 1506.48 | 87.87 | 62.77 | 131.81 | 94.16 | 132.75 | 95.10 |



| GRADE | STEP | ANNUAL    | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY  | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|-----------|---------|--------------|-----------|----------------|---------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 24.0  | A    | 69772.23  | 5814.35 | 2907.18      | 2683.20   | 2683.52        | 1341.60 | 1341.76     | 268.32 | 575.04     | 33.54  | 23.96       | 50.31    | 35.94         | 51.26           | 36.89                |
| 24.0  | B    | 71516.54  | 5959.71 | 2979.86      | 2750.40   | 2750.72        | 1375.20 | 1375.36     | 275.04 | 589.44     | 34.38  | 24.56       | 51.57    | 36.84         | 52.52           | 37.79                |
| 24.0  | C    | 73304.45  | 6108.70 | 3054.35      | 2819.20   | 2819.04        | 1409.60 | 1409.52     | 281.92 | 604.08     | 35.24  | 25.17       | 52.86    | 37.76         | 53.81           | 38.70                |
| 24.0  | D    | 75137.06  | 6261.42 | 3130.71      | 2889.60   | 2889.60        | 1444.80 | 1444.80     | 288.96 | 619.20     | 36.12  | 25.80       | 54.18    | 38.70         | 55.13           | 39.65                |
| 24.0  | E    | 77015.49  | 6417.96 | 3208.98      | 2962.40   | 2962.40        | 1481.20 | 1481.20     | 296.24 | 634.80     | 37.03  | 26.45       | 55.55    | 39.68         | 56.49           | 40.62                |
| 24.0  | F    | 78940.88  | 6578.41 | 3289.20      | 3036.00   | 3036.32        | 1518.00 | 1518.16     | 303.60 | 650.64     | 37.95  | 27.11       | 56.93    | 40.67         | 57.87           | 41.61                |
| 24.0  | G    | 80914.40  | 6742.87 | 3371.43      | 3112.00   | 3112.48        | 1556.00 | 1556.24     | 311.20 | 666.96     | 38.90  | 27.79       | 58.35    | 41.69         | 59.30           | 42.63                |
| 24.0  | H    | 82937.26  | 6911.44 | 3455.72      | 3189.60   | 3189.76        | 1594.80 | 1594.88     | 318.96 | 683.52     | 39.87  | 28.48       | 59.81    | 42.72         | 60.75           | 43.67                |
| 24.0  | I    | 85010.69  | 7084.22 | 3542.11      | 3269.60   | 3269.28        | 1634.80 | 1634.64     | 326.96 | 700.56     | 40.87  | 29.19       | 61.31    | 43.79         | 62.25           | 44.73                |
| 24.0  | J    | 87135.96  | 7261.33 | 3630.67      | 3351.20   | 3351.04        | 1675.60 | 1675.52     | 335.12 | 718.08     | 41.89  | 29.92       | 62.84    | 44.88         | 63.78           | 45.83                |
| 24.0  | K    | 89314.36  | 7442.86 | 3721.43      | 3435.20   | 3435.04        | 1717.60 | 1717.52     | 343.52 | 736.08     | 42.94  | 30.67       | 64.41    | 46.01         | 65.36           | 46.95                |
| 24.0  | L    | 91547.22  | 7628.94 | 3814.47      | 3520.80   | 3521.28        | 1760.40 | 1760.64     | 352.08 | 754.56     | 44.01  | 31.44       | 66.02    | 47.16         | 66.96           | 48.11                |
| 24.0  | M    | 93835.90  | 7819.66 | 3909.83      | 3608.80   | 3608.64        | 1804.40 | 1804.32     | 360.88 | 773.28     | 45.11  | 32.22       | 67.67    | 48.33         | 68.61           | 49.28                |
| 24.0  | N    | 96181.79  | 8015.15 | 4007.57      | 3699.20   | 3699.36        | 1849.60 | 1849.68     | 369.92 | 792.72     | 46.24  | 33.03       | 69.36    | 49.55         | 70.31           | 50.49                |
| 24.0  | O    | 98586.34  | 8215.53 | 4107.76      | 3792.00   | 3792.32        | 1896.00 | 1896.16     | 379.20 | 812.64     | 47.40  | 33.86       | 71.10    | 50.79         | 72.05           | 51.74                |
| 24.0  | P    | 101051.00 | 8420.92 | 4210.46      | 3886.40   | 3886.40        | 1943.20 | 1943.20     | 388.64 | 832.80     | 48.58  | 34.70       | 72.87    | 52.05         | 73.82           | 53.00                |
| 24.0  | Q    | 103577.27 | 8631.44 | 4315.72      | 3984.00   | 3983.84        | 1992.00 | 1991.92     | 398.40 | 853.68     | 49.80  | 35.57       | 74.70    | 53.36         | 75.65           | 54.30                |
| 24.0  | R    | 106166.70 | 8847.23 | 4423.61      | 4083.20   | 4083.52        | 2041.60 | 2041.76     | 408.32 | 875.04     | 51.04  | 36.46       | 76.56    | 54.69         | 77.51           | 55.64                |
| 24.0  | S    | 108820.87 | 9068.41 | 4534.20      | 4185.60   | 4185.44        | 2092.80 | 2092.72     | 418.56 | 896.88     | 52.32  | 37.37       | 78.48    | 56.06         | 79.43           | 57.00                |
| 24.0  | T    | 111541.39 | 9295.12 | 4647.56      | 4290.40   | 4289.60        | 2145.20 | 2144.80     | 429.04 | 919.20     | 53.63  | 38.30       | 80.45    | 57.45         | 81.39           | 58.40                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |         |         |         |         |         |        |         |       |       |        |        |        |        |
|------|----|-----------|----------|---------|---------|---------|---------|---------|--------|---------|-------|-------|--------|--------|--------|--------|
| 24.0 | 01 | 114329.92 | 9527.49  | 4763.75 | 4397.60 | 4397.12 | 2198.80 | 2198.56 | 439.76 | 942.24  | 54.97 | 39.26 | 82.46  | 58.89  | 83.40  | 59.84  |
| 24.0 | 02 | 117188.17 | 9765.68  | 4882.84 | 4507.20 | 4506.88 | 2253.60 | 2253.44 | 450.72 | 965.76  | 56.34 | 40.24 | 84.51  | 60.36  | 85.46  | 61.31  |
| 24.0 | 03 | 120117.87 | 10009.82 | 5004.91 | 4620.00 | 4620.00 | 2310.00 | 2310.00 | 462.00 | 990.00  | 57.75 | 41.25 | 86.63  | 61.88  | 87.57  | 62.82  |
| 24.0 | 04 | 123120.82 | 10260.07 | 5130.03 | 4735.20 | 4735.36 | 2367.60 | 2367.68 | 473.52 | 1014.72 | 59.19 | 42.28 | 88.79  | 63.42  | 89.73  | 64.37  |
| 24.0 | 05 | 126198.84 | 10516.57 | 5258.29 | 4853.60 | 4854.08 | 2426.80 | 2427.04 | 485.36 | 1040.16 | 60.67 | 43.34 | 91.01  | 65.01  | 91.95  | 65.96  |
| 24.0 | 06 | 129353.81 | 10779.48 | 5389.74 | 4975.20 | 4975.04 | 2487.60 | 2487.52 | 497.52 | 1066.08 | 62.19 | 44.42 | 93.29  | 66.63  | 94.23  | 67.58  |
| 24.0 | 07 | 132587.66 | 11048.97 | 5524.49 | 5099.20 | 5099.36 | 2549.60 | 2549.68 | 509.92 | 1092.72 | 63.74 | 45.53 | 95.61  | 68.30  | 96.56  | 69.24  |
| 24.0 | 08 | 135902.35 | 11325.20 | 5662.60 | 5227.20 | 5227.04 | 2613.60 | 2613.52 | 522.72 | 1120.08 | 65.34 | 46.67 | 98.01  | 70.01  | 98.96  | 70.95  |
| 24.0 | 09 | 139299.91 | 11608.33 | 5804.16 | 5357.60 | 5358.08 | 2678.80 | 2679.04 | 535.76 | 1148.16 | 66.97 | 47.84 | 100.46 | 71.76  | 101.40 | 72.71  |
| 24.0 | 10 | 142782.41 | 11898.53 | 5949.27 | 5492.00 | 5491.36 | 2746.00 | 2745.68 | 549.20 | 1176.72 | 68.65 | 49.03 | 102.98 | 73.55  | 103.92 | 74.49  |
| 24.0 | 11 | 146351.97 | 12196.00 | 6098.00 | 5628.80 | 5629.12 | 2814.40 | 2814.56 | 562.88 | 1206.24 | 70.36 | 50.26 | 105.54 | 75.39  | 106.49 | 76.34  |
| 24.0 | 12 | 150010.77 | 12500.90 | 6250.45 | 5769.60 | 5769.12 | 2884.80 | 2884.56 | 576.96 | 1236.24 | 72.12 | 51.51 | 108.18 | 77.27  | 109.13 | 78.21  |
| 24.0 | 13 | 153761.04 | 12813.42 | 6406.71 | 5913.60 | 5913.60 | 2956.80 | 2956.80 | 591.36 | 1267.20 | 73.92 | 52.80 | 110.88 | 79.20  | 111.83 | 80.15  |
| 24.0 | 14 | 157605.07 | 13133.76 | 6566.88 | 6061.60 | 6061.44 | 3030.80 | 3030.72 | 606.16 | 1298.88 | 75.77 | 54.12 | 113.66 | 81.18  | 114.60 | 82.13  |
| 24.0 | 15 | 161545.20 | 13462.10 | 6731.05 | 6213.60 | 6213.76 | 3106.80 | 3106.88 | 621.36 | 1331.52 | 77.67 | 55.48 | 116.51 | 83.22  | 117.45 | 84.17  |
| 24.0 | 16 | 165583.83 | 13798.65 | 6899.33 | 6368.80 | 6368.32 | 3184.40 | 3184.16 | 636.88 | 1364.64 | 79.61 | 56.86 | 119.42 | 85.29  | 120.36 | 86.24  |
| 24.0 | 17 | 169723.43 | 14143.62 | 7071.81 | 6528.00 | 6527.36 | 3264.00 | 3263.68 | 652.80 | 1398.72 | 81.60 | 58.28 | 122.40 | 87.42  | 123.35 | 88.37  |
| 24.0 | 18 | 173966.52 | 14497.21 | 7248.61 | 6691.20 | 6690.88 | 3345.60 | 3345.44 | 669.12 | 1433.76 | 83.64 | 59.74 | 125.46 | 89.61  | 126.41 | 90.56  |
| 24.0 | 19 | 178315.68 | 14859.64 | 7429.82 | 6858.40 | 6857.76 | 3429.20 | 3428.88 | 685.84 | 1469.52 | 85.73 | 61.23 | 128.60 | 91.85  | 129.54 | 92.79  |
| 24.0 | 20 | 182773.57 | 15231.13 | 7615.57 | 7029.60 | 7030.24 | 3514.80 | 3515.12 | 702.96 | 1506.48 | 87.87 | 62.77 | 131.81 | 94.16  | 132.75 | 95.10  |
| 24.0 | 21 | 187342.91 | 15611.91 | 7805.95 | 7205.60 | 7204.96 | 3602.80 | 3602.48 | 720.56 | 1543.92 | 90.07 | 64.33 | 135.11 | 96.50  | 136.05 | 97.44  |
| 24.0 | 22 | 192026.48 | 16002.21 | 8001.10 | 7385.60 | 7385.28 | 3692.80 | 3692.64 | 738.56 | 1582.56 | 92.32 | 65.94 | 138.48 | 98.91  | 139.43 | 99.86  |
| 24.0 | 23 | 196827.14 | 16402.26 | 8201.13 | 7570.40 | 7570.08 | 3785.20 | 3785.04 | 757.04 | 1622.16 | 94.63 | 67.59 | 141.95 | 101.39 | 142.89 | 102.33 |
| 24.0 | 24 | 201747.82 | 16812.32 | 8406.16 | 7759.20 | 7759.36 | 3879.60 | 3879.68 | 775.92 | 1662.72 | 96.99 | 69.28 | 145.49 | 103.92 | 146.43 | 104.87 |

| GRADE | STEP | ANNUAL    | MONTHLY  | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY  | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|-----------|----------|--------------|-----------|----------------|---------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 25.0  | A    | 77015.49  | 6417.96  | 3208.98      | 2962.40   | 2962.40        | 1481.20 | 1481.20     | 296.24 | 634.80     | 37.03  | 26.45       | 55.55    | 39.68         | 56.49           | 40.62                |
| 25.0  | B    | 78940.88  | 6578.41  | 3289.20      | 3036.00   | 3036.32        | 1518.00 | 1518.16     | 303.60 | 650.64     | 37.95  | 27.11       | 56.93    | 40.67         | 57.87           | 41.61                |
| 25.0  | C    | 80914.40  | 6742.87  | 3371.43      | 3112.00   | 3112.48        | 1556.00 | 1556.24     | 311.20 | 666.96     | 38.90  | 27.79       | 58.35    | 41.69         | 59.30           | 42.63                |
| 25.0  | D    | 82937.26  | 6911.44  | 3455.72      | 3189.60   | 3189.76        | 1594.80 | 1594.88     | 318.96 | 683.52     | 39.87  | 28.48       | 59.81    | 42.72         | 60.75           | 43.67                |
| 25.0  | E    | 85010.69  | 7084.22  | 3542.11      | 3269.60   | 3269.28        | 1634.80 | 1634.64     | 326.96 | 700.56     | 40.87  | 29.19       | 61.31    | 43.79         | 62.25           | 44.73                |
| 25.0  | F    | 87135.96  | 7261.33  | 3630.67      | 3351.20   | 3351.04        | 1675.60 | 1675.52     | 335.12 | 718.08     | 41.89  | 29.92       | 62.84    | 44.88         | 63.78           | 45.83                |
| 25.0  | G    | 89314.36  | 7442.86  | 3721.43      | 3435.20   | 3435.04        | 1717.60 | 1717.52     | 343.52 | 736.08     | 42.94  | 30.67       | 64.41    | 46.01         | 65.36           | 46.95                |
| 25.0  | H    | 91547.22  | 7628.94  | 3814.47      | 3520.80   | 3521.28        | 1760.40 | 1760.64     | 352.08 | 754.56     | 44.01  | 31.44       | 66.02    | 47.16         | 66.96           | 48.11                |
| 25.0  | I    | 93835.90  | 7819.66  | 3909.83      | 3608.80   | 3608.64        | 1804.40 | 1804.32     | 360.88 | 773.28     | 45.11  | 32.22       | 67.67    | 48.33         | 68.61           | 49.28                |
| 25.0  | J    | 96181.79  | 8015.15  | 4007.57      | 3699.20   | 3699.36        | 1849.60 | 1849.68     | 369.92 | 792.72     | 46.24  | 33.03       | 69.36    | 49.55         | 70.31           | 50.49                |
| 25.0  | K    | 98586.34  | 8215.53  | 4107.76      | 3792.00   | 3792.32        | 1896.00 | 1896.16     | 379.20 | 812.64     | 47.40  | 33.86       | 71.10    | 50.79         | 72.05           | 51.74                |
| 25.0  | L    | 101051.00 | 8420.92  | 4210.46      | 3886.40   | 3886.40        | 1943.20 | 1943.20     | 388.64 | 832.80     | 48.58  | 34.70       | 72.87    | 52.05         | 73.82           | 53.00                |
| 25.0  | M    | 103577.27 | 8631.44  | 4315.72      | 3984.00   | 3983.84        | 1992.00 | 1991.92     | 398.40 | 853.68     | 49.80  | 35.57       | 74.70    | 53.36         | 75.65           | 54.30                |
| 25.0  | N    | 106166.70 | 8847.23  | 4423.61      | 4083.20   | 4083.52        | 2041.60 | 2041.76     | 408.32 | 875.04     | 51.04  | 36.46       | 76.56    | 54.69         | 77.51           | 55.64                |
| 25.0  | O    | 108820.87 | 9068.41  | 4534.20      | 4185.60   | 4185.44        | 2092.80 | 2092.72     | 418.56 | 896.88     | 52.32  | 37.37       | 78.48    | 56.06         | 79.43           | 57.00                |
| 25.0  | P    | 111541.39 | 9295.12  | 4647.56      | 4290.40   | 4289.60        | 2145.20 | 2144.80     | 429.04 | 919.20     | 53.63  | 38.30       | 80.45    | 57.45         | 81.39           | 58.40                |
| 25.0  | Q    | 114329.93 | 9527.49  | 4763.75      | 4397.60   | 4397.12        | 2198.80 | 2198.56     | 439.76 | 942.24     | 54.97  | 39.26       | 82.46    | 58.89         | 83.40           | 59.84                |
| 25.0  | R    | 117188.18 | 9765.68  | 4882.84      | 4507.20   | 4506.88        | 2253.60 | 2253.44     | 450.72 | 965.76     | 56.34  | 40.24       | 84.51    | 60.36         | 85.46           | 61.31                |
| 25.0  | S    | 120117.88 | 10009.82 | 5004.91      | 4620.00   | 4620.00        | 2310.00 | 2310.00     | 462.00 | 990.00     | 57.75  | 41.25       | 86.63    | 61.88         | 87.57           | 62.82                |
| 25.0  | T    | 123120.83 | 10260.07 | 5130.03      | 4735.20   | 4735.36        | 2367.60 | 2367.68     | 473.52 | 1014.72    | 59.19  | 42.28       | 88.79    | 63.42         | 89.73           | 64.37                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |         |         |         |         |         |        |         |        |       |        |        |        |        |
|------|----|-----------|----------|---------|---------|---------|---------|---------|--------|---------|--------|-------|--------|--------|--------|--------|
| 25.0 | 01 | 126198.85 | 10516.57 | 5258.29 | 4853.60 | 4854.08 | 2426.80 | 2427.04 | 485.36 | 1040.16 | 60.67  | 43.34 | 91.01  | 65.01  | 91.95  | 65.96  |
| 25.0 | 02 | 129353.82 | 10779.49 | 5389.74 | 4975.20 | 4975.04 | 2487.60 | 2487.52 | 497.52 | 1066.08 | 62.19  | 44.42 | 93.29  | 66.63  | 94.23  | 67.58  |
| 25.0 | 03 | 132587.67 | 11048.97 | 5524.49 | 5099.20 | 5099.36 | 2549.60 | 2549.68 | 509.92 | 1092.72 | 63.74  | 45.53 | 95.61  | 68.30  | 96.56  | 69.24  |
| 25.0 | 04 | 135902.36 | 11325.20 | 5662.60 | 5227.20 | 5227.04 | 2613.60 | 2613.52 | 522.72 | 1120.08 | 65.34  | 46.67 | 98.01  | 70.01  | 98.96  | 70.95  |
| 25.0 | 05 | 139299.92 | 11608.33 | 5804.16 | 5357.60 | 5358.08 | 2678.80 | 2679.04 | 535.76 | 1148.16 | 66.97  | 47.84 | 100.46 | 71.76  | 101.40 | 72.71  |
| 25.0 | 06 | 142782.42 | 11898.54 | 5949.27 | 5492.00 | 5491.36 | 2746.00 | 2745.68 | 549.20 | 1176.72 | 68.65  | 49.03 | 102.98 | 73.55  | 103.92 | 74.49  |
| 25.0 | 07 | 146351.98 | 12196.00 | 6098.00 | 5628.80 | 5629.12 | 2814.40 | 2814.56 | 562.88 | 1206.24 | 70.36  | 50.26 | 105.54 | 75.39  | 106.49 | 76.34  |
| 25.0 | 08 | 150010.78 | 12500.90 | 6250.45 | 5769.60 | 5769.12 | 2884.80 | 2884.56 | 576.96 | 1236.24 | 72.12  | 51.51 | 108.18 | 77.27  | 109.13 | 78.21  |
| 25.0 | 09 | 153761.05 | 12813.42 | 6406.71 | 5913.60 | 5913.60 | 2956.80 | 2956.80 | 591.36 | 1267.20 | 73.92  | 52.80 | 110.88 | 79.20  | 111.83 | 80.15  |
| 25.0 | 10 | 157605.08 | 13133.76 | 6566.88 | 6061.60 | 6061.44 | 3030.80 | 3030.72 | 606.16 | 1298.88 | 75.77  | 54.12 | 113.66 | 81.18  | 114.60 | 82.13  |
| 25.0 | 11 | 161545.21 | 13462.10 | 6731.05 | 6213.60 | 6213.76 | 3106.80 | 3106.88 | 621.36 | 1331.52 | 77.67  | 55.48 | 116.51 | 83.22  | 117.45 | 84.17  |
| 25.0 | 12 | 165583.84 | 13798.65 | 6899.33 | 6368.80 | 6368.32 | 3184.40 | 3184.16 | 636.88 | 1364.64 | 79.61  | 56.86 | 119.42 | 85.29  | 120.36 | 86.24  |
| 25.0 | 13 | 169723.44 | 14143.62 | 7071.81 | 6528.00 | 6527.36 | 3264.00 | 3263.68 | 652.80 | 1398.72 | 81.60  | 58.28 | 122.40 | 87.42  | 123.35 | 88.37  |
| 25.0 | 14 | 173966.53 | 14497.21 | 7248.61 | 6691.20 | 6690.88 | 3345.60 | 3345.44 | 669.12 | 1433.76 | 83.64  | 59.74 | 125.46 | 89.61  | 126.41 | 90.56  |
| 25.0 | 15 | 178315.69 | 14859.64 | 7429.82 | 6858.40 | 6857.76 | 3429.20 | 3428.88 | 685.84 | 1469.52 | 85.73  | 61.23 | 128.60 | 91.85  | 129.54 | 92.79  |
| 25.0 | 16 | 182773.58 | 15231.13 | 7615.57 | 7029.60 | 7030.24 | 3514.80 | 3515.12 | 702.96 | 1506.48 | 87.87  | 62.77 | 131.81 | 94.16  | 132.75 | 95.10  |
| 25.0 | 17 | 187342.92 | 15611.91 | 7805.96 | 7205.60 | 7204.96 | 3602.80 | 3602.48 | 720.56 | 1543.92 | 90.07  | 64.33 | 135.11 | 96.50  | 136.05 | 97.44  |
| 25.0 | 18 | 192026.49 | 16002.21 | 8001.10 | 7385.60 | 7385.28 | 3692.80 | 3692.64 | 738.56 | 1582.56 | 92.32  | 65.94 | 138.48 | 98.91  | 139.43 | 99.86  |
| 25.0 | 19 | 196827.15 | 16402.26 | 8201.13 | 7570.40 | 7570.08 | 3785.20 | 3785.04 | 757.04 | 1622.16 | 94.63  | 67.59 | 141.95 | 101.39 | 142.89 | 102.33 |
| 25.0 | 20 | 201747.83 | 16812.32 | 8406.16 | 7759.20 | 7759.36 | 3879.60 | 3879.68 | 775.92 | 1662.72 | 96.99  | 69.28 | 145.49 | 103.92 | 146.43 | 104.87 |
| 25.0 | 21 | 206791.53 | 17232.63 | 8616.31 | 7953.60 | 7953.12 | 3976.80 | 3976.56 | 795.36 | 1704.24 | 99.42  | 71.01 | 149.13 | 106.52 | 150.08 | 107.46 |
| 25.0 | 22 | 211961.32 | 17663.44 | 8831.72 | 8152.00 | 8152.48 | 4076.00 | 4076.24 | 815.20 | 1746.96 | 101.90 | 72.79 | 152.85 | 109.19 | 153.80 | 110.13 |
| 25.0 | 23 | 217260.35 | 18105.03 | 9052.51 | 8356.00 | 8356.32 | 4178.00 | 4178.16 | 835.60 | 1790.64 | 104.45 | 74.61 | 156.68 | 111.92 | 157.62 | 112.86 |
| 25.0 | 24 | 222691.86 | 18557.66 | 9278.83 | 8564.80 | 8564.64 | 4282.40 | 4282.32 | 856.48 | 1835.28 | 107.06 | 76.47 | 160.59 | 114.71 | 161.54 | 115.65 |

| GRADE | STEP | ANNUAL    | MONTHLY  | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|-----------|----------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 26.0  | A    | 85010.69  | 7084.22  | 3542.11      | 3269.60   | 3269.28        | 1634.80     | 1634.64     | 326.96 | 700.56     | 40.87  | 29.19       | 61.31    | 43.79         | 62.25           | 44.73                |
| 26.0  | B    | 87135.96  | 7261.33  | 3630.67      | 3351.20   | 3351.04        | 1675.60     | 1675.52     | 335.12 | 718.08     | 41.89  | 29.92       | 62.84    | 44.88         | 63.78           | 45.83                |
| 26.0  | C    | 89314.36  | 7442.86  | 3721.43      | 3435.20   | 3435.04        | 1717.60     | 1717.52     | 343.52 | 736.08     | 42.94  | 30.67       | 64.41    | 46.01         | 65.36           | 46.95                |
| 26.0  | D    | 91547.22  | 7628.94  | 3814.47      | 3520.80   | 3521.28        | 1760.40     | 1760.64     | 352.08 | 754.56     | 44.01  | 31.44       | 66.02    | 47.16         | 66.96           | 48.11                |
| 26.0  | E    | 93835.90  | 7819.66  | 3909.83      | 3608.80   | 3608.64        | 1804.40     | 1804.32     | 360.88 | 773.28     | 45.11  | 32.22       | 67.67    | 48.33         | 68.61           | 49.28                |
| 26.0  | F    | 96181.79  | 8015.15  | 4007.57      | 3699.20   | 3699.36        | 1849.60     | 1849.68     | 369.92 | 792.72     | 46.24  | 33.03       | 69.36    | 49.55         | 70.31           | 50.49                |
| 26.0  | G    | 98586.34  | 8215.53  | 4107.76      | 3792.00   | 3792.32        | 1896.00     | 1896.16     | 379.20 | 812.64     | 47.40  | 33.86       | 71.10    | 50.79         | 72.05           | 51.74                |
| 26.0  | H    | 101051.00 | 8420.92  | 4210.46      | 3886.40   | 3886.40        | 1943.20     | 1943.20     | 388.64 | 832.80     | 48.58  | 34.70       | 72.87    | 52.05         | 73.82           | 53.00                |
| 26.0  | I    | 103577.27 | 8631.44  | 4315.72      | 3984.00   | 3983.84        | 1992.00     | 1991.92     | 398.40 | 853.68     | 49.80  | 35.57       | 74.70    | 53.36         | 75.65           | 54.30                |
| 26.0  | J    | 106166.70 | 8847.23  | 4423.61      | 4083.20   | 4083.52        | 2041.60     | 2041.76     | 408.32 | 875.04     | 51.04  | 36.46       | 76.56    | 54.69         | 77.51           | 55.64                |
| 26.0  | K    | 108820.87 | 9068.41  | 4534.20      | 4185.60   | 4185.44        | 2092.80     | 2092.72     | 418.56 | 896.88     | 52.32  | 37.37       | 78.48    | 56.06         | 79.43           | 57.00                |
| 26.0  | L    | 111541.39 | 9295.12  | 4647.56      | 4290.40   | 4289.60        | 2145.20     | 2144.80     | 429.04 | 919.20     | 53.63  | 38.30       | 80.45    | 57.45         | 81.39           | 58.40                |
| 26.0  | M    | 114329.93 | 9527.49  | 4763.75      | 4397.60   | 4397.12        | 2198.80     | 2198.56     | 439.76 | 942.24     | 54.97  | 39.26       | 82.46    | 58.89         | 83.40           | 59.84                |
| 26.0  | N    | 117188.18 | 9765.68  | 4882.84      | 4507.20   | 4506.88        | 2253.60     | 2253.44     | 450.72 | 965.76     | 56.34  | 40.24       | 84.51    | 60.36         | 85.46           | 61.31                |
| 26.0  | O    | 120117.88 | 10009.92 | 5004.91      | 4620.00   | 4620.00        | 2310.00     | 2310.00     | 462.00 | 990.00     | 57.75  | 41.25       | 86.63    | 61.88         | 87.57           | 62.82                |
| 26.0  | P    | 123120.83 | 10260.07 | 5130.03      | 4735.20   | 4735.36        | 2367.60     | 2367.68     | 473.52 | 1014.72    | 59.19  | 42.28       | 88.79    | 63.42         | 89.73           | 64.37                |
| 26.0  | Q    | 126198.85 | 10516.57 | 5258.29      | 4853.60   | 4854.08        | 2426.80     | 2427.04     | 485.36 | 1040.16    | 60.67  | 43.34       | 91.01    | 65.01         | 91.95           | 65.96                |
| 26.0  | R    | 129353.82 | 10779.49 | 5389.74      | 4975.20   | 4975.04        | 2487.60     | 2487.52     | 497.52 | 1066.08    | 62.19  | 44.42       | 93.29    | 66.63         | 94.23           | 67.58                |
| 26.0  | S    | 132587.66 | 11048.97 | 5524.49      | 5099.20   | 5099.36        | 2549.60     | 2549.68     | 509.92 | 1092.72    | 63.74  | 45.53       | 95.61    | 68.30         | 96.56           | 69.24                |
| 26.0  | T    | 135902.36 | 11325.20 | 5662.60      | 5227.20   | 5227.04        | 2613.60     | 2613.52     | 522.72 | 1120.08    | 65.34  | 46.67       | 98.01    | 70.01         | 98.96           | 70.95                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |          |         |         |         |         |        |         |        |       |        |        |        |        |
|------|----|-----------|----------|----------|---------|---------|---------|---------|--------|---------|--------|-------|--------|--------|--------|--------|
| 26.0 | 01 | 139299.92 | 11608.33 | 5804.16  | 5357.60 | 5358.08 | 2678.80 | 2679.04 | 535.76 | 1148.16 | 66.97  | 47.84 | 100.46 | 71.76  | 101.40 | 72.71  |
| 26.0 | 02 | 142782.42 | 11898.54 | 5949.27  | 5492.00 | 5491.36 | 2746.00 | 2745.68 | 549.20 | 1176.72 | 68.65  | 49.03 | 102.98 | 73.55  | 103.92 | 74.49  |
| 26.0 | 03 | 146351.98 | 12196.00 | 6098.00  | 5628.80 | 5629.12 | 2814.40 | 2814.56 | 562.88 | 1206.24 | 70.36  | 50.26 | 105.54 | 75.39  | 106.49 | 76.34  |
| 26.0 | 04 | 150010.78 | 12500.90 | 6250.45  | 5769.60 | 5769.12 | 2884.80 | 2884.56 | 576.96 | 1236.24 | 72.12  | 51.51 | 108.18 | 77.27  | 109.13 | 78.21  |
| 26.0 | 05 | 153761.05 | 12813.42 | 6406.71  | 5913.60 | 5913.60 | 2956.80 | 2956.80 | 591.36 | 1267.20 | 73.92  | 52.80 | 110.88 | 79.20  | 111.83 | 80.15  |
| 26.0 | 06 | 157605.08 | 13133.76 | 6566.88  | 6061.60 | 6061.44 | 3030.80 | 3030.72 | 606.16 | 1298.88 | 75.77  | 54.12 | 113.66 | 81.18  | 114.60 | 82.13  |
| 26.0 | 07 | 161545.21 | 13462.10 | 6731.05  | 6213.60 | 6213.76 | 3106.80 | 3106.88 | 621.36 | 1331.52 | 77.67  | 55.48 | 116.51 | 83.22  | 117.45 | 84.17  |
| 26.0 | 08 | 165583.84 | 13798.65 | 6899.33  | 6368.80 | 6368.32 | 3184.40 | 3184.16 | 636.88 | 1364.64 | 79.61  | 56.86 | 119.42 | 85.29  | 120.36 | 86.24  |
| 26.0 | 09 | 169723.44 | 14143.62 | 7071.81  | 6528.00 | 6527.36 | 3264.00 | 3263.68 | 652.80 | 1398.72 | 81.60  | 58.28 | 122.40 | 87.42  | 123.35 | 88.37  |
| 26.0 | 10 | 173966.53 | 14497.21 | 7248.61  | 6691.20 | 6690.88 | 3345.60 | 3345.44 | 669.12 | 1433.76 | 83.64  | 59.74 | 125.46 | 89.61  | 126.41 | 90.56  |
| 26.0 | 11 | 178315.69 | 14859.64 | 7429.82  | 6858.40 | 6857.76 | 3429.20 | 3428.88 | 685.84 | 1469.52 | 85.73  | 61.23 | 128.60 | 91.85  | 129.54 | 92.79  |
| 26.0 | 12 | 182773.58 | 15231.13 | 7615.57  | 7029.60 | 7030.24 | 3514.80 | 3515.12 | 702.96 | 1506.48 | 87.87  | 62.77 | 131.81 | 94.16  | 132.75 | 95.10  |
| 26.0 | 13 | 187342.92 | 15611.91 | 7805.96  | 7205.60 | 7204.96 | 3602.80 | 3602.48 | 720.56 | 1543.92 | 90.07  | 64.33 | 135.11 | 96.50  | 136.05 | 97.44  |
| 26.0 | 14 | 192026.49 | 16002.21 | 8001.10  | 7385.60 | 7385.28 | 3692.80 | 3692.64 | 738.56 | 1582.56 | 92.32  | 65.94 | 138.48 | 98.91  | 139.43 | 99.86  |
| 26.0 | 15 | 196827.15 | 16402.26 | 8201.13  | 7570.40 | 7570.08 | 3785.20 | 3785.04 | 757.04 | 1622.16 | 94.63  | 67.59 | 141.95 | 101.39 | 142.89 | 102.33 |
| 26.0 | 16 | 201747.83 | 16812.32 | 8406.16  | 7759.20 | 7759.36 | 3879.60 | 3879.68 | 775.92 | 1662.72 | 96.99  | 69.28 | 145.49 | 103.92 | 146.43 | 104.87 |
| 26.0 | 17 | 206791.53 | 17232.63 | 8616.31  | 7953.60 | 7953.12 | 3976.80 | 3976.56 | 795.36 | 1704.24 | 99.42  | 71.01 | 149.13 | 106.52 | 150.08 | 107.46 |
| 26.0 | 18 | 211961.32 | 17663.44 | 8831.72  | 8152.00 | 8152.48 | 4076.60 | 4076.24 | 815.20 | 1746.96 | 101.90 | 72.79 | 152.85 | 109.19 | 153.80 | 110.13 |
| 26.0 | 19 | 217260.35 | 18105.03 | 9052.51  | 8356.00 | 8356.32 | 4178.00 | 4178.16 | 835.60 | 1790.64 | 104.45 | 74.61 | 156.68 | 111.92 | 157.62 | 112.86 |
| 26.0 | 20 | 222691.86 | 18557.66 | 9278.83  | 8564.80 | 8564.64 | 4282.40 | 4282.32 | 856.48 | 1835.28 | 107.06 | 76.47 | 160.59 | 114.71 | 161.54 | 115.65 |
| 26.0 | 21 | 228259.16 | 19021.60 | 9510.80  | 8779.20 | 8779.68 | 4389.60 | 4389.84 | 877.92 | 1881.36 | 109.74 | 78.39 | 164.61 | 117.59 | 165.56 | 118.53 |
| 26.0 | 22 | 233965.64 | 19497.14 | 9748.57  | 8998.40 | 8998.20 | 4499.20 | 4499.60 | 899.84 | 1928.40 | 112.48 | 80.35 | 168.72 | 120.53 | 169.67 | 121.47 |
| 26.0 | 23 | 239814.78 | 19984.57 | 9992.28  | 9224.00 | 9223.20 | 4612.00 | 4611.60 | 922.40 | 1976.40 | 115.30 | 82.35 | 172.95 | 123.53 | 173.90 | 124.47 |
| 26.0 | 24 | 245810.15 | 20484.18 | 10242.09 | 9454.40 | 9453.92 | 4727.20 | 4726.96 | 945.44 | 2025.84 | 118.18 | 84.41 | 177.27 | 126.62 | 178.22 | 127.56 |

| GRADE | STEP | ANNUAL    | MONTHLY  | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY  | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|-----------|----------|--------------|-----------|----------------|---------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 27.0  | A    | 93835.90  | 7819.66  | 3909.83      | 3608.80   | 3608.64        | 1804.40 | 1804.32     | 360.88 | 773.28     | 45.11  | 32.22       | 67.67    | 48.33         | 68.61           | 49.28                |
| 27.0  | B    | 96181.79  | 8015.15  | 4007.57      | 3699.20   | 3699.36        | 1849.60 | 1849.68     | 369.92 | 792.72     | 46.24  | 33.03       | 69.36    | 49.55         | 70.31           | 50.49                |
| 27.0  | C    | 98586.34  | 8215.53  | 4107.76      | 3792.00   | 3792.32        | 1896.00 | 1896.16     | 379.20 | 812.64     | 47.40  | 33.86       | 71.10    | 50.79         | 72.05           | 51.74                |
| 27.0  | D    | 101051.00 | 8420.92  | 4210.46      | 3886.40   | 3886.40        | 1943.20 | 1943.20     | 388.64 | 832.80     | 48.58  | 34.70       | 72.87    | 52.05         | 73.82           | 53.00                |
| 27.0  | E    | 103577.27 | 8631.44  | 4315.72      | 3984.00   | 3983.84        | 1992.00 | 1991.92     | 398.40 | 853.68     | 49.80  | 35.57       | 74.70    | 53.36         | 75.65           | 54.30                |
| 27.0  | F    | 106166.70 | 8847.23  | 4423.61      | 4083.20   | 4083.52        | 2041.60 | 2041.76     | 408.32 | 875.04     | 51.04  | 36.46       | 76.56    | 54.69         | 77.51           | 55.64                |
| 27.0  | G    | 108820.87 | 9068.41  | 4534.20      | 4185.60   | 4185.44        | 2092.80 | 2092.72     | 418.56 | 896.88     | 52.32  | 37.37       | 78.48    | 56.06         | 79.43           | 57.00                |
| 27.0  | H    | 111541.39 | 9295.12  | 4647.56      | 4290.40   | 4289.60        | 2145.20 | 2144.80     | 429.04 | 919.20     | 53.63  | 38.30       | 80.45    | 57.45         | 81.39           | 58.40                |
| 27.0  | I    | 114329.93 | 9527.49  | 4763.75      | 4397.60   | 4397.12        | 2198.80 | 2198.56     | 439.76 | 942.24     | 54.97  | 39.26       | 82.46    | 58.89         | 83.40           | 59.84                |
| 27.0  | J    | 117188.18 | 9765.68  | 4882.84      | 4507.20   | 4506.88        | 2253.60 | 2253.44     | 450.72 | 965.76     | 56.34  | 40.24       | 84.51    | 60.36         | 85.46           | 61.31                |
| 27.0  | K    | 120117.88 | 10009.82 | 5004.91      | 4620.00   | 4620.00        | 2310.00 | 2310.00     | 462.00 | 990.00     | 57.75  | 41.25       | 86.63    | 61.88         | 87.57           | 62.82                |
| 27.0  | L    | 123120.83 | 10260.07 | 5130.03      | 4735.20   | 4735.36        | 2367.60 | 2367.68     | 473.52 | 1014.72    | 59.19  | 42.28       | 88.79    | 63.42         | 89.73           | 64.37                |
| 27.0  | M    | 126198.85 | 10516.57 | 5258.29      | 4853.60   | 4854.08        | 2426.80 | 2427.04     | 485.36 | 1040.16    | 60.67  | 43.34       | 91.01    | 65.01         | 91.95           | 65.96                |
| 27.0  | N    | 129353.82 | 10779.49 | 5389.74      | 4975.20   | 4975.04        | 2487.60 | 2487.52     | 497.52 | 1066.08    | 62.19  | 44.42       | 93.29    | 66.63         | 94.23           | 67.58                |
| 27.0  | O    | 132587.66 | 11048.97 | 5524.49      | 5099.20   | 5099.36        | 2549.60 | 2549.68     | 509.92 | 1092.72    | 63.74  | 45.53       | 95.61    | 68.30         | 96.56           | 69.24                |
| 27.0  | P    | 135902.36 | 11325.20 | 5662.60      | 5227.20   | 5227.04        | 2613.60 | 2613.52     | 522.72 | 1120.08    | 65.34  | 46.67       | 98.01    | 70.01         | 98.96           | 70.95                |
| 27.0  | Q    | 139299.92 | 11608.33 | 5804.16      | 5357.60   | 5358.08        | 2678.80 | 2679.04     | 535.76 | 1148.16    | 66.97  | 47.84       | 100.46   | 71.76         | 101.40          | 72.71                |
| 27.0  | R    | 142782.41 | 11898.53 | 5949.27      | 5492.00   | 5491.36        | 2746.00 | 2745.68     | 549.20 | 1176.72    | 68.65  | 49.03       | 102.98   | 73.55         | 103.92          | 74.49                |
| 27.0  | S    | 146351.97 | 12196.00 | 6098.00      | 5628.80   | 5629.12        | 2814.40 | 2814.56     | 562.88 | 1206.24    | 70.36  | 50.26       | 105.54   | 75.39         | 106.49          | 76.34                |
| 27.0  | T    | 150010.77 | 12500.90 | 6250.45      | 5769.60   | 5769.12        | 2884.80 | 2884.56     | 576.96 | 1236.24    | 72.12  | 51.51       | 108.18   | 77.27         | 109.13          | 78.21                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |          |          |          |         |         |         |         |        |       |        |        |        |        |
|------|----|-----------|----------|----------|----------|----------|---------|---------|---------|---------|--------|-------|--------|--------|--------|--------|
| 27.0 | 01 | 153761.04 | 12813.42 | 6406.71  | 5913.60  | 5913.60  | 2956.80 | 2956.80 | 591.36  | 1267.20 | 73.92  | 52.80 | 110.88 | 79.20  | 111.83 | 80.15  |
| 27.0 | 02 | 157605.07 | 13133.76 | 6566.88  | 6061.60  | 6061.44  | 3030.80 | 3030.72 | 606.16  | 1298.88 | 75.77  | 54.12 | 113.66 | 81.18  | 114.60 | 82.13  |
| 27.0 | 03 | 161545.20 | 13462.10 | 6731.05  | 6213.60  | 6213.76  | 3106.80 | 3106.88 | 621.36  | 1331.52 | 77.67  | 55.48 | 116.51 | 83.22  | 117.45 | 84.17  |
| 27.0 | 04 | 165583.83 | 13798.65 | 6899.33  | 6368.80  | 6368.32  | 3184.40 | 3184.16 | 636.88  | 1364.64 | 79.61  | 56.86 | 119.42 | 85.29  | 120.36 | 86.24  |
| 27.0 | 05 | 169723.43 | 14143.62 | 7071.81  | 6528.00  | 6527.36  | 3264.00 | 3263.68 | 652.80  | 1398.72 | 81.60  | 58.28 | 122.40 | 87.42  | 123.35 | 88.37  |
| 27.0 | 06 | 173966.52 | 14497.21 | 7248.61  | 6691.20  | 6690.88  | 3345.60 | 3345.44 | 669.12  | 1433.76 | 83.64  | 59.74 | 125.46 | 89.61  | 126.41 | 90.56  |
| 27.0 | 07 | 178315.68 | 14859.64 | 7429.82  | 6858.40  | 6857.76  | 3429.20 | 3428.88 | 685.84  | 1469.52 | 85.73  | 61.23 | 128.60 | 91.85  | 129.54 | 92.79  |
| 27.0 | 08 | 182773.57 | 15231.13 | 7615.57  | 7029.60  | 7030.24  | 3514.80 | 3515.12 | 702.96  | 1506.48 | 87.87  | 62.77 | 131.81 | 94.16  | 132.75 | 95.10  |
| 27.0 | 09 | 187342.91 | 15611.91 | 7805.95  | 7205.60  | 7204.96  | 3602.80 | 3602.48 | 720.56  | 1543.92 | 90.07  | 64.33 | 135.11 | 96.50  | 136.05 | 97.44  |
| 27.0 | 10 | 192026.48 | 16002.21 | 8001.10  | 7385.60  | 7385.28  | 3692.80 | 3692.64 | 738.56  | 1582.56 | 92.32  | 65.94 | 138.48 | 98.91  | 139.43 | 99.86  |
| 27.0 | 11 | 196827.14 | 16402.26 | 8201.13  | 7570.40  | 7570.08  | 3785.20 | 3785.04 | 757.04  | 1622.16 | 94.63  | 67.59 | 141.95 | 101.39 | 142.89 | 102.33 |
| 27.0 | 12 | 201747.82 | 16812.32 | 8406.16  | 7759.20  | 7759.36  | 3879.60 | 3879.68 | 775.92  | 1662.72 | 96.99  | 69.28 | 145.49 | 103.92 | 146.43 | 104.87 |
| 27.0 | 13 | 206791.52 | 17232.63 | 8616.31  | 7953.60  | 7953.12  | 3976.80 | 3976.56 | 795.36  | 1704.24 | 99.42  | 71.01 | 149.13 | 106.52 | 150.08 | 107.46 |
| 27.0 | 14 | 211961.31 | 17663.44 | 8831.72  | 8152.00  | 8152.48  | 4076.00 | 4076.24 | 815.20  | 1746.96 | 101.90 | 72.79 | 152.85 | 109.19 | 153.80 | 110.13 |
| 27.0 | 15 | 217260.34 | 18105.03 | 9052.51  | 8356.00  | 8356.32  | 4178.00 | 4178.16 | 835.60  | 1790.64 | 104.45 | 74.61 | 156.68 | 111.92 | 157.62 | 112.86 |
| 27.0 | 16 | 222691.85 | 18557.65 | 9278.83  | 8564.80  | 8564.64  | 4282.40 | 4282.32 | 856.48  | 1835.28 | 107.06 | 76.47 | 160.59 | 114.71 | 161.54 | 115.65 |
| 27.0 | 17 | 228259.15 | 19021.60 | 9510.80  | 8779.20  | 8779.68  | 4389.60 | 4389.84 | 877.92  | 1881.36 | 109.74 | 78.39 | 164.61 | 117.59 | 165.56 | 118.53 |
| 27.0 | 18 | 233965.63 | 19497.14 | 9748.57  | 8998.40  | 8999.20  | 4499.20 | 4499.60 | 899.84  | 1928.40 | 112.48 | 80.35 | 168.72 | 120.53 | 169.67 | 121.47 |
| 27.0 | 19 | 239814.77 | 19984.56 | 9992.28  | 9224.00  | 9223.20  | 4612.00 | 4611.60 | 922.40  | 1976.40 | 115.30 | 82.35 | 172.95 | 123.53 | 173.90 | 124.47 |
| 27.0 | 20 | 245810.14 | 20484.18 | 10242.09 | 9454.40  | 9453.92  | 4727.20 | 4726.96 | 945.44  | 2025.84 | 118.18 | 84.41 | 177.27 | 126.62 | 178.22 | 127.56 |
| 27.0 | 21 | 251955.39 | 20996.28 | 10498.14 | 9690.40  | 9690.24  | 4845.20 | 4845.12 | 969.04  | 2076.48 | 121.13 | 86.52 | 181.70 | 129.78 | 182.64 | 130.73 |
| 27.0 | 22 | 258254.27 | 21521.19 | 10760.59 | 9932.80  | 9933.28  | 4966.40 | 4966.64 | 993.28  | 2128.56 | 124.16 | 88.69 | 186.24 | 133.04 | 187.19 | 133.98 |
| 27.0 | 23 | 264710.63 | 22059.22 | 11029.61 | 10180.80 | 10180.80 | 5090.40 | 5090.40 | 1018.08 | 2181.60 | 127.26 | 90.90 | 190.89 | 136.35 | 191.84 | 137.30 |
| 27.0 | 24 | 271328.40 | 22610.70 | 11305.35 | 10436.00 | 10436.16 | 5218.00 | 5218.08 | 1043.60 | 2236.32 | 130.45 | 93.18 | 195.68 | 139.77 | 196.62 | 140.72 |

| GRADE | STEP | ANNUAL    | MONTHLY  | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|-----------|----------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 28.0  | A    | 103577.27 | 8631.44  | 4315.72      | 3984.00   | 3983.84        | 1992.00     | 1991.92     | 398.40 | 853.68     | 49.80  | 35.57       | 74.70    | 53.36         | 75.65           | 54.30                |
| 28.0  | B    | 106166.70 | 8847.23  | 4423.61      | 4083.20   | 4083.52        | 2041.60     | 2041.76     | 408.32 | 875.04     | 51.04  | 36.46       | 76.56    | 54.69         | 77.51           | 55.64                |
| 28.0  | C    | 108820.87 | 9068.41  | 4534.20      | 4185.60   | 4185.44        | 2092.80     | 2092.72     | 418.56 | 896.88     | 52.32  | 37.37       | 78.48    | 56.06         | 79.43           | 57.00                |
| 28.0  | D    | 111541.39 | 9295.12  | 4647.56      | 4290.40   | 4289.60        | 2145.20     | 2144.80     | 429.04 | 919.20     | 53.63  | 38.30       | 80.45    | 57.45         | 81.39           | 58.40                |
| 28.0  | E    | 114329.93 | 9527.49  | 4763.75      | 4397.60   | 4397.12        | 2198.80     | 2198.56     | 439.76 | 942.24     | 54.97  | 39.26       | 82.46    | 58.89         | 83.40           | 59.84                |
| 28.0  | F    | 117188.18 | 9765.68  | 4882.84      | 4507.20   | 4506.88        | 2253.60     | 2253.44     | 450.72 | 965.76     | 56.34  | 40.24       | 84.51    | 60.36         | 85.46           | 61.31                |
| 28.0  | G    | 120117.88 | 10009.82 | 5004.91      | 4620.00   | 4620.00        | 2310.00     | 2310.00     | 462.00 | 990.00     | 57.75  | 41.25       | 86.63    | 61.88         | 87.57           | 62.82                |
| 28.0  | H    | 123120.83 | 10260.07 | 5130.03      | 4735.20   | 4735.36        | 2367.60     | 2367.68     | 473.52 | 1014.72    | 59.19  | 42.28       | 88.79    | 63.42         | 89.73           | 64.37                |
| 28.0  | I    | 126198.85 | 10516.57 | 5258.29      | 4853.60   | 4854.08        | 2426.80     | 2427.04     | 485.36 | 1040.16    | 60.67  | 43.34       | 91.01    | 65.01         | 91.95           | 65.96                |
| 28.0  | J    | 129353.82 | 10779.49 | 5389.74      | 4975.20   | 4975.04        | 2487.60     | 2487.52     | 497.52 | 1066.08    | 62.19  | 44.42       | 93.29    | 66.63         | 94.23           | 67.58                |
| 28.0  | K    | 132587.66 | 11048.97 | 5524.49      | 5099.20   | 5099.36        | 2549.60     | 2549.68     | 509.92 | 1092.72    | 63.74  | 45.53       | 95.61    | 68.30         | 96.56           | 69.24                |
| 28.0  | L    | 135902.36 | 11325.20 | 5662.60      | 5227.20   | 5227.04        | 2613.60     | 2613.52     | 522.72 | 1120.08    | 65.34  | 46.67       | 98.01    | 70.01         | 98.96           | 70.95                |
| 28.0  | M    | 139299.92 | 11608.33 | 5804.16      | 5357.60   | 5358.08        | 2678.80     | 2679.04     | 535.76 | 1148.16    | 66.97  | 47.84       | 100.46   | 71.76         | 101.40          | 72.71                |
| 28.0  | N    | 142782.41 | 11898.53 | 5949.27      | 5492.00   | 5491.36        | 2746.00     | 2745.68     | 549.20 | 1176.72    | 68.65  | 49.03       | 102.98   | 73.55         | 103.92          | 74.49                |
| 28.0  | O    | 146351.97 | 12196.00 | 6098.00      | 5628.80   | 5629.12        | 2814.40     | 2814.56     | 562.88 | 1206.24    | 70.36  | 50.26       | 105.54   | 75.39         | 106.49          | 76.34                |
| 28.0  | P    | 150010.77 | 12500.90 | 6250.45      | 5769.60   | 5769.12        | 2884.80     | 2884.56     | 576.96 | 1236.24    | 72.12  | 51.51       | 108.18   | 77.27         | 109.13          | 78.21                |
| 28.0  | Q    | 153761.04 | 12813.42 | 6406.71      | 5913.60   | 5913.60        | 2956.80     | 2956.80     | 591.36 | 1267.20    | 73.92  | 52.80       | 110.88   | 79.20         | 111.83          | 80.15                |
| 28.0  | R    | 157605.07 | 13133.76 | 6566.88      | 6061.60   | 6061.44        | 3030.80     | 3030.72     | 606.16 | 1298.88    | 75.77  | 54.12       | 113.66   | 81.18         | 114.60          | 82.13                |
| 28.0  | S    | 161545.19 | 13462.10 | 6731.05      | 6213.60   | 6213.76        | 3106.80     | 3106.88     | 621.36 | 1331.52    | 77.67  | 55.48       | 116.51   | 83.22         | 117.45          | 84.17                |
| 28.0  | T    | 165583.82 | 13798.65 | 6899.33      | 6368.80   | 6368.32        | 3184.40     | 3184.16     | 636.88 | 1364.64    | 79.61  | 56.86       | 119.42   | 85.29         | 120.36          | 86.24                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |          |          |          |         |         |         |         |        |        |        |        |        |        |
|------|----|-----------|----------|----------|----------|----------|---------|---------|---------|---------|--------|--------|--------|--------|--------|--------|
| 28.0 | 01 | 169723.42 | 14143.62 | 7071.81  | 6528.00  | 6527.36  | 3264.00 | 3263.68 | 652.80  | 1398.72 | 81.60  | 58.28  | 122.40 | 87.42  | 123.35 | 88.37  |
| 28.0 | 02 | 173966.51 | 14497.21 | 7248.60  | 6691.20  | 6690.88  | 3345.60 | 3345.44 | 669.12  | 1433.76 | 83.64  | 59.74  | 125.46 | 89.61  | 126.41 | 90.56  |
| 28.0 | 03 | 178315.67 | 14859.64 | 7429.82  | 6858.40  | 6857.76  | 3429.20 | 3428.88 | 685.84  | 1469.52 | 85.73  | 61.23  | 128.60 | 91.85  | 129.54 | 92.79  |
| 28.0 | 04 | 182773.56 | 15231.13 | 7615.57  | 7029.60  | 7030.24  | 3514.80 | 3515.12 | 702.96  | 1506.48 | 87.87  | 62.77  | 131.81 | 94.16  | 132.75 | 95.10  |
| 28.0 | 05 | 187342.90 | 15611.91 | 7805.95  | 7205.60  | 7204.96  | 3602.80 | 3602.48 | 720.56  | 1543.92 | 90.07  | 64.33  | 135.11 | 96.50  | 136.05 | 97.44  |
| 28.0 | 06 | 192026.47 | 16002.21 | 8001.10  | 7385.60  | 7385.28  | 3692.80 | 3692.64 | 738.56  | 1582.56 | 92.32  | 65.94  | 138.48 | 98.91  | 139.43 | 99.86  |
| 28.0 | 07 | 196827.13 | 16402.26 | 8201.13  | 7570.40  | 7570.08  | 3785.20 | 3785.04 | 757.04  | 1622.16 | 94.63  | 67.59  | 141.95 | 101.39 | 142.89 | 102.33 |
| 28.0 | 08 | 201747.81 | 16812.32 | 8406.16  | 7759.20  | 7759.36  | 3879.60 | 3879.68 | 775.92  | 1662.72 | 96.99  | 69.28  | 145.49 | 103.92 | 146.43 | 104.87 |
| 28.0 | 09 | 206791.51 | 17232.63 | 8616.31  | 7953.60  | 7953.12  | 3976.80 | 3976.56 | 795.36  | 1704.24 | 99.42  | 71.01  | 149.13 | 106.52 | 150.08 | 107.46 |
| 28.0 | 10 | 211961.30 | 17663.44 | 8831.72  | 8152.00  | 8152.48  | 4076.00 | 4076.24 | 815.20  | 1746.96 | 101.90 | 72.79  | 152.85 | 109.19 | 153.80 | 110.13 |
| 28.0 | 11 | 217260.33 | 18105.03 | 9052.51  | 8356.00  | 8356.32  | 4178.00 | 4178.16 | 835.60  | 1790.64 | 104.45 | 74.61  | 156.68 | 111.92 | 157.62 | 112.86 |
| 28.0 | 12 | 222691.84 | 18557.65 | 9278.83  | 8564.80  | 8564.64  | 4282.40 | 4282.32 | 856.48  | 1835.28 | 107.06 | 76.47  | 160.59 | 114.71 | 161.54 | 115.65 |
| 28.0 | 13 | 228259.14 | 19021.60 | 9510.80  | 8779.20  | 8779.68  | 4389.60 | 4389.84 | 877.92  | 1881.36 | 109.74 | 78.39  | 164.61 | 117.59 | 165.56 | 118.53 |
| 28.0 | 14 | 233965.62 | 19497.14 | 9748.57  | 8998.40  | 8999.20  | 4499.20 | 4499.60 | 899.84  | 1928.40 | 112.48 | 80.35  | 168.72 | 120.53 | 169.67 | 121.47 |
| 28.0 | 15 | 239814.76 | 19984.56 | 9992.28  | 9224.00  | 9223.20  | 4612.00 | 4611.60 | 922.40  | 1976.40 | 115.30 | 82.35  | 172.95 | 123.53 | 173.90 | 124.47 |
| 28.0 | 16 | 245810.13 | 20484.18 | 10242.09 | 9454.40  | 9453.92  | 4727.20 | 4726.96 | 945.44  | 2025.84 | 118.18 | 84.41  | 177.27 | 126.62 | 178.22 | 127.56 |
| 28.0 | 17 | 251955.38 | 20996.28 | 10498.14 | 9690.40  | 9690.24  | 4845.20 | 4845.12 | 969.04  | 2076.48 | 121.13 | 86.52  | 181.70 | 129.78 | 182.64 | 130.73 |
| 28.0 | 18 | 258254.26 | 21521.19 | 10760.59 | 9932.80  | 9933.28  | 4966.40 | 4966.64 | 993.28  | 2128.56 | 124.16 | 88.69  | 186.24 | 133.04 | 187.19 | 133.98 |
| 28.0 | 19 | 264710.62 | 22059.22 | 11029.61 | 10180.80 | 10180.80 | 5090.40 | 5090.40 | 1018.08 | 2181.60 | 127.26 | 90.90  | 190.89 | 136.35 | 191.84 | 137.30 |
| 28.0 | 20 | 271328.39 | 22610.70 | 11305.35 | 10436.00 | 10436.16 | 5218.00 | 5218.08 | 1043.60 | 2236.32 | 130.45 | 93.18  | 195.68 | 139.77 | 196.62 | 140.72 |
| 28.0 | 21 | 278111.60 | 23175.97 | 11587.98 | 10696.80 | 10697.12 | 5348.40 | 5348.56 | 1069.68 | 2292.24 | 133.71 | 95.51  | 200.57 | 143.27 | 201.51 | 144.21 |
| 28.0 | 22 | 285064.39 | 23755.37 | 11877.68 | 10964.00 | 10963.68 | 5482.00 | 5481.84 | 1096.40 | 2349.36 | 137.05 | 97.89  | 205.58 | 146.84 | 206.52 | 147.78 |
| 28.0 | 23 | 292191.00 | 24349.25 | 12174.63 | 11238.40 | 11238.08 | 5619.20 | 5619.04 | 1123.84 | 2408.16 | 140.48 | 100.34 | 210.72 | 150.51 | 211.67 | 151.46 |
| 28.0 | 24 | 299495.78 | 24957.98 | 12478.99 | 11519.20 | 11519.20 | 5759.60 | 5759.60 | 1151.92 | 2468.40 | 143.99 | 102.85 | 215.99 | 154.28 | 216.93 | 155.22 |

| GRADE | STEP | ANNUAL    | MONTHLY  | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|-----------|----------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 29.0  | A    | 114329.93 | 9527.49  | 4763.75      | 4397.60   | 4397.12        | 2198.80     | 2198.56     | 439.76 | 942.24     | 54.97  | 39.26       | 82.46    | 58.89         | 83.40           | 59.84                |
| 29.0  | B    | 117188.18 | 9765.68  | 4882.84      | 4507.20   | 4506.88        | 2253.60     | 2253.44     | 450.72 | 965.76     | 56.34  | 40.24       | 84.51    | 60.36         | 85.46           | 61.31                |
| 29.0  | C    | 120117.88 | 10009.82 | 5004.91      | 4620.00   | 4620.00        | 2310.00     | 2310.00     | 462.00 | 990.00     | 57.75  | 41.25       | 86.63    | 61.88         | 87.57           | 62.82                |
| 29.0  | D    | 123120.83 | 10260.07 | 5130.03      | 4735.20   | 4735.36        | 2367.60     | 2367.68     | 473.52 | 1014.72    | 59.19  | 42.28       | 88.79    | 63.42         | 89.73           | 64.37                |
| 29.0  | E    | 126198.85 | 10516.57 | 5258.29      | 4853.60   | 4854.08        | 2426.80     | 2427.04     | 485.36 | 1040.16    | 60.67  | 43.34       | 91.01    | 65.01         | 91.95           | 65.96                |
| 29.0  | F    | 129353.82 | 10779.49 | 5389.74      | 4975.20   | 4975.04        | 2487.60     | 2487.52     | 497.52 | 1066.08    | 62.19  | 44.42       | 93.29    | 66.63         | 94.23           | 67.58                |
| 29.0  | G    | 132587.66 | 11048.97 | 5524.49      | 5099.20   | 5099.36        | 2549.60     | 2549.68     | 509.92 | 1092.72    | 63.74  | 45.53       | 95.61    | 68.30         | 95.56           | 69.24                |
| 29.0  | H    | 135902.36 | 11325.20 | 5662.60      | 5227.20   | 5227.04        | 2613.60     | 2613.52     | 522.72 | 1120.08    | 65.34  | 46.67       | 98.01    | 70.01         | 98.96           | 70.95                |
| 29.0  | I    | 139299.92 | 11608.33 | 5804.16      | 5357.60   | 5358.08        | 2678.80     | 2679.04     | 535.76 | 1148.16    | 66.97  | 47.84       | 100.46   | 71.76         | 101.40          | 72.71                |
| 29.0  | J    | 142782.41 | 11898.53 | 5949.27      | 5492.00   | 5491.36        | 2746.00     | 2745.68     | 549.20 | 1176.72    | 68.65  | 49.03       | 102.98   | 73.55         | 103.92          | 74.49                |
| 29.0  | K    | 146351.97 | 12196.00 | 6098.00      | 5628.80   | 5629.12        | 2814.40     | 2814.56     | 562.88 | 1206.24    | 70.36  | 50.26       | 105.54   | 75.39         | 106.49          | 76.34                |
| 29.0  | L    | 150010.77 | 12500.90 | 6250.45      | 5769.60   | 5769.12        | 2884.80     | 2884.56     | 576.96 | 1236.24    | 72.12  | 51.51       | 108.18   | 77.27         | 109.13          | 78.21                |
| 29.0  | M    | 153761.04 | 12813.42 | 6406.71      | 5913.60   | 5913.60        | 2956.80     | 2956.80     | 591.36 | 1267.20    | 73.92  | 52.80       | 110.88   | 79.20         | 111.83          | 80.15                |
| 29.0  | N    | 157605.07 | 13133.76 | 6566.88      | 6061.60   | 6061.44        | 3030.80     | 3030.72     | 606.16 | 1298.88    | 75.77  | 54.12       | 113.66   | 81.18         | 114.60          | 82.13                |
| 29.0  | O    | 161545.19 | 13462.10 | 6731.05      | 6213.60   | 6213.76        | 3106.80     | 3106.88     | 621.36 | 1331.52    | 77.67  | 55.48       | 116.51   | 83.22         | 117.45          | 84.17                |
| 29.0  | P    | 165583.82 | 13798.65 | 6899.33      | 6368.80   | 6368.32        | 3184.40     | 3184.16     | 636.88 | 1364.64    | 79.61  | 56.86       | 119.42   | 85.29         | 120.36          | 86.24                |
| 29.0  | Q    | 169723.42 | 14143.62 | 7071.81      | 6528.00   | 6527.36        | 3264.00     | 3263.68     | 652.80 | 1398.72    | 81.60  | 58.28       | 122.40   | 87.42         | 123.35          | 88.37                |
| 29.0  | R    | 173966.51 | 14497.21 | 7248.60      | 6691.20   | 6690.88        | 3345.60     | 3345.44     | 669.12 | 1433.76    | 83.64  | 59.74       | 125.46   | 89.61         | 126.41          | 90.56                |
| 29.0  | S    | 178315.67 | 14859.62 | 7429.82      | 6858.40   | 6857.76        | 3429.20     | 3428.88     | 685.84 | 1469.52    | 85.73  | 61.23       | 128.60   | 91.85         | 129.54          | 92.79                |
| 29.0  | T    | 182773.56 | 15231.13 | 7615.57      | 7029.60   | 7030.24        | 3514.80     | 3515.12     | 702.96 | 1506.48    | 87.87  | 62.77       | 131.81   | 94.16         | 132.75          | 95.10                |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |          |          |          |         |         |         |         |        |        |        |        |        |        |
|------|----|-----------|----------|----------|----------|----------|---------|---------|---------|---------|--------|--------|--------|--------|--------|--------|
| 29.0 | 01 | 187342.90 | 15611.91 | 7805.95  | 7205.60  | 7204.96  | 3602.80 | 3602.48 | 720.56  | 1543.92 | 90.07  | 64.33  | 135.11 | 96.50  | 136.05 | 97.44  |
| 29.0 | 02 | 192026.47 | 16002.21 | 8001.10  | 7385.60  | 7385.28  | 3692.80 | 3692.64 | 738.56  | 1582.56 | 92.32  | 65.94  | 138.48 | 98.91  | 139.43 | 99.86  |
| 29.0 | 03 | 196827.13 | 16402.26 | 8201.13  | 7570.40  | 7570.08  | 3785.20 | 3785.04 | 757.04  | 1622.16 | 94.63  | 67.59  | 141.95 | 101.39 | 142.89 | 102.33 |
| 29.0 | 04 | 201747.81 | 16812.32 | 8406.16  | 7759.20  | 7759.36  | 3879.60 | 3879.68 | 775.92  | 1662.72 | 96.99  | 69.28  | 145.49 | 103.92 | 146.43 | 104.87 |
| 29.0 | 05 | 206791.51 | 17232.63 | 8616.31  | 7953.60  | 7953.12  | 3976.80 | 3976.56 | 795.36  | 1704.24 | 99.42  | 71.01  | 149.13 | 106.52 | 150.08 | 107.46 |
| 29.0 | 06 | 211961.30 | 17663.44 | 8831.72  | 8152.00  | 8152.48  | 4076.00 | 4076.24 | 815.20  | 1746.96 | 101.90 | 72.79  | 152.85 | 109.19 | 153.80 | 110.13 |
| 29.0 | 07 | 217260.33 | 18105.03 | 9052.51  | 8356.00  | 8356.32  | 4178.00 | 4178.16 | 835.60  | 1790.64 | 104.45 | 74.61  | 156.68 | 111.92 | 157.62 | 112.86 |
| 29.0 | 08 | 222691.84 | 18557.65 | 9278.83  | 8564.80  | 8564.64  | 4282.40 | 4282.32 | 856.48  | 1835.28 | 107.06 | 76.47  | 160.59 | 114.71 | 161.54 | 115.65 |
| 29.0 | 09 | 228259.14 | 19021.60 | 9510.80  | 8779.20  | 8779.68  | 4389.60 | 4389.84 | 877.92  | 1881.36 | 109.74 | 78.39  | 164.61 | 117.59 | 165.56 | 118.53 |
| 29.0 | 10 | 233965.62 | 19497.14 | 9748.57  | 8998.40  | 8999.20  | 4499.20 | 4499.60 | 899.84  | 1928.40 | 112.48 | 80.35  | 168.72 | 120.53 | 169.67 | 121.47 |
| 29.0 | 11 | 239814.76 | 19984.56 | 9992.28  | 9224.00  | 9223.20  | 4612.00 | 4611.60 | 922.40  | 1976.40 | 115.30 | 82.35  | 172.95 | 123.53 | 173.90 | 124.47 |
| 29.0 | 12 | 245810.13 | 20484.18 | 10242.09 | 9454.40  | 9453.92  | 4727.20 | 4726.96 | 945.44  | 2025.84 | 118.18 | 84.41  | 177.27 | 126.62 | 178.22 | 127.56 |
| 29.0 | 13 | 251955.38 | 20996.28 | 10498.14 | 9690.40  | 9690.24  | 4845.20 | 4845.12 | 969.04  | 2076.48 | 121.13 | 86.52  | 181.70 | 129.78 | 182.64 | 130.73 |
| 29.0 | 14 | 258254.26 | 21521.19 | 10760.59 | 9932.80  | 9933.28  | 4966.40 | 4966.64 | 993.28  | 2128.56 | 124.16 | 88.69  | 186.24 | 133.04 | 187.19 | 133.98 |
| 29.0 | 15 | 264710.62 | 22059.22 | 11029.61 | 10180.80 | 10180.80 | 5090.40 | 5090.40 | 1018.08 | 2181.60 | 127.26 | 90.90  | 190.89 | 136.35 | 191.84 | 137.30 |
| 29.0 | 16 | 271328.39 | 22610.70 | 11305.35 | 10436.00 | 10436.16 | 5218.00 | 5218.08 | 1043.60 | 2236.32 | 130.45 | 93.18  | 195.68 | 139.77 | 196.62 | 140.72 |
| 29.0 | 17 | 278111.60 | 23175.97 | 11587.98 | 10696.80 | 10697.12 | 5348.40 | 5348.56 | 1069.68 | 2292.24 | 133.71 | 95.51  | 200.57 | 143.27 | 201.51 | 144.21 |
| 29.0 | 18 | 285064.39 | 23755.37 | 11877.68 | 10964.00 | 10963.68 | 5482.00 | 5481.84 | 1096.40 | 2349.36 | 137.05 | 97.89  | 205.58 | 146.84 | 206.52 | 147.78 |
| 29.0 | 19 | 292191.00 | 24349.25 | 12174.63 | 11238.00 | 11238.08 | 5619.20 | 5619.04 | 1123.84 | 2408.16 | 140.48 | 100.34 | 210.72 | 150.51 | 211.67 | 151.46 |
| 29.0 | 20 | 299495.78 | 24957.98 | 12478.99 | 11519.20 | 11519.20 | 5759.60 | 5759.60 | 1151.92 | 2468.40 | 143.99 | 102.85 | 215.99 | 154.28 | 216.93 | 155.22 |
| 29.0 | 21 | 306983.17 | 25581.93 | 12790.97 | 11807.20 | 11807.04 | 5903.60 | 5903.52 | 1180.72 | 2530.08 | 147.59 | 105.42 | 221.39 | 158.13 | 222.33 | 159.08 |
| 29.0 | 22 | 314657.75 | 26221.48 | 13110.74 | 12102.40 | 12102.72 | 6051.20 | 6051.36 | 1210.24 | 2593.44 | 151.28 | 108.06 | 226.92 | 162.09 | 227.87 | 163.04 |
| 29.0 | 23 | 322524.19 | 26877.02 | 13438.51 | 12404.80 | 12405.12 | 6202.40 | 6202.56 | 1240.48 | 2658.24 | 155.06 | 110.76 | 232.59 | 166.14 | 233.54 | 167.09 |
| 29.0 | 24 | 330587.29 | 27548.94 | 13774.47 | 12715.20 | 12715.36 | 6357.60 | 6357.68 | 1271.52 | 2724.72 | 158.94 | 113.53 | 238.41 | 170.30 | 239.36 | 171.24 |

| GRADE | STEP | ANNUAL    | MONTHLY  | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY  | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|-----------|----------|--------------|-----------|----------------|---------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 30.0  | A    | 126198.85 | 10516.57 | 5258.29      | 4853.60   | 4854.08        | 2426.80 | 2427.04     | 485.36 | 1040.16    | 60.67  | 43.34       | 91.01    | 65.01         | 91.95           | 65.96                |
| 30.0  | B    | 129353.82 | 10779.49 | 5389.74      | 4975.20   | 4975.04        | 2487.60 | 2487.52     | 497.52 | 1066.08    | 62.19  | 44.42       | 93.29    | 66.63         | 94.23           | 67.58                |
| 30.0  | C    | 132587.66 | 11048.97 | 5524.49      | 5099.20   | 5099.36        | 2549.60 | 2549.68     | 509.92 | 1092.72    | 63.74  | 45.53       | 95.61    | 68.30         | 96.56           | 69.24                |
| 30.0  | D    | 135902.36 | 11325.20 | 5662.60      | 5227.20   | 5227.04        | 2613.60 | 2613.52     | 522.72 | 1120.08    | 65.34  | 46.67       | 98.01    | 70.01         | 98.96           | 70.95                |
| 30.0  | E    | 139299.92 | 11608.33 | 5804.16      | 5357.60   | 5358.08        | 2678.80 | 2679.04     | 535.76 | 1148.16    | 66.97  | 47.84       | 100.46   | 71.76         | 101.40          | 72.71                |
| 30.0  | F    | 142782.41 | 11898.53 | 5949.27      | 5492.00   | 5491.36        | 2746.00 | 2745.68     | 549.20 | 1176.72    | 68.65  | 49.03       | 102.98   | 73.55         | 103.92          | 74.49                |
| 30.0  | G    | 146351.97 | 12196.00 | 6098.00      | 5628.80   | 5629.12        | 2814.40 | 2814.56     | 562.88 | 1206.24    | 70.36  | 50.26       | 105.54   | 75.39         | 106.49          | 76.34                |
| 30.0  | H    | 150010.77 | 12500.90 | 6250.45      | 5769.60   | 5769.12        | 2884.80 | 2884.56     | 576.96 | 1236.24    | 72.12  | 51.51       | 108.18   | 77.27         | 109.13          | 78.21                |
| 30.0  | I    | 153761.04 | 12813.42 | 6406.71      | 5913.60   | 5913.60        | 2956.80 | 2956.80     | 591.36 | 1267.20    | 73.92  | 52.80       | 110.88   | 79.20         | 111.83          | 80.15                |
| 30.0  | J    | 157605.07 | 13133.76 | 6566.88      | 6061.60   | 6061.44        | 3030.80 | 3030.72     | 606.16 | 1298.88    | 75.77  | 54.12       | 113.66   | 81.18         | 114.60          | 82.13                |
| 30.0  | K    | 161545.19 | 13462.10 | 6731.05      | 6213.60   | 6213.76        | 3106.80 | 3106.88     | 621.36 | 1331.52    | 77.67  | 55.48       | 116.51   | 83.22         | 117.45          | 84.17                |
| 30.0  | L    | 165583.82 | 13798.65 | 6899.33      | 6368.80   | 6368.32        | 3184.40 | 3184.16     | 636.88 | 1364.64    | 79.61  | 56.86       | 119.42   | 85.29         | 120.36          | 86.24                |
| 30.0  | M    | 169723.42 | 14143.62 | 7071.81      | 6528.00   | 6527.36        | 3264.00 | 3263.68     | 652.80 | 1398.72    | 81.60  | 58.28       | 122.40   | 87.42         | 123.35          | 88.37                |
| 30.0  | N    | 173966.51 | 14497.21 | 7248.60      | 6691.20   | 6690.88        | 3345.60 | 3345.44     | 669.12 | 1433.76    | 83.64  | 59.74       | 125.46   | 89.61         | 126.41          | 90.56                |
| 30.0  | O    | 178315.67 | 14859.64 | 7429.82      | 6858.40   | 6857.76        | 3429.20 | 3428.88     | 685.84 | 1469.52    | 85.73  | 61.23       | 128.60   | 91.85         | 129.54          | 92.79                |
| 30.0  | P    | 182773.56 | 15231.13 | 7615.57      | 7029.60   | 7030.24        | 3514.80 | 3515.12     | 702.96 | 1506.48    | 87.87  | 62.77       | 131.81   | 94.16         | 132.75          | 95.10                |
| 30.0  | Q    | 187342.90 | 15611.91 | 7805.95      | 7205.60   | 7204.96        | 3602.80 | 3602.48     | 720.56 | 1543.92    | 90.07  | 64.33       | 135.11   | 96.50         | 136.05          | 97.44                |
| 30.0  | R    | 192026.47 | 16002.21 | 8001.10      | 7385.60   | 7385.28        | 3692.80 | 3692.64     | 738.56 | 1582.56    | 92.32  | 65.94       | 138.48   | 98.91         | 139.43          | 99.86                |
| 30.0  | S    | 196827.13 | 16402.26 | 8201.13      | 7570.40   | 7570.08        | 3785.20 | 3785.04     | 757.04 | 1622.16    | 94.63  | 67.59       | 141.95   | 101.39        | 142.89          | 102.33               |
| 30.0  | T    | 201747.81 | 16812.32 | 8406.16      | 7759.20   | 7759.36        | 3879.60 | 3879.68     | 775.92 | 1662.72    | 96.99  | 69.28       | 145.49   | 103.92        | 146.43          | 104.87               |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |          |          |          |         |         |         |         |        |        |        |        |        |        |
|------|----|-----------|----------|----------|----------|----------|---------|---------|---------|---------|--------|--------|--------|--------|--------|--------|
| 30.0 | 01 | 206791.51 | 17232.63 | 8616.31  | 7953.60  | 7953.12  | 3976.80 | 3976.56 | 795.36  | 1704.24 | 99.42  | 71.01  | 149.13 | 106.52 | 150.08 | 107.46 |
| 30.0 | 02 | 211961.30 | 17663.44 | 8831.72  | 8152.00  | 8152.48  | 4076.00 | 4076.24 | 815.20  | 1746.96 | 101.90 | 72.79  | 152.85 | 109.19 | 153.80 | 110.13 |
| 30.0 | 03 | 217260.33 | 18105.03 | 9052.51  | 8356.00  | 8356.32  | 4178.00 | 4178.16 | 835.60  | 1790.64 | 104.45 | 74.61  | 156.68 | 111.92 | 157.62 | 112.86 |
| 30.0 | 04 | 222691.84 | 18557.65 | 9278.83  | 8564.80  | 8564.64  | 4282.40 | 4282.32 | 856.48  | 1835.28 | 107.06 | 76.47  | 160.59 | 114.71 | 161.54 | 115.65 |
| 30.0 | 05 | 228259.14 | 19021.60 | 9510.80  | 8779.20  | 8779.68  | 4389.60 | 4389.84 | 877.92  | 1881.36 | 109.74 | 78.39  | 164.61 | 117.59 | 165.56 | 118.53 |
| 30.0 | 06 | 233965.62 | 19497.14 | 9748.57  | 8998.40  | 8999.20  | 4499.20 | 4499.60 | 899.84  | 1928.40 | 112.48 | 80.35  | 168.72 | 120.53 | 169.67 | 121.47 |
| 30.0 | 07 | 239814.76 | 19984.56 | 9992.28  | 9224.00  | 9223.20  | 4612.00 | 4611.60 | 922.40  | 1976.40 | 115.30 | 82.35  | 172.95 | 123.53 | 173.90 | 124.47 |
| 30.0 | 08 | 245810.13 | 20484.18 | 10242.09 | 9454.40  | 9453.92  | 4727.20 | 4726.96 | 945.44  | 2025.84 | 118.18 | 84.41  | 177.27 | 126.62 | 178.22 | 127.56 |
| 30.0 | 09 | 251955.38 | 20996.28 | 10498.14 | 9690.40  | 9690.24  | 4845.20 | 4845.12 | 969.04  | 2076.48 | 121.13 | 86.52  | 181.70 | 129.78 | 182.64 | 130.73 |
| 30.0 | 10 | 258254.26 | 21521.19 | 10760.59 | 9932.80  | 9933.28  | 4966.40 | 4966.64 | 993.28  | 2128.56 | 124.16 | 88.69  | 186.24 | 133.04 | 187.19 | 133.98 |
| 30.0 | 11 | 264710.62 | 22059.22 | 11029.61 | 10180.80 | 10180.80 | 5090.40 | 5090.40 | 1018.08 | 2181.60 | 127.26 | 90.90  | 190.89 | 136.35 | 191.84 | 137.30 |
| 30.0 | 12 | 271328.39 | 22610.70 | 11305.35 | 10436.00 | 10436.16 | 5218.00 | 5218.08 | 1043.60 | 2236.32 | 130.45 | 93.18  | 195.68 | 139.77 | 196.62 | 140.72 |
| 30.0 | 13 | 278111.60 | 23175.97 | 11587.98 | 10696.80 | 10697.12 | 5348.40 | 5348.56 | 1069.68 | 2292.24 | 133.71 | 95.51  | 200.57 | 143.27 | 201.51 | 144.21 |
| 30.0 | 14 | 285064.39 | 23755.37 | 11877.68 | 10964.00 | 10963.68 | 5482.00 | 5481.84 | 1096.40 | 2349.36 | 137.05 | 97.89  | 205.58 | 146.84 | 206.52 | 147.78 |
| 30.0 | 15 | 292191.00 | 24349.25 | 12174.63 | 11238.40 | 11238.08 | 5619.60 | 5619.04 | 1123.84 | 2408.16 | 140.48 | 100.34 | 210.72 | 150.51 | 211.67 | 151.46 |
| 30.0 | 16 | 299495.78 | 24957.98 | 12478.99 | 11519.20 | 11519.20 | 5759.60 | 5759.60 | 1151.92 | 2468.40 | 143.99 | 102.85 | 215.99 | 154.28 | 216.93 | 155.22 |
| 30.0 | 17 | 306983.17 | 25581.93 | 12790.97 | 11807.20 | 11807.04 | 5903.60 | 5903.52 | 1180.72 | 2530.08 | 147.59 | 105.42 | 221.39 | 158.13 | 222.33 | 159.08 |
| 30.0 | 18 | 314657.75 | 26221.48 | 13110.74 | 12102.40 | 12102.72 | 6051.20 | 6051.36 | 1210.24 | 2593.44 | 151.28 | 108.06 | 226.92 | 162.09 | 227.87 | 163.04 |
| 30.0 | 19 | 322524.19 | 26877.02 | 13438.51 | 12404.80 | 12405.12 | 6202.40 | 6202.56 | 1240.48 | 2658.24 | 155.06 | 110.76 | 232.59 | 166.14 | 233.54 | 167.09 |
| 30.0 | 20 | 330587.29 | 27548.94 | 13774.47 | 12715.20 | 12715.36 | 6357.60 | 6357.68 | 1271.52 | 2724.72 | 158.94 | 113.53 | 238.41 | 170.30 | 239.36 | 171.24 |
| 30.0 | 21 | 338851.97 | 28237.66 | 14118.83 | 13032.80 | 13032.32 | 6516.40 | 6516.16 | 1303.28 | 2792.64 | 162.91 | 116.36 | 244.37 | 174.54 | 245.31 | 175.49 |
| 30.0 | 22 | 347323.27 | 28943.61 | 14471.80 | 13358.40 | 13358.24 | 6679.20 | 6679.12 | 1335.84 | 2862.48 | 166.98 | 119.27 | 250.47 | 178.91 | 251.42 | 179.85 |
| 30.0 | 23 | 356006.35 | 29667.20 | 14833.60 | 13692.80 | 13692.00 | 6846.40 | 6846.00 | 1369.28 | 2934.00 | 171.16 | 122.25 | 256.74 | 183.38 | 257.69 | 184.32 |
| 30.0 | 24 | 364906.51 | 30408.88 | 15204.44 | 14035.20 | 14034.72 | 7017.60 | 7017.36 | 1403.52 | 3007.44 | 175.44 | 125.31 | 263.16 | 187.97 | 264.11 | 188.91 |

| GRADE | STEP | ANNUAL    | MONTHLY  | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | WEEKLY  | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|-----------|----------|--------------|-----------|----------------|---------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 31.0  | A    | 139299.92 | 11608.33 | 5804.16      | 5357.60   | 5358.08        | 2678.80 | 2679.04     | 535.76 | 1148.16    | 66.97  | 47.84       | 100.46   | 71.76         | 101.40          | 72.71                |
| 31.0  | B    | 142782.41 | 11898.53 | 5949.27      | 5492.00   | 5491.36        | 2746.00 | 2745.68     | 549.20 | 1176.72    | 68.65  | 49.03       | 102.98   | 73.55         | 103.92          | 74.49                |
| 31.0  | C    | 146351.97 | 12196.00 | 6098.00      | 5628.80   | 5629.12        | 2814.40 | 2814.56     | 562.88 | 1206.24    | 70.36  | 50.26       | 105.54   | 75.39         | 106.49          | 76.34                |
| 31.0  | D    | 150010.77 | 12500.90 | 6250.45      | 5769.60   | 5769.12        | 2884.80 | 2884.56     | 576.96 | 1236.24    | 72.12  | 51.51       | 108.18   | 77.27         | 109.13          | 78.21                |
| 31.0  | E    | 153761.04 | 12813.42 | 6406.71      | 5913.60   | 5913.60        | 2956.80 | 2956.80     | 591.36 | 1267.20    | 73.92  | 52.80       | 110.88   | 79.20         | 111.83          | 80.15                |
| 31.0  | F    | 157605.07 | 13133.76 | 6566.88      | 6061.60   | 6061.44        | 3030.80 | 3030.72     | 606.16 | 1298.88    | 75.77  | 54.12       | 113.66   | 81.18         | 114.60          | 82.13                |
| 31.0  | G    | 161545.19 | 13462.10 | 6731.05      | 6213.60   | 6213.76        | 3106.80 | 3106.88     | 621.36 | 1331.52    | 77.67  | 55.48       | 116.51   | 83.22         | 117.45          | 84.17                |
| 31.0  | H    | 165583.82 | 13798.65 | 6899.33      | 6368.80   | 6368.32        | 3184.40 | 3184.16     | 636.88 | 1364.64    | 79.61  | 56.86       | 119.42   | 85.29         | 120.36          | 86.24                |
| 31.0  | I    | 169723.42 | 14143.62 | 7071.81      | 6528.00   | 6527.36        | 3264.00 | 3263.68     | 652.80 | 1398.72    | 81.60  | 58.28       | 122.40   | 87.42         | 123.35          | 88.37                |
| 31.0  | J    | 173966.51 | 14497.21 | 7248.60      | 6691.20   | 6690.88        | 3345.60 | 3345.44     | 669.12 | 1433.76    | 83.64  | 59.74       | 125.46   | 89.61         | 126.41          | 90.56                |
| 31.0  | K    | 178315.67 | 14859.64 | 7429.82      | 6858.40   | 6857.76        | 3429.20 | 3428.88     | 685.84 | 1469.52    | 85.73  | 61.23       | 128.60   | 91.85         | 129.54          | 92.79                |
| 31.0  | L    | 182773.56 | 15231.13 | 7615.57      | 7029.60   | 7030.24        | 3514.80 | 3515.12     | 702.96 | 1506.48    | 87.87  | 62.77       | 131.81   | 94.16         | 132.75          | 95.10                |
| 31.0  | M    | 187342.90 | 15611.91 | 7805.95      | 7205.60   | 7204.96        | 3602.80 | 3602.48     | 720.56 | 1543.92    | 90.07  | 64.33       | 135.11   | 96.50         | 136.05          | 97.44                |
| 31.0  | N    | 192026.47 | 16002.21 | 8001.10      | 7385.60   | 7385.28        | 3692.80 | 3692.64     | 738.56 | 1582.56    | 92.32  | 65.94       | 138.48   | 98.91         | 139.43          | 99.86                |
| 31.0  | O    | 196827.13 | 16402.26 | 8201.13      | 7570.40   | 7570.08        | 3785.20 | 3785.04     | 757.04 | 1622.16    | 94.63  | 67.59       | 141.95   | 101.39        | 142.89          | 102.33               |
| 31.0  | P    | 201747.81 | 16812.32 | 8406.16      | 7759.20   | 7759.36        | 3879.60 | 3879.68     | 775.92 | 1662.72    | 96.99  | 69.28       | 145.49   | 103.92        | 146.43          | 104.87               |
| 31.0  | Q    | 206791.51 | 17232.63 | 8616.31      | 7953.60   | 7953.12        | 3976.80 | 3976.56     | 795.36 | 1704.24    | 99.42  | 71.01       | 149.13   | 106.52        | 150.08          | 107.46               |
| 31.0  | R    | 211961.29 | 17663.44 | 8831.72      | 8152.00   | 8152.48        | 4076.60 | 4076.24     | 815.20 | 1746.96    | 101.90 | 72.79       | 152.85   | 109.19        | 153.80          | 110.13               |
| 31.0  | S    | 217260.33 | 18105.03 | 9052.51      | 8356.00   | 8356.32        | 4178.00 | 4178.16     | 835.60 | 1790.64    | 104.45 | 74.61       | 156.68   | 111.92        | 157.62          | 112.86               |
| 31.0  | T    | 222691.84 | 18557.65 | 9278.83      | 8564.80   | 8564.64        | 4282.40 | 4282.32     | 856.48 | 1835.28    | 107.06 | 76.47       | 160.59   | 114.71        | 161.54          | 115.65               |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |          |          |          |         |         |         |         |        |        |        |        |        |        |
|------|----|-----------|----------|----------|----------|----------|---------|---------|---------|---------|--------|--------|--------|--------|--------|--------|
| 31.0 | 01 | 228259.14 | 19021.60 | 9510.80  | 8779.20  | 8779.68  | 4389.60 | 4389.84 | 877.92  | 1881.36 | 109.74 | 78.39  | 164.61 | 117.59 | 165.56 | 118.53 |
| 31.0 | 02 | 233965.62 | 19497.14 | 9748.57  | 8998.40  | 8999.20  | 4499.20 | 4499.60 | 899.84  | 1928.40 | 112.48 | 80.35  | 168.72 | 120.53 | 169.67 | 121.47 |
| 31.0 | 03 | 239814.76 | 19984.56 | 9992.28  | 9224.00  | 9223.20  | 4612.00 | 4611.60 | 922.40  | 1976.40 | 115.30 | 82.35  | 172.95 | 123.53 | 173.90 | 124.47 |
| 31.0 | 04 | 245810.13 | 20484.18 | 10242.09 | 9454.40  | 9453.92  | 4727.20 | 4726.96 | 945.44  | 2025.84 | 118.18 | 84.41  | 177.27 | 126.62 | 178.22 | 127.56 |
| 31.0 | 05 | 251955.38 | 20996.28 | 10498.14 | 9690.40  | 9690.24  | 4845.20 | 4845.12 | 969.04  | 2076.48 | 121.13 | 86.52  | 181.70 | 129.78 | 182.64 | 130.73 |
| 31.0 | 06 | 258254.26 | 21521.19 | 10760.59 | 9932.80  | 9933.28  | 4966.40 | 4966.64 | 993.28  | 2128.56 | 124.16 | 88.69  | 186.24 | 133.04 | 187.19 | 133.98 |
| 31.0 | 07 | 264710.62 | 22059.22 | 11029.61 | 10180.80 | 10180.80 | 5090.40 | 5090.40 | 1018.08 | 2181.60 | 127.26 | 90.90  | 190.89 | 136.35 | 191.84 | 137.30 |
| 31.0 | 08 | 271328.39 | 22610.70 | 11305.35 | 10436.00 | 10436.16 | 5218.00 | 5218.08 | 1043.60 | 2236.32 | 130.45 | 93.18  | 195.68 | 139.77 | 196.62 | 140.72 |
| 31.0 | 09 | 278111.60 | 23175.97 | 11587.98 | 10696.80 | 10697.12 | 5348.40 | 5348.56 | 1069.68 | 2292.24 | 133.71 | 95.51  | 200.57 | 143.27 | 201.51 | 144.21 |
| 31.0 | 10 | 285064.39 | 23755.37 | 11877.68 | 10964.00 | 10963.68 | 5482.00 | 5481.84 | 1096.40 | 2349.36 | 137.05 | 97.89  | 205.58 | 146.84 | 206.52 | 147.78 |
| 31.0 | 11 | 292191.00 | 24349.25 | 12174.63 | 11238.40 | 11238.08 | 5619.20 | 5619.04 | 1123.84 | 2408.16 | 140.48 | 100.34 | 210.72 | 150.51 | 211.67 | 151.46 |
| 31.0 | 12 | 299495.78 | 24957.98 | 12478.99 | 11519.20 | 11519.20 | 5759.60 | 5759.60 | 1151.92 | 2468.40 | 143.99 | 102.85 | 215.99 | 154.28 | 216.93 | 155.22 |
| 31.0 | 13 | 306983.17 | 25581.93 | 12790.97 | 11807.20 | 11807.04 | 5903.60 | 5903.52 | 1180.72 | 2530.08 | 147.59 | 105.42 | 221.39 | 158.13 | 222.33 | 159.08 |
| 31.0 | 14 | 314657.75 | 26221.48 | 13110.74 | 12102.40 | 12102.72 | 6051.20 | 6051.36 | 1210.24 | 2593.44 | 151.28 | 108.06 | 226.92 | 162.09 | 227.87 | 163.04 |
| 31.0 | 15 | 322524.19 | 26877.02 | 13438.51 | 12404.80 | 12405.12 | 6202.40 | 6202.56 | 1240.48 | 2658.24 | 155.06 | 110.76 | 232.59 | 166.14 | 233.54 | 167.09 |
| 31.0 | 16 | 330587.29 | 27548.94 | 13774.47 | 12715.20 | 12715.36 | 6357.60 | 6357.68 | 1271.52 | 2724.72 | 158.94 | 113.53 | 238.41 | 170.30 | 239.36 | 171.24 |
| 31.0 | 17 | 338851.97 | 28237.66 | 14118.83 | 13032.80 | 13032.32 | 6516.40 | 6516.16 | 1303.28 | 2792.64 | 162.91 | 116.36 | 244.37 | 174.54 | 245.31 | 175.49 |
| 31.0 | 18 | 347323.27 | 28943.61 | 14471.80 | 13358.40 | 13358.24 | 6679.20 | 6679.12 | 1335.84 | 2862.48 | 166.98 | 119.27 | 250.47 | 178.91 | 251.42 | 179.85 |
| 31.0 | 19 | 356006.35 | 29667.20 | 14833.60 | 13692.80 | 13692.00 | 6846.40 | 6846.00 | 1369.28 | 2934.00 | 171.16 | 122.25 | 256.74 | 183.38 | 257.69 | 184.32 |
| 31.0 | 20 | 364906.51 | 30408.88 | 15204.44 | 14035.20 | 14034.72 | 7017.60 | 7017.36 | 1403.52 | 3007.44 | 175.44 | 125.31 | 263.16 | 187.97 | 264.11 | 188.91 |
| 31.0 | 21 | 374029.17 | 31169.10 | 15584.55 | 14385.60 | 14385.28 | 7192.80 | 7192.64 | 1438.56 | 3082.56 | 179.82 | 128.44 | 269.73 | 192.66 | 270.68 | 193.61 |
| 31.0 | 22 | 383379.90 | 31948.33 | 15974.16 | 14745.60 | 14745.92 | 7372.80 | 7372.96 | 1474.56 | 3159.84 | 184.32 | 131.66 | 276.48 | 197.49 | 277.43 | 198.44 |
| 31.0 | 23 | 392964.40 | 32747.03 | 16373.52 | 15114.40 | 15114.40 | 7557.20 | 7557.20 | 1511.44 | 3238.80 | 188.93 | 134.95 | 283.40 | 202.43 | 284.34 | 203.37 |
| 31.0 | 24 | 402788.51 | 33565.71 | 16782.85 | 15492.00 | 15491.84 | 7746.00 | 7745.92 | 1549.20 | 3319.68 | 193.65 | 138.32 | 290.48 | 207.48 | 291.42 | 208.43 |



| GRADE | STEP | ANNUAL    | MONTHLY  | SEMI-MONTHLY | BI-WEEKLY | FIRE BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | DAILY  | FIRE DAILY | HOURLY | FIRE HOURLY | OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE SUBSIS OVERTIME |
|-------|------|-----------|----------|--------------|-----------|----------------|-------------|-------------|--------|------------|--------|-------------|----------|---------------|-----------------|----------------------|
| 32.0  | A    | 153761.04 | 12813.42 | 6406.71      | 5913.60   | 5913.60        | 2956.80     | 2956.80     | 591.36 | 1267.20    | 73.92  | 52.80       | 110.88   | 79.20         | 111.83          | 80.15                |
| 32.0  | B    | 157605.07 | 13133.76 | 6566.88      | 6061.60   | 6061.44        | 3030.80     | 3030.72     | 606.16 | 1298.88    | 75.77  | 54.12       | 113.66   | 81.18         | 114.60          | 82.13                |
| 32.0  | C    | 161545.19 | 13462.10 | 6731.05      | 6213.60   | 6213.76        | 3106.80     | 3106.88     | 621.36 | 1331.52    | 77.67  | 55.48       | 116.51   | 83.22         | 117.45          | 84.17                |
| 32.0  | D    | 165583.82 | 13798.65 | 6899.33      | 6368.80   | 6368.32        | 3184.40     | 3184.16     | 636.88 | 1364.64    | 79.61  | 56.86       | 119.42   | 85.29         | 120.36          | 86.24                |
| 32.0  | E    | 169723.42 | 14143.62 | 7071.81      | 6528.00   | 6527.36        | 3264.00     | 3263.68     | 652.80 | 1398.72    | 81.60  | 58.28       | 122.40   | 87.42         | 123.35          | 88.37                |
| 32.0  | F    | 173966.51 | 14497.21 | 7248.60      | 6691.20   | 6690.88        | 3345.60     | 3345.44     | 669.12 | 1433.76    | 83.64  | 59.74       | 125.46   | 89.61         | 126.41          | 90.56                |
| 32.0  | G    | 178315.67 | 14859.64 | 7429.82      | 6858.40   | 6857.76        | 3429.20     | 3428.88     | 685.84 | 1469.52    | 85.73  | 61.23       | 128.60   | 91.85         | 129.54          | 92.79                |
| 32.0  | H    | 182773.56 | 15231.13 | 7615.57      | 7029.60   | 7030.24        | 3514.80     | 3515.12     | 702.96 | 1506.48    | 87.87  | 62.77       | 131.81   | 94.16         | 132.75          | 95.10                |
| 32.0  | I    | 187342.90 | 15611.91 | 7805.95      | 7205.60   | 7204.96        | 3602.80     | 3602.48     | 720.56 | 1543.92    | 90.07  | 64.33       | 135.11   | 96.50         | 136.05          | 97.44                |
| 32.0  | J    | 192026.47 | 16002.21 | 8001.10      | 7385.60   | 7385.28        | 3692.80     | 3692.64     | 738.56 | 1582.56    | 92.32  | 65.94       | 138.48   | 98.91         | 139.43          | 99.86                |
| 32.0  | K    | 196827.13 | 16402.26 | 8201.13      | 7570.40   | 7570.08        | 3785.20     | 3785.04     | 757.04 | 1622.16    | 94.63  | 67.59       | 141.95   | 101.39        | 142.89          | 102.33               |
| 32.0  | L    | 201747.81 | 16812.32 | 8406.16      | 7759.20   | 7759.36        | 3879.60     | 3879.68     | 775.92 | 1662.72    | 96.99  | 69.28       | 145.49   | 103.92        | 146.43          | 104.87               |
| 32.0  | M    | 206791.51 | 17232.63 | 8616.31      | 7953.60   | 7953.12        | 3976.80     | 3976.56     | 795.36 | 1704.24    | 99.42  | 71.01       | 149.13   | 106.52        | 150.08          | 107.46               |
| 32.0  | N    | 211961.29 | 17663.44 | 8831.72      | 8152.00   | 8152.48        | 4076.00     | 4076.24     | 815.20 | 1746.96    | 101.90 | 72.79       | 152.85   | 109.19        | 153.80          | 110.13               |
| 32.0  | O    | 217260.33 | 18105.03 | 9052.51      | 8356.00   | 8356.32        | 4178.00     | 4178.16     | 835.60 | 1790.64    | 104.45 | 74.61       | 156.68   | 111.92        | 157.62          | 112.86               |
| 32.0  | P    | 222691.84 | 18557.65 | 9278.83      | 8564.80   | 8564.64        | 4282.40     | 4282.32     | 856.48 | 1835.28    | 107.05 | 76.47       | 160.59   | 114.71        | 161.54          | 115.65               |
| 32.0  | Q    | 228259.13 | 19021.59 | 9510.80      | 8779.20   | 8779.68        | 4389.60     | 4389.84     | 877.92 | 1881.36    | 109.74 | 78.39       | 164.61   | 117.59        | 165.56          | 118.53               |
| 32.0  | R    | 233965.61 | 19497.13 | 9748.57      | 8998.40   | 8999.20        | 4499.20     | 4499.60     | 899.84 | 1928.40    | 112.48 | 80.35       | 168.72   | 120.53        | 169.67          | 121.47               |
| 32.0  | S    | 239814.75 | 19984.56 | 9992.28      | 9224.00   | 9223.20        | 4612.00     | 4611.60     | 922.40 | 1976.40    | 115.30 | 82.35       | 172.95   | 123.53        | 173.90          | 124.47               |
| 32.0  | T    | 245810.12 | 20484.18 | 10242.09     | 9454.40   | 9453.92        | 4727.20     | 4726.96     | 945.44 | 2025.84    | 118.18 | 84.41       | 177.27   | 126.62        | 178.22          | 127.56               |

\*\*\* Incentive Steps Beyond Step T. \*\*\*

|      |    |           |          |          |          |          |         |         |         |         |        |        |        |        |        |        |
|------|----|-----------|----------|----------|----------|----------|---------|---------|---------|---------|--------|--------|--------|--------|--------|--------|
| 32.0 | 01 | 251955.37 | 20996.28 | 10498.14 | 9690.40  | 9690.24  | 4845.20 | 4845.12 | 969.04  | 2076.48 | 121.13 | 86.52  | 181.70 | 129.78 | 182.64 | 130.73 |
| 32.0 | 02 | 258254.25 | 21521.19 | 10760.59 | 9932.80  | 9933.28  | 4966.40 | 4966.64 | 993.28  | 2128.56 | 124.16 | 88.69  | 186.24 | 133.04 | 187.19 | 133.98 |
| 32.0 | 03 | 264710.61 | 22059.22 | 11029.61 | 10180.80 | 10180.80 | 5090.40 | 5090.40 | 1018.08 | 2181.60 | 127.26 | 90.90  | 190.89 | 136.35 | 191.84 | 137.30 |
| 32.0 | 04 | 271328.38 | 22610.70 | 11305.35 | 10436.00 | 10436.16 | 5218.00 | 5218.08 | 1043.60 | 2236.32 | 130.45 | 93.18  | 195.68 | 139.77 | 196.62 | 140.72 |
| 32.0 | 05 | 278111.59 | 23175.97 | 11587.98 | 10696.80 | 10697.12 | 5348.40 | 5348.56 | 1069.68 | 2292.24 | 133.71 | 95.51  | 200.57 | 143.27 | 201.51 | 144.21 |
| 32.0 | 06 | 285064.38 | 23755.37 | 11877.68 | 10964.00 | 10963.68 | 5482.00 | 5481.84 | 1096.40 | 2349.36 | 137.05 | 97.89  | 205.58 | 146.84 | 206.52 | 147.78 |
| 32.0 | 07 | 292190.99 | 24349.25 | 12174.62 | 11238.40 | 11238.08 | 5619.20 | 5619.04 | 1123.84 | 2408.16 | 140.48 | 100.34 | 210.72 | 150.51 | 211.67 | 151.46 |
| 32.0 | 08 | 299495.76 | 24957.98 | 12478.99 | 11519.20 | 11519.20 | 5759.60 | 5759.60 | 1151.92 | 2468.40 | 143.99 | 102.85 | 215.99 | 154.28 | 216.93 | 155.22 |
| 32.0 | 09 | 306983.15 | 25581.93 | 12790.96 | 11807.20 | 11807.04 | 5903.60 | 5903.52 | 1180.72 | 2530.08 | 147.59 | 105.42 | 221.39 | 158.13 | 222.33 | 159.08 |
| 32.0 | 10 | 314657.73 | 26221.48 | 13110.74 | 12102.40 | 12102.72 | 6051.20 | 6051.36 | 1210.24 | 2593.44 | 151.28 | 108.06 | 226.92 | 162.09 | 227.87 | 163.04 |
| 32.0 | 11 | 322524.17 | 26877.01 | 13438.51 | 12404.80 | 12405.12 | 6202.40 | 6202.56 | 1240.48 | 2658.24 | 155.06 | 110.76 | 232.59 | 166.14 | 233.54 | 167.09 |
| 32.0 | 12 | 330587.27 | 27548.94 | 13774.47 | 12715.20 | 12715.36 | 6357.60 | 6357.68 | 1271.52 | 2724.72 | 158.94 | 113.53 | 238.41 | 170.30 | 239.36 | 171.24 |
| 32.0 | 13 | 338851.95 | 28237.66 | 14118.83 | 13032.80 | 13032.32 | 6516.40 | 6516.16 | 1303.28 | 2792.64 | 162.91 | 116.36 | 244.37 | 174.54 | 245.31 | 175.49 |
| 32.0 | 14 | 347323.25 | 28943.60 | 14471.80 | 13358.40 | 13358.24 | 6679.20 | 6679.12 | 1335.84 | 2862.48 | 166.98 | 119.27 | 250.47 | 178.91 | 251.42 | 179.85 |
| 32.0 | 15 | 356006.33 | 29667.19 | 14833.60 | 13692.80 | 13692.00 | 6846.40 | 6846.00 | 1369.28 | 2934.00 | 171.16 | 122.25 | 256.74 | 183.38 | 257.69 | 184.32 |
| 32.0 | 16 | 364906.49 | 30408.87 | 15204.44 | 14035.20 | 14034.72 | 7017.60 | 7017.36 | 1403.52 | 3007.44 | 175.44 | 125.31 | 263.16 | 187.97 | 264.11 | 188.91 |
| 32.0 | 17 | 374029.15 | 31169.10 | 15584.55 | 14385.60 | 14385.28 | 7192.80 | 7192.64 | 1438.56 | 3082.56 | 179.82 | 128.44 | 269.73 | 192.66 | 270.68 | 193.61 |
| 32.0 | 18 | 383379.88 | 31948.32 | 15974.16 | 14745.60 | 14745.92 | 7372.80 | 7372.96 | 1474.56 | 3159.84 | 184.32 | 131.66 | 276.48 | 197.49 | 277.43 | 198.44 |
| 32.0 | 19 | 392964.38 | 32747.03 | 16373.52 | 15114.40 | 15114.40 | 7557.20 | 7557.20 | 1511.44 | 3238.80 | 188.93 | 134.95 | 283.40 | 202.43 | 284.34 | 203.37 |
| 32.0 | 20 | 402788.49 | 33565.71 | 16782.85 | 15492.00 | 15491.84 | 7746.00 | 7745.92 | 1549.20 | 3319.68 | 193.65 | 138.32 | 290.48 | 207.48 | 291.42 | 208.43 |
| 32.0 | 21 | 412858.20 | 34404.85 | 17202.43 | 15879.00 | 15879.36 | 7939.60 | 7939.68 | 1587.92 | 3402.72 | 198.49 | 141.78 | 297.74 | 212.67 | 298.68 | 213.62 |
| 32.0 | 22 | 423179.66 | 35264.97 | 17632.49 | 16276.00 | 16275.84 | 8138.00 | 8137.92 | 1627.60 | 3487.68 | 203.45 | 145.32 | 305.18 | 217.98 | 306.12 | 218.93 |
| 32.0 | 23 | 433759.15 | 36146.60 | 18073.30 | 16683.20 | 16683.52 | 8341.60 | 8341.76 | 1668.32 | 3575.04 | 208.54 | 148.96 | 312.81 | 223.44 | 313.76 | 224.39 |
| 32.0 | 24 | 444603.13 | 37050.26 | 18525.13 | 17100.00 | 17100.16 | 8550.00 | 8550.08 | 1710.00 | 3664.32 | 213.75 | 152.68 | 320.63 | 229.02 | 321.57 | 229.97 |