

THE MOBILE COUNTY PERSONNEL BOARD
Salary Schedule for 40 & 56 hour work week.
AF - 016

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 +1.25) x 1.5
FIRE Subsistence overtime = (Hourly + 1.25) 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.

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| GRADE | STEP | ANNUAL | MONTHLY | SEMI-MONTHLY | BI-WEEKLY | BI-WEEKLY | FIRE WEEKLY | FIRE WEEKLY | FIRE DAILY | FIRE DAILY | FIRE HOURLY | FIRE HOURLY | FIRE OVERTIME | FIRE OVERTIME | SUBSIS OVERTIME | FIRE OVERTIME |
|-------|------|----------|---------|--------------|-----------|-----------|-------------|-------------|------------|------------|-------------|-------------|---------------|---------------|-----------------|---------------|
| 4.0 | 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 | 49.04 | 19.01 |
| 4.0 | 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 | 19.01 | 19.44 |
| 4.0 | 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 | 19.44 | 19.88 |
| 4.0 | 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 | 19.88 | 20.33 |
| 4.0 | 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 | 20.33 | 20.79 |
| 4.0 | 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 | 20.79 | 21.26 |
| 4.0 | 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 | 21.26 | 21.75 |
| 4.0 | H | 39539.74 | 3294.98 | 1647.49 | 1520.80 | 1520.96 | 760.40 | 760.48 | 152.08 | 325.92 | 19.01 | 13.58 | 28.52 | 20.37 | 21.75 | 22.25 |
| 4.0 | I | 40528.23 | 3377.35 | 1688.68 | 1558.40 | 1559.04 | 779.20 | 779.52 | 155.84 | 334.08 | 19.48 | 13.92 | 29.22 | 20.88 | 22.25 | 22.76 |
| 4.0 | 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 | 22.76 | 23.28 |
| 4.0 | 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 | 23.28 | 23.81 |
| 4.0 | 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 | 23.81 | 24.36 |
| 4.0 | 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 | 24.36 | 24.92 |
| 4.0 | 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 | 24.92 | 25.50 |
| 4.0 | 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 | 25.50 | 26.09 |
| 4.0 | P | 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 | 26.09 | 26.69 |
| 4.0 | 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 | 26.69 | 27.32 |
| 4.0 | 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 | 27.32 | 27.95 |
| 4.0 | S | 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 | 27.95 | 28.61 |
| 4.0 | T | 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 | 28.61 | 29.27 |

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

| | | | | | | | | | | | | | | | | |
|-----|----|----------|---------|---------|---------|---------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|
| 4.0 | 01 | 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 | 29.27 | 29.96 |
| 4.0 | 02 | 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 | 29.96 | 30.66 |
| 4.0 | 03 | 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 | 30.66 | 31.38 |
| 4.0 | 04 | 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 | 31.38 | 32.12 |
| 4.0 | 05 | 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 | 32.12 | 32.87 |
| 4.0 | 06 | 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 | 32.87 | 33.65 |
| 4.0 | 07 | 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 | 33.65 | 34.44 |
| 4.0 | 08 | 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 | 34.44 | 35.25 |
| 4.0 | 09 | 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 | 35.25 | 36.09 |
| 4.0 | 10 | 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 | 36.09 | 36.95 |
| 4.0 | 11 | 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 | 36.95 | 37.82 |
| 4.0 | 12 | 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 | 37.82 | 38.72 |
| 4.0 | 13 | 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 | 38.72 | 39.63 |
| 4.0 | 14 | 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 | 39.63 | 40.58 |
| 4.0 | 15 | 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 | 40.58 | 41.55 |
| 4.0 | 16 | 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 | 41.55 | 42.54 |
| 4.0 | 17 | 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 | 42.54 | 43.56 |
| 4.0 | 18 | 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 | 43.56 | 44.60 |
| 4.0 | 19 | 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 | 44.60 | 45.66 |
| 4.0 | 20 | 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 | 45.66 | 46.76 |
| 4.0 | 21 | 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 | 46.76 | 47.88 |
| 4.0 | 22 | 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 | 47.88 | 49.04 |
| 4.0 | 23 | 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 | 49.04 | 50.21 |
| 4.0 | 24 | 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 | 50.21 | 51.42 |