Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

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 + 0.63) x 1.5
FIRE Subsistence overtime - (Hourly + 1.25) x 1.5

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GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
1.0	A	1/24/2026	20770.57	1730.88	865.44	799.20	798.56	399.60	399.28	79.92	171.12	9.99	7.13	14.99	10.70		12.57
1.0	B	1/24/2026	21289.84	1774.15	887.08	819.20	818.72	409.60	409.36	81.92	175.44	10.24	7.31	15.36	10.97	12.57	12.84
1.0	C	1/24/2026	21822.08	1818.51	909.25	839.20	838.88	419.60	419.44	83.92	179.76	10.49	7.49	15.74	11.24	12.84	13.11
1.0	D	1/24/2026	22367.63	1863.97	931.98	860.00	860.16	430.00	430.08	86.00	184.32	10.75	7.68	16.13	11.52	13.11	13.40
1.0	E	1/24/2026	22926.82	1910.57	955.28	881.60	881.44	440.80	440.72	88.16	188.88	11.02	7.87	16.53	11.81	13.40	13.68
1.0	F	1/24/2026	23500.00	1958.33	979.17	904.00	903.84	452.00	451.92	90.40	193.68	11.30	8.07	16.95	12.11	13.68	13.98
1.0	G	1/24/2026	24087.50	2007.29	1003.65	926.40	926.24	463.20	463.12	92.64	198.48	11.58	8.27	17.37	12.41	13.98	14.28
1.0	H	1/24/2026	24689.68	2057.47	1028.74	949.60	949.76	474.80	474.88	94.96	203.52	11.87	8.48	17.81	12.72	14.28	14.60
1.0	I	1/24/2026	25306.92	2108.91	1054.46	973.60	973.28	486.80	486.64	97.36	208.56	12.17	8.69	18.26	13.04	14.60	14.91
1.0	J	1/24/2026	25939.60	2161.63	1080.82	997.60	997.92	498.80	498.96	99.76	213.84	12.47	8.91	18.71	13.37	14.91	15.24
1.0	K	1/24/2026	26588.09	2215.67	1107.84	1022.40	1022.56	511.20	511.28	102.24	219.12	12.78	9.13	19.17	13.70	15.24	15.57
1.0	L	1/24/2026	27252.79	2271.07	1135.53	1048.00	1048.32	524.00	524.16	104.80	224.64	13.10	9.36	19.65	14.04	15.57	15.92
1.0	M	1/24/2026	27934.11	2327.84	1163.92	1074.40	1074.08	537.20	537.04	107.44	230.16	13.43	9.59	20.15	14.39	15.92	16.26
1.0	N	1/24/2026	28632.46	2386.04	1193.02	1101.60	1100.96	550.80	550.48	110.16	235.92	13.77	9.83	20.66	14.75	16.26	16.62
1.0	O	1/24/2026	29348.27	2445.69	1222.84	1128.80	1128.96	564.40	564.48	112.88	241.92	14.11	10.08	21.17	15.12	16.62	17.00
1.0	P	1/24/2026	30081.98	2506.83	1253.42	1156.80	1156.96	578.40	578.48	115.68	247.92	14.46	10.33	21.69	15.50	17.00	17.37
1.0	Q	1/24/2026	30834.03	2569.50	1284.75	1185.60	1186.08	592.80	593.04	118.56	254.16	14.82	10.59	22.23	15.89	17.37	17.76
1.0	R	1/24/2026	31604.88	2633.74	1316.87	1215.20	1215.20	607.60	607.60	121.52	260.40	15.19	10.85	22.79	16.28	17.76	18.15
1.0	S	1/24/2026	32395.00	2699.58	1349.79	1245.60	1245.44	622.80	622.72	124.56	266.88	15.57	11.12	23.36	16.68	18.15	18.56
1.0	T	1/24/2026	33204.88	2767.07	1383.54	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.56	18.98
1.0	U	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	18.98	19.41
1.0	V	1/24/2026	34885.87	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
1.0	W	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
1.0	X	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
1.0	Y	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
1.0	Z	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71

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

1.0	01	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
1.0	02	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
1.0	03	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
1.0	04	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
1.0	05	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
1.0	06	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
1.0	07	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
1.0	08	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
1.0	09	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
1.0	10	1/24/2026	49292.82	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
1.0	11	1/24/2026	50525.14	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
1.0	12	1/24/2026	51788.27	4315.69	2157.84	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
1.0	13	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
1.0	14	1/24/2026	54410.05	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
1.0	15	1/24/2026	55770.30	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
1.0	16	1/24/2026	57164.56	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
1.0	17	1/24/2026	58593.67	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
1.0	18	1/24/2026	60058.51	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
1.0	19	1/24/2026	61559.97	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
1.0	20	1/24/2026	63098.97	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
1.0	21	1/24/2026	64676.44	5389.70	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
1.0	22	1/24/2026	66293.35	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
1.0	23	1/24/2026	67950.68	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
1.0	24	1/24/2026	69649.45	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
2.0	A	1/24/2026	21822.08	1818.51	909.25	839.20	838.88	419.60	419.44	83.92	179.76	10.49	7.49	15.74	11.24	37.76	13.11
2.0	B	1/24/2026	22367.63	1863.97	931.98	860.00	860.16	430.00	430.08	86.00	184.32	10.75	7.68	16.13	11.52	13.11	13.40
2.0	C	1/24/2026	22926.82	1910.57	955.28	881.60	881.44	440.80	440.72	88.16	188.88	11.02	7.87	16.53	11.81	13.40	13.68
2.0	D	1/24/2026	23500.00	1958.33	979.17	904.00	903.84	452.00	451.92	90.40	193.68	11.30	8.07	16.95	12.11	13.68	13.98
2.0	E	1/24/2026	24087.50	2007.29	1003.65	926.40	926.24	463.20	463.12	92.64	198.48	11.58	8.27	17.37	12.41	13.98	14.28
2.0	F	1/24/2026	24689.68	2057.47	1028.74	949.60	949.76	474.80	474.88	94.96	203.52	11.87	8.48	17.81	12.72	14.28	14.60
2.0	G	1/24/2026	25306.92	2108.91	1054.46	973.60	973.28	486.80	486.64	97.36	208.56	12.17	8.69	18.26	13.04	14.60	14.91
2.0	H	1/24/2026	25939.60	2161.63	1080.82	997.60	997.92	498.80	498.96	99.76	213.84	12.47	8.91	18.71	13.37	14.91	15.24
2.0	I	1/24/2026	26588.09	2215.67	1107.84	1022.40	1022.56	511.20	511.28	102.24	219.12	12.78	9.13	19.17	13.70	15.24	15.57
2.0	J	1/24/2026	27252.79	2271.07	1135.53	1048.00	1048.32	524.00	524.16	104.80	224.64	13.10	9.36	19.65	14.04	15.57	15.92
2.0	K	1/24/2026	27934.11	2327.84	1163.92	1074.40	1074.08	537.20	537.04	107.44	230.16	13.43	9.59	20.15	14.39	15.92	16.26
2.0	L	1/24/2026	28632.46	2386.04	1193.02	1101.60	1100.96	550.80	550.48	110.16	235.92	13.77	9.83	20.66	14.75	16.26	16.62
2.0	M	1/24/2026	29348.27	2445.69	1222.84	1128.80	1128.96	564.40	564.48	112.88	241.92	14.11	10.08	21.17	15.12	16.62	17.00
2.0	N	1/24/2026	30081.98	2506.83	1253.42	1156.80	1156.96	578.40	578.48	115.68	247.92	14.46	10.33	21.69	15.50	17.00	17.37
2.0	O	1/24/2026	30834.03	2569.50	1284.75	1185.60	1186.08	592.80	593.04	118.56	254.16	14.82	10.59	22.23	15.89	17.37	17.76
2.0	P	1/24/2026	31604.88	2633.74	1316.87	1215.20	1215.20	607.60	607.60	121.52	260.40	15.19	10.85	22.79	16.28	17.76	18.15
2.0	Q	1/24/2026	32395.00	2699.58	1349.79	1245.60	1245.44	622.80	622.72	124.56	266.88	15.57	11.12	23.36	16.68	18.15	18.56
2.0	R	1/24/2026	33204.88	2767.07	1383.54	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.56	18.98
2.0	S	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	18.98	19.41
2.0	T	1/24/2026	34885.87	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
2.0	U	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
2.0	V	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
2.0	W	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
2.0	X	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
2.0	Y	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
2.0	Z	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71

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

2.0	01	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
2.0	02	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
2.0	03	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
2.0	04	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
2.0	05	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
2.0	06	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
2.0	07	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
2.0	08	1/24/2026	49292.82	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
2.0	09	1/24/2026	50525.14	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
2.0	10	1/24/2026	51788.27	4315.69	2157.84	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
2.0	11	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
2.0	12	1/24/2026	54410.05	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
2.0	13	1/24/2026	55770.30	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
2.0	14	1/24/2026	57164.56	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
2.0	15	1/24/2026	58593.67	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
2.0	16	1/24/2026	60058.51	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
2.0	17	1/24/2026	61559.97	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
2.0	18	1/24/2026	63098.97	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
2.0	19	1/24/2026	64676.44	5389.70	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
2.0	20	1/24/2026	66293.35	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
2.0	21	1/24/2026	67950.68	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
2.0	22	1/24/2026	69649.45	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
2.0	23	1/24/2026	71390.69	5949.22	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
2.0	24	1/24/2026	73175.46	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
3.0	A	1/24/2026	22926.82	1910.57	955.28	881.60	881.44	440.80	440.72	88.16	188.88	11.02	7.87	16.53	11.81	39.57	13.68
3.0	B	1/24/2026	23500.00	1958.33	979.17	904.00	903.84	452.00	451.92	90.40	193.68	11.30	8.07	16.95	12.11	13.68	13.98
3.0	C	1/24/2026	24087.50	2007.29	1003.65	926.40	926.24	463.20	463.12	92.64	198.48	11.58	8.27	17.37	12.41	13.98	14.28
3.0	D	1/24/2026	24689.68	2057.47	1028.74	949.60	949.76	474.80	474.88	94.96	203.52	11.87	8.48	17.81	12.72	14.28	14.60
3.0	E	1/24/2026	25306.92	2108.91	1054.46	973.60	973.28	486.80	486.64	97.36	208.56	12.17	8.69	18.26	13.04	14.60	14.91
3.0	F	1/24/2026	25939.60	2161.63	1080.82	997.60	997.92	498.80	498.96	99.76	213.84	12.47	8.91	18.71	13.37	14.91	15.24
3.0	G	1/24/2026	26588.09	2215.67	1107.84	1022.40	1022.56	511.20	511.28	102.24	219.12	12.78	9.13	19.17	13.70	15.24	15.57
3.0	H	1/24/2026	27252.79	2271.07	1135.53	1048.00	1048.32	524.00	524.16	104.80	224.64	13.10	9.36	19.65	14.04	15.57	15.92
3.0	I	1/24/2026	27934.11	2327.84	1163.92	1074.40	1074.08	537.20	537.04	107.44	230.16	13.43	9.59	20.15	14.39	15.92	16.26
3.0	J	1/24/2026	28632.46	2386.04	1193.02	1101.60	1100.96	550.80	550.48	110.16	235.92	13.77	9.83	20.66	14.75	16.26	16.62
3.0	K	1/24/2026	29348.27	2445.69	1222.84	1128.80	1128.96	564.40	564.48	112.88	241.92	14.11	10.08	21.17	15.12	16.62	17.00
3.0	L	1/24/2026	30081.98	2506.83	1253.42	1156.80	1156.96	578.40	578.48	115.68	247.92	14.46	10.33	21.69	15.50	17.00	17.37
3.0	M	1/24/2026	30834.03	2569.50	1284.75	1185.60	1186.08	592.80	593.04	118.56	254.16	14.82	10.59	22.23	15.89	17.37	17.76
3.0	N	1/24/2026	31604.88	2633.74	1316.87	1215.20	1215.20	607.60	607.60	121.52	260.40	15.19	10.85	22.79	16.28	17.76	18.15
3.0	O	1/24/2026	32395.00	2699.58	1349.79	1245.60	1245.44	622.80	622.72	124.56	266.88	15.57	11.12	23.36	16.68	18.15	18.56
3.0	P	1/24/2026	33204.88	2767.07	1383.54	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.56	18.98
3.0	Q	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	18.98	19.41
3.0	R	1/24/2026	34885.88	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
3.0	S	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
3.0	T	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
3.0	U	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
3.0	V	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
3.0	W	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
3.0	X	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
3.0	Y	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
3.0	Z	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78

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

3.0	01	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
3.0	02	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
3.0	03	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
3.0	04	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
3.0	05	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
3.0	06	1/24/2026	49292.82	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
3.0	07	1/24/2026	50525.14	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
3.0	08	1/24/2026	51788.27	4315.69	2157.84	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
3.0	09	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
3.0	10	1/24/2026	54410.05	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
3.0	11	1/24/2026	55770.30	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
3.0	12	1/24/2026	57164.56	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
3.0	13	1/24/2026	58593.67	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
3.0	14	1/24/2026	60058.51	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
3.0	15	1/24/2026	61559.97	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
3.0	16	1/24/2026	63098.97	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
3.0	17	1/24/2026	64676.44	5389.70	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
3.0	18	1/24/2026	66293.35	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
3.0	19	1/24/2026	67950.68	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
3.0	20	1/24/2026	69649.45	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
3.0	21	1/24/2026	71390.69	5949.22	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
3.0	22	1/24/2026	73175.46	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
3.0	23	1/24/2026	75004.85	6250.40	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
3.0	24	1/24/2026	76879.97	6406.66	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
4.0	A	1/24/2026	24087.50	2007.29	1003.65	926.40	926.24	463.20	463.12	92.64	198.48	11.58	8.27	17.37	12.41	41.48	14.28
4.0	B	1/24/2026	24689.68	2057.47	1028.74	949.60	949.76	474.80	474.88	94.96	203.52	11.87	8.48	17.81	12.72	14.28	14.60
4.0	C	1/24/2026	25306.92	2108.91	1054.46	973.60	973.28	486.80	486.64	97.36	208.56	12.17	8.69	18.26	13.04	14.60	14.91
4.0	D	1/24/2026	25939.60	2161.63	1080.82	997.60	997.92	498.80	498.96	99.76	213.84	12.47	8.91	18.71	13.37	14.91	15.24
4.0	E	1/24/2026	26588.09	2215.67	1107.84	1022.40	1022.56	511.20	511.28	102.24	219.12	12.78	9.13	19.17	13.70	15.24	15.57
4.0	F	1/24/2026	27252.79	2271.07	1135.53	1048.00	1048.32	524.00	524.16	104.80	224.64	13.10	9.36	19.65	14.04	15.57	15.92
4.0	G	1/24/2026	27934.11	2327.84	1163.92	1074.40	1074.08	537.20	537.04	107.44	230.16	13.43	9.59	20.15	14.39	15.92	16.26
4.0	H	1/24/2026	28632.46	2386.04	1193.02	1101.60	1100.96	550.80	550.48	110.16	235.92	13.77	9.83	20.66	14.75	16.26	16.62
4.0	I	1/24/2026	29348.27	2445.69	1222.84	1128.80	1128.96	564.40	564.48	112.88	241.92	14.11	10.08	21.17	15.12	16.62	17.00
4.0	J	1/24/2026	30081.98	2506.83	1253.42	1156.80	1156.96	578.40	578.48	115.68	247.92	14.46	10.33	21.69	15.50	17.00	17.37
4.0	K	1/24/2026	30834.03	2569.50	1284.75	1185.60	1186.08	592.80	593.04	118.56	254.16	14.82	10.59	22.23	15.89	17.37	17.76
4.0	L	1/24/2026	31604.88	2633.74	1316.87	1215.20	1215.20	607.60	607.60	121.52	260.40	15.19	10.85	22.79	16.28	17.76	18.15
4.0	M	1/24/2026	32395.00	2699.58	1349.79	1245.60	1245.44	622.80	622.72	124.56	266.88	15.57	11.12	23.36	16.68	18.15	18.56
4.0	N	1/24/2026	33204.88	2767.07	1383.54	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.56	18.98
4.0	O	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	18.98	19.41
4.0	P	1/24/2026	34885.88	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
4.0	Q	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
4.0	R	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
4.0	S	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
4.0	T	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
4.0	U	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
4.0	V	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
4.0	W	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
4.0	X	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
4.0	Y	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
4.0	Z	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89

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

4.0	01	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
4.0	02	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
4.0	03	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
4.0	04	1/24/2026	49292.82	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
4.0	05	1/24/2026	50525.14	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
4.0	06	1/24/2026	51788.27	4315.69	2157.84	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
4.0	07	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
4.0	08	1/24/2026	54410.05	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
4.0	09	1/24/2026	55770.30	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
4.0	10	1/24/2026	57164.56	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
4.0	11	1/24/2026	58593.67	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
4.0	12	1/24/2026	60058.51	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
4.0	13	1/24/2026	61559.97	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
4.0	14	1/24/2026	63098.97	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
4.0	15	1/24/2026	64676.44	5389.70	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
4.0	16	1/24/2026	66293.35	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
4.0	17	1/24/2026	67950.68	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
4.0	18	1/24/2026	69649.45	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
4.0	19	1/24/2026	71390.69	5949.22	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
4.0	20	1/24/2026	73175.46	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
4.0	21	1/24/2026	75004.85	6250.40	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
4.0	22	1/24/2026	76879.97	6406.66	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
4.0	23	1/24/2026	78801.97	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
4.0	24	1/24/2026	80772.02	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
5.0	A	1/24/2026	25306.92	2108.91	1054.46	973.60	973.28	486.80	486.64	97.36	208.56	12.17	8.69	18.26	13.04	43.49	14.91
5.0	B	1/24/2026	25939.60	2161.63	1080.82	997.60	997.92	498.80	498.96	99.76	213.84	12.47	8.91	18.71	13.37	14.91	15.24
5.0	C	1/24/2026	26588.09	2215.67	1107.84	1022.40	1022.56	511.20	511.28	102.24	219.12	12.78	9.13	19.17	13.70	15.24	15.57
5.0	D	1/24/2026	27252.79	2271.07	1135.53	1048.00	1048.32	524.00	524.16	104.80	224.64	13.10	9.36	19.65	14.04	15.57	15.92
5.0	E	1/24/2026	27934.11	2327.84	1163.92	1074.40	1074.08	537.20	537.04	107.44	230.16	13.43	9.59	20.15	14.39	15.92	16.26
5.0	F	1/24/2026	28632.46	2386.04	1193.02	1101.60	1100.96	550.80	550.48	110.16	235.92	13.77	9.83	20.66	14.75	16.26	16.62
5.0	G	1/24/2026	29348.27	2445.69	1222.84	1128.80	1128.96	564.40	564.48	112.88	241.92	14.11	10.08	21.17	15.12	16.62	17.00
5.0	H	1/24/2026	30081.98	2506.83	1253.42	1156.80	1156.96	578.40	578.48	115.68	247.92	14.46	10.33	21.69	15.50	17.00	17.37
5.0	I	1/24/2026	30834.03	2569.50	1284.75	1185.60	1186.08	592.80	593.04	118.56	254.16	14.82	10.59	22.23	15.89	17.37	17.76
5.0	J	1/24/2026	31604.88	2633.74	1316.87	1215.20	1215.20	607.60	607.60	121.52	260.40	15.19	10.85	22.79	16.28	17.76	18.15
5.0	K	1/24/2026	32395.00	2699.58	1349.79	1245.60	1245.44	622.80	622.72	124.56	266.88	15.57	11.12	23.36	16.68	18.15	18.56
5.0	L	1/24/2026	33204.88	2767.07	1383.54	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.56	18.98
5.0	M	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	18.98	19.41
5.0	N	1/24/2026	34885.87	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
5.0	O	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
5.0	P	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
5.0	Q	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
5.0	R	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
5.0	S	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
5.0	T	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
5.0	U	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
5.0	V	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
5.0	W	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
5.0	X	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
5.0	Y	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
5.0	Z	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04

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

5.0	01	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
5.0	02	1/24/2026	49292.82	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
5.0	03	1/24/2026	50525.14	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
5.0	04	1/24/2026	51788.27	4315.69	2157.84	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
5.0	05	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
5.0	06	1/24/2026	54410.05	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
5.0	07	1/24/2026	55770.30	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
5.0	08	1/24/2026	57164.56	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
5.0	09	1/24/2026	58593.67	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
5.0	10	1/24/2026	60058.51	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
5.0	11	1/24/2026	61559.97	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
5.0	12	1/24/2026	63098.97	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
5.0	13	1/24/2026	64676.44	5389.70	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
5.0	14	1/24/2026	66293.35	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
5.0	15	1/24/2026	67950.68	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
5.0	16	1/24/2026	69649.45	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
5.0	17	1/24/2026	71390.69	5949.22	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
5.0	18	1/24/2026	73175.46	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
5.0	19	1/24/2026	75004.85	6250.40	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
5.0	20	1/24/2026	76879.97	6406.66	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
5.0	21	1/24/2026	78801.97	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
5.0	22	1/24/2026	80772.02	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
5.0	23	1/24/2026	82791.32	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
5.0	24	1/24/2026	84861.10	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
6.0	A	1/24/2026	26588.09	2215.67	1107.84	1022.40	1022.56	511.20	511.28	102.24	219.12	12.78	9.13	19.17	13.70	45.59	15.57
6.0	B	1/24/2026	27252.79	2271.07	1135.53	1048.00	1048.32	524.00	524.16	104.80	224.64	13.10	9.36	19.65	14.04	15.57	15.92
6.0	C	1/24/2026	27934.11	2327.84	1163.92	1074.40	1074.08	537.20	537.04	107.44	230.16	13.43	9.59	20.15	14.39	15.92	16.26
6.0	D	1/24/2026	28632.46	2386.04	1193.02	1101.60	1100.96	550.80	550.48	110.16	235.92	13.77	9.83	20.66	14.75	16.26	16.62
6.0	E	1/24/2026	29348.27	2445.69	1222.84	1128.80	1128.96	564.40	564.48	112.88	241.92	14.11	10.08	21.17	15.12	16.62	17.00
6.0	F	1/24/2026	30081.98	2506.83	1253.42	1156.80	1156.96	578.40	578.48	115.68	247.92	14.46	10.33	21.69	15.50	17.00	17.37
6.0	G	1/24/2026	30834.03	2569.50	1284.75	1185.60	1186.08	592.80	593.04	118.56	254.16	14.82	10.59	22.23	15.89	17.37	17.76
6.0	H	1/24/2026	31604.88	2633.74	1316.87	1215.20	1215.20	607.60	607.60	121.52	260.40	15.19	10.85	22.79	16.28	17.76	18.15
6.0	I	1/24/2026	32395.00	2699.58	1349.79	1245.60	1245.44	622.80	622.72	124.56	266.88	15.57	11.12	23.36	16.68	18.15	18.56
6.0	J	1/24/2026	33204.88	2767.07	1383.54	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.56	18.98
6.0	K	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	18.98	19.41
6.0	L	1/24/2026	34885.88	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
6.0	M	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
6.0	N	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
6.0	O	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
6.0	P	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
6.0	Q	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
6.0	R	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
6.0	S	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
6.0	T	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
6.0	U	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
6.0	V	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
6.0	W	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
6.0	X	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
6.0	Y	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
6.0	Z	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27

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

6.0	01	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
6.0	02	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
6.0	03	1/24/2026	53082.99	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
6.0	04	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
6.0	05	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
6.0	06	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
6.0	07	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
6.0	08	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
6.0	09	1/24/2026	61559.98	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
6.0	10	1/24/2026	63098.98	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
6.0	11	1/24/2026	64676.45	5389.70	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
6.0	12	1/24/2026	66293.36	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
6.0	13	1/24/2026	67950.69	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
6.0	14	1/24/2026	69649.46	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
6.0	15	1/24/2026	71390.70	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
6.0	16	1/24/2026	73175.47	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
6.0	17	1/24/2026	75004.86	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
6.0	18	1/24/2026	76879.98	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
6.0	19	1/24/2026	78801.98	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
6.0	20	1/24/2026	80772.03	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
6.0	21	1/24/2026	82791.33	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
6.0	22	1/24/2026	84861.11	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
6.0	23	1/24/2026	86982.64	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
6.0	24	1/24/2026	89157.21	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
7.0	A	1/24/2026	27934.11	2327.84	1163.92	1074.40	1074.08	537.20	537.04	107.44	230.16	13.43	9.59	20.15	14.39	47.81	16.26
7.0	B	1/24/2026	28632.46	2386.04	1193.02	1101.60	1100.96	550.80	550.48	110.16	235.92	13.77	9.83	20.66	14.75	16.26	16.62
7.0	C	1/24/2026	29348.27	2445.69	1222.84	1128.80	1128.96	564.40	564.48	112.88	241.92	14.11	10.08	21.17	15.12	16.62	17.00
7.0	D	1/24/2026	30081.98	2506.83	1253.42	1156.80	1156.96	578.40	578.48	115.68	247.92	14.46	10.33	21.69	15.50	17.00	17.37
7.0	E	1/24/2026	30834.03	2569.50	1284.75	1185.60	1186.08	592.80	593.04	118.56	254.16	14.82	10.59	22.23	15.89	17.37	17.76
7.0	F	1/24/2026	31604.88	2633.74	1316.87	1215.20	1215.20	607.60	607.60	121.52	260.40	15.19	10.85	22.79	16.28	17.76	18.15
7.0	G	1/24/2026	32395.00	2699.58	1349.79	1245.60	1245.44	622.80	622.72	124.56	266.88	15.57	11.12	23.36	16.68	18.15	18.56
7.0	H	1/24/2026	33204.88	2767.07	1383.54	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.56	18.98
7.0	I	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	18.98	19.41
7.0	J	1/24/2026	34885.88	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
7.0	K	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
7.0	L	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
7.0	M	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
7.0	N	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
7.0	O	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
7.0	P	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
7.0	Q	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
7.0	R	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
7.0	S	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
7.0	T	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
7.0	U	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
7.0	V	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
7.0	W	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
7.0	X	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
7.0	Y	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
7.0	Z	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55

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

7.0	01	1/24/2026	53082.99	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
7.0	02	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
7.0	03	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
7.0	04	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
7.0	05	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
7.0	06	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
7.0	07	1/24/2026	61559.98	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
7.0	08	1/24/2026	63098.98	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
7.0	09	1/24/2026	64676.45	5389.70	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
7.0	10	1/24/2026	66293.36	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
7.0	11	1/24/2026	67950.69	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
7.0	12	1/24/2026	69649.46	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
7.0	13	1/24/2026	71390.70	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
7.0	14	1/24/2026	73175.47	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
7.0	15	1/24/2026	75004.86	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
7.0	16	1/24/2026	76879.98	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
7.0	17	1/24/2026	78801.98	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
7.0	18	1/24/2026	80772.03	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
7.0	19	1/24/2026	82791.33	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
7.0	20	1/24/2026	84861.11	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
7.0	21	1/24/2026	86982.64	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
7.0	22	1/24/2026	89157.21	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
7.0	23	1/24/2026	91386.14	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
7.0	24	1/24/2026	93670.79	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
8.0	A	1/24/2026	29348.27	2445.69	1222.84	1128.80	1128.96	564.40	564.48	112.88	241.92	14.11	10.08	21.17	15.12	50.13	17.00
8.0	B	1/24/2026	30081.98	2506.83	1253.42	1156.80	1156.96	578.40	578.48	115.68	247.92	14.46	10.33	21.69	15.50	17.00	17.37
8.0	C	1/24/2026	30834.03	2569.50	1284.75	1185.60	1186.08	592.80	593.04	118.56	254.16	14.82	10.59	22.23	15.89	17.37	17.76
8.0	D	1/24/2026	31604.88	2633.74	1316.87	1215.20	1215.20	607.60	607.60	121.52	260.40	15.19	10.85	22.79	16.28	17.76	18.15
8.0	E	1/24/2026	32395.00	2699.58	1349.79	1245.60	1245.44	622.80	622.72	124.56	266.88	15.57	11.12	23.36	16.68	18.15	18.56
8.0	F	1/24/2026	33204.88	2767.07	1383.54	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.56	18.98
8.0	G	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	18.98	19.41
8.0	H	1/24/2026	34885.88	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
8.0	I	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
8.0	J	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
8.0	K	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
8.0	L	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
8.0	M	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
8.0	N	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
8.0	O	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
8.0	P	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
8.0	Q	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
8.0	R	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
8.0	S	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
8.0	T	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
8.0	U	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
8.0	V	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
8.0	W	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
8.0	X	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
8.0	Y	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
8.0	Z	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90

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

8.0	01	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
8.0	02	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
8.0	03	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
8.0	04	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
8.0	05	1/24/2026	61559.98	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
8.0	06	1/24/2026	63098.98	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
8.0	07	1/24/2026	64676.45	5389.70	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
8.0	08	1/24/2026	66293.36	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
8.0	09	1/24/2026	67950.69	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
8.0	10	1/24/2026	69649.46	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
8.0	11	1/24/2026	71390.70	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
8.0	12	1/24/2026	73175.47	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
8.0	13	1/24/2026	75004.86	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
8.0	14	1/24/2026	76879.98	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
8.0	15	1/24/2026	78801.98	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
8.0	16	1/24/2026	80772.03	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
8.0	17	1/24/2026	82791.33	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
8.0	18	1/24/2026	84861.11	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
8.0	19	1/24/2026	86982.64	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
8.0	20	1/24/2026	89157.21	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
8.0	21	1/24/2026	91386.14	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
8.0	22	1/24/2026	93670.79	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
8.0	23	1/24/2026	96012.56	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
8.0	24	1/24/2026	98412.87	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
9.0	A	1/24/2026	30834.03	2569.50	1284.75	1185.60	1186.08	592.80	593.04	118.56	254.16	14.82	10.59	22.23	15.89	52.58	17.76
9.0	B	1/24/2026	31604.88	2633.74	1316.87	1215.20	1215.20	607.60	607.60	121.52	260.40	15.19	10.85	22.79	16.28	17.76	18.15
9.0	C	1/24/2026	32395.00	2699.58	1349.79	1245.60	1245.44	622.80	622.72	124.56	266.88	15.57	11.12	23.36	16.68	18.15	18.56
9.0	D	1/24/2026	33204.88	2767.07	1383.54	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.56	18.98
9.0	E	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	18.98	19.41
9.0	F	1/24/2026	34885.88	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
9.0	G	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
9.0	H	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
9.0	I	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
9.0	J	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
9.0	K	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
9.0	L	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
9.0	M	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
9.0	N	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
9.0	O	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
9.0	P	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
9.0	Q	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
9.0	R	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
9.0	S	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
9.0	T	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
9.0	U	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
9.0	V	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
9.0	W	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
9.0	X	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
9.0	Y	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
9.0	Z	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32

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

9.0	01	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
9.0	02	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
9.0	03	1/24/2026	61559.98	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
9.0	04	1/24/2026	63098.98	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
9.0	05	1/24/2026	64676.45	5389.70	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
9.0	06	1/24/2026	66293.36	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
9.0	07	1/24/2026	67950.69	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
9.0	08	1/24/2026	69649.46	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
9.0	09	1/24/2026	71390.70	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
9.0	10	1/24/2026	73175.47	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
9.0	11	1/24/2026	75004.86	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
9.0	12	1/24/2026	76879.98	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
9.0	13	1/24/2026	78801.98	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
9.0	14	1/24/2026	80772.03	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
9.0	15	1/24/2026	82791.33	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
9.0	16	1/24/2026	84861.11	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
9.0	17	1/24/2026	86982.64	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
9.0	18	1/24/2026	89157.21	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
9.0	19	1/24/2026	91386.14	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
9.0	20	1/24/2026	93670.79	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
9.0	21	1/24/2026	96012.56	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
9.0	22	1/24/2026	98412.87	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
9.0	23	1/24/2026	100873.19	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
9.0	24	1/24/2026	103395.02	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
10.0	A	1/24/2026	32395.00	2699.58	1349.79	1245.60	1245.44	622.80	622.72	124.56	266.88	15.57	11.12	23.36	16.68	55.14	18.56
10.0	B	1/24/2026	33204.88	2767.07	1383.54	1276.80	1276.80	638.40	638.40	127.68	273.60	15.96	11.40	23.94	17.10	18.56	18.98
10.0	C	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	18.98	19.41
10.0	D	1/24/2026	34885.88	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
10.0	E	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
10.0	F	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
10.0	G	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
10.0	H	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
10.0	I	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
10.0	J	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
10.0	K	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
10.0	L	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
10.0	M	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
10.0	N	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
10.0	O	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
10.0	P	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
10.0	Q	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
10.0	R	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
10.0	S	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
10.0	T	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
10.0	U	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
10.0	V	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
10.0	W	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
10.0	X	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
10.0	Y	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
10.0	Z	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81

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

10.0	01	1/24/2026	61559.98	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
10.0	02	1/24/2026	63098.98	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
10.0	03	1/24/2026	64676.45	5389.70	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
10.0	04	1/24/2026	66293.36	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
10.0	05	1/24/2026	67950.69	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
10.0	06	1/24/2026	69649.46	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
10.0	07	1/24/2026	71390.70	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
10.0	08	1/24/2026	73175.47	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
10.0	09	1/24/2026	75004.86	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
10.0	10	1/24/2026	76879.98	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
10.0	11	1/24/2026	78801.98	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
10.0	12	1/24/2026	80772.03	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
10.0	13	1/24/2026	82791.33	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
10.0	14	1/24/2026	84861.11	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
10.0	15	1/24/2026	86982.64	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
10.0	16	1/24/2026	89157.21	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
10.0	17	1/24/2026	91386.14	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
10.0	18	1/24/2026	93670.79	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
10.0	19	1/24/2026	96012.56	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
10.0	20	1/24/2026	98412.87	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
10.0	21	1/24/2026	100873.19	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
10.0	22	1/24/2026	103395.02	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
10.0	23	1/24/2026	105979.90	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
10.0	24	1/24/2026	108629.40	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
11.0	A	1/24/2026	34035.00	2836.25	1418.13	1308.80	1309.28	654.40	654.64	130.88	280.56	16.36	11.69	24.54	17.54	57.83	19.41
11.0	B	1/24/2026	34885.88	2907.16	1453.58	1341.60	1341.76	670.80	670.88	134.16	287.52	16.77	11.98	25.16	17.97	19.41	19.85
11.0	C	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	19.85	20.30
11.0	D	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
11.0	E	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
11.0	F	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
11.0	G	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
11.0	H	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
11.0	I	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
11.0	J	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
11.0	K	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
11.0	L	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
11.0	M	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
11.0	N	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
11.0	O	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
11.0	P	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
11.0	Q	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
11.0	R	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
11.0	S	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
11.0	T	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
11.0	U	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
11.0	V	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
11.0	W	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
11.0	X	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
11.0	Y	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
11.0	Z	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38

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

11.0	01	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
11.0	02	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
11.0	03	1/24/2026	67950.70	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
11.0	04	1/24/2026	69649.47	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
11.0	05	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
11.0	06	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
11.0	07	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
11.0	08	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
11.0	09	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
11.0	10	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
11.0	11	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
11.0	12	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
11.0	13	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
11.0	14	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
11.0	15	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
11.0	16	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
11.0	17	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
11.0	18	1/24/2026	98412.88	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
11.0	19	1/24/2026	100873.20	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
11.0	20	1/24/2026	103395.03	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
11.0	21	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
11.0	22	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
11.0	23	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
11.0	24	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
12.0	A	1/24/2026	35758.02	2979.84	1489.92	1375.20	1375.36	687.60	687.68	137.52	294.72	17.19	12.28	25.79	18.42	60.66	20.30
12.0	B	1/24/2026	36651.97	3054.33	1527.17	1409.60	1410.08	704.80	705.04	140.96	302.16	17.62	12.59	26.43	18.89	20.30	20.76
12.0	C	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	20.76	21.23
12.0	D	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
12.0	E	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
12.0	F	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
12.0	G	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
12.0	H	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
12.0	I	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
12.0	J	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
12.0	K	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
12.0	L	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
12.0	M	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
12.0	N	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
12.0	O	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
12.0	P	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
12.0	Q	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
12.0	R	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
12.0	S	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
12.0	T	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
12.0	U	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
12.0	V	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
12.0	W	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
12.0	X	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
12.0	Y	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
12.0	Z	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03

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

12.0	01	1/24/2026	67950.70	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
12.0	02	1/24/2026	69649.47	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
12.0	03	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
12.0	04	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
12.0	05	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
12.0	06	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
12.0	07	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
12.0	08	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
12.0	09	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
12.0	10	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
12.0	11	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
12.0	12	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
12.0	13	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
12.0	14	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
12.0	15	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
12.0	16	1/24/2026	98412.88	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
12.0	17	1/24/2026	100873.20	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
12.0	18	1/24/2026	103395.03	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
12.0	19	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
12.0	20	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
12.0	21	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
12.0	22	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
12.0	23	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
12.0	24	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
13.0	A	1/24/2026	37568.27	3130.69	1565.34	1444.80	1444.80	722.40	722.40	144.48	309.60	18.06	12.90	27.09	19.35	63.65	21.23
13.0	B	1/24/2026	38507.48	3208.96	1604.48	1480.80	1480.64	740.40	740.32	148.08	317.28	18.51	13.22	27.77	19.83	21.23	21.71
13.0	C	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	21.71	22.20
13.0	D	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
13.0	E	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
13.0	F	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
13.0	G	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
13.0	H	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
13.0	I	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
13.0	J	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
13.0	K	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
13.0	L	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
13.0	M	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
13.0	N	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
13.0	O	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
13.0	P	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
13.0	Q	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
13.0	R	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
13.0	S	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
13.0	T	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
13.0	U	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
13.0	V	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
13.0	W	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
13.0	X	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
13.0	Y	1/24/2026	67950.71	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
13.0	Z	1/24/2026	69649.48	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76

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

13.0	01	1/24/2026	71390.72	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
13.0	02	1/24/2026	73175.49	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
13.0	03	1/24/2026	75004.88	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
13.0	04	1/24/2026	76880.00	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
13.0	05	1/24/2026	78802.00	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
13.0	06	1/24/2026	80772.05	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
13.0	07	1/24/2026	82791.35	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
13.0	08	1/24/2026	84861.13	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
13.0	09	1/24/2026	86982.66	7248.56	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
13.0	10	1/24/2026	89157.23	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
13.0	11	1/24/2026	91386.16	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
13.0	12	1/24/2026	93670.81	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
13.0	13	1/24/2026	96012.58	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
13.0	14	1/24/2026	98412.89	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
13.0	15	1/24/2026	100873.21	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
13.0	16	1/24/2026	103395.04	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
13.0	17	1/24/2026	105979.92	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
13.0	18	1/24/2026	108629.42	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
13.0	19	1/24/2026	111345.16	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
13.0	20	1/24/2026	114128.79	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
13.0	21	1/24/2026	116982.01	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
13.0	22	1/24/2026	119906.56	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
13.0	23	1/24/2026	122904.22	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
13.0	24	1/24/2026	125976.83	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
14.0	A	1/24/2026	39470.17	3289.18	1644.59	1518.40	1517.60	759.20	758.80	151.84	325.20	18.98	13.55	28.47	20.33	66.77	22.20
14.0	B	1/24/2026	40456.92	3371.41	1685.71	1556.00	1555.68	778.00	777.84	155.60	333.36	19.45	13.89	29.18	20.84	22.20	22.71
14.0	C	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	22.71	23.24
14.0	D	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
14.0	E	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
14.0	F	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
14.0	G	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
14.0	H	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
14.0	I	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
14.0	J	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
14.0	K	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
14.0	L	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
14.0	M	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
14.0	N	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
14.0	O	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
14.0	P	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
14.0	Q	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
14.0	R	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
14.0	S	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
14.0	T	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
14.0	U	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
14.0	V	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
14.0	W	1/24/2026	67950.71	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
14.0	X	1/24/2026	69649.48	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
14.0	Y	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
14.0	Z	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57

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

14.0	01	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
14.0	02	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
14.0	03	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
14.0	04	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
14.0	05	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
14.0	06	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
14.0	07	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
14.0	08	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
14.0	09	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
14.0	10	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
14.0	11	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
14.0	12	1/24/2026	98412.88	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
14.0	13	1/24/2026	100873.20	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
14.0	14	1/24/2026	103395.03	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
14.0	15	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
14.0	16	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
14.0	17	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
14.0	18	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
14.0	19	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
14.0	20	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
14.0	21	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
14.0	22	1/24/2026	125976.82	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
14.0	23	1/24/2026	129126.24	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
14.0	24	1/24/2026	132354.40	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
15.0	A	1/24/2026	41468.34	3455.70	1727.85	1595.20	1594.88	797.60	797.44	159.52	341.76	19.94	14.24	29.91	21.36	70.05	23.24
15.0	B	1/24/2026	42505.05	3542.09	1771.04	1635.20	1635.20	817.60	817.60	163.52	350.40	20.44	14.60	30.66	21.90	23.24	23.78
15.0	C	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	23.78	24.32
15.0	D	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
15.0	E	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
15.0	F	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
15.0	G	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
15.0	H	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
15.0	I	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
15.0	J	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
15.0	K	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
15.0	L	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
15.0	M	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
15.0	N	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
15.0	O	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
15.0	P	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
15.0	Q	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
15.0	R	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
15.0	S	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
15.0	T	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
15.0	U	1/24/2026	67950.71	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
15.0	V	1/24/2026	69649.48	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
15.0	W	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
15.0	X	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
15.0	Y	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
15.0	Z	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48

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

15.0	01	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
15.0	02	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
15.0	03	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
15.0	04	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
15.0	05	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
15.0	06	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
15.0	07	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
15.0	08	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
15.0	09	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
15.0	10	1/24/2026	98412.88	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
15.0	11	1/24/2026	100873.20	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
15.0	12	1/24/2026	103395.03	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
15.0	13	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
15.0	14	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
15.0	15	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
15.0	16	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
15.0	17	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
15.0	18	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
15.0	19	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
15.0	20	1/24/2026	125976.82	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
15.0	21	1/24/2026	129126.24	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
15.0	22	1/24/2026	132354.40	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
15.0	23	1/24/2026	135663.26	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
15.0	24	1/24/2026	139054.84	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
16.0	A	1/24/2026	43567.68	3630.64	1815.32	1676.00	1675.52	838.00	837.76	167.60	359.04	20.95	14.96	31.43	22.44	73.50	24.32
16.0	B	1/24/2026	44656.87	3721.41	1860.70	1717.60	1718.08	858.80	859.04	171.76	368.16	21.47	15.34	32.21	23.01	24.32	24.89
16.0	C	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	24.89	25.46
16.0	D	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
16.0	E	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
16.0	F	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
16.0	G	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
16.0	H	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
16.0	I	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
16.0	J	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
16.0	K	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
16.0	L	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
16.0	M	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
16.0	N	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
16.0	O	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
16.0	P	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
16.0	Q	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
16.0	R	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
16.0	S	1/24/2026	67950.71	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
16.0	T	1/24/2026	69649.48	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
16.0	U	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
16.0	V	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
16.0	W	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
16.0	X	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
16.0	Y	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
16.0	Z	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49

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

16.0	01	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
16.0	02	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
16.0	03	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
16.0	04	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
16.0	05	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
16.0	06	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
16.0	07	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
16.0	08	1/24/2026	98412.88	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
16.0	09	1/24/2026	100873.20	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
16.0	10	1/24/2026	103395.03	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
16.0	11	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
16.0	12	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
16.0	13	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
16.0	14	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
16.0	15	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
16.0	16	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
16.0	17	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
16.0	18	1/24/2026	125976.82	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
16.0	19	1/24/2026	129126.24	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
16.0	20	1/24/2026	132354.40	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
16.0	21	1/24/2026	135663.26	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
16.0	22	1/24/2026	139054.84	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
16.0	23	1/24/2026	142531.21	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
16.0	24	1/24/2026	146094.49	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
17.0	A	1/24/2026	45773.29	3814.44	1907.22	1760.80	1760.64	880.40	880.32	176.08	377.28	22.01	15.72	33.02	23.58	77.13	25.46
17.0	B	1/24/2026	46917.62	3909.80	1954.90	1804.80	1804.32	902.40	902.16	180.48	386.64	22.56	16.11	33.84	24.17	25.46	26.04
17.0	C	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	26.04	26.64
17.0	D	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
17.0	E	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
17.0	F	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
17.0	G	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
17.0	H	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
17.0	I	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
17.0	J	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
17.0	K	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
17.0	L	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
17.0	M	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
17.0	N	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
17.0	O	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
17.0	P	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
17.0	Q	1/24/2026	67950.71	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
17.0	R	1/24/2026	69649.48	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
17.0	S	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
17.0	T	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
17.0	U	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
17.0	V	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
17.0	W	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
17.0	X	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
17.0	Y	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
17.0	Z	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59

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

17.0	01	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
17.0	02	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
17.0	03	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
17.0	04	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
17.0	05	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
17.0	06	1/24/2026	98412.88	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
17.0	07	1/24/2026	100873.20	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
17.0	08	1/24/2026	103395.03	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
17.0	09	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
17.0	10	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
17.0	11	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
17.0	12	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
17.0	13	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
17.0	14	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
17.0	15	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
17.0	16	1/24/2026	125976.82	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
17.0	17	1/24/2026	129126.24	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
17.0	18	1/24/2026	132354.40	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
17.0	19	1/24/2026	135663.26	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
17.0	20	1/24/2026	139054.84	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
17.0	21	1/24/2026	142531.21	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
17.0	22	1/24/2026	146094.49	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
17.0	23	1/24/2026	149746.85	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
17.0	24	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
18.0	A	1/24/2026	48090.56	4007.55	2003.77	1849.60	1849.12	924.80	924.56	184.96	396.24	23.12	16.51	34.68	24.77	80.94	26.64
18.0	B	1/24/2026	49292.83	4107.74	2053.87	1896.00	1896.16	948.00	948.08	189.60	406.32	23.70	16.93	35.55	25.40	26.64	27.27
18.0	C	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	27.27	27.90
18.0	D	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
18.0	E	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
18.0	F	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
18.0	G	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
18.0	H	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
18.0	I	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
18.0	J	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
18.0	K	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
18.0	L	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
18.0	M	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
18.0	N	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
18.0	O	1/24/2026	67950.71	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
18.0	P	1/24/2026	69649.48	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
18.0	Q	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
18.0	R	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
18.0	S	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
18.0	T	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
18.0	U	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
18.0	V	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
18.0	W	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
18.0	X	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
18.0	Y	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
18.0	Z	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81

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

18.0	01	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
18.0	02	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
18.0	03	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
18.0	04	1/24/2026	98412.88	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
18.0	05	1/24/2026	100873.20	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
18.0	06	1/24/2026	103395.03	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
18.0	07	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
18.0	08	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
18.0	09	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
18.0	10	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
18.0	11	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
18.0	12	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
18.0	13	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
18.0	14	1/24/2026	125976.82	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
18.0	15	1/24/2026	129126.24	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
18.0	16	1/24/2026	132354.40	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
18.0	17	1/24/2026	135663.26	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
18.0	18	1/24/2026	139054.84	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
18.0	19	1/24/2026	142531.21	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
18.0	20	1/24/2026	146094.49	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
18.0	21	1/24/2026	149746.85	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
18.0	22	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
18.0	23	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
18.0	24	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
19.0	A	1/24/2026	50525.15	4210.43	2105.21	1943.20	1943.20	971.60	971.60	194.32	416.40	24.29	17.35	36.44	26.03	84.95	27.90
19.0	B	1/24/2026	51788.28	4315.69	2157.85	1992.00	1991.36	996.00	995.68	199.20	426.72	24.90	17.78	37.35	26.67	27.90	28.55
19.0	C	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	28.55	29.22
19.0	D	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
19.0	E	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
19.0	F	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
19.0	G	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
19.0	H	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
19.0	I	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
19.0	J	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
19.0	K	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
19.0	L	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
19.0	M	1/24/2026	67950.71	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
19.0	N	1/24/2026	69649.48	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
19.0	O	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
19.0	P	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
19.0	Q	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
19.0	R	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
19.0	S	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
19.0	T	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
19.0	U	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
19.0	V	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
19.0	W	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
19.0	X	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
19.0	Y	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
19.0	Z	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13

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

19.0	01	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
19.0	02	1/24/2026	98412.88	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
19.0	03	1/24/2026	100873.20	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
19.0	04	1/24/2026	103395.03	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
19.0	05	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
19.0	06	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
19.0	07	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
19.0	08	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
19.0	09	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
19.0	10	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
19.0	11	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
19.0	12	1/24/2026	125976.82	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
19.0	13	1/24/2026	129126.24	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
19.0	14	1/24/2026	132354.40	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
19.0	15	1/24/2026	135663.26	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
19.0	16	1/24/2026	139054.84	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
19.0	17	1/24/2026	142531.21	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
19.0	18	1/24/2026	146094.49	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
19.0	19	1/24/2026	149746.85	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
19.0	20	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
19.0	21	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
19.0	22	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
19.0	23	1/24/2026	165292.49	13774.37	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
19.0	24	1/24/2026	169424.80	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
20.0	A	1/24/2026	53082.98	4423.58	2211.79	2041.60	2041.76	1020.80	1020.88	204.16	437.52	25.52	18.23	38.28	27.35	89.15	29.22
20.0	B	1/24/2026	54410.06	4534.17	2267.09	2092.80	2092.16	1046.40	1046.08	209.28	448.32	26.16	18.68	39.24	28.02	29.22	29.90
20.0	C	1/24/2026	55770.31	4647.53	2323.76	2144.80	2144.80	1072.40	1072.40	214.48	459.60	26.81	19.15	40.22	28.73	29.90	30.60
20.0	D	1/24/2026	57164.57	4763.71	2381.86	2198.40	2198.56	1099.20	1099.28	219.84	471.12	27.48	19.63	41.22	29.45	30.60	31.32
20.0	E	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	31.32	32.06
20.0	F	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
20.0	G	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
20.0	H	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
20.0	I	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
20.0	J	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
20.0	K	1/24/2026	67950.71	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
20.0	L	1/24/2026	69649.48	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
20.0	M	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
20.0	N	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
20.0	O	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
20.0	P	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
20.0	Q	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
20.0	R	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
20.0	S	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
20.0	T	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
20.0	U	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
20.0	V	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
20.0	W	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
20.0	X	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
20.0	Y	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
20.0	Z	1/24/2026	98412.89	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58

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

20.0	01	1/24/2026	100873.21	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
20.0	02	1/24/2026	103395.04	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
20.0	03	1/24/2026	105979.92	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
20.0	04	1/24/2026	108629.42	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
20.0	05	1/24/2026	111345.16	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
20.0	06	1/24/2026	114128.79	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
20.0	07	1/24/2026	116982.01	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
20.0	08	1/24/2026	119906.56	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
20.0	09	1/24/2026	122904.22	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
20.0	10	1/24/2026	125976.83	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
20.0	11	1/24/2026	129126.25	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
20.0	12	1/24/2026	132354.41	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
20.0	13	1/24/2026	135663.27	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
20.0	14	1/24/2026	139054.85	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
20.0	15	1/24/2026	142531.22	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
20.0	16	1/24/2026	146094.50	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
20.0	17	1/24/2026	149746.86	12478.91	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
20.0	18	1/24/2026	153490.53	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
20.0	19	1/24/2026	157327.79	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
20.0	20	1/24/2026	161260.98	13438.42	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
20.0	21	1/24/2026	165292.50	13774.38	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
20.0	22	1/24/2026	169424.81	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
20.0	23	1/24/2026	173660.43	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
20.0	24	1/24/2026	178001.94	14833.50	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
21.0	A	1/24/2026	58593.68	4882.81	2441.40	2253.60	2253.44	1126.80	1126.72	225.36	482.88	28.17	20.12	42.26	30.18	93.57	32.06
21.0	B	1/24/2026	60058.52	5004.88	2502.44	2309.60	2309.44	1154.80	1154.72	230.96	494.88	28.87	20.62	43.31	30.93	32.06	32.81
21.0	C	1/24/2026	61559.99	5130.00	2565.00	2368.00	2367.68	1184.00	1183.84	236.80	507.36	29.60	21.14	44.40	31.71	32.81	33.59
21.0	D	1/24/2026	63098.99	5258.25	2629.12	2427.20	2427.04	1213.60	1213.52	242.72	520.08	30.34	21.67	45.51	32.51	33.59	34.38
21.0	E	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	34.38	35.19
21.0	F	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
21.0	G	1/24/2026	67950.71	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
21.0	H	1/24/2026	69649.48	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
21.0	I	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
21.0	J	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
21.0	K	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
21.0	L	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
21.0	M	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
21.0	N	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
21.0	O	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
21.0	P	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
21.0	Q	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
21.0	R	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
21.0	S	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
21.0	T	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
21.0	U	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
21.0	V	1/24/2026	98412.89	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
21.0	W	1/24/2026	100873.21	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
21.0	X	1/24/2026	103395.04	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
21.0	Y	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
21.0	Z	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83

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

21.0	01	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
21.0	02	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
21.0	03	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
21.0	04	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
21.0	05	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
21.0	06	1/24/2026	125976.82	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
21.0	07	1/24/2026	129126.24	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
21.0	08	1/24/2026	132354.40	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
21.0	09	1/24/2026	135663.26	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
21.0	10	1/24/2026	139054.84	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
21.0	11	1/24/2026	142531.21	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
21.0	12	1/24/2026	146094.49	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
21.0	13	1/24/2026	149746.85	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
21.0	14	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
21.0	15	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
21.0	16	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
21.0	17	1/24/2026	165292.49	13774.37	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
21.0	18	1/24/2026	169424.80	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
21.0	19	1/24/2026	173660.42	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
21.0	20	1/24/2026	178001.93	14833.49	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
21.0	21	1/24/2026	182451.98	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
21.0	22	1/24/2026	187013.28	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
21.0	23	1/24/2026	191688.61	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
21.0	24	1/24/2026	196480.83	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
22.0	A	1/24/2026	64676.46	5389.71	2694.85	2487.20	2487.52	1243.60	1243.76	248.72	533.04	31.09	22.21	46.64	33.32	103.08	35.19
22.0	B	1/24/2026	66293.37	5524.45	2762.22	2549.60	2550.24	1274.80	1275.12	254.96	546.48	31.87	22.77	47.81	34.16	35.19	36.03
22.0	C	1/24/2026	67950.71	5662.56	2831.28	2613.60	2612.96	1306.80	1306.48	261.36	559.92	32.67	23.33	49.01	35.00	36.03	36.87
22.0	D	1/24/2026	69649.48	5804.12	2902.06	2679.20	2679.04	1339.60	1339.52	267.92	574.08	33.49	23.92	50.24	35.88	36.87	37.76
22.0	E	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	37.76	38.66
22.0	F	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
22.0	G	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
22.0	H	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
22.0	I	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
22.0	J	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
22.0	K	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
22.0	L	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
22.0	M	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
22.0	N	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
22.0	O	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
22.0	P	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
22.0	Q	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
22.0	R	1/24/2026	98412.89	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
22.0	S	1/24/2026	100873.21	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
22.0	T	1/24/2026	103395.04	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
22.0	U	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
22.0	V	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
22.0	W	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
22.0	X	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
22.0	Y	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
22.0	Z	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65

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

22.0	01	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
22.0	02	1/24/2026	125976.82	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
22.0	03	1/24/2026	129126.24	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
22.0	04	1/24/2026	132354.40	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
22.0	05	1/24/2026	135663.26	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
22.0	06	1/24/2026	139054.84	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
22.0	07	1/24/2026	142531.21	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
22.0	08	1/24/2026	146094.49	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
22.0	09	1/24/2026	149746.85	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
22.0	10	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
22.0	11	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
22.0	12	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
22.0	13	1/24/2026	165292.49	13774.37	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
22.0	14	1/24/2026	169424.80	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
22.0	15	1/24/2026	173660.42	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
22.0	16	1/24/2026	178001.93	14833.49	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
22.0	17	1/24/2026	182451.98	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
22.0	18	1/24/2026	187013.28	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
22.0	19	1/24/2026	191688.61	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
22.0	20	1/24/2026	196480.83	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08
22.0	21	1/24/2026	201392.85	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
22.0	22	1/24/2026	206427.67	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
22.0	23	1/24/2026	211588.36	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
22.0	24	1/24/2026	216878.07	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
23.0	A	1/24/2026	71390.71	5949.23	2974.61	2745.60	2746.24	1372.80	1373.12	274.56	588.48	34.32	24.52	51.48	36.78	113.60	38.66
23.0	B	1/24/2026	73175.48	6097.96	3048.98	2814.40	2814.56	1407.20	1407.28	281.44	603.12	35.18	25.13	52.77	37.70	38.66	39.57
23.0	C	1/24/2026	75004.87	6250.41	3125.20	2884.80	2885.12	1442.40	1442.56	288.48	618.24	36.06	25.76	54.09	38.64	39.57	40.52
23.0	D	1/24/2026	76879.99	6406.67	3203.33	2956.80	2956.80	1478.40	1478.40	295.68	633.60	36.96	26.40	55.44	39.60	40.52	41.48
23.0	E	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	41.48	42.47
23.0	F	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
23.0	G	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
23.0	H	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
23.0	I	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
23.0	J	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
23.0	K	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
23.0	L	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
23.0	M	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
23.0	N	1/24/2026	98412.89	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
23.0	O	1/24/2026	100873.21	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
23.0	P	1/24/2026	103395.04	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
23.0	Q	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
23.0	R	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
23.0	S	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
23.0	T	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
23.0	U	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
23.0	V	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
23.0	W	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
23.0	X	1/24/2026	125976.81	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
23.0	Y	1/24/2026	129126.23	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
23.0	Z	1/24/2026	132354.39	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05

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

23.0	01	1/24/2026	135663.25	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
23.0	02	1/24/2026	139054.83	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
23.0	03	1/24/2026	142531.20	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
23.0	04	1/24/2026	146094.48	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
23.0	05	1/24/2026	149746.84	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
23.0	06	1/24/2026	153490.51	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
23.0	07	1/24/2026	157327.77	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
23.0	08	1/24/2026	161260.96	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
23.0	09	1/24/2026	165292.48	13774.37	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
23.0	10	1/24/2026	169424.79	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
23.0	11	1/24/2026	173660.41	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
23.0	12	1/24/2026	178001.92	14833.49	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
23.0	13	1/24/2026	182451.97	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
23.0	14	1/24/2026	187013.27	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
23.0	15	1/24/2026	191688.60	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
23.0	16	1/24/2026	196480.82	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08
23.0	17	1/24/2026	201392.84	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
23.0	18	1/24/2026	206427.66	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
23.0	19	1/24/2026	211588.35	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
23.0	20	1/24/2026	216878.06	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
23.0	21	1/24/2026	222300.01	18525.00	9262.50	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
23.0	22	1/24/2026	227857.51	18988.13	9494.06	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
23.0	23	1/24/2026	233553.95	19462.83	9731.41	8983.20	8982.40	4491.60	4491.20	898.32	1924.80	112.29	80.20	168.44	120.30	119.25	122.18
23.0	24	1/24/2026	239392.80	19949.40	9974.70	9207.20	9207.52	4603.60	4603.76	920.72	1973.04	115.09	82.21	172.64	123.32	122.18	125.19

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
24.0	A	1/24/2026	78801.99	6566.83	3283.42	3031.20	3030.72	1515.60	1515.36	303.12	649.44	37.89	27.06	56.84	40.59	125.19	42.47
24.0	B	1/24/2026	80772.04	6731.00	3365.50	3106.40	3106.88	1553.20	1553.44	310.64	665.76	38.83	27.74	58.25	41.61	42.47	43.49
24.0	C	1/24/2026	82791.34	6899.28	3449.64	3184.00	3184.16	1592.00	1592.08	318.40	682.32	39.80	28.43	59.70	42.65	43.49	44.52
24.0	D	1/24/2026	84861.12	7071.76	3535.88	3264.00	3263.68	1632.00	1631.84	326.40	699.36	40.80	29.14	61.20	43.71	44.52	45.59
24.0	E	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	45.59	46.68
24.0	F	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
24.0	G	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
24.0	H	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
24.0	I	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
24.0	J	1/24/2026	98412.89	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
24.0	K	1/24/2026	100873.21	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
24.0	L	1/24/2026	103395.04	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
24.0	M	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
24.0	N	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
24.0	O	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
24.0	P	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
24.0	Q	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
24.0	R	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
24.0	S	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
24.0	T	1/24/2026	125976.81	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
24.0	U	1/24/2026	129126.23	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
24.0	V	1/24/2026	132354.39	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
24.0	W	1/24/2026	135663.25	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
24.0	X	1/24/2026	139054.83	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
24.0	Y	1/24/2026	142531.20	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
24.0	Z	1/24/2026	146094.48	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13

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

24.0	01	1/24/2026	149746.84	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
24.0	02	1/24/2026	153490.51	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
24.0	03	1/24/2026	157327.77	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
24.0	04	1/24/2026	161260.96	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
24.0	05	1/24/2026	165292.48	13774.37	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
24.0	06	1/24/2026	169424.79	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
24.0	07	1/24/2026	173660.41	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
24.0	08	1/24/2026	178001.92	14833.49	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
24.0	09	1/24/2026	182451.97	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
24.0	10	1/24/2026	187013.27	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
24.0	11	1/24/2026	191688.60	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
24.0	12	1/24/2026	196480.82	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08
24.0	13	1/24/2026	201392.84	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
24.0	14	1/24/2026	206427.66	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
24.0	15	1/24/2026	211588.35	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
24.0	16	1/24/2026	216878.06	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
24.0	17	1/24/2026	222300.01	18525.00	9262.50	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
24.0	18	1/24/2026	227857.51	18988.13	9494.06	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
24.0	19	1/24/2026	233553.95	19462.83	9731.41	8983.20	8982.40	4491.60	4491.20	898.32	1924.80	112.29	80.20	168.44	120.30	119.25	122.18
24.0	20	1/24/2026	239392.80	19949.40	9974.70	9207.20	9207.52	4603.60	4603.76	920.72	1973.04	115.09	82.21	172.64	123.32	122.18	125.19
24.0	21	1/24/2026	245377.62	20448.14	10224.07	9437.60	9437.12	4718.80	4718.56	943.76	2022.24	117.97	84.26	176.96	126.39	125.19	128.27
24.0	22	1/24/2026	251512.06	20959.34	10479.67	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.27	131.43
24.0	23	1/24/2026	257799.86	21483.32	10741.66	9915.20	9915.36	4957.60	4957.68	991.52	2124.72	123.94	88.53	185.91	132.80	131.43	134.67
24.0	24	1/24/2026	264244.86	22020.41	11010.20	10163.20	10162.88	5081.60	5081.44	1016.32	2177.76	127.04	90.74	190.56	136.11	134.67	137.99

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
25.0	A	1/24/2026	86982.65	7248.55	3624.28	3345.60	3345.44	1672.80	1672.72	334.56	716.88	41.82	29.87	62.73	44.81	137.99	46.68
25.0	B	1/24/2026	89157.22	7429.77	3714.88	3428.80	3429.44	1714.40	1714.72	342.88	734.88	42.86	30.62	64.29	45.93	46.68	47.81
25.0	C	1/24/2026	91386.15	7615.51	3807.76	3515.20	3514.56	1757.60	1757.28	351.52	753.12	43.94	31.38	65.91	47.07	47.81	48.95
25.0	D	1/24/2026	93670.80	7805.90	3902.95	3602.40	3603.04	1801.20	1801.52	360.24	772.08	45.03	32.17	67.55	48.26	48.95	50.13
25.0	E	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	50.13	51.33
25.0	F	1/24/2026	98412.89	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
25.0	G	1/24/2026	100873.21	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
25.0	H	1/24/2026	103395.04	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
25.0	I	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
25.0	J	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
25.0	K	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
25.0	L	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
25.0	M	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
25.0	N	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
25.0	O	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
25.0	P	1/24/2026	125976.81	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
25.0	Q	1/24/2026	129126.23	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
25.0	R	1/24/2026	132354.39	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
25.0	S	1/24/2026	135663.25	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
25.0	T	1/24/2026	139054.83	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
25.0	U	1/24/2026	142531.20	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
25.0	V	1/24/2026	146094.48	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
25.0	W	1/24/2026	149746.84	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
25.0	X	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
25.0	Y	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
25.0	Z	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95

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

25.0	01	1/24/2026	165292.49	13774.37	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
25.0	02	1/24/2026	169424.80	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
25.0	03	1/24/2026	173660.42	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
25.0	04	1/24/2026	178001.93	14833.49	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
25.0	05	1/24/2026	182451.98	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
25.0	06	1/24/2026	187013.28	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
25.0	07	1/24/2026	191688.61	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
25.0	08	1/24/2026	196480.83	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08
25.0	09	1/24/2026	201392.85	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
25.0	10	1/24/2026	206427.67	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
25.0	11	1/24/2026	211588.36	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
25.0	12	1/24/2026	216878.07	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
25.0	13	1/24/2026	222300.02	18525.00	9262.50	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
25.0	14	1/24/2026	227857.52	18988.13	9494.06	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
25.0	15	1/24/2026	233553.96	19462.83	9731.42	8983.20	8982.40	4491.60	4491.20	898.32	1924.80	112.29	80.20	168.44	120.30	119.25	122.18
25.0	16	1/24/2026	239392.81	19949.40	9974.70	9207.20	9207.52	4603.60	4603.76	920.72	1973.04	115.09	82.21	172.64	123.32	122.18	125.19
25.0	17	1/24/2026	245377.63	20448.14	10224.07	9437.60	9437.12	4718.80	4718.56	943.76	2022.24	117.97	84.26	176.96	126.39	125.19	128.27
25.0	18	1/24/2026	251512.07	20959.34	10479.67	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.27	131.43
25.0	19	1/24/2026	257799.87	21483.32	10741.66	9915.20	9915.36	4957.60	4957.68	991.52	2124.72	123.94	88.53	185.91	132.80	131.43	134.67
25.0	20	1/24/2026	264244.87	22020.41	11010.20	10163.20	10162.88	5081.60	5081.44	1016.32	2177.76	127.04	90.74	190.56	136.11	134.67	137.99
25.0	21	1/24/2026	270850.99	22570.92	11285.46	10417.60	10417.12	5208.80	5208.56	1041.76	2232.24	130.22	93.01	195.33	139.52	137.99	141.39
25.0	22	1/24/2026	277622.26	23135.19	11567.59	10677.60	10678.08	5338.80	5339.04	1067.76	2288.16	133.47	95.34	200.21	143.01	141.39	144.89
25.0	23	1/24/2026	284562.82	23713.57	11856.78	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
25.0	24	1/24/2026	291676.89	24306.41	12153.20	11218.40	11217.92	5609.20	5608.96	1121.84	2403.84	140.23	100.16	210.35	150.24	148.46	152.12

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
26.0	A	1/24/2026	96012.57	8001.05	4000.52	3692.80	3692.64	1846.40	1846.32	369.28	791.28	46.16	32.97	69.24	49.46	152.12	51.33
26.0	B	1/24/2026	98412.89	8201.07	4100.54	3784.80	3785.60	1892.40	1892.80	378.48	811.20	47.31	33.80	70.97	50.70	51.33	52.58
26.0	C	1/24/2026	100873.21	8406.10	4203.05	3880.00	3879.68	1940.00	1939.84	388.00	831.36	48.50	34.64	72.75	51.96	52.58	53.84
26.0	D	1/24/2026	103395.04	8616.25	4308.13	3976.80	3977.12	1988.40	1988.56	397.68	852.24	49.71	35.51	74.57	53.27	53.84	55.14
26.0	E	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	55.14	56.46
26.0	F	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
26.0	G	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
26.0	H	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
26.0	I	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
26.0	J	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
26.0	K	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
26.0	L	1/24/2026	125976.81	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
26.0	M	1/24/2026	129126.23	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
26.0	N	1/24/2026	132354.39	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
26.0	O	1/24/2026	135663.25	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
26.0	P	1/24/2026	139054.83	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
26.0	Q	1/24/2026	142531.20	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
26.0	R	1/24/2026	146094.48	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
26.0	S	1/24/2026	149746.84	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
26.0	T	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
26.0	U	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
26.0	V	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
26.0	W	1/24/2026	165292.50	13774.38	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
26.0	X	1/24/2026	169424.81	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
26.0	Y	1/24/2026	173660.43	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
26.0	Z	1/24/2026	178001.94	14833.50	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57

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

26.0	01	1/24/2026	182451.99	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
26.0	02	1/24/2026	187013.29	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
26.0	03	1/24/2026	191688.62	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
26.0	04	1/24/2026	196480.84	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08
26.0	05	1/24/2026	201392.86	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
26.0	06	1/24/2026	206427.68	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
26.0	07	1/24/2026	211588.37	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
26.0	08	1/24/2026	216878.08	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
26.0	09	1/24/2026	222300.03	18525.00	9262.50	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
26.0	10	1/24/2026	227857.53	18988.13	9494.06	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
26.0	11	1/24/2026	233553.97	19462.83	9731.42	8983.20	8982.40	4491.60	4491.20	898.32	1924.80	112.29	80.20	168.44	120.30	119.25	122.18
26.0	12	1/24/2026	239392.82	19949.40	9974.70	9207.20	9207.52	4603.60	4603.76	920.72	1973.04	115.09	82.21	172.64	123.32	122.18	125.19
26.0	13	1/24/2026	245377.64	20448.14	10224.07	9437.60	9437.12	4718.80	4718.56	943.76	2022.24	117.97	84.26	176.96	126.39	125.19	128.27
26.0	14	1/24/2026	251512.08	20959.34	10479.67	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.27	131.43
26.0	15	1/24/2026	257799.88	21483.32	10741.66	9915.20	9915.36	4957.60	4957.68	991.52	2124.72	123.94	88.53	185.91	132.80	131.43	134.67
26.0	16	1/24/2026	264244.88	22020.41	11010.20	10163.20	10162.88	5081.60	5081.44	1016.32	2177.76	127.04	90.74	190.56	136.11	134.67	137.99
26.0	17	1/24/2026	270851.00	22570.92	11285.46	10417.60	10417.12	5208.80	5208.56	1041.76	2232.24	130.22	93.01	195.33	139.52	137.99	141.39
26.0	18	1/24/2026	277622.28	23135.19	11567.60	10677.60	10678.08	5338.80	5339.04	1067.76	2288.16	133.47	95.34	200.21	143.01	141.39	144.89
26.0	19	1/24/2026	284562.84	23713.57	11856.79	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
26.0	20	1/24/2026	291676.91	24306.41	12153.20	11218.40	11217.92	5609.20	5608.96	1121.84	2403.84	140.23	100.16	210.35	150.24	148.46	152.12
26.0	21	1/24/2026	298968.83	24914.07	12457.03	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.12	155.88
26.0	22	1/24/2026	306443.05	25536.92	12768.46	11786.40	11785.76	5893.20	5892.88	1178.64	2525.52	147.33	105.23	221.00	157.85	155.88	159.72
26.0	23	1/24/2026	314104.13	26175.34	13087.67	12080.80	12081.44	6040.40	6040.72	1208.08	2588.88	151.01	107.87	226.52	161.81	159.72	163.68
26.0	24	1/24/2026	321956.73	26829.73	13414.86	12383.20	12382.72	6191.60	6191.36	1238.32	2653.44	154.79	110.56	232.19	165.84	163.68	167.72

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
27.0	A	1/24/2026	105979.91	8831.66	4415.83	4076.00	4075.68	2038.00	2037.84	407.60	873.36	50.95	36.39	76.43	54.59	167.72	56.46
27.0	B	1/24/2026	108629.41	9052.45	4526.23	4178.40	4177.60	2089.20	2088.80	417.84	895.20	52.23	37.30	78.35	55.95	56.46	57.83
27.0	C	1/24/2026	111345.15	9278.76	4639.38	4282.40	4282.88	2141.20	2141.44	428.24	917.76	53.53	38.24	80.30	57.36	57.83	59.24
27.0	D	1/24/2026	114128.78	9510.73	4755.37	4389.60	4389.28	2194.80	2194.64	438.96	940.56	54.87	39.19	82.31	58.79	59.24	60.66
27.0	E	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	60.66	62.13
27.0	F	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
27.0	G	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
27.0	H	1/24/2026	125976.81	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
27.0	I	1/24/2026	129126.23	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
27.0	J	1/24/2026	132354.39	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
27.0	K	1/24/2026	135663.25	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
27.0	L	1/24/2026	139054.83	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
27.0	M	1/24/2026	142531.20	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
27.0	N	1/24/2026	146094.48	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
27.0	O	1/24/2026	149746.84	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
27.0	P	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
27.0	Q	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
27.0	R	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
27.0	S	1/24/2026	165292.50	13774.38	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
27.0	T	1/24/2026	169424.81	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
27.0	U	1/24/2026	173660.43	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
27.0	V	1/24/2026	178001.94	14833.50	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
27.0	W	1/24/2026	182451.99	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
27.0	X	1/24/2026	187013.29	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
27.0	Y	1/24/2026	191688.62	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
27.0	Z	1/24/2026	196480.84	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08

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

27.0	01	1/24/2026	201392.86	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
27.0	02	1/24/2026	206427.68	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
27.0	03	1/24/2026	211588.37	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
27.0	04	1/24/2026	216878.08	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
27.0	05	1/24/2026	222300.03	18525.00	9262.50	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
27.0	06	1/24/2026	227857.53	18988.13	9494.06	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
27.0	07	1/24/2026	233553.97	19462.83	9731.42	8983.20	8982.40	4491.60	4491.20	898.32	1924.80	112.29	80.20	168.44	120.30	119.25	122.18
27.0	08	1/24/2026	239392.82	19949.40	9974.70	9207.20	9207.52	4603.60	4603.76	920.72	1973.04	115.09	82.21	172.64	123.32	122.18	125.19
27.0	09	1/24/2026	245377.64	20448.14	10224.07	9437.60	9437.12	4718.80	4718.56	943.76	2022.24	117.97	84.26	176.96	126.39	125.19	128.27
27.0	10	1/24/2026	251512.08	20959.34	10479.67	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.27	131.43
27.0	11	1/24/2026	257799.88	21483.32	10741.66	9915.20	9915.36	4957.60	4957.68	991.52	2124.72	123.94	88.53	185.91	132.80	131.43	134.67
27.0	12	1/24/2026	264244.88	22020.41	11010.20	10163.20	10162.88	5081.60	5081.44	1016.32	2177.76	127.04	90.74	190.56	136.11	134.67	137.99
27.0	13	1/24/2026	270851.00	22570.92	11285.46	10417.60	10417.12	5208.80	5208.56	1041.76	2232.24	130.22	93.01	195.33	139.52	137.99	141.39
27.0	14	1/24/2026	277622.28	23135.19	11567.60	10677.60	10678.08	5338.80	5339.04	1067.76	2288.16	133.47	95.34	200.21	143.01	141.39	144.89
27.0	15	1/24/2026	284562.84	23713.57	11856.79	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
27.0	16	1/24/2026	291676.91	24306.41	12153.20	11218.40	11217.92	5609.20	5608.96	1121.84	2403.84	140.23	100.16	210.35	150.24	148.46	152.12
27.0	17	1/24/2026	298968.83	24914.07	12457.03	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.12	155.88
27.0	18	1/24/2026	306443.05	25536.92	12768.46	11786.40	11785.76	5893.20	5892.88	1178.64	2525.52	147.33	105.23	221.00	157.85	155.88	159.72
27.0	19	1/24/2026	314104.13	26175.34	13087.67	12080.80	12081.44	6040.40	6040.72	1208.08	2588.88	151.01	107.87	226.52	161.81	159.72	163.68
27.0	20	1/24/2026	321956.73	26829.73	13414.86	12383.20	12382.72	6191.60	6191.36	1238.32	2653.44	154.79	110.56	232.19	165.84	163.68	167.72
27.0	21	1/24/2026	330005.65	27500.47	13750.24	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.72	171.87
27.0	22	1/24/2026	338255.79	28187.98	14093.99	13009.60	13009.92	6504.80	6504.96	1300.96	2787.84	162.62	116.16	243.93	174.24	171.87	176.12
27.0	23	1/24/2026	346712.18	28892.68	14446.34	13335.20	13334.72	6667.60	6667.36	1333.52	2857.44	166.69	119.06	250.04	178.59	176.12	180.47
27.0	24	1/24/2026	355379.98	29615.00	14807.50	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.47	184.94

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
28.0	A	1/24/2026	116982.00	9748.50	4874.25	4499.20	4499.04	2249.60	2249.52	449.92	964.08	56.24	40.17	84.36	60.26	184.94	62.13
28.0	B	1/24/2026	119906.55	9992.21	4996.11	4612.00	4612.16	2306.00	2306.08	461.20	988.32	57.65	41.18	86.48	61.77	62.13	63.65
28.0	C	1/24/2026	122904.21	10242.02	5121.01	4727.20	4727.52	2363.60	2363.76	472.72	1013.04	59.09	42.21	88.64	63.32	63.65	65.19
28.0	D	1/24/2026	125976.81	10498.07	5249.03	4845.60	4845.12	2422.80	2422.56	484.56	1038.24	60.57	43.26	90.86	64.89	65.19	66.77
28.0	E	1/24/2026	129126.23	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	66.77	68.39
28.0	F	1/24/2026	132354.39	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
28.0	G	1/24/2026	135663.25	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
28.0	H	1/24/2026	139054.83	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
28.0	I	1/24/2026	142531.20	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
28.0	J	1/24/2026	146094.48	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
28.0	K	1/24/2026	149746.84	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
28.0	L	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
28.0	M	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
28.0	N	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
28.0	O	1/24/2026	165292.50	13774.38	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
28.0	P	1/24/2026	169424.81	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
28.0	Q	1/24/2026	173660.43	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
28.0	R	1/24/2026	178001.94	14833.50	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
28.0	S	1/24/2026	182451.99	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
28.0	T	1/24/2026	187013.29	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
28.0	U	1/24/2026	191688.62	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
28.0	V	1/24/2026	196480.84	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08
28.0	W	1/24/2026	201392.86	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
28.0	X	1/24/2026	206427.68	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
28.0	Y	1/24/2026	211588.37	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
28.0	Z	1/24/2026	216878.08	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60

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

28.0	01	1/24/2026	222300.03	18525.00	9262.50	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
28.0	02	1/24/2026	227857.53	18988.13	9494.06	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
28.0	03	1/24/2026	233553.97	19462.83	9731.42	8983.20	8982.40	4491.60	4491.20	898.32	1924.80	112.29	80.20	168.44	120.30	119.25	122.18
28.0	04	1/24/2026	239392.82	19949.40	9974.70	9207.20	9207.52	4603.60	4603.76	920.72	1973.04	115.09	82.21	172.64	123.32	122.18	125.19
28.0	05	1/24/2026	245377.64	20448.14	10224.07	9437.60	9437.12	4718.80	4718.56	943.76	2022.24	117.97	84.26	176.96	126.39	125.19	128.27
28.0	06	1/24/2026	251512.08	20959.34	10479.67	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.27	131.43
28.0	07	1/24/2026	257799.88	21483.32	10741.66	9915.20	9915.36	4957.60	4957.68	991.52	2124.72	123.94	88.53	185.91	132.80	131.43	134.67
28.0	08	1/24/2026	264244.88	22020.41	11010.20	10163.20	10162.88	5081.60	5081.44	1016.32	2177.76	127.04	90.74	190.56	136.11	134.67	137.99
28.0	09	1/24/2026	270851.00	22570.92	11285.46	10417.60	10417.12	5208.80	5208.56	1041.76	2232.24	130.22	93.01	195.33	139.52	137.99	141.39
28.0	10	1/24/2026	277622.28	23135.19	11567.60	10677.60	10678.08	5338.80	5339.04	1067.76	2288.16	133.47	95.34	200.21	143.01	141.39	144.89
28.0	11	1/24/2026	284562.84	23713.57	11856.79	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
28.0	12	1/24/2026	291676.91	24306.41	12153.20	11218.40	11217.92	5609.20	5608.96	1121.84	2403.84	140.23	100.16	210.35	150.24	148.46	152.12
28.0	13	1/24/2026	298968.83	24914.07	12457.03	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.12	155.88
28.0	14	1/24/2026	306443.05	25536.92	12768.46	11786.40	11785.76	5893.20	5892.88	1178.64	2525.52	147.33	105.23	221.00	157.85	155.88	159.72
28.0	15	1/24/2026	314104.13	26175.34	13087.67	12080.80	12081.44	6040.40	6040.72	1208.08	2588.88	151.01	107.87	226.52	161.81	159.72	163.68
28.0	16	1/24/2026	321956.73	26829.73	13414.86	12383.20	12382.72	6191.60	6191.36	1238.32	2653.44	154.79	110.56	232.19	165.84	163.68	167.72
28.0	17	1/24/2026	330005.65	27500.47	13750.24	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.72	171.87
28.0	18	1/24/2026	338255.79	28187.98	14093.99	13009.60	13009.92	6504.80	6504.96	1300.96	2787.84	162.62	116.16	243.93	174.24	171.87	176.12
28.0	19	1/24/2026	346712.18	28892.68	14446.34	13335.20	13334.72	6667.60	6667.36	1333.52	2857.44	166.69	119.06	250.04	178.59	176.12	180.47
28.0	20	1/24/2026	355379.98	29615.00	14807.50	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.47	184.94
28.0	21	1/24/2026	364264.48	30355.37	15177.69	14010.40	14010.08	7005.20	7005.04	1401.04	3002.16	175.13	125.09	262.70	187.64	184.94	189.51
28.0	22	1/24/2026	373371.09	31114.26	15557.13	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.51	194.21
28.0	23	1/24/2026	382705.37	31892.11	15946.06	14719.20	14719.04	7359.60	7359.52	1471.92	3154.08	183.99	131.42	275.99	197.13	194.21	199.01
28.0	24	1/24/2026	392273.00	32689.42	16344.71	15087.20	15087.52	7543.60	7543.76	1508.72	3233.04	188.59	134.71	282.89	202.07	199.01	203.94

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
29.0	A	1/24/2026	129126.23	10760.52	5380.26	4966.40	4966.08	2483.20	2483.04	496.64	1064.16	62.08	44.34	93.12	66.51	203.94	68.39
29.0	B	1/24/2026	132354.39	11029.53	5514.77	5090.40	5090.40	2545.20	2545.20	509.04	1090.80	63.63	45.45	95.45	68.18	68.39	70.05
29.0	C	1/24/2026	135663.25	11305.27	5652.64	5217.60	5218.08	2608.80	2609.04	521.76	1118.16	65.22	46.59	97.83	69.89	70.05	71.76
29.0	D	1/24/2026	139054.83	11587.90	5793.95	5348.00	5348.00	2674.00	2674.00	534.80	1146.00	66.85	47.75	100.28	71.63	71.76	73.50
29.0	E	1/24/2026	142531.20	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	73.50	75.30
29.0	F	1/24/2026	146094.48	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
29.0	G	1/24/2026	149746.84	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
29.0	H	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
29.0	I	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
29.0	J	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
29.0	K	1/24/2026	165292.50	13774.38	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
29.0	L	1/24/2026	169424.81	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
29.0	M	1/24/2026	173660.43	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
29.0	N	1/24/2026	178001.94	14833.50	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
29.0	O	1/24/2026	182451.99	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
29.0	P	1/24/2026	187013.29	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
29.0	Q	1/24/2026	191688.62	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
29.0	R	1/24/2026	196480.84	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08
29.0	S	1/24/2026	201392.86	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
29.0	T	1/24/2026	206427.68	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
29.0	U	1/24/2026	211588.37	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
29.0	V	1/24/2026	216878.08	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
29.0	W	1/24/2026	222300.03	18525.00	9262.50	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
29.0	X	1/24/2026	227857.53	18988.13	9494.06	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
29.0	Y	1/24/2026	233553.97	19462.83	9731.42	8983.20	8982.40	4491.60	4491.20	898.32	1924.80	112.29	80.20	168.44	120.30	119.25	122.18
29.0	Z	1/24/2026	239392.82	19949.40	9974.70	9207.20	9207.52	4603.60	4603.76	920.72	1973.04	115.09	82.21	172.64	123.32	122.18	125.19

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

29.0	01	1/24/2026	245377.64	20448.14	10224.07	9437.60	9437.12	4718.80	4718.56	943.76	2022.24	117.97	84.26	176.96	126.39	125.19	128.27
29.0	02	1/24/2026	251512.08	20959.34	10479.67	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.27	131.43
29.0	03	1/24/2026	257799.88	21483.32	10741.66	9915.20	9915.36	4957.60	4957.68	991.52	2124.72	123.94	88.53	185.91	132.80	131.43	134.67
29.0	04	1/24/2026	264244.88	22020.41	11010.20	10163.20	10162.88	5081.60	5081.44	1016.32	2177.76	127.04	90.74	190.56	136.11	134.67	137.99
29.0	05	1/24/2026	270851.00	22570.92	11285.46	10417.60	10417.12	5208.80	5208.56	1041.76	2232.24	130.22	93.01	195.33	139.52	137.99	141.39
29.0	06	1/24/2026	277622.28	23135.19	11567.60	10677.60	10678.08	5338.80	5339.04	1067.76	2288.16	133.47	95.34	200.21	143.01	141.39	144.89
29.0	07	1/24/2026	284562.84	23713.57	11856.79	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
29.0	08	1/24/2026	291676.91	24306.41	12153.20	11218.40	11217.92	5609.20	5608.96	1121.84	2403.84	140.23	100.16	210.35	150.24	148.46	152.12
29.0	09	1/24/2026	298968.83	24914.07	12457.03	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.12	155.88
29.0	10	1/24/2026	306443.05	25536.92	12768.46	11786.40	11785.76	5893.20	5892.88	1178.64	2525.52	147.33	105.23	221.00	157.85	155.88	159.72
29.0	11	1/24/2026	314104.13	26175.34	13087.67	12080.80	12081.44	6040.40	6040.72	1208.08	2588.88	151.01	107.87	226.52	161.81	159.72	163.68
29.0	12	1/24/2026	321956.73	26829.73	13414.86	12383.20	12382.72	6191.60	6191.36	1238.32	2653.44	154.79	110.56	232.19	165.84	163.68	167.72
29.0	13	1/24/2026	330005.65	27500.47	13750.24	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.72	171.87
29.0	14	1/24/2026	338255.79	28187.98	14093.99	13009.60	13009.92	6504.80	6504.96	1300.96	2787.84	162.62	116.16	243.93	174.24	171.87	176.12
29.0	15	1/24/2026	346712.18	28892.68	14446.34	13335.20	13334.72	6667.60	6667.36	1333.52	2857.44	166.69	119.06	250.04	178.59	176.12	180.47
29.0	16	1/24/2026	355379.98	29615.00	14807.50	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.47	184.94
29.0	17	1/24/2026	364264.48	30355.37	15177.69	14010.40	14010.08	7005.20	7005.04	1401.04	3002.16	175.13	125.09	262.70	187.64	184.94	189.51
29.0	18	1/24/2026	373371.09	31114.26	15557.13	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.51	194.21
29.0	19	1/24/2026	382705.37	31892.11	15946.06	14719.20	14719.04	7359.60	7359.52	1471.92	3154.08	183.99	131.42	275.99	197.13	194.21	199.01
29.0	20	1/24/2026	392273.00	32689.42	16344.71	15087.20	15087.52	7543.60	7543.76	1508.72	3233.04	188.59	134.71	282.89	202.07	199.01	203.94
29.0	21	1/24/2026	402079.83	33506.65	16753.33	15464.80	15464.96	7732.40	7732.48	1546.48	3313.92	193.31	138.08	289.97	207.12	203.94	209.00
29.0	22	1/24/2026	412131.83	34344.32	17172.16	15851.20	15851.36	7925.60	7925.68	1585.12	3396.72	198.14	141.53	297.21	212.30	209.00	214.17
29.0	23	1/24/2026	422435.13	35202.93	17601.46	16247.20	16247.84	8123.60	8123.92	1624.72	3481.68	203.09	145.07	304.64	217.61	214.17	219.48
29.0	24	1/24/2026	432996.01	36083.00	18041.50	16653.60	16653.28	8326.80	8326.64	1665.36	3568.56	208.17	148.69	312.26	223.04	219.48	224.91

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
30.0	A	1/24/2026	142531.20	11877.60	5938.80	5481.60	5482.40	2740.80	2741.20	548.16	1174.80	68.52	48.95	102.78	73.43	224.91	75.30
30.0	B	1/24/2026	146094.48	12174.54	6087.27	5619.20	5619.04	2809.60	2809.52	561.92	1204.08	70.24	50.17	105.36	75.26	75.30	77.13
30.0	C	1/24/2026	149746.84	12478.90	6239.45	5759.20	5759.04	2879.60	2879.52	575.92	1234.08	71.99	51.42	107.99	77.13	77.13	79.01
30.0	D	1/24/2026	153490.52	12790.88	6395.44	5903.20	5903.52	2951.60	2951.76	590.32	1265.04	73.79	52.71	110.69	79.07	79.01	80.94
30.0	E	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	80.94	82.92
30.0	F	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
30.0	G	1/24/2026	165292.50	13774.38	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
30.0	H	1/24/2026	169424.81	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
30.0	I	1/24/2026	173660.43	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
30.0	J	1/24/2026	178001.94	14833.50	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
30.0	K	1/24/2026	182451.99	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
30.0	L	1/24/2026	187013.29	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
30.0	M	1/24/2026	191688.62	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
30.0	N	1/24/2026	196480.84	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08
30.0	O	1/24/2026	201392.86	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
30.0	P	1/24/2026	206427.68	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
30.0	Q	1/24/2026	211588.37	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
30.0	R	1/24/2026	216878.08	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
30.0	S	1/24/2026	222300.03	18525.00	9262.50	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
30.0	T	1/24/2026	227857.53	18988.13	9494.06	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
30.0	U	1/24/2026	233553.97	19462.83	9731.42	8983.20	8982.40	4491.60	4491.20	898.32	1924.80	112.29	80.20	168.44	120.30	119.25	122.18
30.0	V	1/24/2026	239392.82	19949.40	9974.70	9207.20	9207.52	4603.60	4603.76	920.72	1973.04	115.09	82.21	172.64	123.32	122.18	125.19
30.0	W	1/24/2026	245377.64	20448.14	10224.07	9437.60	9437.12	4718.80	4718.56	943.76	2022.24	117.97	84.26	176.96	126.39	125.19	128.27
30.0	X	1/24/2026	251512.08	20959.34	10479.67	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.27	131.43
30.0	Y	1/24/2026	257799.88	21483.32	10741.66	9915.20	9915.36	4957.60	4957.68	991.52	2124.72	123.94	88.53	185.91	132.80	131.43	134.67
30.0	Z	1/24/2026	264244.88	22020.41	11010.20	10163.20	10162.88	5081.60	5081.44	1016.32	2177.76	127.04	90.74	190.56	136.11	134.67	137.99

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

30.0	01	1/24/2026	270851.00	22570.92	11285.46	10417.60	10417.12	5208.80	5208.56	1041.76	2232.24	130.22	93.01	195.33	139.52	137.99	141.39
30.0	02	1/24/2026	277622.28	23135.19	11567.60	10677.60	10678.08	5338.80	5339.04	1067.76	2288.16	133.47	95.34	200.21	143.01	141.39	144.89
30.0	03	1/24/2026	284562.84	23713.57	11856.79	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
30.0	04	1/24/2026	291676.91	24306.41	12153.20	11218.40	11217.92	5609.20	5608.96	1121.84	2403.84	140.23	100.16	210.35	150.24	148.46	152.12
30.0	05	1/24/2026	298968.83	24914.07	12457.03	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.12	155.88
30.0	06	1/24/2026	306443.05	25536.92	12768.46	11786.40	11785.76	5893.20	5892.88	1178.64	2525.52	147.33	105.23	221.00	157.85	155.88	159.72
30.0	07	1/24/2026	314104.13	26175.34	13087.67	12080.80	12081.44	6040.40	6040.72	1208.08	2588.88	151.01	107.87	226.52	161.81	159.72	163.68
30.0	08	1/24/2026	321956.73	26829.73	13414.86	12383.20	12382.72	6191.60	6191.36	1238.32	2653.44	154.79	110.56	232.19	165.84	163.68	167.72
30.0	09	1/24/2026	330005.65	27500.47	13750.24	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.72	171.87
30.0	10	1/24/2026	338255.79	28187.98	14093.99	13009.60	13009.92	6504.80	6504.96	1300.96	2787.84	162.62	116.16	243.93	174.24	171.87	176.12
30.0	11	1/24/2026	346712.18	28892.68	14446.34	13335.20	13334.72	6667.60	6667.36	1333.52	2857.44	166.69	119.06	250.04	178.59	176.12	180.47
30.0	12	1/24/2026	355379.98	29615.00	14807.50	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.47	184.94
30.0	13	1/24/2026	364264.48	30355.37	15177.69	14010.40	14010.08	7005.20	7005.04	1401.04	3002.16	175.13	125.09	262.70	187.64	184.94	189.51
30.0	14	1/24/2026	373371.09	31114.26	15557.13	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.51	194.21
30.0	15	1/24/2026	382705.37	31892.11	15946.06	14719.20	14719.04	7359.60	7359.52	1471.92	3154.08	183.99	131.42	275.99	197.13	194.21	199.01
30.0	16	1/24/2026	392273.00	32689.42	16344.71	15087.20	15087.52	7543.60	7543.76	1508.72	3233.04	188.59	134.71	282.89	202.07	199.01	203.94
30.0	17	1/24/2026	402079.83	33506.65	16753.33	15464.80	15464.96	7732.40	7732.48	1546.48	3313.92	193.31	138.08	289.97	207.12	203.94	209.00
30.0	18	1/24/2026	412131.83	34344.32	17172.16	15851.20	15851.36	7925.60	7925.68	1585.12	3396.72	198.14	141.53	297.21	212.30	209.00	214.17
30.0	19	1/24/2026	422435.13	35202.93	17601.46	16247.20	16247.84	8123.60	8123.92	1624.72	3481.68	203.09	145.07	304.64	217.61	214.17	219.48
30.0	20	1/24/2026	432996.01	36083.00	18041.50	16653.60	16653.28	8326.80	8326.64	1665.36	3568.56	208.17	148.69	312.26	223.04	219.48	224.91
30.0	21	1/24/2026	443820.91	36985.08	18492.54	17070.40	17069.92	8535.20	8534.96	1707.04	3657.84	213.38	152.41	320.07	228.62	224.91	230.49
30.0	22	1/24/2026	454916.43	37909.70	18954.85	17496.80	17496.64	8748.40	8748.32	1749.68	3749.28	218.71	156.22	328.07	234.33	230.49	236.21
30.0	23	1/24/2026	466289.34	38857.45	19428.72	17934.40	17934.56	8967.20	8967.28	1793.44	3843.12	224.18	160.13	336.27	240.20	236.21	242.07
30.0	24	1/24/2026	477946.57	39828.88	19914.44	18382.40	18382.56	9191.20	9191.28	1838.24	3939.12	229.78	164.13	344.67	246.20	242.07	248.07

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
31.0	A	1/24/2026	157327.78	13110.65	6555.32	6051.20	6051.36	3025.60	3025.68	605.12	1296.72	75.64	54.03	113.46	81.05	248.07	82.92
31.0	B	1/24/2026	161260.97	13438.41	6719.21	6202.40	6202.56	3101.20	3101.28	620.24	1329.12	77.53	55.38	116.30	83.07	82.92	84.95
31.0	C	1/24/2026	165292.50	13774.38	6887.19	6357.60	6357.12	3178.80	3178.56	635.76	1362.24	79.47	56.76	119.21	85.14	84.95	87.02
31.0	D	1/24/2026	169424.81	14118.73	7059.37	6516.00	6516.16	3258.00	3258.08	651.60	1396.32	81.45	58.18	122.18	87.27	87.02	89.15
31.0	E	1/24/2026	173660.43	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	89.15	91.34
31.0	F	1/24/2026	178001.94	14833.50	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
31.0	G	1/24/2026	182451.99	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
31.0	H	1/24/2026	187013.29	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
31.0	I	1/24/2026	191688.62	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
31.0	J	1/24/2026	196480.84	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08
31.0	K	1/24/2026	201392.86	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
31.0	L	1/24/2026	206427.68	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
31.0	M	1/24/2026	211588.37	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
31.0	N	1/24/2026	216878.08	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
31.0	O	1/24/2026	222300.03	18525.00	9262.50	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
31.0	P	1/24/2026	227857.53	18988.13	9494.06	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
31.0	Q	1/24/2026	233553.97	19462.83	9731.42	8983.20	8982.40	4491.60	4491.20	898.32	1924.80	112.29	80.20	168.44	120.30	119.25	122.18
31.0	R	1/24/2026	239392.82	19949.40	9974.70	9207.20	9207.52	4603.60	4603.76	920.72	1973.04	115.09	82.21	172.64	123.32	122.18	125.19
31.0	S	1/24/2026	245377.64	20448.14	10224.07	9437.60	9437.12	4718.80	4718.56	943.76	2022.24	117.97	84.26	176.96	126.39	125.19	128.27
31.0	T	1/24/2026	251512.08	20959.34	10479.67	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.27	131.43
31.0	U	1/24/2026	257799.88	21483.32	10741.66	9915.20	9915.36	4957.60	4957.68	991.52	2124.72	123.94	88.53	185.91	132.80	131.43	134.67
31.0	V	1/24/2026	264244.88	22020.41	11010.20	10163.20	10162.88	5081.60	5081.44	1016.32	2177.76	127.04	90.74	190.56	136.11	134.67	137.99
31.0	W	1/24/2026	270851.00	22570.92	11285.46	10417.60	10417.12	5208.80	5208.56	1041.76	2232.24	130.22	93.01	195.33	139.52	137.99	141.39
31.0	X	1/24/2026	277622.28	23135.19	11567.60	10677.60	10678.08	5338.80	5339.04	1067.76	2288.16	133.47	95.34	200.21	143.01	141.39	144.89
31.0	Y	1/24/2026	284562.84	23713.57	11856.79	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
31.0	Z	1/24/2026	291676.91	24306.41	12153.20	11218.40	11217.92	5609.20	5608.96	1121.84	2403.84	140.23	100.16	210.35	150.24	148.46	152.12

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

31.0	01	1/24/2026	298968.83	24914.07	12457.03	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.12	155.88
31.0	02	1/24/2026	306443.05	25536.92	12768.46	11786.40	11785.76	5893.20	5892.88	1178.64	2525.52	147.33	105.23	221.00	157.85	155.88	159.72
31.0	03	1/24/2026	314104.13	26175.34	13087.67	12080.80	12081.44	6040.40	6040.72	1208.08	2588.88	151.01	107.87	226.52	161.81	159.72	163.68
31.0	04	1/24/2026	321956.73	26829.73	13414.86	12383.20	12382.72	6191.60	6191.36	1238.32	2653.44	154.79	110.56	232.19	165.84	163.68	167.72
31.0	05	1/24/2026	330005.65	27500.47	13750.24	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.72	171.87
31.0	06	1/24/2026	338255.79	28187.98	14093.99	13009.60	13009.92	6504.80	6504.96	1300.96	2787.84	162.62	116.16	243.93	174.24	171.87	176.12
31.0	07	1/24/2026	346712.18	28892.68	14446.34	13335.20	13334.72	6667.60	6667.36	1333.52	2857.44	166.69	119.06	250.04	178.59	176.12	180.47
31.0	08	1/24/2026	355379.98	29615.00	14807.50	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.47	184.94
31.0	09	1/24/2026	364264.48	30355.37	15177.69	14010.40	14010.08	7005.20	7005.04	1401.04	3002.16	175.13	125.09	262.70	187.64	184.94	189.51
31.0	10	1/24/2026	373371.09	31114.26	15557.13	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.51	194.21
31.0	11	1/24/2026	382705.37	31892.11	15946.06	14719.20	14719.04	7359.60	7359.52	1471.92	3154.08	183.99	131.42	275.99	197.13	194.21	199.01
31.0	12	1/24/2026	392273.00	32689.42	16344.71	15087.20	15087.52	7543.60	7543.76	1508.72	3233.04	188.59	134.71	282.89	202.07	199.01	203.94
31.0	13	1/24/2026	402079.83	33506.65	16753.33	15464.80	15464.96	7732.40	7732.48	1546.48	3313.92	193.31	138.08	289.97	207.12	203.94	209.00
31.0	14	1/24/2026	412131.83	34344.32	17172.16	15851.20	15851.36	7925.60	7925.68	1585.12	3396.72	198.14	141.53	297.21	212.30	209.00	214.17
31.0	15	1/24/2026	422435.13	35202.93	17601.46	16247.20	16247.84	8123.60	8123.92	1624.72	3481.68	203.09	145.07	304.64	217.61	214.17	219.48
31.0	16	1/24/2026	432996.01	36083.00	18041.50	16653.60	16653.28	8326.80	8326.64	1665.36	3568.56	208.17	148.69	312.26	223.04	219.48	224.91
31.0	17	1/24/2026	443820.91	36985.08	18492.54	17070.40	17069.92	8535.20	8534.96	1707.04	3657.84	213.38	152.41	320.07	228.62	224.91	230.49
31.0	18	1/24/2026	454916.43	37909.70	18954.85	17496.80	17496.64	8748.40	8748.32	1749.68	3749.28	218.71	156.22	328.07	234.33	230.49	236.21
31.0	19	1/24/2026	466289.34	38857.45	19428.72	17934.40	17934.56	8967.20	8967.28	1793.44	3843.12	224.18	160.13	336.27	240.20	236.21	242.07
31.0	20	1/24/2026	477946.57	39828.88	19914.44	18382.40	18382.56	9191.20	9191.28	1838.24	3939.12	229.78	164.13	344.67	246.20	242.07	248.07
31.0	21	1/24/2026	489895.23	40824.60	20412.30	18842.40	18841.76	9421.20	9420.88	1884.24	4037.52	235.53	168.23	353.30	252.35	248.07	254.22
31.0	22	1/24/2026	502142.61	41845.22	20922.61	19312.80	19313.28	9656.40	9656.64	1931.28	4138.56	241.41	172.44	362.12	258.66	254.22	260.54
31.0	23	1/24/2026	514696.18	42891.35	21445.67	19796.00	19796.00	9898.00	9898.00	1979.60	4242.00	247.45	176.75	371.18	265.13	260.54	267.00
31.0	24	1/24/2026	527563.58	43963.63	21981.82	20291.20	20291.04	10145.60	10145.52	2029.12	4348.08	253.64	181.17	380.46	271.76	267.00	273.63

Jurisdiction: 15 - MOBILE CIVIL SERVICE OFFICE AI - 000

GRADE	STEP	DATE EFFECTIVE	ANNUAL	MONTHLY	SEMI-MONTHLY	BI-WEEKLY	FIRE BI-WEEKLY	WEEKLY	FIRE WEEKLY	DAILY	FIRE DAILY	HOURLY	FIRE HOURLY	OVTIME	FIRE OVTIME	SUBSIS OVTIME	FIRE SUBSIS OVTIME
32.0	A	1/24/2026	173660.43	14471.70	7235.85	6679.20	6679.68	3339.60	3339.84	667.92	1431.36	83.49	59.64	125.24	89.46	273.63	91.34
32.0	B	1/24/2026	178001.94	14833.50	7416.75	6846.40	6846.56	3423.20	3423.28	684.64	1467.12	85.58	61.13	128.37	91.70	91.34	93.57
32.0	C	1/24/2026	182451.99	15204.33	7602.17	7017.60	7017.92	3508.80	3508.96	701.76	1503.84	87.72	62.66	131.58	93.99	93.57	95.87
32.0	D	1/24/2026	187013.29	15584.44	7792.22	7192.80	7192.64	3596.40	3596.32	719.28	1541.28	89.91	64.22	134.87	96.33	95.87	98.21
32.0	E	1/24/2026	191688.62	15974.05	7987.03	7372.80	7372.96	3686.40	3686.48	737.28	1579.92	92.16	65.83	138.24	98.75	98.21	100.62
32.0	F	1/24/2026	196480.84	16373.40	8186.70	7556.80	7556.64	3778.40	3778.32	755.68	1619.28	94.46	67.47	141.69	101.21	100.62	103.08
32.0	G	1/24/2026	201392.86	16782.74	8391.37	7745.60	7745.92	3872.80	3872.96	774.56	1659.84	96.82	69.16	145.23	103.74	103.08	105.62
32.0	H	1/24/2026	206427.68	17202.31	8601.15	7939.20	7939.68	3969.60	3969.84	793.92	1701.36	99.24	70.89	148.86	106.34	105.62	108.21
32.0	I	1/24/2026	211588.37	17632.36	8816.18	8138.40	8137.92	4069.20	4068.96	813.84	1743.84	101.73	72.66	152.60	108.99	108.21	110.87
32.0	J	1/24/2026	216878.08	18073.17	9036.59	8341.60	8341.76	4170.80	4170.88	834.16	1787.52	104.27	74.48	156.41	111.72	110.87	113.60
32.0	K	1/24/2026	222300.03	18525.00	9262.50	8550.40	8550.08	4275.20	4275.04	855.04	1832.16	106.88	76.34	160.32	114.51	113.60	116.39
32.0	L	1/24/2026	227857.53	18988.13	9494.06	8764.00	8764.00	4382.00	4382.00	876.40	1878.00	109.55	78.25	164.33	117.38	116.39	119.25
32.0	M	1/24/2026	233553.97	19462.83	9731.42	8983.20	8982.40	4491.60	4491.20	898.32	1924.80	112.29	80.20	168.44	120.30	119.25	122.18
32.0	N	1/24/2026	239392.82	19949.40	9974.70	9207.20	9207.52	4603.60	4603.76	920.72	1973.04	115.09	82.21	172.64	123.32	122.18	125.19
32.0	O	1/24/2026	245377.64	20448.14	10224.07	9437.60	9437.12	4718.80	4718.56	943.76	2022.24	117.97	84.26	176.96	126.39	125.19	128.27
32.0	P	1/24/2026	251512.08	20959.34	10479.67	9673.60	9673.44	4836.80	4836.72	967.36	2072.88	120.92	86.37	181.38	129.56	128.27	131.43
32.0	Q	1/24/2026	257799.88	21483.32	10741.66	9915.20	9915.36	4957.60	4957.68	991.52	2124.72	123.94	88.53	185.91	132.80	131.43	134.67
32.0	R	1/24/2026	264244.88	22020.41	11010.20	10163.20	10162.88	5081.60	5081.44	1016.32	2177.76	127.04	90.74	190.56	136.11	134.67	137.99
32.0	S	1/24/2026	270851.00	22570.92	11285.46	10417.60	10417.12	5208.80	5208.56	1041.76	2232.24	130.22	93.01	195.33	139.52	137.99	141.39
32.0	T	1/24/2026	277622.28	23135.19	11567.60	10677.60	10678.08	5338.80	5339.04	1067.76	2288.16	133.47	95.34	200.21	143.01	141.39	144.89
32.0	U	1/24/2026	284562.84	23713.57	11856.79	10944.80	10944.64	5472.40	5472.32	1094.48	2345.28	136.81	97.72	205.22	146.58	144.89	148.46
32.0	V	1/24/2026	291676.91	24306.41	12153.20	11218.40	11217.92	5609.20	5608.96	1121.84	2403.84	140.23	100.16	210.35	150.24	148.46	152.12
32.0	W	1/24/2026	298968.83	24914.07	12457.03	11499.20	11499.04	5749.60	5749.52	1149.92	2464.08	143.74	102.67	215.61	154.01	152.12	155.88
32.0	X	1/24/2026	306443.05	25536.92	12768.46	11786.40	11785.76	5893.20	5892.88	1178.64	2525.52	147.33	105.23	221.00	157.85	155.88	159.72
32.0	Y	1/24/2026	314104.13	26175.34	13087.67	12080.80	12081.44	6040.40	6040.72	1208.08	2588.88	151.01	107.87	226.52	161.81	159.72	163.68
32.0	Z	1/24/2026	321956.73	26829.73	13414.86	12383.20	12382.72	6191.60	6191.36	1238.32	2653.44	154.79	110.56	232.19	165.84	163.68	167.72

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

32.0	01	1/24/2026	330005.65	27500.47	13750.24	12692.80	12692.96	6346.40	6346.48	1269.28	2719.92	158.66	113.33	237.99	170.00	167.72	171.87
32.0	02	1/24/2026	338255.79	28187.98	14093.99	13009.60	13009.92	6504.80	6504.96	1300.96	2787.84	162.62	116.16	243.93	174.24	171.87	176.12
32.0	03	1/24/2026	346712.18	28892.68	14446.34	13335.20	13334.72	6667.60	6667.36	1333.52	2857.44	166.69	119.06	250.04	178.59	176.12	180.47
32.0	04	1/24/2026	355379.98	29615.00	14807.50	13668.80	13668.48	6834.40	6834.24	1366.88	2928.96	170.86	122.04	256.29	183.06	180.47	184.94
32.0	05	1/24/2026	364264.48	30355.37	15177.69	14010.40	14010.08	7005.20	7005.04	1401.04	3002.16	175.13	125.09	262.70	187.64	184.94	189.51
32.0	06	1/24/2026	373371.09	31114.26	15557.13	14360.80	14360.64	7180.40	7180.32	1436.08	3077.28	179.51	128.22	269.27	192.33	189.51	194.21
32.0	07	1/24/2026	382705.37	31892.11	15946.06	14719.20	14719.04	7359.60	7359.52	1471.92	3154.08	183.99	131.42	275.99	197.13	194.21	199.01
32.0	08	1/24/2026	392273.00	32689.42	16344.71	15087.20	15087.52	7543.60	7543.76	1508.72	3233.04	188.59	134.71	282.89	202.07	199.01	203.94
32.0	09	1/24/2026	402079.83	33506.65	16753.33	15464.80	15464.96	7732.40	7732.48	1546.48	3313.92	193.31	138.08	289.97	207.12	203.94	209.00
32.0	10	1/24/2026	412131.83	34344.32	17172.16	15851.20	15851.36	7925.60	7925.68	1585.12	3396.72	198.14	141.53	297.21	212.30	209.00	214.17
32.0	11	1/24/2026	422435.13	35202.93	17601.46	16247.20	16247.84	8123.60	8123.92	1624.72	3481.68	203.09	145.07	304.64	217.61	214.17	219.48
32.0	12	1/24/2026	432996.01	36083.00	18041.50	16653.60	16653.28	8326.80	8326.64	1665.36	3568.56	208.17	148.69	312.26	223.04	219.48	224.91
32.0	13	1/24/2026	443820.91	36985.08	18492.54	17070.40	17069.92	8535.20	8534.96	1707.04	3657.84	213.38	152.41	320.07	228.62	224.91	230.49
32.0	14	1/24/2026	454916.43	37909.70	18954.85	17496.80	17496.64	8748.40	8748.32	1749.68	3749.28	218.71	156.22	328.07	234.33	230.49	236.21
32.0	15	1/24/2026	466289.34	38857.45	19428.72	17934.40	17934.56	8967.20	8967.28	1793.44	3843.12	224.18	160.13	336.27	240.20	236.21	242.07
32.0	16	1/24/2026	477946.57	39828.88	19914.44	18382.40	18382.56	9191.20	9191.28	1838.24	3939.12	229.78	164.13	344.67	246.20	242.07	248.07
32.0	17	1/24/2026	489895.23	40824.60	20412.30	18842.40	18841.76	9421.20	9420.88	1884.24	4037.52	235.53	168.23	353.30	252.35	248.07	254.22
32.0	18	1/24/2026	502142.61	41845.22	20922.61	19312.80	19313.28	9656.40	9656.64	1931.28	4138.56	241.41	172.44	362.12	258.66	254.22	260.54
32.0	19	1/24/2026	514696.18	42891.35	21445.67	19796.00	19796.00	9898.00	9898.00	1979.60	4242.00	247.45	176.75	371.18	265.13	260.54	267.00
32.0	20	1/24/2026	527563.58	43963.63	21981.82	20291.20	20291.04	10145.60	10145.52	2029.12	4348.08	253.64	181.17	380.46	271.76	267.00	273.63
32.0	21	1/24/2026	540752.67	45062.72	22531.36	20798.40	20798.40	10399.20	10399.20	2079.84	4456.80	259.98	185.70	389.97	278.55	273.63	280.43
32.0	22	1/24/2026	554271.49	46189.29	23094.65	21318.40	21318.08	10659.20	10659.04	2131.84	4568.16	266.48	190.34	399.72	285.51	280.43	287.39
32.0	23	1/24/2026	568128.28	47344.02	23672.01	21851.20	21851.20	10925.60	10925.60	2185.12	4682.40	273.14	195.10	409.71	292.65	287.39	294.53
32.0	24	1/24/2026	582331.49	48527.62	24263.81	22397.60	22397.76	11198.80	11198.88	2239.76	4799.52	279.97	199.98	419.96	299.97	294.53	301.85